

A Future of Possibilities.....

Human Development Foundation



## ANNUAL REPORT 2011-2012





# FOREWORD



All progressive organizations are an outcome of the dreams, ideas and creativity of its leaders. In 2007, a group of young professionals got together and began Human Development Foundation (HDF) that has, over the years, established a niche in the development field as an ambitious organization of philanthropy and education. We undertook development programs and projects through our centre for Development Action and Research (cDAR) and subsequently embarked on the bold venture of performing service to society through non-government education system. Thus, under the aegis of HDF, the School of Management (HDF-SOM) was born in the year 2007. It is fully approved by the state and central government agencies. Learning by doing is our religion and quality is our motto. These are the driving forces motivating us to work with total commitment towards excellence in every endeavor. HDF has a promise to deliver quality in all its programs and impart futuristic education and instill higher values.

Every leader has a vision. Every leader is different. Every leader leaves a legacy of its own. But what binds an organization is the smooth transition. As the Secretary of HDF, my vision is to add measurable and verifiable value to the functioning of the organization, and contribute in such a manner as to make the lives of all those who are working with us and for whom we are working, better than what it is now.

The office bearers and staff members are united in their vision, passion and perseverance to qualitatively improve the lot of the organization. I consider it a privilege to share my views on how to create a better template for HDF with each and every one of you. I also consider it a privilege to hear your views. HDF's doors are always open for positive suggestions. And you don't have to wait for a meeting to be convened to offer your views. I am not a great believer in protocol. Hierarchy should not come in the way of performance. As Mahatma Gandhi said, we should open all our windows to let all thoughts flow from the world. The time is now. We can be the change we want. But that can happen only when we clasp our hands together.

We are well on our way to progress despite of many stumbling blocks. We are aware of the challenges ahead and I am confident, HDF people will meet the same with determination. The options before us are either to submit passively to the burden of our daily mundane problems or to forge ahead undeterred by the rot around us. A positive mindset is not just a slogan. It can be the magic pill that can do wonders for all of us.

On behalf of the entire HDF family, I welcome and thank all our friends, advisors, supporters and partners for imposing faith in us.

With warm regards,

Sri Sudarsan Das  
Secretary



# About HDF



Human Development Foundation (HDF) is a registered not for profit trust with strong commitment to build human capital and work for dynamic programmatic interventions for all round and inclusive development of Odisha and Eastern India. It was formed by a group of young professionals, academicians, development thinkers and practitioners in 2008; its focus is on facilitating participatory development initiatives through promotion of high quality human resources, encouragement of shared leadership and responsive governance system through its twin wings, i.e.; Development Wing known as Center for Development Action and Research (cDAR) and the Academic Wing. Both the wings synergistically work in cohesion and congruence with each other.

While 'cDAR' pursues programmatic interventions on community health, education, livelihood & governance; the 'Academic Wing' of the foundation pursues education on Management Studies, Development Studies and Vocational Trades.



## Vision

An empowered and proactive community enriched by high quality human resources.

## Mission

To facilitate a participatory movement to strengthen development initiative by creation of high quality human resources and encouragement of shared leadership.

# Values

Our values are a reflection of the socially and environmentally responsible organization we aspire to be. They serve as our guiding principle in everything we do.

**Excellence:** We are accountable to the highest standards of quality in everything we do.

**Creativity:** We promote a culture of innovations in the pursuit of fresh approaches to learning.

**Continuous improvement:** We reflect upon our work and evolve our practices to become better at what we do.

**Collaboration:** We work as a team with all stakeholders building on our diverse perspective.

## Sustainability:

We conduct all our activities to have a positive impact on diverse communities and environment.



Centre for Development Action and Research (cDAR); the development wing of HDF, is committed and dedicated to contribute towards improving the human development continuum (Survival-Development-Participation) based on the priorities of the National Five-Year Plans and Millennium Development Goals. It facilitates better programme implementation, improved access and better use of services, convergence of development initiatives, community participation, bottom-up management, empowerment, realization of improved development indicators, promotion of integrated programme management by the community, community-based monitoring, and evidence-based advocacy, through research and development.

cDAR embodies four resource units - Health, Education, Governance and Livelihood, and undertakes programmatic interventions focusing on key issues pertaining to each of the respective resource unit.



## programme Highlights

### HEALTH RESOURCE UNIT



The Health Resource Unit is a facilitating platform for building quality human resource at appropriate levels and intellectual leadership contributing towards an environment that will support policies, plans and approaches to ensure health for all.



### CBD Programme:

Community Based Distribution (CBD) of non clinical contraceptives program is designed to harness the ASHAs and their spouses as community based volunteers for increasing information and access to family planning methods. It attempts to overcome the limitations of existing family planning programs by making available contraceptives closer to the community. It also endeavors towards promotion and protection of couples and family from HIV through community based approaches. The Program is a joint-venture of the DoH&FW – Govt. of Odisha, UNFPA and HDF.

Various training programmes such as ToT for block functionaries, training of ASHAs at sector level, refresher training for project personnel etc. have been organized to service providers on reproductive rights and informed choice of contraceptives.

