



Annual Report 2012- 2013

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PREFACE

Nagorik Uddyog (The Citizens Initiative) has begun its activities in 1995. Over the years we have gained valuable experiences and strengthened the capacity of the organisation. We are confident now to move forward to achieve mission of our organisation. This report covers Nagorik Uddyog's activities from July 2012 and June 2013. During this time Nagorik Uddyog, as a human rights and legal aid organisation, continued to act and respond to issues related to collective human rights, and at the same time provided legal assistance to individuals through both formal and informal mechanisms. Nagorik Uddyog continues providing assistance to women, children and other vulnerable groups such as religious and ethnic minorities, Dalit Women's Rights and industrial workers.

We hope this report will provide a deep sense of impact that NU made. We, the implementation team of Nagorik Uddyog, are grateful to the Board of Directors, people for whom we work and to our supporters (EED, Germany, Christian Aid, UK, and Bread for the World, Germany, European Commission, NETZ, Germany and One World Action, UK). We hope to have their continued support in future. We are happy to publish this annual report for wider circulation and to celebrate our achievements.

I must most sincerely thank my colleagues at Nagorik Uddyog who carried out their responsibilities with courage and commitment for Nagorik Uddyog to remain at the forefront. My heartfelt gratitude to the Members of the Executive Committee together with the General Board for being with Nagorik Uddyog at every stage of its struggle to stand for human rights. The same is due to the members of national and International alliances including the various issue-based forums. Last but not the least, the earnest cooperation of the donor partners also deserves to be thankfully mentioned here. I wish all a very happy and healthy future.

Zakir Hossain
Chief Executive
Nagorik Uddyog

Nagorik Uddyog - introduction a brief

Nagorik Uddyog (Citizen's Initiative) is a non profit national development organization working for promotion and enhancement of fundamental human rights of the excluded poor, underprivileged and minorities through implementation of community demand driven development initiatives. Its prime focus is on greater and effective participation of citizen's especially women irrespective of class, culture, or creed in its development initiatives. The target population government and civil society representative's and development practitioners constitute its stakeholders and have been actively participating in its activities to enrich the lives of the target population through creating a just society. Commitment to its vision and mission has been the prime mover of NU to achieve excellence in performance In course of its long experience of about two and half decade (since 1995) of working with and learning from the people propelled NU to develop its approach in development that directly reflects people's perception, aspiration, need, involvement and leadership for desired positive changes in livelihood, governance and growth potentials. Nu has gained prominence as a prominent and leading development entity and actor. An active member of many important national and international development forums and networks, it is actively involved in advocacy and lobbying to establish Human Rights and good governance at the national and international level. The name "Nagorik Uddyog" (*"The Citizen's Initiative"*) was chosen hence because it was believed to best capture the organization's emphasis on people-centered, bottom-up development processes. Specifically, since its inception, NU has worked not only to strengthen local government in Bangladesh via the raising of the general masses' awareness of people's basic human rights but, just as critically, building people's capacity to 'take initiative' – to pursue and realize these rights on their own. This entails engaging the people at the level at which they carry out their day-to-day lives; empowering them and helping to provide an enabling condition by which they can set up institutions and mobilize themselves. It also entails challenging those prevailing social customs which inhibit genuine human development. Toward this end, NU implements, carries out and/or undertakes action research workshops, human rights awareness and training programs, and legal aid to the poor, marginalized and disadvantaged in Bangladesh, in particular rural women. NU also provides logistical and technical support to various groups and movements, such as those involving Bangladesh's Dalit community and youths and students.

NU recognizes that democratic elections are by themselves insufficient in fulfilling democracy; that the poor and marginalized must be given power to participate in and contribute to decision-making processes that affect their lives. Accordingly, NU holds special interest in democratizing "*Shalish*", Bangladesh's traditional rural dispute resolution system. Bangladesh's formal court and judicial systems are just too far out of reach for most rural people. A fair and equitable *Shalish* thus entails unprecedented access to justice for rural Bangladeshis, especially women – the 'poorest of the poor' in this country.

Vision

NU holds a vision of a Bangladesh without poverty where socially and environmentally conscious citizens have the ability to achieve their full potential as human beings irrespective of gender or social status.

Mission

Mission of NU is to build and promote capacities of the community institutions through human resource development creating sustainable livelihood opportunities instituting and institutionalizing fundamental rights for mainstreaming the family members of excluded poor underprivileged and ethnic minorities

Goals and Objectives

- Establish accessible justice through mediation and legal aid support
- Promote popular participation to ensure a fair, open, participatory and accountable electoral system
- Raise human and women's rights consciousness at the grassroots level
- Create an environment conducive to the exercising of democratic rights
- Support the struggle of women at the grassroots level, ensuring their effective and broad participation in the electoral process
- Conduct training programmes on human rights for community leaders, activists, and NGO workers
- Establish and consolidate a network of national and international organizations in the field of human rights and
- Conduct research on various aspects of Bangladeshi society and the global order relevant to local human rights situations.

NU's Basic Strategy

At the most basic level, NU utilizes a general three-point strategy to meet its objectives. Each of NU's major projects and initiatives, fall under one or more of these three points.

- Awareness-Building
- Capacity-Building
- Networking and Campaigning

Legal Status

NU is registered (Reg. No -1240, dated 23/2/98) as a public organizations in NGO Affairs Bureau. It is also registered with Joint Stock Company (Reg. No.360 (17)/95).

Contract Person

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Nagorik Uddyog

Major Projects of NU, 2012– 2013

Since its inception, NU has worked to strengthen local government in Bangladesh via dual imperatives of, in one hand, raising awareness among the general masses of people's basic human rights, building people's capacity to pursue and realize these rights on the other. NU recognizes that democratic elections are by themselves insufficient in fulfilling democracy; that the poor, marginalized, and disadvantaged must be given the power to participate in and contribute to decision-making processes that affect their lives. Accordingly, NU strives to provide an enabling condition for the people to set up institutions and mobilize themselves. NU's project areas are manifold, but largely concentrate on empowering people at the grassroots level and strengthening those institutions that form the pillars of good governance. NU holds special interest in democratizing the historically genderimbalanced "Shalish", Bangladesh's traditional rural dispute-resolution system. A fair and equitable *Shalish* especially entails unprecedented access to justice for rural women – the 'poorest of the poor' in this country – and in turn a new and exciting horizon in Bangladesh's development journey. These are NU's major project areas and initiatives for 2012-2013, with descriptions of the directions each project took in the past year as well as, when applicable, an outline of progress made and challenges faced by each project.

Project Run by NU (2012-2013)

SI #	Project Name	Project Duration	Donor	Total Project Budget
1	Improving Access to Justice through Human Rights Education and Community Mediation (IAJTHRECM)	3 years: July 2010 to June 2013	- EED, Germany - Christian Aid, UK - Bread for the World, Germany	34,435,000
2	Strengthening Citizen's Participation in Improving Local Governance (SCPILG)	3 years: March 15, 2010 to March 14, 2013	- Christian Aid, UK - European Commission	36,977,666
3	Reduce Discrimination through Protection and Promoting the Rights of Dalit and Socially Excluded Groups	2 years: January 2012 to December 2013	- Bread for the World, Germany	16,123,390
4	Campaign on Right to Food and Social Security	2 years: September 2011 to August 2013	- Bread for the World, Germany - NETZ, Germany	50,94,875
5	Supporting the Leadership and Right of Dalit Women	1 year 3 months: January 2012 to March 2013	- One World Action, UK	24,04,818
6	Campaign on Domestic Womens Rights and Social Security for informal Sector Workers	1 year: July 01, 2012 to June 30, 2013	- One World Action, UK	7,56,000
7	In form the Margins - Businesses Supporting Poor Women in Dhaka and Barisal	1 year 3 months: January 2012 to March 2013	- One World Action, UK	1,903,527
8	Access to Justice through Community Legal Services	January 01, 2013 to December 31, 2015	- DFID - Community Legal Services (CLS)	BDT. 94,050,674
9	Civil Society Joint Action Programme to Promote Dalit Human Rights in South Asia	January 2013 to December 2015	- European Commission - Christian Aid, UK	356,446 (EURO)
	Total			

Project Area:

Name of District	Name of Upazila	Name of Unions/ Wards			Total
Tangail	Kalihati	<ul style="list-style-type: none"> ▪ Kokdahara ▪ Kalihati ▪ Nagbari 	<ul style="list-style-type: none"> ▪ Sahadebpur ▪ Balla ▪ Elenga 	<ul style="list-style-type: none"> ▪ Paikora ▪ Birbashinda 	08 Unions
Rangpur	Gangachara	<ul style="list-style-type: none"> ▪ Barabil ▪ Betgari ▪ Gangachara 	<ul style="list-style-type: none"> ▪ Gajaghanta ▪ Khaleya ▪ Kolkanda 	<ul style="list-style-type: none"> ▪ Lakshmitari ▪ Marnaya ▪ Alambiditar 	09 Unions
	Rangpur Sadar	<ul style="list-style-type: none"> ▪ Darshna ▪ Pashuram ▪ Satgara ▪ Tapat 	<ul style="list-style-type: none"> ▪ Rajendrapur ▪ Tapodhan ▪ Uttam ▪ Mominpur 	<ul style="list-style-type: none"> ▪ Chandanpat ▪ Horidebpur ▪ Saddaposkuriny 	11 Unions
	Badarganj	<ul style="list-style-type: none"> ▪ Municipality ▪ Kalupara ▪ Bisshnupur 	<ul style="list-style-type: none"> ▪ Ramnathpur ▪ Damodarpur ▪ Lohanipara ▪ Gopalpur 	<ul style="list-style-type: none"> ▪ Mohadupur ▪ Kutubpur ▪ Radhanagar ▪ Gopinathpur 	11 Unions
Barisal	Barisal Sadar	<ul style="list-style-type: none"> ▪ Chadpura ▪ Char Baria ▪ Char Kowa ▪ Chandra Mohan 	<ul style="list-style-type: none"> ▪ Char Monai ▪ Jagua ▪ Kashipur ▪ Roypasha Karapur 	<ul style="list-style-type: none"> ▪ Shayastabad ▪ Tungibaria 	10 Unions
	Mehendiganj	<ul style="list-style-type: none"> ▪ Alimabad ▪ Andher Manik ▪ Bhashanchar ▪ Biddanandapur ▪ Chandpur 	<ul style="list-style-type: none"> ▪ Char Ekkaria ▪ Char Gopalpur ▪ Darirchar Khajuria ▪ Gobindapur 	<ul style="list-style-type: none"> ▪ Jangalia ▪ Lata ▪ Mehendiganj ▪ Ulania 	13 Unions
	Gournadi	<ul style="list-style-type: none"> ▪ Khanjapur ▪ Barthi ▪ Chandshi 	<ul style="list-style-type: none"> ▪ Mahilara ▪ Nalchira 	<ul style="list-style-type: none"> ▪ Batajore ▪ Sarikal 	07 Unions
	Banaripara	<ul style="list-style-type: none"> ▪ Banaripara ▪ Eluhar ▪ Baishari 	<ul style="list-style-type: none"> ▪ Udoy Kathi ▪ Saliabagpur 	<ul style="list-style-type: none"> ▪ Sayedkathi ▪ Chakhar 	07 Unions
Jhalakati	Razapur Upazila	<ul style="list-style-type: none"> ▪ Satoria ▪ Suktagarh 	<ul style="list-style-type: none"> ▪ Razapur Sadar ▪ Galua Union 	<ul style="list-style-type: none"> ▪ Baraia Union ▪ Mathbari Union 	6 unions
	Kawkhali	<ul style="list-style-type: none"> ▪ Chenchri ▪ Rampur ▪ Patikhal Ghata 	<ul style="list-style-type: none"> ▪ Amua ▪ Kathalia Sadar 	<ul style="list-style-type: none"> ▪ Saula Jalia ▪ Awrabunia 	6 unions
	Jhalokathi Sadar	<ul style="list-style-type: none"> ▪ Basanda ▪ Benoykati ▪ Gabkhan Dhansiri ▪ Gabha Ramchandrapur 	<ul style="list-style-type: none"> ▪ Keora ▪ Kirtipasha ▪ Nabagram 	<ul style="list-style-type: none"> ▪ Nathullabad ▪ Ponabalia ▪ Sekherhat 	10 Unions
	Nalchity	<ul style="list-style-type: none"> ▪ Bhairabpasha ▪ Dapdapia ▪ Kulkathi ▪ Kusanghal 	<ul style="list-style-type: none"> ▪ Mollarhat ▪ Magar ▪ Nachan Mohal 	<ul style="list-style-type: none"> ▪ Ranapasha ▪ Siddhakathi ▪ Subidpur 	10 Unions
Pirojpur	Swarupkati (Nesarabad)	<ul style="list-style-type: none"> ▪ Baldia U ▪ Shohagdal ▪ Atghar Kuriana ▪ Sutiakati 	<ul style="list-style-type: none"> ▪ Jalabari ▪ Doihari ▪ Samudoykhati 	<ul style="list-style-type: none"> ▪ Sharangkhati Union ▪ Gurakha Union ▪ Swarupkhati Sadar 	10 Unions
	Kawkhali	<ul style="list-style-type: none"> ▪ Sayna ▪ Raghunathpur ▪ Amrajuri Union 	<ul style="list-style-type: none"> ▪ Kawkhali Sadar ▪ Chira Para ▪ Parsaturia Union 	<ul style="list-style-type: none"> ▪ Sialkathi Union 	5 Unions

