



# Swasti Annual Report

2013 - 14



Registered in 2004 under the Societies Act, 1860.

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**This report covers the period of 1<sup>st</sup> April 2013 to 31<sup>st</sup> March 2014.**

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# Abbreviations

AIDS	Acquired Immunodeficiency Syndrome
APA	Asia Pacific Alliance
BMGF	Bill and Melinda Gates Foundation
BSR	Business for Social Responsibility
CDI	Catalyst Development Initiatives
CHMI	Center for Health Market Innovations
CMS	Catalyst Management Services
DFID	Department for International Development
DSW	Deutsche Stiftung Weltbevoelkerung
EL	Euroleverage
EU	European Union
GHWA	Global Health Worker Alliance
GWEEI	Global Womens' Economic Empowerment Initiative
HER	Health Enables Returns
HIV	Human Immunodeficiency Virus
HR	Human Resources
HRH	Human Resources for Health
HRMIS	Human Resource Management Information System
ICAAP	International Congress on AIDS in Asia and the Pacific
ICAI	Independent Commission for Aid Impact
ILO	International Labour Organization
INGO	International Non-governmental Organization

IWRM	Integrated Water Resource Management
KP	Key Populations
MARPs	Most At Risk Populations
MP	Madhya Pradesh
NACO	National AIDS Control Organisation
NACP	National AIDS Control Program
NGO	Non-governmental Organization
NRHM	National Rural Health Mission
P.A.C.E.	Personal Advancement and Career Enhancement
PLHIV	People Living with HIV
RH/FP	Reproductive Health and Family Planning
SA	South Asia
SAARC	South Asian Association for Regional Cooperation
SP	Social Protection
SRHR	Sexual and Reproductive Health and Rights
STD	Sexually Transmitted Disease
ToR	Terms of Reference
ToTs	Training of Trainers
UHC	Universal Health Coverage
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDP	United Nations Development Programme
UNICEF	United Nations Children Fund
WASH	Water, Sanitation and Hygiene
WHO	World Health Organization
WSW	Women in Sex Work

## Message from the *President*

The 12th year had several strategic and transformative contributions at the programme and policy level in India, South Asia and South East Asia region.

Swasti's focus on vulnerable, poor and marginalised communities continues as we use the strategies of Innovative Models for Impact, Partnerships for Results and Knowledge and Policy Shaping.

During the year, Swasti initiated a project responding to Gender Based Violence and Discrimination under which we hope to develop a safety and protection model to prevent and address gender based violence in cities.

Through the P.A.C.E. in Community programme, Swasti has been able to reach rural women to build their capacities for personal development. We have built capacities of women on Water, Sanitation and Hygiene including menstrual hygiene in Madhya Pradesh through the IWRM project, led by Vrutti. At Pragati, Swasti continues to build leaders among the community of Women in Sex Work in Bangalore.

Swasti has been able work with the National AIDS Control Program and supported mainstreaming of HIV sensitive Social Protection. This was also a year of reflection and renewal for Swasti, when our flagship program Pragati was revised and rejuvenated to address the growing needs of Women in Sex Work in Bangalore.

Swasti's work in Innovative Financing gained recognition. Swathi Jyothi, an initiative for financial access for Women in Sex Work, was awarded the Best Urban Cooperative by Citi Foundation.

Taking stock of the work that Swasti did last year, and what has been planned for the coming years makes me happy to be leading a team of passionate, vibrant and competent professionals who believe in bringing about a positive change in people's lives and making a difference.

I take this opportunity to thank everyone who has been a part of this journey, and look forward to many more.

## The Organization

Swasti is an International Health Resource Centre that focuses on achieving public health outcomes for people and communities that are socially excluded and / or poor. Swasti specializes in the social and management aspects of health, and is a registered not – for – profit society that is part of the Catalyst Group of Organizations (Catalyst Management Services - CMS, Vrutti and Fuzhio). Swasti was established in 2002 as a unit of Catalyst Development Initiatives (CDI), a development arm of CMS to incubate promising ideas in development. In 2004, Swasti was independently registered as a not for profit society under the Karnataka Societies Registration Act, Karnataka.

Swasti is a niche service provider in the public health sector, delivering end-to-end solutions as well as short and long term support and facilitation, combining research and practice. Known to implement focused initiatives for marginalized communities, Swasti believes in balancing passion and professionalism with cross-sectoral experience.

Swasti's team is passionate, agile and multi-disciplinary, with the ability to work and deliver in diverse situations across the development spectrum while seamlessly integrating community needs, programmes and policies. Swasti has established itself in providing cutting edge solutions with an unrelenting focus on quality. The strong and committed partnerships fostered by Swasti have helped to bridge civil society, government and the private sector. Swasti has a team of over seventy professionals and a pool of over 100 consultants from India and abroad who add value to the work of Swasti.