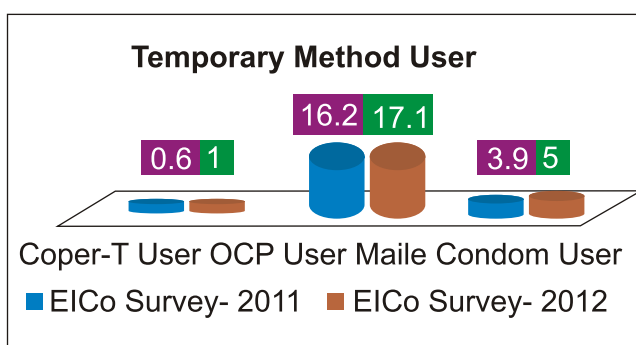
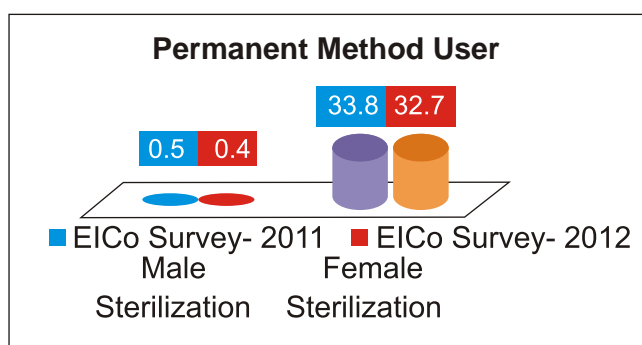


## ELCO Survey in Ganjam District:

Survey of illegible couples and community based volunteers was conducted through SC level EC Survey register designed by DoH&FW and a format (Parivar Kalyan Pustika), designed by Project for collecting the information.



Selected Indicators	ELCO Survey 2011	ELCO Survey 2012
Permanent Method User		
Male Sterilization	0.5	0.4
Female Sterilization	33.8	32.7
Total Permanent method user	34.3	33.1
Temporary Method User		
Copper-T User	0.6	1.0
OCP User	16.2	17.1
Male Condom User	3.9	5.0
Total Temporary Method User	20.7	23.1
Total User	55.3	56.2
Total Non-Users	45.6	43.7



Community-level Consultation for Male Volunteers /ASHA Spouse organized at all Sub-Centre level to expedite contraceptive Distribution.

Newly Married & Young Couple Meets were organized at all 22 blocks of Ganjam district. The event has proved its effect as one distinguished platform for promotion of “Family Planning measures”



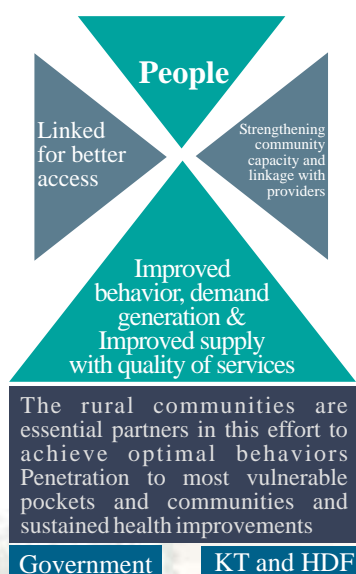
## Major achievements made by the CBD project during this year:

- Completed 200 batches of CBDV (Community Based Distribution Volunteers) training.
- Provided opportunity to ASHAs to upscale their skill, knowledge and capability as well as to raise their profile to a level where they can act as a catalyst in the development process. Moreover, the project has also roped in ASHA Spouse in CBD intervention quite innovatively.
- Awareness Generation on non-clinical contraceptives has been substantially magnified through sharing of IEC materials and continuous health education by ASHAs in the community.
- Advocacy has led to regular and timely availability of non-clinical contraceptives at doorstep.
- Special Software designed by Project has played a significant role in capturing information and generation of reports like status of accessibility, availability of CC and OCP, stocks, numbers of users and reasons for discontinuation along with users on non-clinical contraceptives on periodic basis.

## PPP in PHC Management

HDF in partnership with Karuna Trust, Karnataka has been entrusted by the Department of Health and Family Welfare, Government of Odisha to manage and further improve six Primary Health Centres (PHC-New) in Ganjam District of Odisha. HDF has its own doctors and paramedical staff including ANMs, Pharmacists, and Lab technicians since 2008-09. Looking at the effectiveness of the PHCs being managed by KT-HDF Government of Odisha has handed over management of 5 PHCs in Kondhamal district since January 2012.

In 2011-12, 50,895 patients were treated through OPD while 2092 numbers of pregnant mothers were given ante-natal care and 1,104 mothers were given post-natal care in the PHCs in Ganjam district.



HDF has successfully administered the following aspects of PHC management in Ganjam and Kandhamal districts:

- ➡ Act on behalf of the government of Odisha in effective planning and delivery of services in the PHCs.
- ➡ Provide curative, preventive and promotive services at the PHCs.
- ➡ Participation in all the national health programmes.
- ➡ Strengthen referral services for secondary health care centers such as SDHs and District Headquarters Hospital.
- ➡ Promote comprehensive client centered integrated Public Health Communication strategy.
- ➡ Encouraging institutional services for pregnant women, family planning, sterilization etc.



## Key Achievements of 2011-12 in five PHCs of Ganjam

The key achievements of Five PHC (New) of 2011-12 are as follows:

Indicators	Alasu	Baranga	Goudagotha	Manitara	Rahada
Total OPD	12433	14677	10703	13085	18616
Institutional Delivery	323	172	253	371	381
Referral of pregnant women	323	154	170	314	197
Referral of sick persons	22	0	30	0	22
ANC	137	462	304	378	511
PNC	128	317	258	66	471
Full immunization	3716	5402	3205	1983	1264
Blood slide for malaria	1103	3316	1532	539	683
Hg % test	824	1374	346	403	182
Urine R/E	848	822	288	105	257



Rallies and awareness meetings have been conducted in communities on Dengue and Malaria. The day like World AIDS Day, World Leprosy Day, World TB Day, World Polio Day, and World Breast Feeding week have been observed in all PHCs of Kandhamal.