Name of District	Name of Upazila	Name of Unions/ Wards			Total
Pirojpur	Bhandaria	<ul style="list-style-type: none"> ▪ Bhitabaria ▪ Nadmula SialKathi ▪ Telikhali Union 	<ul style="list-style-type: none"> ▪ Ikri Union ▪ Dhawa 	<ul style="list-style-type: none"> ▪ Bhandaria Sadar ▪ Gauripur 	7 Unions
Moulavi Bazar	Shreemangal	<ul style="list-style-type: none"> ▪ Kalighat ▪ Rajghat ▪ Shreemangal 	<ul style="list-style-type: none"> ▪ Alinagar ▪ Shamshernagar 	<ul style="list-style-type: none"> ▪ Madhabpur ▪ Munshibazar. 	7 unions
Jessore	Jessore Sadar	<ul style="list-style-type: none"> ▪ Gorapara ▪ Mathpara ▪ Kholadangapara 	<ul style="list-style-type: none"> ▪ Rail Station Sweeper Colony, ▪ Khulna Stand 	<ul style="list-style-type: none"> ▪ Dompara, Baghdipara ▪ Laldighi. 	7 unions
Dhaka	Jatrabari Sutrapur Demra Shyampur Mohammedpur Hajaribug Tejgaon Pallabi Mirpur	<ul style="list-style-type: none"> ▪ Ward No: 85 ▪ Ward No: 76 ▪ Ward No: 5 ▪ Ward No: 83 ▪ Ward No: 58 & 6 camp ▪ Ward No: 40 ▪ Ward No: 46 ▪ Ward No: 2 ▪ Ward No: 7 & 24 camp 	<ul style="list-style-type: none"> ▪ Ward No: 86 ▪ Ward No: 79 ▪ Ward No: 6 ▪ Ward No: 87 ▪ Baribadh ▪ Agargoan ▪ Ward No: 3 	<ul style="list-style-type: none"> ▪ Ward No: 84 ▪ Ward No: 88 ▪ Adabar 	19 Wards & 30 Camp
Chittagonj	Chittagonj Sadar	-			24 Camp
Sayedpur	Sayedpur Sadar	-			17 Camp
Mymensingh	Mymensingh	-			1 Camp
Khulna	Khulna Sadar	-			5 Camp
Total		-			135 unions 19 ward 77camp

1. COMMUNITY INSTITUTION BUILDING

If human rights mean public interest or, say, people-oriented development, this is theoretically guaranteed but pragmatically hindered in Bangladesh for many decades. Many social prejudices especially ignoring of women's participation, control of power by influential people and above all weak state run governance from grassroots to top level are the prime cause for degradation of human rights status. The people need freedom to exercise their rights in an egalitarian manner. The process of democratising society has been rather sop polluted that any headway from the plight could not be attained easily. Yet there is ample scope for improvement in the status of human rights, provided the indigenous ideas are really promoted to find out ways and means to correct the situation. Nagorik Uddyog has long been involved to promote human rights status through empowering people at various levels. One of NU's major strategies has been to create awareness of human rights, in order to generate a demand for rights and entitlements within the community and to make state institutions and duty bearers responsible for promotion, protection and prevention of human rights.

In order to establish human rights and people's access to justice as well as strengthen democracy and good governance we need strong community groups who will be trained and work on this issue; strengthening capacity of local government and ensure peoples participation in their operation (in terms of service giving and receiving). With this view Nagorik Uddyog has been working to establish sustainable community based organization at grassroots level and successfully established a community groups in its working areas and that committee put much effort to promote and protecting human rights; making the people aware about their rights; marginalized people's access to justice as well as help making the local government in delivering their service

NU helped forming people's organization named Human Rights Monitoring Group in all its working areas. NU emphasizes on building and strengthening this groups with monitoring capacity for creating meaningful access to justice of marginalized people as well as development human rights activism. HRMG observes and watches over the human rights situation at the community level, bring violations of human rights to the attention of Shalish and helping mediate subsequent Shalish hearings. It works using three wings at different layers in the community-

- 1.1 Ward Shalish Committee (WSC)
- 1.2 Human Rights Monitoring Group (HRMG)
- 1.3 Grassroots Women Leaders Network (GWLN)

1.1. WARD-LEVEL SHALISH COMMITTEES

WSCs are formed to ensure democratic mediaiton seesion, reduction of incidence of harassment and intimidation of individuals during mediation processes. The members are chosen after a thorough canvassing of local opinions. Individuals with high social acceptability and reputation for their integrity and neutrality are identified as potential members of the committees. The members are provided legal-aid training for enhancing their comprehensive understanding of existing state laws, thereby helping to ensure that Shalish verdicts conform to the State's legal framework.

NU has formed 09 WSCs with 63 members (each WSC formed with 4 male and 3 female). NU withdraws dircet support from the other WSC as per its strategy. Those WSCs are fully functioning with its own resource. The WSC meets on monthly basis to outline their activities, describe Shalish participation and discuss the human rights situation in the community. The members follow up on the decisions taken in the previous meetings, identify strategies for overcoming obstacles and devise future work plans. They also hold special meetings when

the need arises, for instance when a Shalish session experiences complications. This year 746 members of WSC (183 female, 676 male) attended registered mediation sessions and 779 members of WSC (171 female, 608 male) attended self initiative arrange (Unregistered) mediation sessions. This year 5775 members (2710 female, 463 male) attended 444 meetings of WSC.

1.2. HUMAN RIGHTS MONITORING GROUP (HRMG)

Human Rights Monitoring Group (HRMG) is the next tier of community institution building initiative of NU. As per the strategy NU stop direct support in terms of finance, logistic and other resource from some upazila. In the left out unions, HRMGs are fully functioning as community institutions. Each formed with selected members of the WSC who are especially interested in the community's human rights situation. Each HRMG consists of 18 members from nine wards (9 male, 9 female from each ward). Acting as a human rights "watchdog", HRMGs play an effective role in local mediation processes.

Members of HRMGs are given extensive training on human rights law as well as mediation techniques. 'Refresher courses' are given as required. Each union-level HRMG holds quarterly meetings to review and discuss the human rights situation in their respective community as well as condition of Shalish. Members share experiences and describe interesting aspects of recent Shalish hearings. They also discuss relevant State and international laws, which enables members to keep each other updated and informed. These meetings are beneficial for monitoring Shalish procedures and to help uphold human rights activism at the community level. During the reporting period a total of 74 monitoring meetings have been held and attended by 924 members. This year 746 members of HRMG (159 female, 587 male) attended registered mediation sessions and 779 members of HRMG (143 female, 435 male) attended self initiative arrange (Unregistered) mediation sessions.

Activities	Target	Achieved	Participant		
			female	male	total
Half yearly meeting of HRMG and GWLN	74	74	1261	463	1724
Half yearly meeting among HRMG, GWLN and Union Parishad	74	74	815	779	1594

1.3. GRASSROOTS WOMEN LEADERS NETWORK (GWLN)

NU recognizes the importance of building women leaders at the grassroots level given the crisis in formal institutions. Bangladesh's rural women are widely known as the 'poorest of the poor' in this country, vulnerable to a long entrenched patriarchal social order and holding very little access to justice, basic social services, and community decision-making processes. One of NU's key concerns is hence to empower rural women, including elected women members of the UPs, to build their capacity to realize their human rights themselves and help ensure their effective participation in the electoral process, in local development committees, and important decision-making activities like Shalish. To this end, NU works to form organizations of women like the Grassroots Women Leaders Network, providing them with training and workshops on key human rights and legal issues, and helping them consolidate their power to respond to the injustices they face as a group.

Grassroots Women Leaders' Network-

Each of NU's 37 union-level GWLNs has 21 members. Three women from each of the nine wards that comprise a union are selected to a union-level GWLN based on the potential they demonstrate for being strong and active community women's leaders. These GWLN members are trained on a variety of issues ranging from legal rights to health care problems. Part of a

GWLN's mandate is to have each GWLN member organize "Women Group Discussion" sessions in their community with their women neighbours. This has the positive effect of building participating women's social capital and building grassroots women's knowledge of their rights as Bangladeshi citizens.

Half yearly union level meetings of the GWLN

The GWLN meets half yearly at union level where they share their experiences in working to establish women's rights, discuss the GWLN's activities in the past four months and plan the GWLN's upcoming activities for the term ahead. Three women leaders from each union participate in such a meeting, and when possible women UP members and female college students also take part. The meetings build confidence among the women leaders to collectively work against violations of women's rights in their communities. They also play a significant role at the community level in educating people - women and men about human rights and the intrinsic value of gender equality. Over the past year the GWLN arranged 74 half yearly union level meetings in total, which saw 1027 women leader participants.

Annual Conference of the GWLN

Four annual conferences of the GWLN have been held this year, which saw 679 participants (562 female, 117 male). These conferences build upon the achievements made in the quarterly meetings, helping to consolidate women leaders' power and raising hope, confidence and enthusiasm to continue pushing for a more gender equal Bangladesh. The GWLN conference saw comprehensive discussion on issues and challenges facing rural women in their communities. The conference also saw the review of existing strategies and the planning of future strategies to prevent violence against women, campaign against child marriage, promote the government's initiative to register marriages, births and deaths, ensure women remain entitled to their property rights, and promote participation in Shalish.

Half yearly upazilla level meetings of the GWLN

Over the past year the GWLN arranged 08 half yearly upazilla level meetings in total, which saw 204 participants (157 female, 45 male).

1.4 IMPACT OF NU'S COMMUNITY INSTITUTE BUILDING INITIATIVE

Sustainability of the Community Institutions

The women leaders groups in 4 working areas were trying to register their organization under women and children affairs department. **Finally the Upazilla Women Leaders Network of Banaripara working area has been able to register their group under Women and Children Affairs Department.** Now they are planning to run their organization by their own. A contributory initial fund for each area would be arranged 50% from Nagorik Uddyog and rest 50% from the monthly subscriptions from the members.

In all working areas, other community group members are also planning to step forward for the sustainability of their organizations.

All women groups are collecting membership Subscription on regular basis; WSC and HRMGs are also started to collect membership Subscription. They are arranging extra meetings to meet more regularly; attending union complains centers voluntarily.

Different committee members are also contributing to organize their annual conference. Allocated budget of conference is not adequate, so that HRMG members of Badarganj, Kalihati and Banaripara are contributing personally to make up the over expenditure of conference.

Community Groups Self Initiatives to Aware Community People on Social Issues

Community Groups have been started to arrange different programs by their own initiative at the community level to aware people on social issues. Groups have specially focused on child marriage. Recent data shows that 66% children are victim of child marriage in Bangladesh. So community groups and NU are jointly trying to aware people to prevent child marriage.

Successful Advocacy at Local Level on Child marriage

Nagorik Uddyog has done successful advocacy on child marriage at 4 working areas with all level of stakeholder such as government officials, law enforcing agencies, media, local NGO's representatives and civil society. Participants from all level ensure to work together to prevent child marriage.

Committee members' social involvement is increasing

Different committee members in the project area are involved in several social issues. This type of involvement is increasing day by day. In the reporting period committee members have been prevent 35 children from child marriage, protect 20 families from the harassment of oral divorce and Hillah marriage.

Following table describes the initiative of community group members to promote and protect human rights during the reporting period.

**Social Activities by Different Committee Members
Period: July 2012 - June 2013**

Sl. No.	Description of activities	Number of Person
1	Prevent Child marriage	79
2	Prevent Oral Divorce	43
3	Resist Hillah Marriage	6
4	Assist Marriage Registration	31
5	Resist dowry	11
6	Assist Personal Loan Recovery	2
7	Assist to get land	2
8	Resist Rights Related Incidents	1
Total		175

In HRMG conference 2012 at Kalihati, members from Kokdohra Union have proposed to declare their Union as child marriage free union. The process regarding this issue is undergoing

Participation in Local Government Election

Project area Rangpur has been declared as City Corporation. The election of newly declared city corporation held on December 2012. 10 Women Leader, 5 Ward Salish Committee member (female 1, male 4), and 7 HRMG members (female-4, male – 3) a total of 22 committee members have been participated in the election. Out of them 15 are female members.

Cooperation with Local Government have been increased further

Cooperation between community groups and local government has been increased in various aspects. Participation of local government members in NU registered Salish has increased as well as community group members are also participating in Salish arranged by union parishad. In 19 union parishad out of 37 has allocated a room to community groups for using as complain center and community communication point. Confidences of the union parishad elected representative have largely been increased to community groups in relation to settle

disputes more acceptable manner. Many instances are there complains send the by the elected representative to the community groups to settled the disputes.

