



Improving Governance  
Building Trust

**CREDIBILITY  
ALLIANCE**

# **Credibility Alliance Norms Brochure**

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## DESIRABLE NORMS

### 1. GOVERNANCE: Composition of the Board

Oasis India have a strong governance constituting of 11 board members who forms the committee of management presided by the Executive Director as an ex-officio member. Apart from the committee of management, the Executive Director is supported by the National Leadership Team (NLT) who oversees the management and administration of program implementation. All the members of board are independent and are not related by blood and or marriage. The board follows and practices a routine rotation policy and an election as per the agreed terms of office and any change in the committee of management is updated in our annual returns.

### 2. ACCOUNTABILITY AND TRANSPARENCY

- Distribution of staff according to salary levels and gender break-up is disclosed in the Annual Report

The suggested frameworks are useful to help aggregate information from the organization. An organization can use **either of the following formats:**

i.

Slabs of gross monthly salary (in Rs.) plus benefits paid to staff	No. of Male Staff	No. of Female Staff	Total Staff
< 5000	0	0	0
5001 – 10000	1	2	3
10001 – 25000	16	26	42
25001 – 50000	20	20	40
50000 <	2	4	6

Annual Report discloses the total cost of international travel by all personnel (including Volunteers) – segregating those incurred on the organization's expense and those that were sponsored, along with the names and designations of the persons who travelled and the purpose(s) of travel. In addition, organizations may also include details of air travel undertaken within the country

Name & Designation of Staff / Volunteer / Board Member	Designation	Purpose of Travel	Cost Incurred (Rs.)	Sponsored (Rs.)
Mr Mangneo Lungdim	Executive Director, Oasis India.	Attending the global conference	Rs 1,96,095	Rs 50,356
Dr Ezhil Christadoss	President, committee of management, Oasis India.	Attending the global conference	Rs.1,00,264	XXX