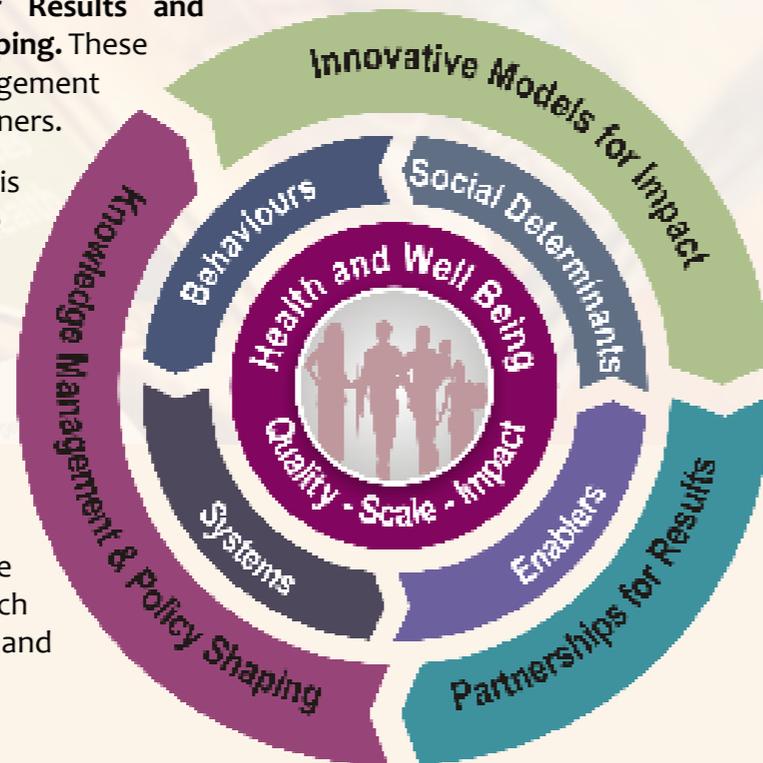


# Swasti's Strategic Framework

Swasti's strategic plan for the period April 2013 to March 2014 was evolved based on the belief that health and well-being is best addressed when three aspects – **behaviors, systems and social determinants** are addressed together. Swasti recognizes that challenges to well being are not only limited to health. Therefore there is a need to address the key enablers in an integrated way and focus on the outcomes and scale with high quality. This vision requires a multitude of approaches and financing streams ranging from grant based support to market based models. Swasti's strategic framework reflects this belief.

In order to achieve our commitment to improving health outcomes and wellbeing of people, Swasti delivers outcomes through three main strategies: **Innovative Models for Impact, Partnership for Results and Knowledge Management and Policy Shaping**. These strategies focus on collaborative engagement with communities and development partners.

**Innovative Models for Impact :** This strategy aims to design and demonstrate effective, replicable and sustainable programme models to address key challenges in public health. It ideates, incubates, validates and productises models and supports replication and scale up. It involves close interaction with community groups who are active stakeholders to understand real issues on the ground and provide solutions. The strategy also enables operations research to generate evidence, new learnings and best practices.



**Partnership for Results** – The main focus of this strategy is to work closely with development partners and understand their aspirations, challenges and provide timely, need based, quality support to achieve the desired results for the partners. Support through this strategy includes strategic planning, programme design, advisory and mentoring support, resource mobilization, strengthening management systems, institutional and individual capacity development, monitoring and evaluation, impact assessment, research and documentation.

**Knowledge Management and Policy Shaping** – This strategy aims at making Swasti a knowledge leader in niche areas and contributes to public health knowledge and policies. Swasti team is part of many strategic international public health advocacy alliances, pushing forward the agenda for better public health policies.



## Our Work in 13 – 14:

# Innovation

At Swasti we believe that innovation helps to address the needs and challenges of communities and people that we work with. Through innovation, Swasti aims to design and demonstrate effective, replicable and sustainable programme models to address complex public health challenges. We ideate, incubate, validate and productize models, advocate and support scale up. The **Innovative Models for Impact** strategy utilizes grants, organizational resources as well as market –based opportunities to implement the models for sustainable development.

Key achievements under Innovative Models for Impact for the year 2013 - 14 are listed below:

**Pragati** - The design of the Pragati initiative was revised to reflect the growing needs of women in sex work. The current design includes eight pillars of support starting from, HIV prevention and care, Financial Access, Crisis Response, Institutional Development, Social Protection, Diversified Livelihood, Health Services and Children of Sex workers. The team has developed Quality Assurance Protocols and comprehensive Monitoring, Evaluation and Learning Systems. Pragati currently reaches 12538 women in sex work every month with information on the eight issues previously mentioned. From Oct to Dec 2013, a total of 10332 women received clinical services and a total of 5 million condoms were distributed. 612 cases of crisis were reported and addressed, 268 applications logged for various social entitlements and 539 women registered for employment services of whom 385 were referred for interviews. Of those referred, 63 attended interviews and 52 were offered jobs, though only 23 joined and are continuing. 650 women also underwent cancer screening at the project clinic.

**Swathi Jyothi** - The Cooperative currently has 7791 women as members of whom 6391 have a savings account. A total of 77.48 million INR has been disbursed as loan cumulatively. As of Jan 2014, the total loan outstanding is 24.04 million INR. The model of financial access has been appreciated by stakeholders and received the **Best Urban Cooperative** award from Citi Foundation last year.

**Women's Development Fund** has been an initiative of Swathi Mahila Sangha in collaboration with Swasti and Catalyst Management services, which focuses on raising surpluses for women and Swathi Mahila Sangha with the objective of ensuring financial sustainability and wealth creation. During the reporting period, 314 women signed up for this initiative and a total of INR 552,000 was generated.

**Community Water Plant** - The plant in Thimmampalli Gram Panchayat completed 12 months of operations



with 249 families in 6 villages benefiting from the plant. Water is regularly supplied to 3 primary schools and 2 anganwadis. Approximately 250 litres of water is supplied on an average per day. The key challenge was the transportation of water to distant villages. Efforts were made to bring on-board water distributors who will supply water to each village for a small fee. Swasti tied up with GlobalGiving to raise funds towards purchase of a vehicle that would be used to supply water. Swasti managed to raise USD 2305 through GlobalGiving.