Participation of Women has more visibly increased.

In the reporting period 947 Women have participated in mediation as mediator; Women leaders are proactively organizing their own meetings beyond of NU planned activity especially in Badarganj and Banaripara working areas. Women are also taking strong initiatives to protect human rights especially women rights.

Vulnerable People have access to Safety Net Program and other support received with the help of community groups

Different government safety nets program are targeted to the poor people to provide food security. However these programs are not properly implemented as targeted because of rampant corruption, politically selection biased and unfair distribution. The committee members heaped 667 people in getting different government safety nets services.

Benefits received from government safety net and from different support scheme Period: July 2012 - June 2013

Sl. No	Description	Number of Person
1	VGF +VGD card (394+69)	463
2	Old age allowance	20
3	Widow allowance	5
4	Pregnant Mother Card	33
5	Vulnerable Mother Card	6
6	Assist to get tube well from local government	18
7	Assist to get work under 40/45/100 days work scheme	116
8	To Assist Disable People	2
9	To Assist admission at Govt. Hospital	4
Total		667

Beyond the government program the community groups also received helps in many different ways, the following table shows, a total of 555 persons have able to access in different programs.

Support organized by the groups from the community and from their individual contributions

Period: July 2012 - June 2013

Sl.	Description	Number of Person
1	Help to get winter cloths	167
2	Help to Road Construction	2
3	Help to build house	23
4	Help in study	26
5	To assist financial help for helpless women marriage	14
6	Assist financial help to helpless men	180
7	Assist to get medical treatment	46
8	To assist tube well repairing	30
9	To Assist wage recovery	6
10	Assist to delivery	56
11	To assist eye hospital established	1
12	To assist School established	1
13	To assist small Business established for helpless men	1
14	To assist get loan for helpless men	2
Total		555

2. Access to Justice

2.1.a. TRADITIONAL MEDIATION

Shalish is widely recognized in rural Bangladesh and popular among rural poor attributing to its easy accessibility and its dynamic and flexible nature. It could be defined as an 'informal village community hearing' existing parallel to formal justice system through generations in rural Bangladesh. Shalish is supposed to lead to conciliation between the contesting parties. However, traditional Salish reflects gender hierarchy and often reinforces local power structure and religious dogmatism. Women's active participation in Salish is discouraged and their voices remain largely unheard in traditional Salish. In this backdrop NU approaches to convert traditional Salish into a more democratic means of mediation in rural Bangladesh, which will recognize poor's especially women's rights and interests within the legal framework of the state. NU's initiative further aims at reducing the numbers of cases referred to court from the villages by providing lawful Salish verdicts through peaceful mediations at grassroots.

NU'S APPROACH FOR TRANSFORMING TRADITIONAL SHALISH

Community people irrespective of social status or sex can register complaints with NU. Union level staffs of NU or group members also help the community people to register their complaint with NU. NU has developed a systematic method of recording the complaints for shalish. From receiving to settling the complaints different forms are used in this process. When complaint reaches the community Mobilizer, a formal shalish registration takes place at the local NU office. The complainant must fill out a shalish form specifying the nature, history and details of the grievance. The shalish form serves as an official record of the proceedings. The local staffs then undertake a fact-finding mission to investigate the validity of the charges. On the basis of this evidence, NU sends a notice announcing an upcoming shalish to both parties. If both sides are willing, a mutually convenient date and place of shalish is fixed. In case one party does not show up on the designated date, NU will set new dates. After the successful resolution of disputes, NU Community Mobilizer will follow up the decisions made in the shalish for three months. In a few cases, NU refers the aggrieved party to the courts. The proceedings of shalish like setting of date for mediation session, selection of mediators, place and decision taken and implementation - all are done by the NU initiated trained community mediators. NU only document and follow up the process and update the mediators about status of the shalish. NU also follows up whether the shalish process and decision are taken conforming to legal and human rights standard.

Status of the shalish during 2012-2013

NU emphasizes to capacitate the traditional mediators for adopting systematic, lawful and democratic mediation so that people interests can be served on the basis of equality and justice. Thus the trust and belief on the traditional mediators will be restored. NU finds significant impact in this strategy as a large number of disputes settled by the mediators without recording with NU and observation of these cases found rightly resolute. For this NU keep two types of data of dispute resolution - Dispute recorded with NU and dispute settled by mediators without record with NU.

Status of dispute Resolution (Officially recorded) - 2012-2013

During 2012-2013 NU received as many as **775** complaints of various categories. Of the total 938 cases (newly recorded **775** and **163** pending cases of last year) **577** cases are peacefully settled and **221** cases were rejected. NU initiated committee members often made the disputants to settle within their family environment through pre-counseling. Some cases also rejected as NU investigation found them false. **07** cases were sent to court as the alleged parties disobeyed the decision of Shalish. The following table shows the number of Shalishes conducted during the last year.

Status of Shalish (2012-2013)

sl.	Types of Complaint	last year's pending	Received this year	Settled	Dropped	Send to the court	pending
1	Domestic Violence	44	241	212	67	04	42
2	Family dispute	11	131	105	24	-	13
3	Alimony	03	05	03	02	-	03
4	Maintenance	22	28	23	13	-	14
5	Polygamy/2 nd Marriage	02	03	02	03	-	-
6	Divorce	05	13	11	02	-	05
7	Dispute regarding dowry	06	56	39	11	01	11
8	Guardianship	03	01	02	02	-	-
9	Regaining conjugal life	24	119	84	35	-	24
10	dispute among neighbors	01	59	47	12	-	01
11	stalking	01	03	-	04	-	-
12	land and properties	25	30	14	27	-	14
13	Inheritance	10	15	08	12	02	03
14	microcredit	-	04	04	-	-	-
15	Personal loan	02	15	13	02	-	02
16	Compensation	-	07	06	01	-	-
17	Stealing	01	02	02	01	-	-
18	financial	-	01	01	-	-	-
19	deception	03	02	01	03	-	01
Total		163	775	577	221	07	133

Shalish session's mediators (2012-2013)

4188 mediators from different level like WSC, HRMG, GWLN, UP Member and Local pupil participated in those shalish sessions. The table below shows the details

Status of mediators (2012-2013)

HRMG		Total	W.S.C		Total	GWLN	U.P Member		Total	Local pupil		Total	All in Total
Female	Male	Female	Male	Female			Male	Female		Male			
23	158	181	23	90	113	67	21	101	122	153	698	851	1334
54	250	304	50	232	282	46	12	69	81	191	638	829	1542
61	132	193	92	296	338	118	-	-	-	-	-	-	649
21	47	68	18	58	76	49	18	49	67	77	326	403	663
		746			809	280			270			2083	4188

Status of dispute Resolution (conducted by community group) - 2012-2013

In 2012-2013 the community members settled as many as 739 cases without any important support or intervention of NU. It just provide a form where description of the dispute and disputants as well as verdicts are written and NU just preserved a copy for monitoring whether the decisions are conflicting to law and human rights or not. The overall performance of local mediators provides impressive evidence of community peoples' trust, confidence and dependency over them in seeking rights and justice.

Community Mediation out of Registration with NU			
Type of complaints	Number of complaints settled	Type of complaints	Number of complaints settled
Domestic Violence	97	Stealing	11
Family dispute	169	Dispute regarding dowry	03
deception	01	Alimony, Maintenance	19
Divorce	37	financial	03
Polygamy/2 nd Marriage	01	Regaining conjugal life	25
Inheritance	09	stalking	05
Personal loan	43	Dis agreement of Debt money related	01
Compensation	08	Suit related	07
dispute among neighbours	138	Road contraction related	01
land and properties	173	microcredit	02
love related	04	Rent shop related	01
tree sale related	01	Road accident related	04
Total	679	Total	82
All in Total (679+ 82)=761			

Money realization

Registered Dispute

Impact in Poverty Reduction through Mediation

In the reporting period 379 complains were settled through registered salish on the basis of law and human rights standard. In this Salish 245 women and 134 men complainants got **Taka = 34, 40,050 (Thirty Four Lac Forty Thousand FiftyTaka) & 85 decimal Land**. The women beneficiaries are using this amount of money to improve their livelihood.

Unregistered Dispute

In unregistered Salish by the own initiatives of community members 49 women and 85 men got **46, 71,150 (Forty Six Lac Seventy One Thousand One Hundred Fifty Taka) 173.5 decimal land, 1 cow**.

The money, land or other materials realized through Salish have been used for income generating purposes.

**Money/materials realize for different complains through mediation
Period: July 2012 - June 2013**

Type of Salish	Target of Salish	Achieved	Total Money Realization	Other Material Realization	Beneficiary		
					Female	Male	Total
Registered	1332	557	3,440,050	85 decimal land, 1 color TV, gold jewelry, 1 cow & calf	102	34	136
Salish by Self Initiatives of Community members (Unregistered)		798	4,671,150	173.5 decimal land, 1 cow	55	74	129
Total	1332	1355	8,111,200	258.5 decimal land and others	157	108	265

Eighty One Lac Eleven Thousand Two Hundred Taka and 258.5 decimal land and others

WHAT SIGNIFICANT IN NU'S MEDIATION

- At the beginning of the intervention at grassroots level, NU observed very poor participation of women either as mediator, observer or aggrieved parties in the mediation session. If they attended in the mediation they were relegated as mere silent observers. Even elected female member of UP could not participate in the decision making. For the last few years we can see increased participation of women both as mediators and decision makers. And these increases were duly credited to NU initiative. However, the remarkable achievement of Nagorik Uddyog is not in these numbers but in the quality of their participation. This year we see 978 sessions of mediation to settle registered shalish where as many as 4831 mediators including UP members, local elite, community people and NU initiated community groups attended of which 23.80% were female (2.8% increased of women participation from the previous year). Participation of vulnerable women as mediators was very significant for establishing a pro poor and gender sensitive mediation at grassroots level.
- Increasing number of disputes resolved peacefully through NU facilitated Shalish indicates the growing recognition, acceptance and influence in rural communities of the democratic and human rights values espoused by NU. It likewise demonstrates the effectiveness of NU's interventions in redefining Shalish in a way that reconciles the unique situation faced by rural Bangladeshi's with the need for traditional modes of dispute resolution to adhere to constitutionally recognized human rights. Systemic mediation procedure like proper recording of complaints, investigation, mediation session within short-time, mediators equipped with legal knowledge, shalish verdicts based on law and human rights standard, follow-up of the decision and above all open participation of both parties in mediation has increased its recognition to the community. Thus, NU has able to create an unbiased, violence and muscle free environment that protects the interest of Marginalized and vulnerable people's access to justice through peaceful resolution.
- NU has able to create an unbiased, violence and muscle free environment that protects the interest of marginalized and vulnerable people's access to justice through peaceful resolution. The most remarkable of NU mediated shalish is that it helped beneficiaries to gain their rights in terms of alimony, maintenance, loan payment and compensation for various reason. Many women engaged their money in income generating activities that provides them not only financial security but also change their social status.
- NU initiated mediation brought large number of people especially people to get their

rights and it is turned to a model in the community. The powerful segment of the community loses their control over the shalish. The realization through shalish helped women in poverty reduction as the beneficiaries utilized it in income generating activities. The mediation (out of NU registration) done by community groups' initiative earned credibility of the people and paved the way to own the community responsibility.

Effectively Functioning Complain Center

One of the important achievements in the reporting period, a total of 32 complain centers are functioning effectively. Out of them 31 complain centers are running without any rent. This is a significant indicator of sustainability of NU activities.

Some chairmen of UP has requested to set up complain center at their respective union parisad building and allocated room for that. They also have requested to arrange mediation sessions in these centers. In some cases community contributed space for complain center without any rent. In one area a high school authority has allocated a room in their school for different activities such as conducting mediation sessions, meetings and training programmes. During reporting period NU received as many as 253 complains of various categories, arrange 339 mediations and disspute resolution of 90 mediations.

2.1. b. LEGAL AID AND INVESTIGATION

Legal Aid and Investigation Unit of NU provides legal support to the poor people who are insolvent, distressed and unable to bear the expense of court proceedings on their own as well as investigate human rights violation. Cases from criminal to civil merit are considered for providing legal aid. If there is any human rights violation NU itself investigate the matter and help the victim to go to court for litigation. The victim also can apply for legal support from NU. Besides, while a dispute cannot be settled through shalish, NU refers the case to the courts and provides legal aid to the complainants.