Every month FGD on various health-related topics are conducted in village level. Besides school health program and health check up of school students with distribution of medicine is a monthly activity. .

## Prevention of Parent to Child Transmission of HIV Infection (PPTCT)

HDF and IL&FS ETS have entered into partnership for a Global Fund to fight AIDS Tuberculosis and Malaria (GFATM) supported project in 10 districts of Odisha namely Ganjam, Gajapati, Koraput, Rayagada, Balangir, Anugul, Balasore, Bhadrak, Cuttack and Khurda to undertake management of the Prevention of Parent to Child Transmission (PPTCT) Program under the Rolling Continuation Channel (RCC-2). HDF is the state level agency implement the project with the support of ARUNA, Ganjam and Punnarutthan, Balasore in the state. The objective of this partnership is to prevent HIV transmission and mitigate the impact of HIV by expanding access to testing, counseling and prevention of parent to child transmission Services, strengthening inter program linkages, especially HIV and TB collaboration and integrating HIV Services with the general health system.

ANC and PNC care have been provided to 140 infected mothers by outreach workers in the year 2011-12.



## Operations Research on MNCH

Baseline study was undertaken to conduct operations research to support the pilot project on engagement of male health workers to improve maternal and child health in remote areas of Odisha being implemented by WOSCA in Keonjhar district of Odisha. The pilot project designed by Concern Worldwide engages Male Health Activists (MHAs) and pairs them with Accredited Social Health Activists (ASHAs) to facilitate MNCH service delivery, especially in remote areas.. The operations research and pilot project is sponsored by Concern Worldwide with the support from Bill and Melinda Gates Foundation under Innovation Project.



# EDUCATION RESOURCE UNIT



## Development of School Database

As a unique move in the direction to implement the Right to Education (RTE), the School and Mass Education Department of Government of Odisha decided to develop 6000 quality schools across the state during 2011-12. In this context, HDF in partnership with UNICEF developed school wise status reports using appropriate quality indicators in order to facilitate school development plans with suitable analysis of existing data from different sources. The study focused on developing indicators for facilitating monitoring effectiveness of RTE implementation in Odisha.

## Mid-term impact assessment of Sahajog project

HDF carried out mid-term impact assessment of Sahajog-a project launched by Odisha Primary Education Programme Authority (OPEPA) for the capacity building of SMC and BRG members. Objectives of the assessment were (i) to ascertain the level of assimilation of training inputs by SMC members, (ii) to assess improvement, if any, in their level of involvement in school development activities and (iii) to offer suggestions for improving school-community link through SMC.



## Mid-term Assessment of Computer Aided Learning (CAL) programme

SSA, an innovative scheme for improving quality elementary education in the country, has incorporated a component of computer-aided instruction for children in selected upper primary schools with the objective of creating a better and child-friendly learning atmosphere. In Odisha, CAL programme was introduced in 600 schools in the first phase and 900 schools in the second phase. A mid-term assessment of this programme was conducted by HDF during this year with the following objectives:

- To assess the enrolment status, attendance rate and retention rate of students in CAL and non CAL schools.
- To assess the achievement level of the learners in relation to the content inputs extended under CAL in different school subjects
- To ascertain the performance level of the teachers in school covered under CAL with regard to their performance, attitude and motivation.
- To find out the infrastructure facilities of schools covered under CAL programme and the monitoring mechanism adopted for CAL programme.
- To find out the role and level of involvement of Head-teacher as well as SMC members and parents in school management and CAL programmes.
- To compare the findings of Midterm Assessment Survey with the results of Baseline Assessment Survey.



## GOVERNANCE RESOURCE UNIT



### Integrated District Planning in Bolangir

HDF worked as Technical Support Institute (TSI) for preparation of Annual and perspective plan along with BRGF, MGNREGS and BKBK Plan for Bolangir district. The Vision statement of the district was differentiated into achievable goals across sectors and emphasis was laid on the sectors that have better promises to impact the income and employment trends. The following technical activities were undertaken in developing the district plan:

- ★ District Consultative Workshop along with key stakeholders
- ★ Block and ULB level Workshops
- ★ Collection of Information, Plans from Block, ULB and Panchayat Level
- ★ Formulation of Sectoral Plans by DLOs
- ★ Integration of Plan Proposals & preparation of Annual Plans
- ★ PRA exercise at GP and Village level to assess the community need
- ★ Assimilation of priorities plan with state and central scheme

### Impact assessment of Key Household Behaviours in Ganjam

HDF completed an Impact Assessment of Promotion of Key Household Behaviours through Artist Federations in Ganjam District of Odisha. Under the assignment HDF with the support of District Kala Abom Sanskriti Sangha (DKASS) Ganjam evaluated the impact of the IEC activities by the various line departments on flagship programmes like MGNREGS, SSA, NRHM and TSC etc through involving Artist Federations.

## LIVELIHOOD RESOURCE UNIT

### Project SAFAL- Social Safety Net Programme for VR/VS employees

Odisha State Renewal Fund Society (OSRFS) under the Department of Public Enterprises, Government of Odisha has launched the programme “SAFAL”- Self help Assistance for Alternative Livelihood.



HDF in association with its consortium partners MP CON Ltd, Bhopal and EDII, Ahmedabad has been entrusted to implement this project which is meant for employees and workers of the state PSUs who have been separated from the PSUs through VRS (Voluntary Retirement Scheme) or VSS (Voluntary Separation Scheme).

The Project is undertaken to reduce fiscal burden, to increase allocation of public resources for priority sector development and to create more employment opportunities. Besides, it aims to protect the interest of the workers, those who are adversely affected due to privatization / restructuring of State PSEs.