**Social Protection for PLHIV & MARPS** - During the reporting period, Swasti contributed to strategies, program design and policy for inclusion in NACP IV significantly through Social Protection (SP) think-piece, design and successful Model implementation. Swasti supported the mainstreaming department of National AIDS Control Organisation (NACO) in the preparation of the Social Protection Operational guideline for PLHIV and KPs and also initiated the SP Learning Site in Bangalore as part of the South to South learning and sharing platform on HIV and AIDS being set up by NACO. The Learning Site was set up with funding support from UNDP.

• **Human Resources for Health** – Through Madhya Pradesh Technical Assistance Support Team (DFID supported) – three HR consultants supported the Department of Health. A detailed

HR manual was developed, and capacity building plans were put in place. Work on the HR Policy was completed. Issuing of Government Order on establishing the HR cell within the department was a significant achievement for Swasti.

- With Department of Health, Kerala – Using evidence and advocacy, we were able to influence the set up of a HR Cell in Kerala including a dedicated staff from the Directorate, Government of Kerala and financially supported this HR Cell. Subsequently Swasti supported the HR Cell of Kerala to develop the HR policy chapter as part of the Health Policy of the Government of Kerala. HRH is now included within the Public Health policy. Swasti also supported the health department to prepare an outcome based HRH plan. Swasti's work resulted in the Government issuing an Order to establish the HR Cell.
- National Rural Health Mission Kerala – Swasti supported NRHM to develop an HR Policy and guideline document.
- HRMIS (Human Resource Management Information System) for Madhya Pradesh Department of Health and Family Welfare – an online database was developed in MP to keep evidence and data at the fingertips of the key state level managers for important decision making and monitoring.



## Evidence

Swasti implements evidence-based programs that demonstrate positive impact and outcomes that are sustainable for people and communities. Swasti's strength lies in strong monitoring and evaluation practices that help deliver these sustainable results. Swasti's work in building evidence, during the year 2013 - 14 is listed below:

- Swasti's protocol for Ethical Research on Children which was accepted and endorsed by regional teams of UNICEF, UNAIDS was published in "Young Key Populations at High Risk- Making the Case with Strategic Information".
- Swasti completed an assessment on behalf of Independent Commission for Aid Impact (ICAI), to assess achievement of Impact and Outcomes of DFID supported UNICEF's Nutrition and WASH program in Madhya Pradesh. ICAI commissions these assessments to understand how its investments are doing and to determine value for money.
- In collaboration with International Labour Organisation (ILO), Case Studies of returnee health workers were documented to determine causes and factors leading to migration and return. Policy level discourse was undertaken using evidence from these case studies, to explore interventions that attract and facilitate return of migrant health workers.
- Ministry for Health and Family Welfare, Government of India: The ToR for a National level think tank was endorsed and a government directive was developed.





- The People for Health project was completed successfully with all program deliverables completed on time and with quality. This program was appreciated by sector experts and the National Dissemination workshop held in January, was well received and appreciated.
- Hospital Reforms: Assessment of the 900-bedded Hamidia hospital was done to pave the way for hospital reforms in the state. The assessment led to the development of a detailed project report for enhancement of the hospital.
- Universal Health Coverage (UHC): Swasti supported the State in developing Universal Health Care model, including costing for Thiruvananthapuram District in Kerala.
- Swasti conducted public health assessments in relation to water in project areas of the Integrated Water Resource management project funded by EU, lead by Vrutti. This was followed up with capacity building interventions on clean water, hygiene and sanitation including menstrual hygiene to the women in 5 blocks in Madhya Pradesh.
- Swasti, with its partner Catalyst Management Services Pvt Ltd, conducted a feasibility study of innovative technologies on Fecal Sludge Management for the Bill and Melinda Gates Foundation (BMGF). This study was conducted in India.
- A comprehensive framework on Gender based violence was developed and shared with key partners including UNDP and EU. Based on which, supported by UNDP, Swasti is launching a study to understand city level efforts done and existing practices to address issues against gender based violence in Bangalore, and further provide inputs into a citywide intervention with ecosystem approach involving the key stakeholders.



## Capacity Building

**One of the critical areas of Swasti's work is building capacities of individuals, communities and organizations. At Swasti, we realize that building capacities can make a great difference in reducing inequalities and ensuring equal access to public health services. Through building and strengthening capacities, Swasti also aims to impact overall social development and help organizations to develop and retain a more efficient and productive workforce.**



**Swasti's work in 2013 - 14 in capacity building is listed below:**

- In 2013, Gap Inc's P.A.C.E. program entered its sixth year of implementation. Swasti as the global partner on technical support for capacity building and quality assurance delivered a series of capacity building activities. During the year we completed a Training of Trainers programme in Bangladesh, across Dhaka and Chittagong covering 46 participants. New modules such as Safety and Security for female garment workers was developed for module and a set of life skill and gender modules for male garment workers were customized. The reproductive health module for female garment workers was customized for global application. As a first, Swasti conceptualized and facilitated a capacity strengthening program for a selected group of Master trainers from India and Sri Lanka.