Litigation

In the reporting period 07 new cases has been lodged by the unit in favor of vulnerable complainants. At present 46 cases are running of the courts. The table shows the status of litigation

Type of suit	Number of running case of the court	Judgment
Family dispute	04	-
Family miss case	01	-
Nari o shisu nirjaton damon tribunal	05	-
Partition suit	08	-
Land related	-	01
Suit of dicrijari	01	-
Criminal	02	-
Alimony & maintanance	09	01
dowry	07	-
dowry & maintanance	01	-
Alimony	02	-
maintanance	02	01
CR	02	-
Drug	01	-
Fraud & threat	01	-
Total	46	03

NU has a panel of lawyers in four districts of its working areas where as many as 18 lawyers work as staff lawyers. The lawyers were trained on human rights and legal aid strategy of

Nagorik Uddyog. NU arranges half yearly coordination meeting with panel lawyers, plaintiffs and other stakeholders. Government officials are also invited in the meeting. This year 6 coordination meetings organized and participated by 159 lawyers, complainants and other relevant stakeholders. This meeting creates opportunities to share the status of cases and also build communication among lawyers and stakeholders NU field level staff maintains communication with the lawyers as well as follow-up the status of ongoing cases. Besides, The table shows the status of half yearly coordination meeting with panel lawyers, plaintiffs and other stakeholders.

NO	Date	project area	Programme	Attendent of male & female		Total
				female	male	
01	17/11/2012	Rangpur Sadar, Badarganj	Half yearly coordination meeting with panel lawyers, plaintiffs and other stakeholders.	21	19	40
02	18/05/2013			25	15	40
03	10/11/2012	Kalihati , Tangail		10	20	30
04	25/05/2013			15	10	25
05	24/11/2012	Banaripara, Barisal		03	08	11
06	08/06/2013			05	08	13
Total				79	80	159

Providing Legal Advice through Community Legal Counseling Center

NU has started a new component in the programme to provide legal advice by a qualified lawyer at the union level through community legal aid clinic. 38 legal aid clinics have been organized during the reporting period. In the legal aid clinics 174 women and 190 men a total of 364 persons were given advice on different legal issues such as family matters, land and money disputes.

We found this activity very effective, as it allows community people to have direct access to the qualified lawyers, especially for women. The village elites, exploits community people giving wrong- information on laws and court procedures. The lawyers also respond different questions raised by the community beyond general information provided. This activity is gradually gaining popularity to the community.

Fact Finding Mission

In 2012-13, the Unit conducted fact-finding into 03 incidents of human rights violation that includes extensive visit on the places of occurrence for interview witnesses, victims, suspects, police and relevant government officials, local people to collect relevant information and documents for evidence. The three incidents were -

Arrest and physical torture: A hair-dresser in Naogaon from *Turi (Indigenous)* community was arrested and tortured by the local police on 28 May 2013. Some local influential people are behind this and there is a hidden objective of occupying the shop. The victim is taking preparation to file case. Programme team along with one DHRD has already visited the spot, regular follow-up is going on. DHRD Mr. Bijol das is doing the regular follow-up.

Eviction from home: Some of the local influential people have demanded free wine from a Dalit youth. When he denied to do so, they beat him mercilessly and also locked his house keeping his mom and grandma outside for whole night. The family filed a case against that group but as they are very powerful they are giving threat continuously to withdraw the case. DHRD Mr. Chandan Kumar Das is dealing this fact. DHRD Mr. Bhimpalli David Raju has also visited the spot and communicated with the victim's family.

Land grabbing: On 24 June 2013, 11 families of *Orao* community were evicted from their household by some local powerful elites. DHRD Mr. Bijol Das is conducting this mission with close support of the project team. Research and Documentation Officer of the project has already visited these two spots.

2.2. Access to Justice through Community Legal Services

To increase access to justice, especially for poor women and men on the principles of equality and justice and by establishing strong community based human rights' defenders Nagorik Uddyog is implementing another project titled 'Access to Justice through Community Legal Services' funded by DFID, UK. Project Duration is January 01, 2013 to December 31, 2015. This project area is covered 5 Upazilas and 50 unions under Barisal and Jhalakathi districts.

NU believes the project will enable women and men in their communities to better access and fulfil their legal and constitutional rights. Despite constitutional commitment to the poor, marginalised and women in particular continue to suffer from challenges against the rule of law, limited formal justice options, as well as the lack of knowledge on protection of human rights and law.

This project is addressing the issues holistically ranging from the community to local government authorities. The Community Mediation (Shalish) will turn gender sensitive and will be more democratic through involvement of the community people, especially women mediator. Accountability and Transparency is the key to improve the local governance, creating Citizen Rights Group and their active role to make functional the Union Parishad will help largely to change their traditional practices. People will have the opportunity to get involve consciously in the local development decision making process. Nagorik Uddyog believe that legal and human rights awareness at the community level is the key to raise the voice collectively and realization of the rights, either from the local government institution and from the community institution (Village Shalish) traditionally insensitive to the poor and women. To raise the human rights and legal awareness the project will adopt multi-dimensional approach, which is illustrated throughout the project proposal. In generally community people fear and have unclear understanding about the court and litigation process. The project is organizing Legal Aid Clinic at the community level in presence of a trained lawyer. This is help largely to create better understanding on the court procedure and legal knowledge. The project is addressing the whole range of community legal services, both institutional and non-institutional by strengthening their capacity and skills to facilitate access to justice to the community people.

The project is primarily target poor men and women, minorities, landless groups and vulnerable female headed households. They will be benefited by more accessible justice and reductions in the incidences of human rights abuses. The elected representatives, community leaders and traditional mediators will also be benefited. During reporting period the project activities is shown below:

Legal and HR Awareness and Education Sessions

A total of 729 legal, HR awareness and education sessions have been conducted during this reporting period. The different community group members were participant of those sessions. A total of 7973 participants were present on those sessions and among them 4880 were female. The sessions discussed the project objectives, how different groups can promote community legal services the project jointly. Those sessions include following activities:

Formation of Ward Salish Committee (WSC):

A total of 414 WSC formed during this reporting period. During the formation of WSC a total of 2484 participants were present and among them 1242 were female.

Formation of Citizen Rights Group (CRG):

A total of 44 CRG formed during this reporting period and 792 participants were present in those sessions and among them 396 were female.

Formation of Grassroots Women Leadership Network (GWLN):

A total of 44 GWLN formed during this reporting period and 678 female participants were present in those sessions.

Formation and Strengthening of Vulnerable Women's Group (VWG):

A total of 44 VWG formed during this reporting period and 1215 female participants were present in those sessions.

Quarterly Meeting of Ward Salish Committee:

A total of 132 quarterly meeting of WSC were held during this reporting period and 1809 participants were present in those sessions and among them 899 were female. The committee takes a common decision that they will settle mediation in future according to the Law of Bangladesh.

Quarterly Meeting of Grassroots Women Leadership Network (GWLN):

A total of 44 quarterly meeting of GWLN were held during this reporting period and 678 female participants were present in those sessions. The committee takes a common decision that they will work together to eliminate the discrimination between male and female.

Quarterly Meeting of Vulnerable Women Group (VWG):

A total of 44 quarterly meeting of VWG were held during this reporting period and 898 female participants were present in those sessions. The committee takes a common decision that they will help to realize maintenance cost of the vulnerable women from their spouse.

Quarterly Meeting of Cultural Team:

A total of 2 quarterly meeting of Cultural Team were held during this reporting period and a total of 35 participants were present in those sessions and among them 10 were female.

Half Yearly Meeting of Citizen Rights Group (CRG):

A total of 44 half yearly meeting of CRG were held during this reporting period and 685 participants were present in those sessions and among them 310 were female. In those meeting a common decision takes by the CRG that they will observe the human rights situation and after that they will take necessary steps. They also take decision that they will ensure the presence of female as a mediator.

Facilitate relevant day observation rallies, celebrations or demonstrations:

A total of 5 day observation events have been organized on World Environment Day during this reporting period and 275 participants were present and among them 130 were female. Among those events 4 events have been organized with Government & other NGOs and in Gounodiupazila an essay writing completion 'on World Environment Day' have been organized for the student of Gournodi Pilot High School.

Training Sessions for Community Members

No. of Training Sessions conducted last Quarter		No. of Training Sessions conducted this Quarter		Total No. of Training Sessions conducted to date	
No	Participants	No	participants	Total no	Total participants
0	0	46	3102	46	3102
0	0	03	24	03	24

Workshops on law and mediation at union level:

A total of 46 one day training workshop have been organized with community group during the reporting period. One average 67 participant's attended in each union based workshop including union parishad elected representative. The main content of this training workshop were to identify existing practices of resolution in the community, legal explanation of unlawful practices, and human rights approach of mediation, techniques of mediation and how CBO can collectively work together to promote community legal services. In this workshop a practicing lawyer participate as facilitator to explain the legal aspects of existing shalishes in line with laws. In most cases it has been observed that existing community shalishes does not follow the laws.

Training with cultural team for formulation a Community Cultural Team:

A total of 3 batch training has been organized for formulation a community cultural team. In these training a total of 24 participants was present and among them 9 was female. The main content of those training were Produce drama from Script. Through these training 3 Community Cultural Team has been formulated in Nochity, Jhalokathi and Gournodiupazila. A total of 21 members included in Community Cultural Team and among them 9 are female.

Case inventory

A total of 24 complain settled through mediation (salish) during the reporting period by the community members in 10 unions and among them most of the cases are related with domestic violence, dowry and land dispute. We are in a process to introduce our approach of mediation, however during the period we have organize meetings, workshops and formation of difference CBO's. As the disputes are common in the community and settle through mediation is a regular phenomenon, we have followed up 24 mediations conducted by the CBO members, who attended our workshop. We have recorded type of dispute and quality of settlement.

Media reportage on proposed advocacy proposals

A report has been published in two local newspapers. The report focused Law and Mediation workshop.

Capacity building events (including workshops, trainings...)

A total of 03 batch training have been organized during the reporting period. The staffs of NagorikUddyog were participants in the training. The main content of this training were orientation on project objectives and implementation strategy of the project. NU training cell & other senior project staffs were conducted this training and a total of 99 staffs attended in the training programme (33 female + 66 male). The main objectives of this training were- a) To inform the project goal and objective b) Enhance knowledge of the staffs about law and mediation c) Enhance knowledge of the staffs about program and financial compliance.

3. STRENGTHENING LOCAL GOVERNMENT

NU involves various activities to strengthen local governance for effective delivery of public services, promotion of accountability and transparency, and capacity development of elected local government representatives. From our experience we see Union Parishad, the lowest tier of the governance, traditionally remains weak and inactive for lack of resource, accountability and corruption. All the constraints with UP has made them less accountable to their electors or community people and it affected the relation between both parties. NU believes that effective functioning of local government is vital for paving democracy and good governance and so strengthening local Government is a must for community empowerment. NU believes through people participation in different layers of activities accountability will be ensured of UP work as well as people will be benefited according to their needs. The citizens' effective participation will also help UP in doing priority work with their available capacity which will ultimately culminate in local and national level.

Capacity Development of Union Parishad:

For increasing peoples' participation in UP activities as well as to ensure greater services to the community people NU works for activating standing committees and other committees of UP. In its working areas NU undertook initiative to activating Law and Order standing committee and other committees namely committee for resisting violence against women (Nari Nirjaton Protirodh Committee- NNPC) and Vulnerable Group Development Committee. The citizens' effective participation in the above committees will increase role of UP to the service of community people through developing law and order situation, ensuring rights of children and women and vulnerable people to get their basic services. Another initiative of NU with UP in strengthening their role and responsibility is activating arbitration council.

Quarterly meeting of Law and Order Committee of Union Parishad

During the reporting period a total of 136 quarterly meetings have been organized, where UP chairman, all members & secretary of the union parishad and other members of the committee were present. The meeting was conducted in participatory method, facilitated by the Nagorik Uddyog Staffs. A total of 2019 participants attended in the meeting, out of which 453 female participants were present.

Quarterly meeting of Women and Child Abuses Protection Committee of Union Parishad

Women and Child Abuse Protection Community is an important standing committee to look at women and child abuses issues. One of the elements of the project is to activate this committee. During the reporting period a total of 136 meetings were held and a total of 2031 participants were present of which 479 female members were attend. On average more than 71% of the committee members were regular in the meeting. The meeting was facilitated by NU staffs.

Achievement of the Women and Child Abuse Protection Committee of Union Parishad:

Action	Number
Stop Child Marriage	23
Stop Domestic Violence	07
Stop stalking (Eve teasing)	06
Total	36

Quarterly meeting of VGD project implementation committee of UP

The Vulnerable Group Development (VGD) programme is the largest social safety net programme of the Government that exclusively targets ultra poor households. About 750,000 direct ultra-poor receive monthly food support (30 kg per person) across the country. The beneficiaries receive income generating and life skill training. They also encourage saving

some money on regular basis. The union council facilitated to access the beneficiaries (who showed their credit worthiness) to the micro credit and other credit agencies.

During the reporting period NU has been conducted 136 meeting with the VGD project implementation committee. The meeting was facilitated by Chairman of the committee and NU staffs. A total of 2236 participants 769 were female.

Quarterly meeting with the arbitration council of UP

As targeted during the reporting period 136 arbitration council meetings has been conducted. The meeting was facilitated by Nagorik Uddyog staffs. All meetings presided by union parishad chairman. A total of 2152 participants were present, out of which 587 were female.

