

YEAR ENDED  
31 DECEMBER 2014



# ANNUAL REPORT

## ADMINISTRATIVE INFORMATION

Registered Office  
Steinengraben 5  
CH-4003 Basel  
Switzerland

Auditors:  
KPMG  
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Switzerland

[WWW.HUMAN-DIGNITY-FOUNDATION.ORG](http://WWW.HUMAN-DIGNITY-FOUNDATION.ORG)



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# STRUCTURE, GOVERNANCE & MANAGEMENT

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Human Dignity Foundation (HDF) is a Swiss registered charity established in 2004. The foundation is a pro-active grant-making foundation and does not carry out any other activities.

The foundation is governed by a board of eight Directors including the founder who is Chairman. There were two appointments, two re-appointments and one resignation of directors during 2014. The board meets on a quarterly basis.

A strategic review in 2009 led to the board's decision to become a limited life foundation. The expected lifespan is to 2021 during which the foundation will spend both its income and its capital to achieve its objectives. The foundation does not actively fundraise.

Taking advice from the Executive Director, and external advisers, the Directors make all decisions regarding the approval or otherwise of grant applications as well as the investment policy and practice of the foundation. Day-to-day running of the foundation is undertaken by the Executive Director and three staff members. The full-time equivalent of the team is 3.5 staff.

Risk management systems are in place to mitigate exposure to major risks and the risk register

is continuously reviewed. A risk management report is provided to the Directors at each board meeting.

The external auditors, KPMG AG, were re-appointed for 2014.

There are two board committees – finance and investment – each meeting a minimum of quarterly:

**INVESTMENT COMMITTEE** – the purpose of this committee is to oversee HDF's investment portfolio and act in an advisory capacity to the board of Directors. At year end it is comprised of one board member and three external advisors with the Finance Manager acting as secretary to the committee.

**FINANCE COMMITTEE** – the purpose of this committee is to be responsible for, and to make recommendations to the board of directors in relation to, the financial reporting process, external audit function, system of internal financial controls and financial regulatory compliance of the foundation. This committee is comprised of two board members with the Finance Manager acting as secretary to the committee.

# STRATEGY 2014-2018

The contents of the strategy are reflected on HDF's website; in summary HDF works on **child protection** and **life choices** in India, Malawi and South Africa with strategic global programming on related issues e.g. FGM.

## HDF VISION

CHILDREN AND YOUNG PEOPLE LIVING WITH DIGNITY

## HDF MISSION

GUIDED BY ITS VISION, HUMAN DIGNITY FOUNDATION SUPPORTS RELEVANT ORGANISATIONS TO EXPAND AND IMPROVE THEIR WORK WITH CHILDREN AND YOUNG PEOPLE IN AFRICA AND ASIA.

## HDF VALUES

- » PASSION FOR OUR VISION AND MISSION
- » ACCOUNTABILITY TO PROGRAMME PARTICIPANTS, GRANTEES AND OTHER DONORS
- » COURAGE TO FUND COURAGEOUS WORK, TO CHALLENGE THE STATUS QUO, TO ADMIT OUR MISTAKES
- » EXCELLENCE IN ALL THAT WE DO

“CHILDREN ARE SAFER  
AT HOME AND IN  
THE COMMUNITY”



# HDF PROGRAMME OUTCOMES 2014-2018

## CHILDREN AND YOUNG PEOPLE LIVING WITH DIGNITY

GENDER EQUALITY

CHILDREN ARE SAFER AT  
HOME AND IN THE COMMUNITY

YOUNG PEOPLE HAVE OPPORTUNITIES  
AND CAN AVAIL OF THEM

VIOLENCE AGAINST CHILDREN  
IS NOT ACCEPTED

YOUNG PEOPLE ARE EDUCATED  
FOR THE 21ST CENTURY

UNNECESSARY SEPARATION  
IS PREVENTED

DECENT WORK IS PROVIDED  
AND IS ACCESSIBLE

CHILDREN WHO EXPERIENCE VIOLENCE  
RECOVER AND ARE EFFECTIVELY SUPPORTED

INFORMED SRH CHOICES  
ARE BEING MADE

ENABLING POLICY ENVIRONMENT

# ORGANISATION OUTCOMES

During the period of 2014-2018 HDF is working towards the following outcomes:

A. Be an effective, respected and reputable funder

B. Model good practice in its governance, leadership and resource management

# CHILD PROTECTION

In 2014 HDF conducted an internal assessment of its grantees in relation to their child protection capacity.