The project was officially launched on 16<sup>th</sup> December 2011 by the Hon'ble Minister, Finance & PE, Govt. of Odisha, Mr. Prafulla Chandra Ghadai in presence of Principal Secretary- Finance, and Secretary-PE. Govt. officials, PSU Representatives, VR/VS Employees & Team members of PIA.



The main activities that were offered by “SAFAL” during the year are:

- Survey of VR/VS employees
- Counseling to overcome the financial stress and strain.
- Advise on utilization of the money that employees/workers have got
- Vocational training for alternative livelihood
- Follow up and guidance for re-deployment
- Advise on opportunities that exist or may arise in the near future



## Concurrent Evaluation of SJSRY in Odisha

Government of India have launched a rationalized poverty alleviation scheme Swarna Jayanti Shahari Rozgar Yojana (SJSRY) that seeks to provide gainful employment to the urban poor (living below the urban poverty line) unemployed or under-employed, through setting up of self-employment ventures or provision of wage employment. In view of the above, it was felt that there is a need for a critical examination of the strategies adopted, the interventions sought, funds flow and its utilization, individual & organizational structure and the mechanism of implementation by the implementing agencies in sampled ULBs to understand the impact, failures and success. HDF was entrusted to undertake a detailed study of the funds released by Governments and utilization of the same by stakeholders so as not only to assess the extent to which it has been possible to achieve the aims and objectives of the scheme, but also to review the scheme itself and suggest policy measures to improve the situation.

The study was conducted in 2 Municipal corporations, 6 Municipalities and 12 NACs in Odisha to assess the drawbacks and success of the beneficiaries under three poverty alleviation programme components such as USEP, UWSP and STEP-UP. The report has been submitted to State Urban Development Authority (SUDA).

## HDF School of Management (HDF-SOM)

With its aim of infusing a higher level of ethical professionalism in management studies, HDF School of Management has successfully groomed itself into a self-reliant institution of excellence in management education with focus on development management. Located at Trisulia in the suburb of Cuttack, the School has a state of the art campus. Besides teaching, the school has undertaken research, consultancy, training and outreach programmes in Odisha and outside conforming to the requirements of the programme participants, sponsors, users of services and the society at large.



HDF-SOM offers AICTE approved two-year Post-Graduate Diploma in Management (PGDM) with newly introduced unique specialisations like IT & Geo-informatics in addition to other specialisations such as Accounts & Finance, Human Resource Management, Marketing Management, Operations Management etc. It also runs AICTE approved one-year Post-Graduate Certificate in Management (PGCM) with specialisation in Microfinance Management.



## PGDM Programme

The PGDM students of 2010-12 undertook their management traineeship in various organisations and worked in 25 pre-assigned projects under the joint supervision of a faculty guide and the reporting officer of the organisation concerned.

### List of Organisations Offered Jobs to Students of PGDM 2010-12

Sl. No.	Name of the Organisation
1	Reliance Retail
2	Petron Civil Engineering Pvt. Ltd. (KSS Group)
3	Eureka Forbes
4	In-Skills
5	Piramal Foundation
6	Jenburkt
7	Future Group
8	Best Power Equipment Pvt. Ltd.
9	Orissa Stevedores Ltd. (OSL)

## PGCM Programme

All the 17 students of the PGCM 2010-11 batch were placed in the following organisations

### List of Organisations Offered Jobs to Students of PGCM 2010-11

Sl. No.	Name of the Organisation
1	People's Forum
2	Harsha Trust
3	BET
4	CCD
5	Madhyam Foundation
6	Aaina
7	Leirik Finance Pvt. Ltd.
8	Innovative Micro credit Cooperation
9	SWAD
10	United Artists Association (UAA)

### List of Organizations Participated in MTS during the year

S.No	Name of the Organisation	Dist./Area	Topic
1	Livolink Foundation	Bhubaneswar	Study on Diversion Based Irrigation Systems in Selected Regions of Odisha for Assessment of the Socio- Economic Impact and Livelihood Augmentation of the Tribal Villages
2	Annapurna Microfinance Pvt Ltd.	Bhubaneswar	Study on the Operational Process of Microfinance Institution: A case study of Annapurna Microfinance Pvt. Ltd.
3	Parivartan	Bhawanipatna	Impact of Vegetable Cooperatives on the Members and Non-Members
4	Mahashakti Foundation	Kalahandi	Study on Identification of the Household Level Livelihood Opportunities in two rural villages of Mahashakti operational areas of Kalahandi district
5	ADHAR	Balangir	Study on Social Accountability through Community Score Card in Gandapatrapali of Balangir district
6	VICALP	Kandhmal	Study on the Livelihood Conditions of Turmeric Growers Among ST communities in Daringbadi block of Kandhmal district
7	Youth Council for Development Alternatives (YCDA)	Boudh	Impact of Social and Financial Education among School going- children in Boudh and Kantamal Blocks in Boudh district
8	Sai N Sai Ventures Ltd	Basudebpur	Market Survey in Basudebpur Block for comprehensive health insurance package
9	Aide at Action	Balangir	Study on Migration in Balangir district: Issues, Challenges and Opportunities
10	DAPTA	Bhawanipatna	Study on Development Activities Undertaken Among Tribal and Poor in remote areas of Kalahandhi District – A Case Study of DAPTA NGO
11	CARD	Khurda	Study on Performance of Self Help Groups in Khurda district
12	GRAM-UTTHAN	Kendrapada	Study on Sustainable Livelihood for Migrant households in Rajkanika block of Kendrapada district
13	Leirik Finance Pvt Ltd	Manipur	Study on Microfinance Operations and Designing New Business Plan for Leirik Finance Pvt Ltd, Manipur