Open meeting (Pre-budget) with community people union wise

In order to make local government institute truly capable of alleviating poverty, their budget needs to be more pro-poor and participatory. This can be achieved through participatory needs assessment, participatory planning, and resource mobilization, appropriate designing, implementation and oversight of development projects. Citizens if sensitised and mobilized around budget-making process can transparent and accountable especially those UPs are located in the peripheral regions in Bangladesh. In that consideration NU has been organized and conducted a total of 34 pre-budget meeting with community people during this period. By those meetings a total of 13781 participants were present from different wards, out of the total participants female were 1902.

Open budget launching session by UP with community people

The practices of making sound and comprehensive planning and a pragmatically prepared budget are two of the basic instruments that can provide the Union governance a real institutional edge. The new UP Act 2009 made clear provisions for five year rolling plan and annual development plan for the UPs. The law also made provisions for a transparent budget. Under this Provision Nagorik Uddyog has been organised a total of 33 open budget launching session by UP with community people under Swarupkati, Kawkhali, Bhandaria, Rajapur and Kathalia Upazila. Around 1121 female and 6523 male participants including deputy commissioner, Upazila Nirbahi Officer; Upazila Chairman, government officials, NGO activist, Journalist, CRG member and mass people from Union/ward level were effectively participated the open budget sessions.

Half yearly coordination meeting with CRG and UP representative at union level

A total of 68 meeting held with CRG and UP members during this reporting period at union level. The meeting were participated by UP chairman, member, secretary and CRG members and other members of selected committee of Up under this project. The meeting has been conducted by participatory method facilitated by NU staffs and a total of 786 female out of 2060 participants have been attended.

The main objective of the meeting was to coordination among the Up and CRG members to strengthening UP with the involvement of citizen's participation.

Quarterly meeting with CRG members

Nagorik Uddyog have been organised and conducted a total of 136 meeting with CRG members at union level. The meeting conducted in participatory method that was facilitated by NU staffs and a total of 1022 female and 1453 male participants were present.

Half yearly meeting of the local government network

Two network meetings have been organized at the district level during the reporting period. The Local NGO representatives attended in the meeting. A total of 39 organizations representatives attended in the meeting. The meeting mainly discussed to work together to strengthen local government structure and to strengthening advocacy work at the local level.

National level advocacy meeting

Two national level advocacy meeting has been organized with the participants of Policy makers, UP representatives, Government Officials and other stakeholders. The first advocacy

meeting was focused to discuss the Local Government Laws 2009. A thorough review was conducted to identify the weaknesses of law and implementation challenges.

The speakers include senior government officials, parliamentarian, chairman law commission, and the Chairman of Bangladesh Union Parishad Forum. The Law Commission Chairman and Member of Parliamentarian Committee for the Ministry of Local Government made a commitment to submit the recommendation to reform the Local Government Law 2009.

The other advocacy meeting focuses on how effectively the Union Parishad can mobilize resources to using Simple and Improve Tax Assessment Techniques. The meeting agreed to mobilize resources to make the Union Parishad strengthen. The participants opined that without a certain level of Local Resource Mobilization it would be difficult to make the Union Parishad effective.

Local level advocacy

A total of 5 Local level advocacy meeting held in 5 upazila during the reporting period. The meeting was participating by Upazila chairman, Upazila Vice Chairman, UNO, Government employee, Union Parishad Chairman, Representative from civil society, Journalist and CRG member.

A total of 86 female of 276 participants have been attended. The objectives of the local level advocacy meeting were to identify the implementation challenges of Local Government (Union Parishad) Law 2009 and make recommendation.

4. PARTNERSHIP PROGRAM

NU works in collaboration with other right based organization for greater human rights activism at local, national and international level. Some of the network established through direct initiative and effort of NU which now well known as catalyst for securing rights of most vulnerable and ignored community like informal sectors women labour and Dalit and Excluded people.

4.1 Promoting Dalit Women's Rights to Reduce Social Exclusion

Dalit and Excluded community used to live with inhuman and undignified treatment and they received it as destiny but now they have awareness, leadership, skills, rights and dignity to challenge any kind of humiliation towards them. Over the past few years the Dalit movement in Bangladesh has gone from strength to strength, and is now a growing and effective force for positive change. Despite entrenched patterns of discrimination and extreme poverty, a new generation of courageous Dalit leaders and activists are starting to organise their communities and demand justice.

Workshop with Dalit women

A day long workshop was held on June 23, 2012 at NGO Forum Conference Room at Lalmatia in Dhaka. 35 Dalit women from different districts were participated the event. Professor Dr. Farzana Islam, Department of Anthropology in Jahangirnagar University and Zakir Hossain, Chief Executive of *Nagorik Uddyog* (Citizen's Initiative) discussed in the workshop. Through the group work in the workshop the participants discussed and find out the forms of untouchability practices in Bangladesh. Md. Abul Bashar facilitated the group work in the workshop. Findings of workshop have been reflected in the key note paper of round table dialogue that held on August 2, 2012.

Human Chain and Rally

Bangladesh Dalit and Excluded Rights Movement (BDERM) and Bangladesh Dalit and Excluded Women's Federation (BDEWF) demanded formulation of a law to protect Dalit communities from untouchability practices and discrimination based on work and descent. BDERM and BDEWF jointly raised the demand by forming human chain and rally in Rajshahi, Dinajpur, Jessore, Barisal, Chandpur, Moulloveebazar and capital city Dhaka on June 30, 2012 with the assistance of *Nagorik Uddyog* (Citizen's Initiative).

In Dhaka, the human chain and rally was organized in front of National Press Club at 10:30 am. More than hundred Dalit women were participated the programme. The Chairperson of BDEWF Moni Rani Das said National Human Rights Commission (NHRC) must form a specialized cell to protect the Dalits and engage in a nationwide investigation to uproot discriminatory practices. The women and children affairs ministry must also form a cell to prevent oppression on Dalit women, she added. She spoke that there are 5.5 million Dalits and overlooked minorities in the country. It is lamentable that Dalit children are expelled from schools because of their religion in a nation that was created promising equal rights for all. In a solidarity speech the general secretary of Bangladesh Dalit and Excluded Rights Movement (BDERM) Bothanki Solomon said 'We face discrimination simply because of our caste and profession.' Dalit women leader Sonu Rani Das, Diba Rani among community members were also addressed in human chain and rally.

In the same day, human chain and rally was also organized in Barisal, Rajshahi, Dinajpur, Jessore, Chandpur and Moulloveebazar districts. BDEWF and BDERM with the support of *Nagorik Uddyog* (Citizen's Initiative) organized this programme in those districts. About 300 Dalit women and 150 men were participated in these events. The news of this event was published in national and local level newspapers. A leaflet demanding an anti-untouchability

law has been published and disseminated it among the present people and mass media in the human chain programme.

Please go through the following link to see the media coverage of the human chain and rally-
<http://www.thedailystar.net/newDesign/news-details.php?nid=240444>

Media Consultations

A media consultation titled 'Dalit Rights Movement in Bangladesh: Achievements, Way Forward and Role of Journalists' was organised in July 7, 2012 at 6:30 pm at Dhanmondi in Dhaka. 30 Journalists from different newspaper, television and online media have participated in the consultation. *Nagork Uddyog* Project Coordinator Abul Bashar has presented a key note paper in the meeting. Professor Dr. Farzana Islam, Jahangirnagar University, Zakir Hossain, Chief Executive of *Nagorik Uddyog* (Citizen's Initiative), S. M. Masum Billah, Assistant Professor of Law, Jagannath University, Freelance Researcher Altaf Pervej and Dalit leaders have also participated in the discussion. Bangladesh Dalit and Excluded Rights Movement (BDERM) chairperson Mukul Sikdar was presided over the meeting. General Secretary of BDERM, Bothnaki Solomon and Chairperson of Dalit Women Forum, Moni Rani Das have raised their experiences about Dalit rights movement, its success and problems to the journalists. Chief Executive of *Nagorik Uddyog* (Citizen's Initiative) Zakir Hossain thanked Journalists to cover the Dalit rights issue in the previous days and expected they will play an important role for Dalit rights movement in future. Journalists took part in the consultation and opined some valuable suggestions to way forward the Dalit rights movement in Bangladesh. One of the journalists spoke on the enactment of a law against untouchability. He suggested if we file a case before the Court against incidents of untouchability then it would be easy to convince government as well as related actors to enact this law. They also agreed to continue their support for the rights movement of Dalit community in future. This view exchange meeting has able to make an effective relationship between Dalits and mass media as well as some valuable suggestions also came out from the journalists who would be contributed to the Dalits movement in future.

Dalit Women Rights Conference-2012

Dalit women rights conference-2012 was held in July 28, 2012 at *Chayanat* Cultural Centre Auditorium, Dhanmondi, and Dhaka. With the assistance of *Nagorik Uddyog*, Bangladesh Dalit and Excluded Women Federation (BDEWF) was organised this conference. Chairperson of BDEWF, Moni Rani Das gave the welcome speech in the conference and General Secretary of the organization, Bonani Biswas presented the situation of Dalit women in Bangladesh. About 350 Dalit women from different districts across the country have participated in the conference. Professor Dr. Sadeka Halim, honorable commissioner of Information Commission-Bangladesh, Professor Dr. Farzana Islam, Jahangirnagar University, Professor HKS Arefin, Dhaka University, Barrister Sara Hossain, human rights activist and lawyer of Supreme Court, Architect Salma A. Shafi, urbane development specialized, Zakir Hossain, Chief Executive, *Nagorik Uddyog* (Citizen's Initiative), Gobinda Chandra Shaha, TOF Consultant, Bread for the World (BftW), Livia Saccardi from MRG have also participated in the conference and given solidarity speeches. The Dalit women came from different districts raised their experiences and problems in the conference. In the close of the first session of this conference, a reception ceremony was also arranged for 25 Dalit female students, are studying in the university level. The female students also talked about their struggle as Dalit community people in their education sphere and inside their society. The conference was divided into two sessions. In the second session, the national council of Bangladesh Dalit and Excluded Women Federation (BDEWF) was held. The Dalit women elected 17 persons consisted of National Executive Committee when Dr. Farzana Islam proposed committee list to them. Moni Rani Das and Bonani Biswas were elected chairperson and general secretary of that committee. In the end of the conference, a cultural event has been arranged. Dalit women and girls have sung and performed dance. A three-day Photographic Exhibition titled **Dalits Struggle** has also been arranged to consider the Dalit women conference. Dalit women, guest participators and visitors have visited this exhibition.

The Dalit women conference has got a wide media coverage. The television channels and electronic media have broadcasted it. The national newspapers have also published this news.

Please go through the following links to see the media coverage of the human chain and rally-

<http://www.thedailystar.net/newDesign/news-details.php?nid=243996>

<http://www.theindependentbd.com/paper-edition/city-life/123714-national-dalit-nari-adhikar-shommelon-2012.html>

Round Table Dialogue

A round table dialogue on Policy and legal structure to stop existing practices of discrimination to Dalit Communities and keeping them untouchable was held on August 2, 2012 at National Press Club in Dhaka.

Chief Executive of *Nagorik Uddyog* (Citizen's initiative) Zakir Hossain moderated the programme and S. M. Masum Billah, assistant professor of Law department of Jagannath University, presented the key note paper with titled 'Disappearance of Dalit in Bangladesh: Social Justice and Search of Act' in the seminar. National Human Rights Commission (NHRC) Chairman Professor Dr. Mizanur Rahman presided over the seminar and underlined the necessity of forming a law to protect rights of the Dalit community. He said that the government should uphold the constitution which speaks for equality, social justice and human dignity for all people. He added that it is also imperative to raise a social, political and cultural movement to protect the rights of Dalit as they face severe national and social injustice in their life. He also viewed that the government should form an effective law aiming to change the social, political and economic aspects of the Dalit community. Dr. Shah Alam, honorable acting chairman of the Law Commission, assured that the commission might prepare a draft law to remove discriminations against the Dalit within two or three months and place it before the government. In the chief guest's speech, lawmaker Rashed Khan Menon, also chairman of Workers Party of Bangladesh, urged the Dalit people to move forward to get a law enacted to realize their rights as the constitution says the government must not put a bar to forming a law for the marginalized groups. Renowned human rights activists and former advisor to the Caretaker Government Advocate Sultana Kamal said national development might not be possible ignoring a particular community. She deplored that it is very much unexpected that Dalits cannot move freely in the society. She said this problem might be resolved administratively, politically, socially and culturally if a law is formed. The Dalit leaders also gave speeches and shared their experiences in the seminar.