Based on this review a capacity-building plan was developed for implementation in 2015.

There were no child protection incidents reported or registered in 2014.

# INVESTMENT STRATEGY

HDF pursues a conservative investment strategy, in conjunction with external investment advisers, to meet the following investment criteria:

- » Security of capital
- » Spread of risk
- » Generation of income to contribute to project funding commitments

As more projects are approved for funding the investment portfolio will be appropriately managed to ensure availability of cash against commitments.

Commitments to fund projects are only entered into to the extent that funds are available.

“DECENT WORK IS PROVIDED  
AND IS ACCESSIBLE,”



# SUMMARY OF EXPENDITURE

Project disbursements amounted to **USD 7,192,544** in 2014 (USD 6.6m in 2013) – this included disbursements to new and existing grants.

**USD**

**GRANT DISBURSEMENTS 2005-2014**

9,000,000

8,000,000

7,000,000

6,000,000

5,000,000

4,000,000

3,000,000

2,000,000

1,000,000

2005

2006

2007

2008

2009

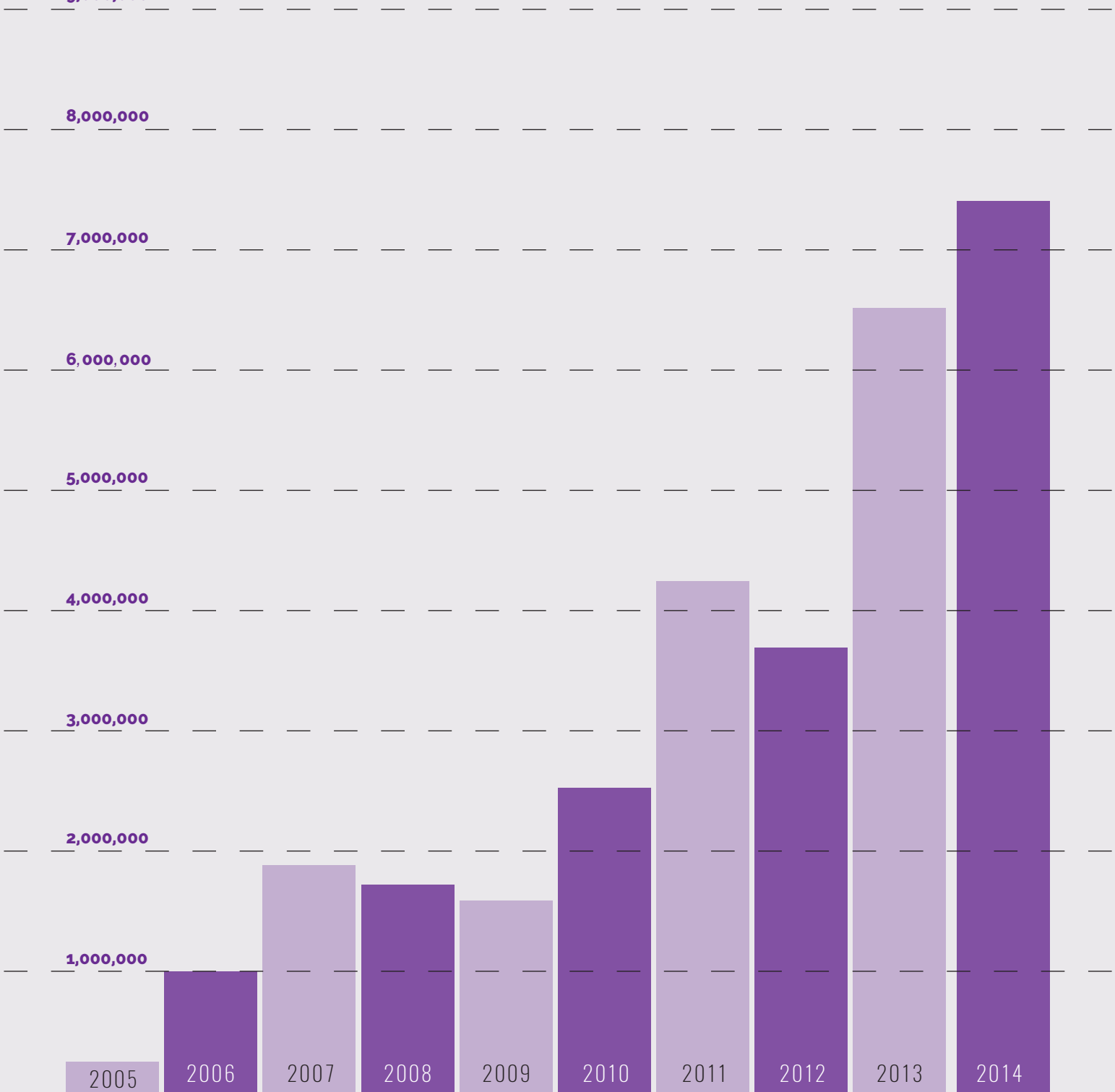
2010

2011

2012

2013

2014



# GRANT-MAKING POLICY

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In 2014 HDF employed a range of approaches to grant-making and will continue to operate in this manner in the years ahead. The approaches fit under two headings as follows:

1.

**ACTIVE SOLICITATION/REFERRAL:**

**THIRTEEN GRANTS** were identified through an active solicitation process including grants provided to existing HDF grantees.

2.

**CALL FOR PROPOSALS, UNILATERAL OR COLLABORATIVE:**

» HDF participated in a call for proposal as part of the Partnership for Strengthening Innovation and Practice in Secondary Education (PSIPSE). **NO NEW GRANTS** were identified for funding from this call.

» HDF conducted a **Child Protection Call for Proposal India/South Africa** which received a high response rate in both countries.