## List of Organizations Participated in OTS during the year

Sl. No.	Name of the Organisation	Dist./Area	Project Title
1	Annapurna Microfinance Pvt. Ltd.	Khurda	Analysis of Client Grievances and Redressal Mechanism System of MFI
2	AGS Pvt. Ltd	Gurgoan	Study of GIS Remote Sensing in Gurgoan
3	Bharat Integrated Social Welfare Agency	Sambalpur	Study of Client Satisfaction in Microfinance Institutions
4	Ekta	Koraput	Study of the Role of Women in Local Self Governance in Koraput
5	FMM Social Service Society	Ganjam	Study of Women's Empowerment Among Marine Fishing Communities Through SHGs Intervention in Coastal Villages of Ganjam District
6	Harsha Trust	Koraput	Study on Livelihood and Micro Enterprise Opportunities for Tribals in Jaipur
7	Lutheran World Service India Trust	Sahranpur	Implementation of Income Generation Activities for SHGs in Bahalpadar Village in Sahranpur: Issues and Challenges Impact Assessment on Goatery Farm Project at Lenbopalli Village of Tarabha Block
8	South Odisha Voluntary Action	Koraput	Study on Migration Among Tribal Communities in Kundra Block and Design of a Sustainable Livelihood System Study of Microfinance Operations through Self Help Group Model
9	Swyamsree Micro-Credit Services	Khurda	Study of the Function of Self Help Groups in Urban Area of Cuttack
10	Swayanshree Mahila Samabaya Ltd.	Cuttack	Study on Vocational and Skill Development Opportunities among Migrants in Ghodar Panchayat
11	Udayama	Balangir	Study on Community Based Livelihood Opportunities Among the Fishermen Communities in Nagar Panchayat of Puri District
12	United Artists Association	Puri	Baseline study of SHGs and Landless People on Livelihood Activities
13	Women Organisation for Socio-Cultural Awareness	Keonjhar	Designing Business Plan on Dairy Through Cooperative in Manamunda Panchayat of Kantamal Block.
14	Youth Council for Development Alternatives (YCDA)	Boudh	Designing Business Plan on Vegetables Through Cooperative in Munupali Panchayat of Kantamal Block

## Training and Placement of Students

The School provides intensive training to the students throughout the year for their personality development and communication skill enhancement by in-house faculty and external experts.

Confidence Factory, an agency of professional corporate trainers and soft-skill developers has been engaged to provide placement training with specific focus on communication skills, presentation skills, personality development, aptitude test and industry exposure to make the students industry-ready.

## Scholarship and Award

The school has been rewarding meritorious Students through various trusts like LBW, Australia. Besides, the P.K. Dash Gold Medal for academic excellence is awarded every year to the topper of PGDM programme. The award for the year 2011 went to Ms Ananya Ghosh.



## Institutional Training

The school conducted the following training programmes for professionals of other institutions.

- ⦿ Training on Sub-sector Analysis for Vegetables and Development of Community Based Institutions, for the CEOs and professionals of member organizations of Madhyam Foundation from Malkangiri, Kalahandi and Khurda (October 25, 2011, Bhubaneswar)
- ⦿ Training on Value Chain, for the professionals of the member organizations of South Odisha Development Initiative (SODI), Rayagada, May 27-30, 2011,
- ⦿ Training on Value Chain, for the Professionals of supporting organizations of National Foundation of India (NFI), New Delhi (May 19, 2011, Bhubaneswar)
- ⦿ Strategic Management for the professionals of BAIF at Pune in Maharashtra (April 17-19, 2011)

## Research and Consultancy

The following research and consultancy activities were undertaken by the school

- ★ Planning and Undertaking Project Management and the Baseline Exercise for the Project “Enhancing Livelihoods of Tribal People in Jharkhand and Odisha through Women's Self Help Groups Under the Central India Initiative” being implemented by PRADAN: Sponsored by Collectives for Integrated Livelihood Initiatives (CinI) of Sir Ratan Tata Trust (SRTT)
- ★ Environmental Transformation and Social Friction in India with specific Focus on Odisha, Funded by Norwegian Research Council and Norwegian University of Science and Technology
- ★ Value System Analysis for Turmeric Sub-sector in Kandhamal and Koraput Districts of Odisha, Funded by Madhyam Foundation, Bhubaneswar
- ★ Value System Analysis for Vegetable Sub-sector in Malkangiri, Kalahandi and Khurda Districts of Odisha, Funded by Madhyam Foundation, Bhubaneswar
- ★ Review of Ashoka Trust for Research in Ecology and Environment (ATREE), Bangalore, Karnataka, Funded by Jamsetji Tata Trust, Mumbai
- ★ Value Chain Analysis for Herbal Medicine for Health and Development Initiative, Odisha: Sponsored by National Foundation of India, Delhi
- ★ Value Chain Analysis for Hill Broom and Dal for Agramee, Odisha: Sponsored by National Foundation of India, Delhi

Besides the above, the school provided institutional affiliation to scholars from International Christian University, Japan, Norwegian University of Science and Technology and University of Agder, Norway for research.

## Seminars and Other Events

Saturday Afternoon Seminar Series (SASS) of the School provides a platform for exchange of ideas among faculty, students and visiting fellows. Special seminars are also held to get advantage of the Experts' presence in the School. A list of seminars held during the year 2011-12 is presented in the table below.