Please go through the following links to see the media coverage of the human chain and rally-

The Daily Independent:

<http://www.theindependentbd.com/paper-edition/metropolitan/dhaka/124533-enact-law-on-dalits-rights-nhrc-chief.html>

The Daily Star:

<http://www.thedailystar.net/newDesign/news-details.php?nid=244662>

4.2 Civil Society Joint Action Programme to promote dalit human rights in south Asia

The national constitution of Bangladesh recognizes equal rights of the people of all marginalized communities. To implement the key consciousness of the national constitution and to make them understand their rights Nagorik Uddyog and BDERM are jointly implementing a project titled "Civil Society Joint Action Programme to Promote Dalit Human Rights in South Asia". Christian Aid and European Commission are providing financial and technical support to implement the programme activities. The project started from January 2013 and will continue next three years. The goal of the project is to create an enabling

environment where Dalit community will get all their rights as citizen and will live with dignity. Some of the specific objectives are:

Implementation of the project activities have started in May 2013 due to delay of approval from NGO bureau, Bangladesh. The activities undertaken and accomplished by 30 June 2013 are as follows:

Staff recruitment and orientation

Staff recruitment was completed in May, 2013 through written and oral interview. After joining, the team has got an orientation on overall activities of Nagorik Uddyog with a special emphasis of the project. Goal, objectives, activities and budget of the project were shared in detail during the orientation. The Chief Executive of Nagorik Uddyog conducted the orientation.

Dalit Human Rights Defender's Training

Nagorik Uddyog and BDERM have jointly organized 'Dalit Human Rights Defender's Training' at NGO Forum training Hall, Dhaka on 17-22 June, 2013. The objective of organizing this training was to capacitate the DHRDs on human rights issues so that they could be able to monitor Dalit & excluded human rights situation and be active in protecting the rights of the Dalit and excluded communities besides sensitizing their own communities on human rights issues. A total of 37 participants of Dalit and Indigenous communities from 16 districts of Bangladesh took part in that training programme. Besides the regular staff of the project, six guest facilitators outside the organization were invited to facilitate the training.

The training was very interactive and since the participants could realize that the issues are very relevant to the daily life of Dalit ownership feeling was at the optimum level. At the completion, participants have taken oath to protect and promote Dalit human rights. They have taken responsibilities to develop at least 10 indirect DHRDs.

Indirect DHRDs

One of the major activities of the project is to develop indirect DHRDs through providing orientation on the major issues of training by the direct DHRDs. After going back to own community, participants of the DHRD training started giving orientation to at least 10 other of the community. At the end of June we have got 8 reports on giving orientation from the DHRDs. During orientation, the DHRDs have shared their learning and the also the resource materials they received.

Civil Society Organization (CSO)

A total of 08 CSOs have been selected to be the active part of programmed throughout the project period. In the selection process Dalit led and women led organizations are given priority. The CSOs will closely work with the project team for protecting their rights. They will also involve in national level advocacy to formulate policy and legislation towards the rights of Dalit community. Besides they will continue monitoring human rights situation at their own spheres and will provide support to the DHRDs to do fact finding and building case law. They will take important part during the thematic workshops as well. Name and location of selected CSOs are as follows:

- Dalit Naree Forum: Dhaka
- Bangladesh Dalit Human Rights: Dhaka
- Dhrubo: Khulna
- Moulvibazar Cha jonogosthi Adibashi Forum: Moulvibazar
- Robidas Songho: Nilphamari
- Jante Shekha: Jhainadah
- Dalit: Khulna
- Choroibeti: Jessore

Submission of draft outline on ‘Untouchability/Anti-Discriminatory’ law

Nagorik Uddyog and BDERM have submitted a draft outline of ‘Untouchability/Anti-Discriminatory’ law to the Law Commission, Bangladesh on 18 June, 2013. Though the national constitution of Bangladesh prohibits all forms of discrimination against human being regardless of their birth, caste, race and occupation, it is still not in practice. It is expected that enactment of this type of law will create more space to protect the rights of Dalit community at the same time the mainstream people will also be aware.

Participation at indigenous fair at Dinajpur

Dinajpur, a northern district of Bangladesh is the land of *Santal* (a group of Indigenous but mostly untouchable). The *Santal* community is the poorest of the poor and as they are untouchable as same as the Dalit, they cannot change their fortune 1. No. Chehelgazi Pargana Parishad 2. No. Sundarban Union Pargana Parishad and CARITAS jointly organized a day-long programme at Farmhat, Dinajpur on 30 June, 2013 to celebrate the 158th anniversary of Santal revolution. The programme included offering flowers at the altar of the martyre, rally, discussion session, archery competition and cultural programme. As part of the project activities, Research and Documentation Officer participated in that programme.

4.3 Reduce Discrimination through Protecting and Promoting the Rights of Dalits and Socially Excluded

Dalit issues have become an issue to address effectively to the government, development organisations, civil society and media. As a national platform of Dalit and excluded communities, BDERM has able to draw attention to the policy making bodies. BDERM has been playing an important role in local, national and international level. The strength of BDERM as an organisation has increased. The UPR report submission on Human Rights Situation of Dalits in Bangladesh from BDERM, BDEWF and Nagorik Uddyog in association with IDSN has able to create a significant impact among government and NGOs about Dalit issues. A strong network has been created among South Asian countries on Dalit rights issues to organise South Asian Consultation on “Social, Economic and Legal Protection for Dalit and Socially Excluded Communities” during this reporting period. Moreover, social development works (skill training providing, sanitary latrine, tube-well and informal school set up in Dalit community have positive change in Dalit women and children. Many of Dalit women have able to increase their income level through receiving those skill trainings. On the other hand, Dalit women have a strong visibility in their communities and national level during this reporting period through their activities.

Activities have been implemented during reporting period:

SL #	Name of Activities	Planned	Implemented	Participation		
				Female	Male	Total
Strengthened the organisational capacity and enhanced understanding of human rights of key actors in Dalit and Excluded Rights Movement, both individuals and organisations.						
1.	Human Rights Training	01	01	03	26	29
2.	Follow-up of Human Rights Training	02	02	06	52	58
3.	Training for Women Groups	01	01	25	0	25
4.	Quarterly Coordination Meeting	04	04	14	35	49
5.	Discussion Meeting at District level	24	20	192	687	879
6.	Exposure Visit and International Lobbying	8 persons	8 persons	05	03	08

SL #	Name of Activities	Planned	Implemented	Participation		
				Female	Male	Total
Influenced the policy, practice and development programmes of the government, donors and institutions through advocacy, campaigns and research.						
7.	Issue Based Seminar - National level	03	03	67	135	202
8.	Advocacy Meeting - Divisional Level	07	07	117	243	360
9.	Annual Report	01	01	NA		
10.	Observe International Day for Elimination of All Racial Discrimination	30	29	600	1900	2500
11.	Observe International Human Rights Day	30	30	500	1600	2100
12.	National Convention	01	01	21	85	106
13.	South Asian Convention	01	01	88	146	234
14.	Issue Based Short Study (Water-Sanitation, Forms of Discrimination)	01	02	NA		
15.	Media Advocacy/ Press Conference-National level	02	01	55	45	100
16.	Rights based cultural events	01	01	NA		
17.	Website Maintenance	regularly	maintained			
18.	Research and Mapping	01	01			
19.	Newsletter	04	02			
20.	Fact sheet	01	01			
21.	Poster, leaflet etc.	2000	published			
Protected and Promoted Dalit and excluded people's human rights through fact finding, mediation, providing legal aid and improved access to justice.						
22.	Investigation and legal support	depend on situation	04 investigation have been conducted	About 32 families were involved in those investigations		
23.	Right based Awareness Meeting among community	96	79	1000	1500	2500
Implemented skill training for occupational diversity and social development programme to tackle the poverty and exclusion faced by Dalit and socially excluded communities that will provide a model for future best practice.						
24.	Skill Training on Professional Driving	15 persons	15 persons	0	15	15
25.	Annual Skill Training on Making Shopping Bags	01	01	30	0	30
26.	Skill Training on Carchupi, Block-Boutique -10 training	10	10	205	0	205
27.	Skill Training on Sewing and Dress making - 4 training	04	04	79	0	79
28.	Sanitation Support (including materials and wages)	60	37	About 200 persons are benefited through using sanitation		
29.	Tube-well Support (including materials and wages)	15	11	About 700 persons are benefiting through using tube-well		
30.	Informal School-10 school (establishment)	10	10	10 Schools were set up in Dalit colony and tea garden		
31.	Informal School Operation - 10 school	10	10	More than 30 students are studying in each school		

Other activities have been implemented during reporting period:

- BDERM actively participated in the Development Activists Programme that was held at Savar in Dhaka on 18-20 February, 2012. BDERM organized few events in the programme. BDERM took a stall to exhibit its publication, arranged three days long photographic exhibition, a seminar on “The Role of the State to Establish the Rights and Dignity of Dalit and Excluded Communities” and performed cultural programme (drama, song and dance) which was widely praised by the development activists, participated in the occasion from home and abroad.
- On 7 March, 2012 a human chain has been organised to observe International Women Day in front of National Museum in Dhaka. Hundred of Dalit and Socially Excluded women attended in this human chain programme, demanding Dalits women’s social, economical and political empowerment.
- Two days long training-workshop was organised on Leadership Development and Career Building of Youth Dalit Students on 11-12 November in Dhaka. 22 students have participated in this workshop from Dhaka and Narayanganj.
- **Gender, domestic violence/violence against women, HIV and AIDS**

Though women and men are equally affected in the Dalit community, however women are more vulnerable due to multiple discriminations, as dalit, minorities and as women. Dalit women suffer from double discrimination and they are yet to be empowered to take an active part in the socio-cultural economic and political arena in the community and society. The status of women, their rights and duties as regards to their control over property, over their own bodies, the degree of seclusions and veiling, their participation in politics and community development, social contact employment etc. are all encoded in both Islamic and Hindu norms and practice. The patriarchy is strong in Dalit communities; domestic violence is common in the community. And there is no research literature on the prevalence of HIV/AIDS among the dalit communities.

Leadership development and organisational capacity building training, professional & skill development training and rights based awareness meetings among the Dalit women improved the situation of Dalit women. Women are now more confident and conscious about their rights. So, in some cases they have been able to protest the domestic violence. Moreover, through these programmes Dalit women gained knowledge on HIV/AIDS and became aware about that incurable disease. Though the government passed Domestic Violation Act in 2010 but it is not dispersed among the people. Women need to be more aware and confident to prevent the practices prevailing in the society against gender discrimination & domestic violence as well as proper initiative should be taken to empower them.

Major Events

South Asian Consultation on “Social, Economic and Legal Protection for Dalit and Socially Excluded Communities” was held:

BDERM and Nagorik Uddyog jointly organised South Asian Consultation on “Social, Economic and Legal Protection for Dalit and Socially Excluded Communities” on 1-2 December, 2012 in Dhaka. Dalit rights & Human Rights activists and researchers from Nepal, India, Pakistan, Thailand, Denmark, and Germany along with academics, political activists, Human Rights activists and Dalit leaders in Bangladesh attended in the consultation. There were 5 (five) thematic sessions follow as- Social Exclusion, Economic Deprivation of Dalit & Socially Excluded Communities; Rights of Minorities, Dalit & Socially Excluded Peoples: Laws, Policies & UN Standard; Minority Rights & Social Exclusion: Experience & Challenges in South Asia; Social Exclusion in South Asia: Role of Regional HR Mechanism and Struggle of Dalit Women in Bangladesh: South Asian Experience along with an inaugural session and closing session. The guests and participants both in home and abroad spoke and opined on Dalit rights issues in these sessions. Besides, in every session there was presented a key not paper. In the consultation the panel speakers urged to enact a law against untouchability in Bangladesh and emphasis given to build a regional mechanism on human rights and Dalit rights issues.

They also told to work together for abolishing caste and work based discrimination in South Asia.

BDERM 5th Annual General Meeting was held:

BDERM 5th annual general meeting was held on 30 December 2012 in Dhaka. 85 councilors have attended in this meeting from different districts. In the meeting BDERM General Secretary presented the annual report. The councilors discussed the previous year activities. In the meeting the next year plan and strategy was also discussed by the BDERM leaders.

07 Divisional Advocacy Meetings were held:

BDERM and *Nagorik Uddyog* jointly organised 7 (seven) divisional advocacy meetings in this year. The divisional level government officers, local government representatives and civil society representative along with local Dalit and excluded communities representatives were present in these meetings. They discussed Dalits rights issues and local problems. Dalit leaders urged to the divisional authority to resolve those problems and take effective measure for the development of Dalits. 6 BDERM divisional coordination teams were formed through these meetings. The coordination teams are working to protecting and promoting Dalit rights.

BDERM organised Human Chain, Seminar and submitted Memorandum to the Finance Ministry for specific allocation in the National Budget for Dalits:

On 21 April 2012 BDERM organised a Human Chain programme in demanding specific allocation in the national budget (2012-13) for the development of Dalit community. On 5 May 2012 BDERM organised a seminar, titled "Regarding the Development of Dalit and Excluded Communities - What needs to be done in the upcoming budget" at Dhaka Reporters Unity. The seminar highlights the demand of allocation in the national budget to solve the crisis of housing facilities, lack of sufficient water supply and hygienic sanitation facilities in Dalit colonies. Law makers, political activist, civil society representative, Dalit leaders discussed the issues in the seminar. On 23 April 2012 BDERM has been submitted a memorandum to the Finance Ministry of Bangladesh Government in demanding specific allocation on funds in the national budget to develop the housing, sanitation and safe water facilities of Dalit communities. The GoB allocated BDT 146.1 million for Dalit, gypsy and eunuch communities in national budget of current fiscal year 2012-13.