Swasti in partnership with Gap Inc. initiated piloting of the P.A.C.E. programme in a rural community setting. This Initiative was launched in September 2013 in Thimmampalli Gram Panchayat. The key objectives of the Initiative are to provide life skill based training for personal advancement of the rural women. After having a series of key influencers program with the village Panchayat and local leaders, the first cohort of 17 rural women underwent life skills based capacity building. Linkages with Vocational Training Institutes have been established to enhance their livelihood opportunities for the women participants.

Swasti completed Phase I of the Global Women's Economic Empowerment Initiative (GWEEI) during which we reached out to 15 factories in TN, Karnataka and Gujarat, covering a total of 10252 workers of which 8923 were women. Swasti was contracted for implementing phase II of the programme in which another 15 factories will be inducted. Phase II will include among others, training for supervisors on team management and productivity. For Phase II Swasti took the lead in identifying factories and was successful in entering into a contract with 11 factories.

Business for Social Responsibility (BSR) contracted Swasti to implement the Health Enables Returns (HER) project in factories based in and around Delhi. The focus is on training women workers on basic health issues. Swasti worked with 6 factories, of which one was identified by BSR. 25 peer educators underwent training under this project.

Swasti is also implementing an initiative called HER Finance that focuses on empowering women workers in garments factories on financial literacy in Bangalore. The project seeks to provide updated and comprehensive training on financial budgeting, goal setting, savings options, reduced wasteful expenditure, etc. This project was implemented in 6 factories. 225 workers were trained as peer educators (of which 187 were women workers) on 6 modules related to financial literacy and goal setting. Out of 3000 workers who underwent training on life skills, 2165 are women.



# Knowledge Management

Being a knowledge leader in niche areas and contributing to public health knowledge and policies is one of Swasti's strategies. Consequently, Swasti's staff is part of many strategic international public health advocacy alliances.

## Highlights of the year are listed below:

- 🗨 Partnership with Karuna Trust and D-Tree was finalized and refinement of the D-Tree Maternal Health app is in progress.
- 🗨 Swasti held funding clinics for NGOs from India, to build their capacities to prepare and submit competent concept notes and proposals to the European Union to leverage funds for RH/FP programmes through Euroleverage<sup>1</sup>.
- 🗨 There has been significant sectoral contribution through knowledge generation.
  - Swasti conducted research studies in HRH Planning, Recruitment, Capacity Building, Performance Management, Gender and Equity and Motivation. Regional, State, National and Global dissemination has been done, through participation in workshops and conferences.
  - Model documents, guidelines and tools were developed for improving program effectiveness in the areas of HIV and in particular Social Protection, Workers Education and Adolescent Vulnerabilities.



<sup>1</sup> The Euroleverage (EL) project being implemented by DSW and its partners in Africa, Europe and South Asia (SA) seeks to leverage resources for reproductive health and family planning (RH/FP) and support NGOs to gain access to European donor and funds available for RH/FP programmes. Swasti is the South Asia (SA) partner of DSW, to implement EL activities in SA since 2012. Swasti has a database of 375 NGOs, across South Asia who regularly receive updates on funding opportunities and donors. 75 NGOs have received technical assistance through e-mail, Skype and phone calls to register on PADOR for Calls and submit concept notes and proposals to EU and other donors.

- Social Protection - Swasti contributed to mainstreaming of HIV into the National AIDS Control Program, and also to develop and finalize the implementation model for facilitating access to Social Protection for Key Populations and PLHIV.
  - Capacity building efforts on Women's Empowerment and HIV was done at the Pragati Learning Site. Swasti and Swathi Mahila Sangha conducted a 5 day workshop to empower Women in Sex Work (WSW) through a revision of the program design of Pragati to address the needs of the community, for organizational sustainability and to create strong, vibrant and sustainable leadership. Swasti is implementing training programs for WSW on programme management, governance, access to social entitlements, advocacy, legal rights and financial and communication skills.
  - As part of the HRH initiative, the Project posted on an average of 2 postings per month during the year with about 450 members on the list-serv.
  - Social Protection for PLHIV and MARPs - We supported Dept. of AIDS Control and UNDP in organizing an international conference on HIV Sensitive Social Protection, made three key presentations and set up a stall to disseminate learnings and experiences of implementing different models of social protection among Key Population Groups and PLHIVs. Swasti was the technical partner for the Conference.
  - Human Resources for Health: We developed an HRH policy framework in partnership with UNICEF FHI. This work was first of its kind.
- 🗨 Swasti organized the Centre for Health Market Innovations (CHMI) Regional Brokers meeting in Bangalore. The meeting provided a platform for interaction with CHMI partners around the world and helped to identify potential cross country collaborations.



- The teams from Swasti and Access Health represented CHMI at the Impact Forum in Singapore in 2013.
- We released the case study compendium on social protection - Shades of Support
- We developed two Audiovisuals through the People for Health Initiatives – “Health workers are Heroes” and “HRH in India – an info graphic”.
- Published **four Reports** - *Capacity Building for Human Resource Management, Performance Management for Human Resource Development, Impact of HR Reforms & Planning for Human Resources in Health* and **three Factsheets** - *Equity and Gender Equality in Health Workforce, Recruitment, Policy, Process and Practices in Indian Health Systems & Motivation, Compensation and Retention of Health Workforce* on various aspects of human resources for health.
- An Audiovisual about Swasti has been produced and available on the Swasti YouTube channel .
- A new version of the Swasti website was launched in November 2013.
- Swasti participated in ICAAP 11 in Bangkok. Swasti also presented abstracts on Alcohol Use, Sexual Risk Behavior and HIV and Empowering Local Governance towards Stigma Free Village. Work done by Swasti and Swathi Mahila Sangha were jointly showcased at a booth at the conference.