Sl. No.	Topic	Speaker
1	Information Technology for Management	Dr. Priyaranjan
2	Matching the Expectations of the Industries	Mr. Madhav Koparkar
3	Eureka Kids	Dr. Balaji Sampat
4	Educational Opportunities Abroad, especially in US and UK	Mr. Bhaskar K. Raja
5	Social Entrepreneurship	Ms. Poly Pattnaik Founder of Mothers' Public School
6	KUDUMBASHREE, Kerala	Mr. P. Kesavan Nair
7	Road Safety: Every Citizen's Responsibility	Mr. Prakash Ch. Mohapatra
8	Insurance, not a Prerequisite to Road Safety	Mr. Mahadev Sethy, Sr. Branch Manager, UIIC, Cuttack
9	Creating Employability in Higher Education	Dr. MP Parameswaran
10	Self-Realisation of Inherent Potential, a way to Women Empowerment	Dr. Subba Rao
11	Citizens' Rights over Land & Natural Resources and their Protection	Mr. PV Rajagopal
12	Relevance of Ethics and Values in Corporate World	Mr. Raj Asava Asava Consulting Inc. Plano, TX, USA
13	Business Plan Development	Mr. Arindam Dutta Consultant
14	Credit Rating and Financial Crisis	Dr. Soumendra K. Dash
15	Entrepreneurship & Environmental Responsibility	Mr. Deepak Ashwani
16	Landmark Forum on Education	Ms. Jyotsna Bapat





## Skill Development

### Skill Odisha initiative

Skill Odisha initiative of HDF is a unique programme designed to create massive skilled manpower in the state of Odisha that will promote a better livelihood opportunity and contribute towards development.

While organising this programme, special emphasis has been given to SC, ST, women and the downtrodden, especially in the rural sector of Odisha in our effort to remove social inequality and bring them into mainstream of the society.

HDF has been approved as an authorized Vocational Training Provider (VTP) by the Ministry of Labour and Employment, Govt. of India to implement the “Modular Employable Skills”(MES) programme, under the much larger National Skill Development Mission of the Govt. of India. HDF in partnership with other training institutions in the state has launched "Skill Odisha Initiative" in a massive scale. The “Skill Odisha Initiative” is in operation encompassing partners from all the 30 districts of Odisha which is being coordinated from HDF's Millennium ITC at Bhubaneswar.

### InSkills Odisha

Having the proven experience of conducting Modular Employable Skills (MES) over a myriad of sectors as a Vocational Training Provider, HDF has started an initiative- InSkills Odisha as a co-promoter with In-think Education Pvt. Ltd., Kolkata and Knowledge Trust, Odisha to impart vocational training to youths in order to enhance their employability. The programme has close industry linkage and has quality in certification to ensure job opportunities.

The InSkills programme is backed by technical knowledge partnership with institutes in countries like the UK and Singapore in specific skills and endeavors to meet the demand for skilled manpower of the domestic industries and that of abroad. While InSkills has established link with Bournville College, UK as knowledge partner for engineering and construction skills, it has tied up with HCMI, Singapore for placement of skilled workers in different countries in South East Asia and Australia.





## Gramin ITC

The action agenda of HDF-GRAMIN-ICT covers development and establishment of vocational trades, skill development institutions, finishing schools and technical educational centers with the objective of producing skilled human resources making inroads in eradicating unemployment through self employment and creating employable opportunities in potential sectors. Considering that the major sections of the population are engaged in agriculture and allied activities, HDF has planned for generating quality human resources in the same field as well.

With a view to transform the mission into reality, HDF has set up one Industrial Training Center (ITC) at Angargadia in Badasahi block of Mayurbhanj district. This center has undertaken the responsibility to impart training on the following competencies:

- Agricultural Processing and Value-addition Technologies
- Floriculture and Landscaping
- Farm Machinery and Equipment Maintenance
- Horticulture and Vegetable Production
- Sericulture
- Pisciculture
- Livestock Management
- Integrated Farming Technology
- Plant Protection, Seed Production and Conservation Technologies
- Agri-enterprise Development.

Besides, it offers courses leading to National Trade Certificate (NTC) on :

- Horticulture (1 year).
- Floriculture and landscaping (6 months).





# Annual Events

## Odisha Environment Congress (OEC) 2011



Odisha Environment Congress (OEC); an annual scientific event organized by HDF, provides unique opportunities to academicians, researchers, scientists, planners & policy formulators, students and practitioners for learning, interaction and being introduced to the latest technologies and trends in the theme area. It provides opportunity for presentation and publication on Odisha specific research based articles in the chosen theme.

In view of UN deceleration of 2011 as International Year of Forest, the focal theme for OEC 2011 was Forest Resources of Odisha - Issues, Challenges and Potentials. Sponsored by the Department of Forest and Environment, Government of Odisha, it was the culmination of year-long celebration of International Year of Forest-2011 in the form of regional workshops, series of competitions among school and college students, and various cultural programs to raise awareness on valued resources.

The Congress included an inaugural address by Sri Debi Prasad Mishra, Hon'ble Minister, Forest and Environment, keynote address by Dr. P. J. Dillip Kumar, IFS, DG, Forest, Government of India; special addresses by Raj Kumar Sharma, IAS, Commissioner cum Secretary, Forest and Environment Department, Dr. Aurobindo Behera, IAS, Member, Board of Revenue, Sri P. N. Padhi, IFS PCCF, and Prof. Nirmal Chandra Sahu, Professor, Berhampur University and invited presentations by experts on above sub-themes as well as paper and poster presentations by senior and junior researchers.



## State level Convention of Mahila Shanti Sena (Women Peace Corps)



Mahila Shanti Sena (MSS) is a peace movement to empower women in order to build a peaceful and just society, to raise mass awareness among women to realize their strength and power, to focus on problems facing women such as violence, poverty, illiteracy, unemployment and neglect and to promote Gandhian tradition of engaging in constructive village service.