Summary assessment of the project situation at the end of the reporting period

Reduce Discrimination through Protecting and Promoting the Rights of Dalits and Socially Excluded Groups project has been working to reduce discrimination based on work and descent and promote human rights of Dalit and socially excluded people. BDERM national working committee, 6 divisional coordination teams and 30 district committees are working for their rights in nationally and locally. During this project period BDERM has strengthened through these activities. Awareness and sensitivity increased among the people and national institutions like National Human Rights Commission (NHRC), Law Commission Bangladesh about Dalit and socially excluded people. Women's participation in the meeting, seminar and different activities was increased. Another achievement of this period is the South Asian Consultation on Social, Economic and Legal Protection for Dalits and Socially Excluded Communities was held in Dhaka. The Dalit rights and Human Rights activists and researchers from different countries were attended in this consultation and opined to develop a regional mechanism to protect Dalits rights. Moreover, the submission of UPR thematic report on 'The Human Rights Situation of Dalits in Bangladesh' to the UN Human Rights Council created a great impact on the movement of Dalits in the country. On the other hand, supporting skill development trainings and set up sanitary latrine tube-well and informal school among Dalit communities under the project improved the situation of Dalit women and children.

4.4 DALIT WOMEN FORUM

National Dalit Women's Federation In November 2010 in Dhaka Dalit Women Forum and 9 other community based organisations working for the rights of Dalit women namely Avijan, Institute of Social Advancement, Dalit Nari Parishad, Mothers Club Forum, Auntoj Nari Parishad, Harijon Nari Kollyan Samitee, Shreemongol Upazila Indigenous Development Samitee, Young Monipuri Association, Ashru Mochon Dustho Mohila O Shishu Unnyon Sonstha held a sharing meeting. Through this meeting Ten Dalit women organizations formed 'Dalit Women Federation' – first ever alliance of Dalit and Excluded women in Bangladesh. A eleven members committee also formed of the federation headed by Mani Rani Das as convener, Prova Rani Barai as joint convener and Banani Biswas as member secretary.

Supporting the Leadership and Rights of Dalit Women

With a view to strenghten organizational capacity, leadership skill of Dalit women, they have been a rewarded a project funded by One World Action. A brief description about their activites under the project is given herewith.

Dalit Colony Visit

Dalit women leaders regularly visited 7 colonies of Dalit and Excluded community namely Ganaktuli, Nazirabazar, Dholpur, Wari, Mitford in Dhaka and Tanbazar, Chasara and Rabidas moholla of Narayanganj. During visit the laders shared their views with dalit women, identified their interest for training or income generating activities. They also made them aware about sending their children to school, health and hygine issues etc. as well as how to face the challenge from inside and outside of the community.

Jaeta stall

Dalit Women Forum started a stall at Rapa plaza in Dhaka. (Stall no. – 25)

Workshop / Training on Rights of Dalit Women

Dalit Women Forum organized a training On Creating Organization and Social Movement of Grassroots Women on 28 November 2012 at ASOD training center in Lalmatia, Dhaka.

Dalit Women Forum organized Training on Leadership Development and Rights of Dalit and Socially Excluded Women.on 29 November 2012 at ASOD training center in Lalmatia, Dhaka.

4.5 Enhance Dalit Women's Rights through Promoting Leadership and Access to Basic Services.

The Bangladesh Constitution which states it will ensure equal rights for all disadvantaged groups of citizens, and the ratification of numerous international and UN conventions (e.g. on Civil and Political Rights, Rights of the Child, Elimination of all forms of Discrimination Against Women and all forms of Racial Discrimination) the issue has until very recently been ignored or denied by the Government, donors and civil society. There is still relatively little national or international awareness of the extreme poverty and exclusion facing Dalits and specially women of these groups in Bangladesh, and there have been no systematic efforts made to identify and implement measures for the inclusion and equal treatment of Dalits in society. An Advocacy Campaign and awareness raising programme will be implemented by the Bangladesh Dalit and Excluded Women Federation (BDEWF). Lobby and advocacy issues would be to at the national level to more programme and policy for the Dalit women by the government specifically, housing rights and improved sanitation and water supplies. To reduce this situation in association with Nagorik Uddyog BDEWF are involved in international and regional level lobbying and advocacy on the issue of Dalit women rights as well as raising voices collectively with other regional and international human rights organizations those who are working with Dalits communities.

Nagorik Uddyog is implementing a new project titled 'Enhance Dalit Women's Rights through Promoting Leadership and Access to Basic Services' funded by Dan Church Aid. Project Duration is April, 2013 to December 2014.

Working area

District	Name of Upazila	Specific area
Dhaka	City Corporation Area	Nazirabazar, Hazaribagh, PWD Sweeper Colony, Gonoktuly Pilkhana City Sweeper Colony
Narayangonj	City Corporation Area	Tanbazar City Colony, Ekrampur Colony
Jessore	Jessore Sadar	Gorapara, Mathpara, Jogohati, Rail Station Sweeper Colony

Activities

- Workshop on socio-economic condition of Dalit women:
- Follow-up on socio-economic condition of Dalit women:
- Annual Council Meeting:
- Exposure visit:
- Fellowship:
- Consultation Meeting with *Panchayat* Committee:
- Local level Advocacy Meeting:
- Consultation with business leaders for creates opportunity for market access of Dalit women's products:
- Issue based seminar:
- Group building lead to cooperative Formation:
- Skill training:

Target group(s)

This project will directly target around 1850 Dalit women through training for leadership building, form community based cooperative, community level consultation and skill learning for occupational diversity and economic empowerment.

Generally Dalit groups are economically vulnerable due to their lack of access to employment opportunity as they are treated as lower caste in the society. Beside, Dalits are considered as 'lower' in the society as they are doing menial jobs with low wage. As the result dalit community are deprived from education, health and access to the resources. Among them the targeted groups (Dalit women) are facing more barriers to access in the employment opportunity due to their gender based identity they are not enjoying dignified life in in the family and society. So that the following intervention needs to be taken for economic and social empowerment of Dalit women in targeted three districts.

Intervention wise number of beneficiaries

Interventions/ Objectives	Sex		Total	Age
	Male	Female		
Capacity Building		300	300	15-45
Advocacy	160	200	360	18-40
Awareness Raising	600	1200	1800	18-40
Skill Training		150	150	18-40
Total	760	1850	2610	

From the aforementioned intervention around 1850 Dalit women would be benefited and around 760 male would be aware about the women rights that will lead a common understanding about gender equity in the Dalit community. In addition to that, from this project around 6000 peoples would be benefited indirectly.

During reporting period project activities are as follows :

- Project officer attend a workshop on ‘Strategic Partnership for Pro-poor Market Development’ On 08 May, 2013 at YWCA.
- Meeting with Jarom dissuade Program Officer **Dan Church Aid** On 15 May, 2013 at Office of BDERM
- BDEWF, BDERM, NAGORIK UDDYOG and IDSN jointly submit a report to UN Special Rapporteur On Violence against Women, Its Causes and Consequences On 27 May, 2013.
- Complete recruitment of all project staff.
- Held a project Monthly co-ordination meeting.

Regional Dalit Women Leadership Training on International Human Rights Mechanisms-

Jointly organized by National Campaign on Dalit Human Rights (NCDHR) India, International movement Against All Forms of Racism and Discrimination, Geneva and Women in Governance India, in collaboration with Nagorik Uddyog and BDERM Bangladesh training is held on ‘Regional Dalit Women Leadership Training on International Human Rights Mechanisms’ at YWCA Auditorium, Dhaka, Bangladesh, on 09 – 12/04/2013.

Name of the Key Speakers/Facilitators: Mr. Daisuke Sgirane, International Advocacy Coordinator IMADR and Asha Kowtal, General Secretary, AIDMAM – NCDHR, Convener, Wing – India.

Key Learning : learn more about Dalit women rights, How to write a report to Human Rights Commission, International human rights Laws, Main function of treaty bodies, Positive & negative elements of UPR, UN human rights council.

Field visit:

Regular field visit at working area Nazirabazar, Hazaribagh, PWD Sweeper Colony, Gonoktuly Pilkhana City Sweeper Colony, Tanbazar City Colony, and Ekrampur Colony.

Workshop on socio-economic condition of Dalit women:

3 days long a national level residential workshop was conducted on 27- 29 June, 2013. 30 participants including member of BDEWF, representatives of Dalit women organizations and community level Dalit women leader was take part in the workshop.

4.6 Campaign for Domestic women rights & social security for informal sector workers

Voice of Women Labours of Informal Sector

Workers in the informal sector have no voice when it comes to basic rights – a familiar portrait of women workers in the informal sector in Dhaka city but this poor status has some development getting wider attraction in recent times. Partnership of Women in Action - PaWA's involvement in building the informal sector labor rights is unique in this regard and gained recognition as a leading network. PaWA is getting familiar not only as an organizing agency rather a movement to establish informal sector women workers' rights.

In 2006 NU formed *Partnership of Women in Action- PaWA* - an association of working women in the informal sector. Dalit Nari Forum, PaWA Uddyog, Bachte Shikho Nari, Vashaman Nari Sromik Unnayan Kendra, Mukto Shishu O Nari Sromik Forum are the founder members of PaWA network.

The network members were given inclusive training on leadership capacity, management skill as well as different rights, laws and business strategy. The ultimate aim of the network is to set in motion an autonomous movement of migrant women laborers who are able to lobby with policy-makers to bring about substantive changes in their life and livelihoods.

Enhancing Organizational Capacity

16 groups' with 320 members are actively working under the network at Mohammadpur, Jurain and Sanir Aktra area of Dhaka.

Working area	No. of group	No. of member	Total
Mohammadpur,	10	20	200
Jurain	04	20	80
Sanir Aktra	02	20	40

Total member is 320.

Activity of PaWA

Meeting with Business group: In the reporting period 60 meetings was held with Business group.

Communication: Regular communicates with 16 group members.

Follow-up: Follow-up regularly PaWA group members business.

Loan program: Loan program is running at working area Mohammadpur, Jurain and Sanir Aktra.

Business initiative of PaWA

PaWA organized skill development and income generating training on various issues in order to increase income of women labours of infomal sector and Dalit women. The ultimate goal of such training is to identify scope of income generating project, selection as well as operation. PaWA provied loan to the participants those are confident to initiate own business. In the reporting period women received loan from PaWA and started small scale business. The details shown in the table

Working area Mohammadpur

types of activities	descripton	member
Sewing /tailoring	They collect order and make dress at home	15
Tailor shops	Started tailoring shops	04
business of sharee	With the loan they buy sharees and sell them going door to door	2 0
shop	Tea stall, grocery shop, cake shop, vagetable selling, egg selling and restuarant business	10

Total member is 49.

Working area Jurain

types of activities	descripton	member
Sewing /tailoring	They collect order and make dress at home	14
business of sharee	With the loan they buy sharees and sell them going door to door	10
Chumki (sequence)	They collect order and sequences in dress and sharees at home	10
block and bootique	They collect order and work at block/bootiqe at home	03
Bag (Cloth)	They collect order and make bags at home	03

Total member is 40.

Working area Sanir Aktra

types of activities	description	member
Sewing /tailoring	They collect order and make dress at home	05
business of sharee	With the loan they buy sharees and sell them going door to door	05
Chumki (sequence)	They collect order and sequences in dress and sharees at home	02
block and bootique	work at block/bootique factory	05

Total member is 17.

Urban Informal Labour Rights

Bangladesh is a labour intensive country. In spite of the insufficient capital, skill, education and technology our labourers pay contribution in our family, society and state also. But they have no security of life in here.

Government passed the 'Labour law of Bangladesh' in 2006 to ensure the labour rights. In this law informal and unorganized labourer have no entrance. But the informal and unorganized labourer are more than 7th times of formal sector labourer (Labour force survey-2010) [Informal sector- 47.3 million, Formal sector-6.8 million]. Ensuring labour rights is impossible to avoid the rights of the large number of informal worker.

When the rural migrants and urban dwellers are not provided enough job opportunities by the modern sector, they find employment in small scale, micro level production and distribution of goods and services in the informal sector. According to the ILO (1998: June), the informal sector consists of "small scale, self employed activities, mostly at allow level of organization and technology with the primary objective of generating employment and incomes". These activities are usually conducted without proper recognition from the authorities and escape the attention of the administrative machinery responsible for enforcing laws and regulations.

The 'informal sector' in Bangladesh represents economic activity taking place outside the realm of state sanctioning and state regulatory practices. Its main distinction from the 'formal sector' is thus the absence of rights and social protection of the workers involved in it. NU works to help cultivate the organizations that exist to promote the rights of informal sector laborers, especially laborers from the Dalit community (the most marginalized in Bangladeshi society), to help form alliances between these organizations and to push for policy reform.