## Influencing Program

Swasti's work in influencing Program during the year 2013 – 14 is listed below:

- A National M&E plan to support the HIV National Strategic Plan for Sri Lanka 2013 - 2017 was developed; supported by UNAIDS Sri Lanka and the National STD/AIDS Control Programme, Sri Lanka.
- HIV SAARC strategy was prepared for cooperation on AIDS response.
- Swasti provided technical content and support to NACO and UNDP to organize the Inter-Ministerial Conference on Mainstreaming HIV. Close to 22 Ministries actively participated in this conference which was a platform for different ministries to collaborate for HIV. As a result of this conference, close to 13 MoUs were signed by different ministries for Mainstreaming HIV which is an important concept of the National AIDS Control Program.
- 5 Thematic Regional Analysis papers were prepared for AIDS Data Hub on Community mobilisation and HIV/Community Response to HIV, HIV and AIDS in the Asia Pacific Region: Innovation in Program Design and Management, Innovative Financing for HIV Impact Mitigation, Sex Work and HIV; Asia Pacific Regional Data Overview and Migrants and HIV: Asia Pacific Regional Data Overview. These were published on the AIDS Datahub website.
- Evaluation of a regional project on community systems strengthening for men who have sex with men and transgenders (Indonesia, Malaysia, Philippines and Timor Leste), which led to the redesign of the phase 2 of the Global Fund supported project. The 2nd phase has been approved.





- Supported the Strategic Plan preparation of Pathfinder, an International NGO which works in the area of Sexual and Reproductive Health.
- Action for Global Health: Swasti contributed in crafting the message for post 2015 agenda in health, and participated in many discussion forums to emphasize the need for focus on SRHR and community mobilisation.
- Swasti, in continuing work with the Malaysian AIDS Council, supported by Grant Management Services, provided budgeting and financial management services for Phase 2 of the Round 10 grant for the remaining 3 years.
- Swasti helped UNAIDS Regional Support Team synthesize 22 country endorsed reports on meeting the High Level Meeting targets. This led to a publication on Regional AIDS Response - 2014.
- Swasti assisted Indonesia National AIDS program in developing a technical support plan for their Global Fund grants as well as a resource mobilization plan for this funding.

## Advocacy and Policy Shaping

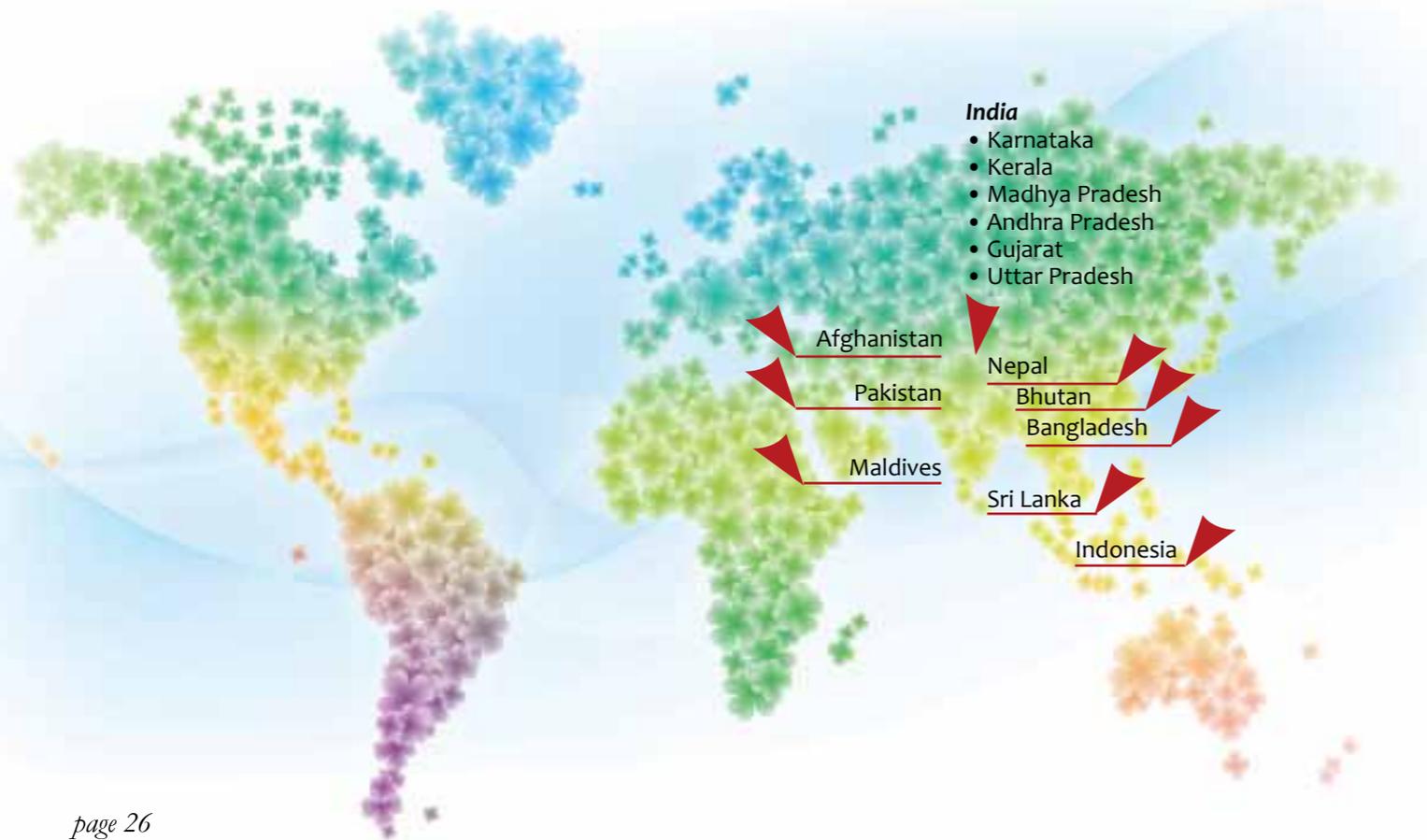
Swasti has been actively involved in advocacy to push forward its agenda on Sexual and Reproductive Health and also a host of other issues including Gender Based Violence, Human Resources for Health, Health Worker Migration and other issues. Swasti has also been actively engaged with governments and other partner agencies in India and abroad to contribute to policy. Swasti's work in these areas during the reporting period is listed below:

- Swasti is part of Asia Pacific Alliance (APA) and has been engaged through the alliance to push the SRHR agenda particularly to be included in Post 2015 agenda. Swasti was part of the Civil Society forum in preparation for 6<sup>th</sup> Asia Pacific Population Conference to advocate for SRHR in Sept. 2013.
- Health Worker Migration: Swasti is part of the Global Health Worker Alliance (GHWA) knowledge sharing platform set up by WHO and also attended the 3<sup>rd</sup> Global Forum on HRH in Brazil. Swasti has also been a technical partner to International Labour Organisation, in influencing the discourse around the WHO Global Code of Practice of International migration of health workers.



# Key Geographies

During the year 2013 – 14, Swasti continued its presence in the following Asian countries through its work.



## India

- Karnataka
- Kerala
- Madhya Pradesh
- Andhra Pradesh
- Gujarat
- Uttar Pradesh

Afghanistan

Pakistan

Maldives

Nepal

Bhutan

Bangladesh

Sri Lanka

Indonesia

# Key Communities

During the year 2013 - 14, Swasti worked to address the challenges and needs of the following communities

- Women in Sex Work
- MSM (Men who have Sex with Men) and Transgenders
- Women in Factory Settings
- Health Workers
- Young and vulnerable children and adolescents
- Rural communities with potable drinking water
- Communities with poor sanitation facilities
- Trafficked women and children



# Partners and Collaborators

## Governments

- Karnataka State Legal Services Authority
- Department of Panchayat Raj, Karnataka

## CBOs

- Swathi Mahila Sangha (SMS)
- Vijaya Mahila Sangha (VMS)
- Jyothi Mahila Sangha (JMS)
- Network for Women's Equity and Equality (NWEE)

## NGO Partners/ Foundations:

- Vrutti Livelihood Resource Centre
- Swathi Jyothi Mahila Vividoddesha Souharda Shakari Niyamita
- Walmart Foundation
- Gap Foundation
- Public Health Foundation of India (PHFI)
- United Nations Development Programme (UNDP), New Delhi
- Deutsche Stiftung Weltbevoelkerung (DSW)
- Family Planning Association of India (FPAI)
- The International Centre for Research on Women (ICRW)
- Results for Development

- AIDS Data Hub
- Business for Social Responsibility (BSR)
- CARE Bangladesh
- CARE Vietnam
- CARE Indonesia

## Companies

- Ananta Group, Dhaka
- Standard Group, Dhaka
- Pacific Group, Chittagong
- Sunman Group, Chittagong
- K Mohan, India
- Catalyst Management Services (CMS)
- Fuzhio
- G-Mals Pvt Ltd., Bangalore
- Gap Inc.
- Pace MicroTechnology Pvt. Ltd
- Sevamob
- Shahi Exports Private Limited (SEPL)
- Texport Syndicate
- First Steps Baby Wear
- Pointec Pens & Energy Private Ltd.,
- Peacock Apparels
- Shakti Knittings
- Ramesh Flowers
- JVS Exports
- Welspun
- Everblue
- Shell Apparels
- Indian Designs Exports Pvt. Ltd.,
- CIGFIL
- Gokuldas Images – Outdoor Clothing
- Suvastra India
- Atlas
- Synthesis
- SIBA FLOR
- Cradle Clothing
- Banswara Syntex Ltd.
- Flairpen
- Bombay Rayon Private Ltd.,
- Aquarelle
- Creative International
- Pratheek Apparels
- Richa Global
- Karle
- Paramount Products
- Kopkal
- Radnik Exports