A State Level MSS Convention on “Women's Empowerment: Initiatives of MSS” was held at Human Development Foundation (HDF) School of Management in February 4-5. It was an experience by itself. It was the first time that such a Convention was held in Odisha since the inception of MSS in 2005. The programme was supported by Centre for Peace Studies at McMaster University, Canada, MSS (International) in Canada and Sustainable Economic and Educational Development Society (SEEDS) in USA. About 200 MSS and other women representatives from 18 out of 30 districts of Odisha State participated in the Convention.

## International Women's Day

In commemoration of International Women's Day, the School organised a workshop on 8<sup>th</sup> March 2012. Ms. Manju Dhal, President, CARD was the Chief Guest on the occasion and addressed the students.

## Cultural Events through Heritage Club

The students and staff of the School are constantly encouraged and inspired to showcase and develop their inherent potential of talents through various events organised in the campus. The 'Heritage Club' of the School with the aegis of SPICMACAY Odisha Chapter organises cultural programmes performed by world renowned artistes of India and abroad.



# Scholarly Presentation Professional Forums

Faculties of HDF School of Management gave the following scholarly addresses and presentations at various local, national and international forums:



**Prof. Haribandhu Panda**

- ✦ Address to the scientists on the topic “Development, Environment and Governance: The Case of Odisha” at the Interim Test Range, Chandipur, Balasore, 28<sup>th</sup> June 2011
- ✦ Address during the Faculty Development Program of KMBB on the topic “Quality Teaching”, 18<sup>th</sup> August 2011
- ✦ Presented Paper, “Energy Scenario in India” at the Kerala Environment Congress, Thiruvananthapuram, August 25-27, 2011,
- ✦ Presented paper, “Environmental Insecurity and Social Friction in Odisha” at the India 2011 Week, Organised by the Norwegian University of Science and Technology (NTNU), Trondheim, Norway, 1-9 October 2011.
- ✦ Presented paper, “Biodiversity Conservation and Sustainable Development” at the Regional Workshops at North Odisha University, Baripada on 29<sup>th</sup> November; Sambalpur University, Sambalpur on 2<sup>nd</sup> December; Berhampur University, Berhampur on 5<sup>th</sup> December; and Central University, Koraput on 7<sup>th</sup> December 2012;
- ✦ Presented paper, “Energy Security of Odisha: Role of Forests”, at the Odisha Environment Congress 2011, Bhubaneswar, December 22-24, 2011
- ✦ Presented paper, “Women's Livelihood Challenges and Prospects in Rural Area” to the Participants of the Mahila Shanti Sena (MSS) Convention on Women's Empowerment at HDF School of Management,
- ✦ Address at the Cooperative Convention, Bhubaneswar, on the topic, “Role of Different Stakeholders in Collective Procurements, Marketing and Linkage through Self-Help Cooperatives”, 3<sup>rd</sup> March 2012.
- ✦ Address to the Scientists on the topic “Environmental Protection of the Coastal Area of Odisha” at the Interim Test Range, Chandipur, Balasore, 12<sup>th</sup> March 2012
- ✦ Presented paper, “Environmental Insecurity and Social Friction in Rural Odisha” at the Conference Organised by the Institute of Peace Studies, New Delhi and NTNU (Norway), at New Delhi, 16-17 March 2012.



**Prof. Smita Mishra Panda**

- ✦ Participated and presented a paper in the International Association of Feminist Economics (IAFFE) Annual Conference, June 24-26, Hangzhou, China. Title of the paper – 'Mobility of Tribal Populations for Livelihood Sustenance: A Gender Perspective from Odisha, India'.
- ✦ Participated in 'State Level Advocacy Workshop on Migration in Odisha', organised by Madhyam Foundation, 29<sup>th</sup> July 2011.
- ✦ Key Note Speaker for UN Water Development Report Consultation Workshop organised by SaciWaters and XIMB, 17<sup>th</sup> August 2011, Bhubaneswar.
- ✦ Participated as a core group member of Consultation on 'Education, Nutrition and Protection of Children of Migrant Labour', organised by Aide- et- Action in collaboration with UNICEF, 9<sup>th</sup> September 2011, Bhubaneswar.
- ✦ Participated in the India 2011 Week, organised by Norwegian University of Science and Technology (NTNU), Trondheim, Norway 1-9 October, 2011. Presentation based on Project: 'Environmental Insecurity and Social Friction: Rural Links in Odisha' and New Activism among Tribal Women in Odisha'
- ✦ Session on 'Gender Mainstreaming Issues in Declining Sex Ratio in Odisha', to District Judges of Odisha, Odisha State Legal Authority, 18<sup>th</sup> October 2011, Cuttack.
- ✦ Session on 'Social Dimensions of Sex Selection', at District Level (Medical and Administrative Staff of Mayurbhanj), Odisha State Legal Authority, 27<sup>th</sup> November 2011, Baripada.
- ✦ Presentation of White Paper on 'Declining Sex Ratio in Odisha: Causes, Trends and Challenges', XIMB and MDG Forum on 'Promoting Gender Equality and Women's Empowerment', 28<sup>th</sup> December 2011.
- ✦ Session on 'Promoting Gender Sensitive Policies', International Conference on 'Good Rural Governance and Citizen Participation', organised by Institute for Rural Research and Development (IRRAD), S.M. Sehgal Foundation, Gurgaon, 2-3 March, 2012.
- ✦ Participated in the Conference 'Transformation and Friction in Globalising India', organised by Institute of Peace Studies, New Delhi and NTNU (Norway), New Delhi, 16-17 March, 2012. Presented paper on 'Livelihoods Vulnerability and Mobility among Tribals in Odisha'

### Prof. Shipra Mishra

Participated in the seminar “Entrepreneurship Development in MSME – A way forward to sustainability” organised by PG Deptt. of Commerce, Utkal University, Bhubaneswar.