**FOUR NEW GRANTS** were identified to two Indian (Butterflies and HAQ) and two South African (Centre for Justice & Crime Prevention and James House) organisations.

The Board reviews and approves or declines grants on the basis of sound, written documentation; a signed agreement forms the basis of fund disbursement. Each funded project is monitored through site visits, reports and external reviews. Multi-annual commitments to a maximum of 5 years are made where that is deemed to be appropriate for the project, the grantee and the foundation.



Domtla Chesang, End FGM Guardian Global Media Campaign, Kenya  
Photo © The Guardian

# GRANT MANAGEMENT

With a growing number of grants and grantees, HDF introduced a relationship/grant management system – **SALESFORCE** – and, by year end, all live and closed grants were entered on the system.

This development enables HDF to manage its grants and relationships more effectively.

The foundation continues to visit its work regularly and the team undertook programmatic and financial monitoring visits, as well as programme development trips, to India, Malawi and South Africa.

In 2014, two grants were approved outside HDF's core geographic focus – a grant to Interpol for West Africa and to the Guardian for Kenya. These grants are a reflection of

HDF's global interest in certain issues including FGM and child trafficking & labour. The learning from these grants will be used to replicate work in HDF's core geography.

HDF believes in collaborative funding, where meaningful, and continued to actively engage with **THREE FUNDER GROUPS IN 2014:**

- 1.** International Education Funders Group
- 2.** Elevate Children – Child Protection Funders Group
- 3.** PSIPSE (Partnership for Strengthening Innovation and Practice in Secondary Education).

## OUR WORK IN 2014

During 2014 HDF approved **SEVENTEEN NEW GRANTS** to sixteen organisations, eleven of which were to new grantees and six of which were to existing grantees.

In addition, HDF approved two special grants: 10 Year Anniversary Awards and a Conference Participation Grant.

In addition to new grants, HDF continued to deliver on **SEVENTEEN EXISTING GRANTS** to organisations.

# PROGRAMME OUTCOME 1

## CHILDREN ARE SAFER AT HOME AND IN THE COMMUNITY

HDF continues to work on improving children's safety and tackle underlying causes of violence against children.