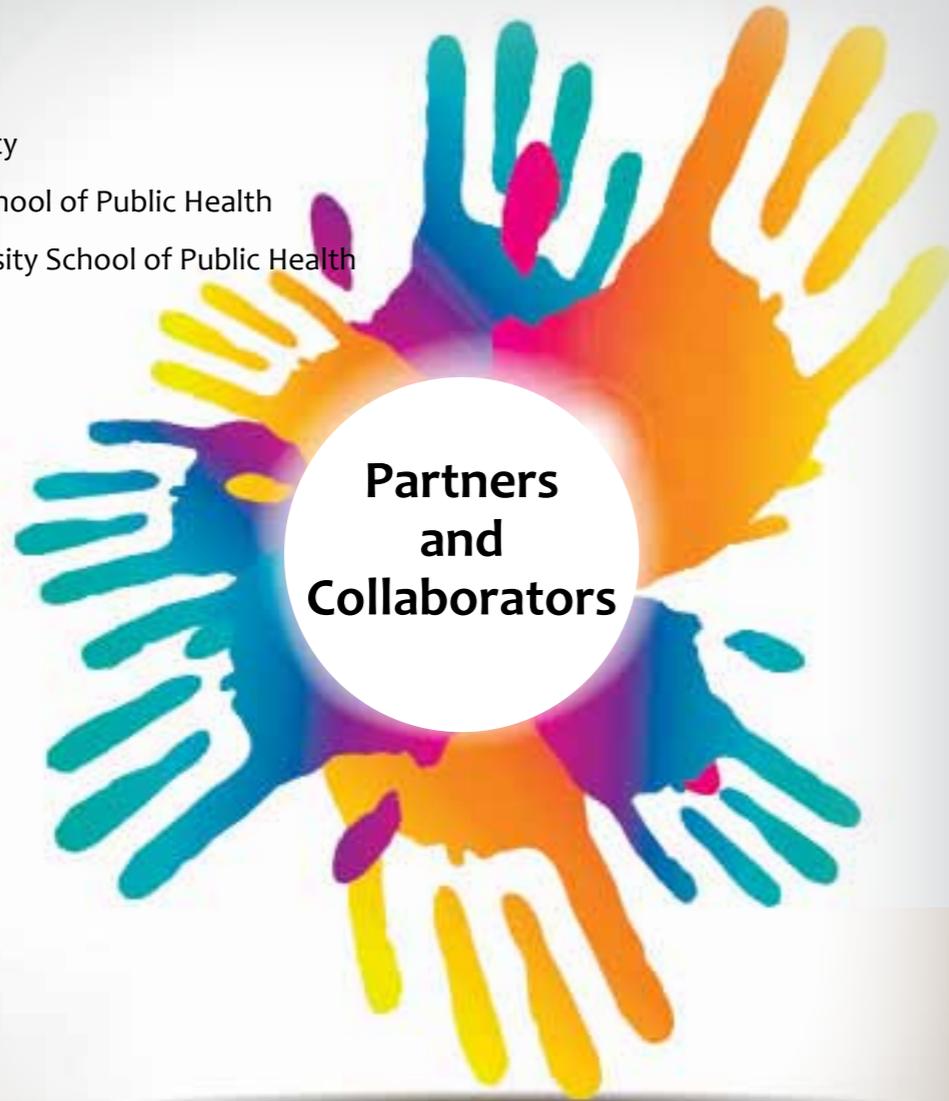
- Richa Global
- Sibrama

**Universities:**

- Azim Premji University
- Boston University School of Public Health
- Oregon State University School of Public Health
- Tufts University

**Other Partners:**

- Ann Taylor
- Levis Strauss
- Timberland
- Page Industries
- Lindex
- Fisill and Burberry
- Ann Inc.
- Best Seller



# Human Resources

During the year 2013 – 14, 63 professionals were part of the Swasti team. Our staff comes from diverse backgrounds of social work, public health and management. Swasti’s staff is committed to the cause of achieving outcomes for the poor and marginalised communities. We welcomed 17 new staff into our group during the reporting period.

Through our internship program we provide an opportunity for students from different backgrounds to become a part of our initiatives. They become an integral part of the team and work towards building their capacities in public health. Interns as human resources have added value to Swasti’s work during the year in the areas of research, field study, data analysis, and projection material.

This year saw six interns become part of the Swasti team from various institutions and backgrounds. Abhijeet Kumar was an Intern from Azim Premji University (APU). Akanksha Bali, Laurie Ohlstein, Miles Price (MPH Students) from Boston University School of Public Health, Kathleen P Conte (PhD candidate) from Oregon State University School of Public Health and Haridya Iyengar from Delhi Law College.

# Financials

SWASTI			
No. 19,1st Main, 1st Cross, Ashwath Nagar, Bangalore- 560094			
BALANCE SHEET AS AT 31st MARCH 2014			
Particulars	Sch	Amount in	Amount in
		As at 31-Mar-14	As at 31-Mar-13
<b>SOURCES OF FUNDS</b>			
General Fund	1	6,271,601	4,800,670
Earmarked Fund	2	52,323,872	41,444,336
Secured Loan From Bank of India	3	3,980,622	6,000,000
<b>Total</b>		<b>62,576,095</b>	<b>52,245,006</b>
<b>APPLICATION OF FUNDS</b>			
Fixed Assets	4	932,877	441,292
Deferred Revenue Expenses (Net)	5	844,297	1,125,729
Current Assets, Loans and Advances	6	83,308,789	74,116,827
Less : Current liabilities and Provisions	7	22,509,868	23,438,842
<b>Net working capital ( 6 - 7)</b>	<b>(6-7)</b>	<b>60,798,922</b>	<b>50,677,985</b>
<b>Total</b>		<b>62,576,095</b>	<b>52,245,006</b>

Schedules 1 to 17 forming part of financial statements

Refer to Our report of even date  
For MSSV & Co

CHARTERED ACCOUNTANTS  
ERN:001987S

D.R.Venkatesh  
Membership No 25087  
Date: September 25, 2014  
Place : Bangalore.