### Prof. Sumanta Banerjee

Participated in a workshop on “How to write a publishable manuscript in referred journals”, organised by IMI, Bhubaneswar on 21<sup>st</sup> October, 2011

## SCHOLARLY PUBLICATIONS

The following scholarly publications were made by our faculties during 2011-12:

### Prof. Smita Mishra-Panda

- Declining Child Sex Ratio in Odisha: Trends, Causes and Challenges, (MDG Forum and UNICEF, 2011) "Current Gender Issues in Forest Management: Insights from Odisha", in the Proceedings of Odisha Environment Congress 2011, Forest Resources of Odisha: Issues, Challenges and Potentials.
- Declining Child Sex Ratio in Odisha: Trends, Causes and Challenges (three parts in Odia) - Samadrusti, March and April issues of 2012. "New Activism for Political Recognition: Creation and Expansion of Spaces by Tribal Women in Odisha (India), Vol.15, No.1 Gender, Technology and Development, 2011, pp 75-99. Sage Publications, (co-authored with Ragnhild Lund).
- Improving Processes of Natural Resource Management at the Grassroots: The Case of Self Employed Women's Association (SEWA)" - Book Chapter in Engendering Integrated Water Management in South Asia: Policy, Practice and Institutions, Edited by M. Zwarteveen et.al, Zubaan Publications, Delhi, 2011 (co-authored with Ravi Sannabhadri)

### Prof. Haribandhu Panda

- Panda, H. (2011), Energy Security of Odisha: Role of Forests, Proceedings of the Odisha Environment Congress 2011, Bhubaneswar, December 22-24, 2011, CED, OFSDP, HDF and NMNH, pp. 58-71.
- Panda, H. (2011), Energy Scenario in India, Proceedings of the Kerala Environment Congress 2011, Thiruvananthapuram, August 25-27, 2011, CED and Rajiv Gandhi.

**HDF also published the Souvenir of Odisha Environment Congress 2012 on the occasion of International Year of Forest**



## Special Recognition

HDF School of Management (HDF-SOM) has been awarded the best business school in the year 2010. The award was instituted by Centre for Event Development and Activities (CEDA) in the Capital Education Fair 2010 organised during 19<sup>th</sup> to 27<sup>th</sup> April at Bhubaneswar.

## Our Partners in passage of 2011-12

- |  |  |
|--|--|
| ★ OPEPA, Government of Odisha                                  | ★ NRHM, GoO                                      |
| ★ Department of Planning & Co-ordination, Government of Odisha | ★ Population Foundation of India, New Delhi      |
| ★ Government of India  | ★ University of California, Berkley              |
| ★ UNFPA  | ★ IL&FS  |
| ★ UNICEF   | ★ Center for Environment and Development, Kerala |
| ★ Concern World Wide, India                                    | ★ Karuna Trust, Karnataka                        |

# Audit Report 2011-12)

## HUMAN DEVELOPMENT FOUNDATION


Plot No- M-4, Samanta Vihar, Chandrasekharpur, Bhubaneswar

Consolidated Balance Sheet as at 31st March,2012

	Schedule No.		As at 31.03.2012		As at 31.03.2011
<b>I SOURCES OF FUNDS</b>					
1)Capital Funds:	1		55,448,000.00		18,960,000.00
2)Loan Funds:					
a)Secured Loans	2		51,199,398.00		46,705,245.00
b)Unsecured Loans	3		28,599,594.00		31,949,594.00
3)Current Liabilities & Provisions					
a)Current Liabilities	4	497,051.00		2,282,279.00	
b)Provisions	5	3,962,491.00		4,272,585.00	
c)Creditors for Capital Expenditure	6	1,068,795.00	5,528,337.00	8,554,518.00	15,109,382.00
Total			140,775,329.00		112,724,221.00
<b>II APPLICATION OF FUNDS</b>					
1)Fixed Assets:	7		72,209,763.12		69,824,130.54
2)Investments	8		16,013,179.00		3,603,280.00
3)Current Assets,Loans & Advances					
a)Inventories	9				
b)Sundry Debtors	10	4,568,068.00		10,764,860.00	
c)Cash & Bank Balances	11	4,358,493.03		836,667.81	
d)Other Current Assets	12	1,167,479.00		1,805,031.00	
e)Loans & Advances	13	11,194,768.00	21,288,808.03	2,186,872.00	15,593,430.81
4)Miscellaneous Expenditure to the extent not written off or adjusted					
a)Pre-operative Expenses	14		387,200.00		387,200.00
5)Excess of Expenditure over Income			30,876,378.85		23,316,179.65
Total			140,775,329.00		112,724,221.00

Schedule 1 to 14 form an Integral Part of this Balance Sheet

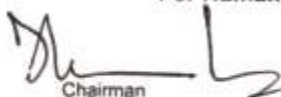
For M/s. PPB & CO.,  
Chartered Accountants

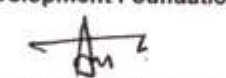
  
(B K Panda, FCA)  
Partner

Place Bhubaneswar  
Date 20.06.2012



For Human Development Foundation

  
Chairman

  
Secretary Cum Treasurer





**HUMAN DEVELOPMENT FOUNDATION**

M-4, Samantavihar, Near Kalinga Hospital Square,

Bhubaneswar-751017, Odisha,

Tel-Fax: +91 674 2301019

Web: [www.hdf.org.in](http://www.hdf.org.in)



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