In **India**, members of **Child Welfare Committees from 11 districts** of Andhra Pradesh and Telangana received regular training and on-the-job support from Foundation Terres des Hommes and its partner organisation, HELP. This support means better quality care is being provided to vulnerable children. Over **18 thousand vulnerable out-of-school children** have been enrolled into primary and upper primary schools and are achieving a **68% regular attendance rate** in Andhra Pradesh; this work is being done by Plan India and its five local partner organisations.

In Malawi, almost **300 street-connected children** received various support services (nutrition,

health, life skills) in two centres run by Retrak and its partner organisation, Chisomo Children's Club.

HDF continued to support **work on FGM** with the End FGM EU Network and the Guardian's Global Media Campaign in **Kenya**. The EU Network has grown out of the Amnesty-led project previously funded by HDF and the Guardian campaign is piloting various media tools to build a template that can be rolled out to other high prevalence countries in Africa.

In **Sierra Leone and Liberia**, more than **three hundred thousand children have been registered and issued with birth** certificates as a result of Plan International's intervention. Unfortunately, due to the Ebola outbreak this important work has had to cease and the project is currently suspended.

“

Meena is a 19 year old resident of Majera village in Kelwara, Rajasthan. She trained as a beautician with STEP Academy (Aajeevika Bureau) in Udaipur followed by a few months' internship at SPA in Udaipur. Currently, she runs her own beauty service in Kelwara and earns RS. 5,000 per month (USD80).

Her father Himmat Meghwal is proud of her; in a family of seven people, which entirely depended on the income of the father, her income has brought much needed support.”

**Aajeevika Bureau**

“UNNECESSARY  
SEPARATION  
IS PREVENTED,”



# PROGRAMME OUTCOME 2

## YOUNG PEOPLE HAVE OPPORTUNITIES AND AVAIL OF THEM

In South Africa, the last stage of the Zisukhanyo Schools Project came to an end. An external evaluation has shown that the project contributed to **improved educational outcomes for the students with 31.6% increase in pass rates** amongst the project schools as opposed to 21% average increase in Metro South Education District as a whole.

In India over a thousand young people received professional vocational training from Aajeevika Bureau and more than **two hundred of them secured work placements**. Eight hundred young people have signed up for secondary education classes provided by Aga Khan in Hyderabad. **Almost two thousand children have received daily tuition classes** as part of a

project delivered by American India Foundation in Kutch Gujarat.

In Malawi the CAMA network of young women, established by Camfed, has expanded in the last year to 17 districts in Malawi with a **membership of almost two thousand women**.

In Afghanistan as a result of a 3 year grant to Women for Women International five thousand women were supported through life-skills and vocational training. For the 5,056 women trained in 2014 the number earning more than **USD1 per day rose from 1% to 65% (3,286 women)**. Their involvement in household financial decision-making also rose substantially from 27% to 98%.



Cama Association Members, Malawi  
Photo © Camfed



“ Jaha Dukureh was born in the Gambia, and went through the most severe form of FGM as a baby. The 25-year-old mother of three was forced into an arranged marriage at 15 and moved to New York, where she was “re-opened” so that her husband could have sex with her. She fled the marriage and moved to Atlanta, where she remarried, put herself through college, and set up her own NGO, Safe Hands for Girls. With support from the Guardian, Jaha has led the FGM Campaign in the USA gaining access to Senators and Congressmen and successfully campaigning for a

government survey on the incidence of FGM. As well as advocating in the US, Jaha is also returning to the Gambia to assist the next generation of young girls and ensure that their rights and bodily integrity are protected. Her work has attracted the attention of the UN Secretary General and the White House as well as the government of Gambia. HDF’s funding has enabled Jaha to dedicate herself full-time to this work and bring her powerful campaign to rural parts of the Gambia in collaboration with other activists on the ground. ”

**Safe Hands for Girls**

# 10 YEAR ANNIVERSARY AWARD

2014 was a significant year in HDF history as the foundation celebrated its tenth anniversary.

To mark this occasion HDF provided small-scale grants (up to \$10k each)

to **ten (direct and indirect) HDF grantees**. The types of projects funded included **leadership development, ICT improvements** and **strategy development**.

This provided smaller organisations with a rare opportunity to invest in their organisational capacity.