For Swasti

Nandlal Narayanan  
Chairperson

Siddhi Mankad  
Honorable Secretary

R.Mohan  
Treasurer

SWASTI			
No. 19,1st Main, 1st Cross, Ashwath Nagar, Bangalore- 560094			
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2014			
REVENUE	Sch	Amount in Rupees	Amount in Rupees
		For the Year Ended 31-03-2014	For the Year Ended 31-03-2013
Grant Received	8	53,302,033	64,874,699
Social Development Charges	9	14,923,460	8,493,386
Other Income	10	2,274,980	2,736,523
<b>Total Income</b>		<b>70,500,473</b>	<b>76,105,108</b>
		For the Year Ended 31-03-2014	For the Year Ended 31-03-2013
<b>EXPENDITURE</b>			
Grant Project Expenses	11	53,280,203	67,510,736
Administrative Expenses	12	3,061,499	4,352,232
Social Development Expenses	13	6,557,387	7,822,426
Expenses on Employment	14	6,026,800	70,636
Depreciation	4	103,653	49,032
<b>Total Expenditure</b>		<b>69,029,542</b>	<b>79,805,062</b>
<b>Excess of Expenditure Over Income - Surplus / ( Deficit )</b>		<b>1,470,931</b>	<b>(3,699,956)</b>

Schedules 1 to 17 forming part of financial statements

Refer to Our report of even date  
For MSSV & Co

CHARTERED ACCOUNTANTS  
ERN:001987S

D.R.Venkatesh  
Membership No 25087  
Date: September 25, 2014  
Place : Bangalore.

For Swasti

Nandlal Narayanan  
Chairperson

Siddhi Mankad  
Honorable Secretary

R.Mohan  
Treasurer



# Staff List for 2013-14

1. Anand Kumar	Accounts Officer
2. Annapoorni Sampath	Documentation Officer
3. Arpita R. Dave	Capacity Building Officer
4. Arvind Kumar Das	Capacity Building Officer
5. Bharati Kannan	Consultant
6. Bhuwan Chand	Office Assistant
7. Chandra Shekhar Gowda G.	COO
8. Deepika Sagar	Program Officer
9. Devendra Kumar	Office Assistant
10. Diana Divya Crasta	Sr. Program Manager
11. Dilip Ghosh	Office Assistant
12. Dr. Angela Chaudhuri	Director
13. Dr. Anindita Bhowmik	Sr. Technical Specialist
14. Dr. Indrani Sharma	Program Manager – HRH
15. Emily Madsen	Technical Specialist
16. Ganesha J.	Entitlement Facilitator
17. Gaurav Gopinath	Strategic Information Coordinator
18. Gopal Reddy K.	Office Assistant
19. Hareesh B. S.	Cluster CB Officer
20. Hiral Parmar	Capacity Building Officer
21. Indra Devi S.	Capacity Building Officer

22. J. Meera Devi	Program Manager
23. Jacob Maarten Nijhof	Technical Specialist
24. Jagannath	Accounts Manager
25. Jayanand S. Patil	Admin Officer
26. Jeevan Shavali Mulloli	District Program Coordinator
27. Jitendra Kumar	Regional Admin Coordinator
28. Joseph Julian K. G.	Director
29. K. Krishnamoorthy	Sr. Finance & Accounts Manager
30. Lakshmi M.	Sr. Admin Executive
31. Madhavi Jayarajan	Program Associate
32. Mahadeva	Driver
33. Manisha Sarkar Juneja	Capacity Building Officer
34. P. Bhoopathy	Program Officer
35. P. Ranjita	Capacity Building Officer
36. Padmavathy	Capacity Building Officer
37. Prakash S. H.	Operations Head, Swathi Jyothi
38. Priyamvada	Capacity Building Officer
39. R. Latha	Capacity Building Officer
40. R. Thangavelu	Head of Administration
41. Rajendra R.	M & E Officer
42. Ramesh Parida	Office Assistant
43. Sandhya G. S.	Capacity Building Officer
44. Sanjeev G. Pujari	Coordinator – Innovation Hub
45. Sargunam B.	Capacity Building Officer

46. Satish K. N.	Capacity Building Officer
47. Sekar K.	Accounts Officer
48. Shama Karkal	Director
49. Shankar A.G.	Sr. Capacity Building Officer
50. Shaonli Chakraborty	Manager, PACE
51. Shiv Kumar	President and CEO
52. Shruti Veenam	Technical Specialist
53. Suchetha	Capacity Building Officer
54. Sukanya R.	Capacity Building Officer
55. Sushma S. B.	Capacity Building Officer
56. Thangakani S	Capacity Building Officer
57. Usha Rani H.S	Program Manager
58. V. Ashoka	Sr. Capacity Building Officer
59. Venkatesh K. Govindappa	Entitlement Facilitator
60. Venkatesh S.	Entitlement Facilitator
61. Vimala P.	Capacity Building Officer
62. Vinay Kumar	Accounts Officer
63. Yashika Sukhramani	Communication Specialist

Contact us:  
**Headquarters**



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**BHOPAL:**  
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Arera Colony, Bhopal 462 016

**E-Addresses**

-  Visit us on [www.swasti.org](http://www.swasti.org)
-  Join us on "Swasti"
-  Like us on "Swasti, Health Resource Centre"
-  Follow us "@SWASTI\_HEALTH"

Swasti means 'well-being'. Established in 2002, Swasti is a registered not for profit society. We are part of Catalyst Group of Institutions contributing to social development for close to two decades. Catalyst group, in addition to Swasti, comprises of Catalyst Management Services, a development professional services company; Vrutti, a livelihoods resource centre and Fuzhio - an organisation working closely with farmer producer organisations on marketing and distribution of products.