## CONFERENCE PARTICIPATION GRANT

**HDF approved a grant of USD200k to support the participation of young people in events where they could influence decision-makers and develop professionally and personally. With this grant HDF supported participation in the following events:**

**GIRL SUMMIT** - an event, organised by DfID and UNICEF that aimed to mobilise domestic and international efforts to end female genital mutilation (FGM) and child early and forced marriage (CEFM) within a generation. The summit brought together over **600 representatives** of governments, international and community

organisations from countries around the world who made financial and policy commitments towards tackling FGM and CEFM. HDF supported 29 participants to attend the Summit in London.

**THE ONE YOUNG WORLD SUMMIT** - an event which provides young people aged between 18 and 30 with an opportunity to present on, and discuss, a broad range of issues facing the world. High profile speakers from the business, sports, arts and political world also participate and active networks are formed as a result

of the summit. The 4th Summit was hosted in Dublin in 2014 and HDF supported four young people from two grantee organisations (Camfed and IRLI) to attend the event.

**MEN ENGAGE** - a global symposium to strengthen male involvement in gender equality and ending violence against women & children. The event took place in Delhi in November 2014 and brought together representatives of academia, NGOs and community organisations working on tackling Gender Based Violence. HDF funded one participant from Ireland and two participants from Malawi to attend the MenEngage Symposium.

# NEW GRANTS APPROVED IN 2014

**TOTAL VALUE OF GRANTS APPROVED IN 2014 - USD10,077,376**

GRANTEE	COUNTRY	PROJECT
10 Year Anniversary Awards	INTERNATIONAL	Various
Conference Participation Grant	INTERNATIONAL	Various
Blueprint For Better Business	INTERNATIONAL	Blueprint for Better Business Phase I & II
Better Care Network	INTERNATIONAL	Better Volunteering, Better Care
Butterflies	INDIA	Building Community Capacities & Participation to Prevent Violence Against Children
Camfed International	SOUTH AFRICA	South Africa Scoping Exercise
Centre for Justice and Crime Prevention	SOUTH AFRICA	Ensuring Access to Safe & Inclusive Schools in High Violence Communities
End FGM European Network	EUROPE	End FGM European Campaign Phase II
Foundation Terres des Hommes	INDIA	Immediate Relief and Early Recovery for most affected villages in AP
Global March Against Child Labour	INDIA	Consultative Campaign Against Child Labour Phase II
Guardian	KENYA	Multimedia Campaign to End FGM in Kenya
Interpol	WEST AFRICA	Combatting Child Trafficking in Cocoa Industry
Irish Rule of Law	MALAWI	External Evaluation of Access to Justice
Irish Rule of Law	MALAWI	Improved Access to Justice
James House	SOUTH AFRICA	BEST - Building Emotionally Strong Teens
HAQ	INDIA	Improving access to criminal and restorative justice for child sexual abuse survivors in Delhi
Plan Ireland	WEST AFRICA	Promoting Birth Registration for Children's Development and Protection Phase II
Safe Hands for Girls	WEST AFRICA	Support of End FGM Campaign
Tikondane	MALAWI	Transport for Protection and Reintegration of Street Children

# PLANS FOR 2015

## DURING 2015, HDF WILL



GROW AN IMPACTFUL GRANT PORTFOLIO ON CHILD PROTECTION AND LIFE CHOICES FOR YOUNG PEOPLE



REVIEW HDF'S WORK – GRANTEE PERCEPTION REPORT, IMPACT EVALUATION AND CAPITAL ASSETS AUDIT



STRENGTHEN THE FOUNDATION'S INTERNAL AUDIT FUNCTION



KEEP VIOLENCE AGAINST CHILDREN ON THE GLOBAL AGENDA WITH PARTICULAR REFERENCE TO THE SUSTAINABLE DEVELOPMENT GOALS PROCESS



CONTINUE TO BUILD BOARD MEMBERSHIP & CAPACITY



BUILD CHILD PROTECTION CAPACITY OF HDF GRANTEES



CONTINUE TO MONITOR AND MANAGE THE FINANCIAL INVESTMENT PORTFOLIO



**HUMAN  
DIGNITY  
FOUNDATION**



A group of primary school children, Be!Schools, India  
Photo © Going to school