Provisions and Strategies

- Mobilization of urban poor groups to make effective demands on public agencies for (a) improved access to appropriate basic services and (b) their participation in urban development planning and policy
- To build a coalition of women-headed organizations working with informal sector women laborers
- To develop the capabilities, knowledge and confidence of these organizations to take collective action to increase their voice and visibility, and recognition of their rights
- To raise the level of women workers' income in the informal sector
- Rehabilitation of slum dwellers and promotion of their housing rights

Impacts and Achievements

- Building of coalition of informal sector worker groups (i.e., Partnership of Women in Action), and facilitation of strategic meetings to formulate common agenda
- Networking of coalition with broader national and international human rights organizations
- Institutional planning of existing urban poor organizations
- Facilitation of skills-training courses

Advocacy activities of Informal Sector

- **National Conference 2013**

The Labour Rights: The Quest of freedom from discrimination, deprivation and insecurity

As the workers of the informal sector don't have the recognition they have to face the obstacle in their day to day life. Low wage, limited occupational mobility, no job insurance, no pensions or medical support for the benefit of the workers. Informal sector workers do not have any decent work. They are the most vulnerable segment of the working society. Because of the absence, in labour law they have no labour rights.

To protect their rights Bangladesh Labour Rights Forum, consist of 29 organizations, who work in the informal sector labour issue. It is a national platform of informal sector labour organizations. The Forum organized national conference of 2 days long in Jatiyo Sohid Minar and National Planning and Development Academy of Dhaka at 25th and 26th January 2013 to raise the voice of workers and for giving pressure to the government. The main demand of the conference was the involvement of the informal sector in the labour law.

Veteran Language movement activist Ahmad Rafique inaugurates the conference by hosting the national flag in Jatiyo Sohid Minar at 10am. Mr. Israfil Alam, MP, the Chairman of Parliamentary standing committee of Ministry of labour and Employment was the chief guest of the conference. Mr. Abul Hossain, the convener of Bangladesh labour rights forum, presided and Mr. Zakir Hossain, the member secretary of the forum, moderated the conference. After the inaugural session a decorative rally moves on the important road of Dhaka city.

On the 2nd day of the conference the national political leader, economist, sociologist and the labour leaders made discussion on three issues, 'Socio-economic condition of informal sector worker', 'Garments industry: labour, wages and the security', 'Informal sector: Social security, law and policy'. Eight different papers was presented there on the issues by Mr. Sayed Sultan Uddin Ahmed, Executive Director, Bills, Mr. Sekandar Ali Mina, Executive Director, Safety and Rights, Mr. Golam Faruk, General Secretary, Dhaka Auto rickshaw-Auto tempo Misuk Workers Union, Mrs. Lavly Yasmin, President, Federation of Textile Garments Workers Unions, Mr. Abul Hossain, Convener, Bangladesh Labour Rights Forum, Mr. A. B. M. Sajjad Hossain, Project Officer, Bills, Mr. Manowar Mostofa, Director Research, Development synergy Institute, Mr. Subal Sarkar, Bangladesh Bhumihin Somity.

In the closing session the forum leaders concluded the 2 days conference and a cultural performance based on labour rights was performed.

- May day observation
- Human Chain organized to celebrate International Day for Domestic Labour, on 16 June 2013.
- Human Chain organized to celebrate International land rights day on 10 June 2013.

4.7 Right to food and movement for social security

Food is a human right recognized in international human rights instruments such as the Universal Declaration of Human Rights, 1948 and the International Covenant on Economic, Social, and Cultural Rights, 1966. Although the Constitution of the Peoples' Republic of Bangladesh does mention the state's obligation to ensure "provision of the basic necessities of life, including food" in Article 15 (a), as a fundamental principle of state policy, it does not expressly recognize food as a fundamental right.

The concept of food sovereignty, established during the World Food Summit in 1996, concerns the right to food for the people, communities and countries; suitable food production that is environmentally, socially, economically and culturally appropriate. It recognizes both

the right to food and freedom of production of the farmer. The right to adequate food is both a freedom and an entitlement. The concept of “food security” is a technical concept while the idea of “food sovereignty” is a political one. The “right to food” is a legal concept. The political concept of food sovereignty should be reinforced by the legal concept of right to food.

During reporting period NU takes initiative under Right to food and movement for social security as follows:

Public Gathering and Human Chain

The Campaign organized a demonstration titled ‘Demanding to Stabilize Prices and Stop Food Adulteration by Implementing the High Court Instructions’ in front of National Museum, Dhaka at 10:30AM on 19 July, 2012. Sayeed Sultan Uddin Ahmed, the Assistant Executive Director of BILS, Ruhin Hossain Prince of CPB, Aminur Rasul from Unnoyon Dhara Trust, Sabul Sarkar from Bangladesh Vumihin Samity, Jahanara Begum of Vashman Nari Shromik Unnoyon Kendro and Moni Rani Das from Dalit Nari Forum spoke at the demonstration with Zakir Hossain, the Member Secretary of RtF & SS, in the chair.

Local Event:

Three demonstrations were held at Barisal, Rangpur and Khulna district accordingly, on the same issues during Ramadan for building awareness among the people. Local political leaders, journalists, human rights activists, lawyers, and some local eminent citizens were present at the event. Many local and national dailies published the news with due importance.

Local Level Consultation

A consultation organised by the campaign titled “Food Security in South-West Coastal Region of Bangladesh: Perspective Disaster” at Press club in Khulna on August 29, 2012.

Climate change left an adverse impact on the south-western coastal belt of the country where storms, cyclones, tidal surges, droughts, river erosion and water-logging are common phenomenon. The seminar was organised for improving food and livelihood security in South-Western coastal belt in the circumstance of increased disaster risk.

Directorate of Department of Environment, Khulna Division Dr. Tarun Kanti Sikder was present at the seminar as the chief guest. Member secretary of Khulna Nagorik Somaj Advocate Firoz Ahmed, executive director of Sundarban Academy Prof Md. Anwarul Kadir, convener of Concerned Citizen Committee (CCC), Khulna Prof Zafar Imam, teacher of Environmental Science Faculty of Khulna University (KU) Dr. Dilip Kumar Datta were present as special guests.

Khulna bureau chief of daily Kaler Kantho Gourango Nandi presented the keynote paper. The seminar was addressed by the member secretary of RtF&SS, Zakir Hossain.

Observing the World Food Day

Dhaka: A human chain and citizens gathering was organized by right to food & social security to draw public attention to the issue of ‘Agricultural Cooperatives: Key to Feeding the World’ on the occasion of World Food Day on October 16, 2012 in front of National Press Club, Dhaka. People from different sectors including informal sector workers, trade union leaders, and CSO representatives participated in the event.

Barisal: RtF&SS Barisal unit organized a human chain and citizens gathering to observe the world food day on 16 Th October 2012 in front of Aswani kumar town Hall.

Rangpur: RtF&SS Rangpur unit also organized a same event, human chain and citizens gathering, at the heart of the city, in front of Shapla Chattar. People from different sectors including informal sector workers, members/leaders from political party, peasant leaders, and CSO representatives participated in the event.

Citizen’s Gathering to Protest Food Adulteration

Dhaka: Right to Food & social security organized a human chain and citizens gathering to protest food adulteration on 17th November, 2012 in front of National Press club. People from different sectors including informal sector workers, trade union leaders, human rights activists, cultural activist, lawyers and CSO representatives participated in the event. Participant

expressed their concern on food adulteration and toxic chemical processed food that spread over the country.

Rangpur: Right to Food & social security Rangpur unit organized a human chain and citizens gathering protesting the chemical use in food on 27th November, 2012 in front of Rangpur City Corporation building. People from different sectors including student, teacher, human rights activists, cultural activist, and CSO representatives participated in the event.

Barisal: To stop toxic terrorism in food products and for formalin free food, Rtf&SS Barisal unit also organized human chain and citizens gathering in front of Aswani Kumar Town Hall on 30th December 2012. Cso leaders, human rights activists, cultural activist, lawyers and CSO representatives participated in the event.

National Level Consultation

Right to food & Social Security and Bangladesh Paribesh Andolan [BAPA] jointly organized a discussion meeting on 'Disaster management act, 2012: A Criticle review' on 28, November 2012, at VIP lounge, national press club. Mr. Mohammad Sayedul Haque mp, Chairman of the Parliamentary standing committee on food and disaster management, attended the meeting as chief guest. Dr. Shah Alam, acting chairman of law commission, Mr. Joyanta Adhikary ,Executive Director of CCDB, Professor Mahbuba Nasreen ,teacher from University of Dhaka, Mr. Md. Golam Mostofa Dolal, Executive Director of Gonosastho [program], Advocate Abu Raihan M Khalid, Gauhar Naim Oara, Director of Disaster management forum attended the meeting as special guest. Member secretary of right to food & social security Zakir Hossain moderated meeting and the key note was presented by Advocate Shahidul Islam. Besides BLAST, CCDB, Nagogik Uddyog along with social, political and human rights organizations representatives participated the event.

National Level Consultation

Right to food & Social Security organized a seminar on 'Nutrition Security for Realization of Right to Food: Present Status and Way Forward' at VIP lounge, National Press Club. Zakir Hossain member secretary of rtf&SS moderated session. Dr. Zaffrullah Choudhury, trustee of Gono Sastha Kendro, attended the seminar as chief guest. Dr. M A sayeed, professor of Ibrafeem Medical College, Dr. Lalin choudhury Ex-General Secretary Kedrio Khelaghor Ashor, Dr. Nahida Yasmin Gynecologist of Saheed Sahrawardy Hospital as special guest. Ali Abbas Mohammad khorshed lecturer of Institute of Food and Nutrition of University of Dhaka presented the key note. Civil society representatives, nutritionists and human rights activists also attended the seminar.

Human Chain and Citizens Gathering

Campaign for right to food and social security and Bangladesh labour rights forum jointly organized a human chain and citizen gathering asking for Fix price of Boro beginning of the season and save farmers in front of National Press Club on 11th May 2013. People from different sectors including peasant leaders, leaders from the different political parties, informal sector workers, trade union leaders, human rights activists, lawyers, academics and CSO representatives participated in the event .

Local Level Consultation

To assess the field level scenario of VGD, VGF, Old age allowances and abandon woman and lactating mother allowances under safety net programme, a study has been conducted by Ferdous ara Rumme, Programme officer of the campaign secretariat under the guidance of Campaign member secretary Mr. Zakir Hossain. Fifty (50) beneficiaries were interviewed, respondent selected on random basis. The same methodology also followed to select the related government official. The study conducted in Laxmitari, Gajaghanta and Betgari Union under Gangachara Upazial (Sub-district). The primary objectives of the study were to assess the selection bias, if any, and other irregularities related to these programs and the limitations of the system.

View Exchange Meeting with Media at Local Level

A press conference was also organized with the local media on the day following the local level consultation. Journalists from National and local media were present in the conference.

Media Monitoring

From the beginning of the campaign, documentation of news related to safety net programmes published in daily newspapers has been compiled on a monthly basis. and it is a continues program. By analyzing these documents campaign programme will find its way of move forward.

Legal Issue

- Rtf&SS organized a discussion meeting on disaster management act 2012 on 28 November 2012 and the recommendations from the meeting were included to the proposal recommendations of National Law Commission to the Law ministry.
- Advocate Soheedul Islam Filed writ petition with the High Court seeking directives for formation a commission on social Protection. After the writ petition the High Court gave rule in this regard.
- Reviewing the policies of social safety net programmes and filing a case seeking the court directives for smooth and corruption free operation of these programmes.

“National Conference on the Right to Food: A Quest for Collective Action for Policy Reform”

Campaign for the right to food and Social Security organized day long national conference on 'The Right to Food; A Quest for collective Action for Policy Reform' on 23rd February 2013 at National Academy for Planning and Development. Seven papers on different issue related to right to food and food security were presented and view exchanged with others work experiences in three sessions.

Professor Dr. Mizanur Rahman, Chairman, Human Rights Commission, attended the inaugural session of the conference. And the session was chaired by Dr. Quazi Shahabuddin former Director General, BIDS. Introductory speech was made by Zakir Hossain, Member Secretary, and Campaign for Right to Food and Social Security. Papers titled 'Realizing the Right to Food and It's national obligation' by Dr. Zahidul Islam Biswas, Advocate, Supreme Court of Bangladesh and 'Proposed national Social Safety net Policy for Bangladesh' by Dr. Mahfuj Kabir, Senior Research Fellow, Bangladesh Institute of International and Strategic Studies (BISS) were presented in inaugural the session. Monower Mostafa, Research Director, Development Synergy Institute was attended the session as a discussant.

In second session two papers were presented titled 'The Global Debates on Right to Food and Social Protection & its International Obligations' by Martin Remppis, Right to Food-Consultant Asia, BftW, Germany and 'The FIAN International Experience Case on Brazil: The Zero Hunger Programme- Success and Loopholes' by Dr. Flavio Valente, Secretary General, Food First Information and Action Network- FIAN International. Monower Mostofa moderated the second session.

Shah-I-Mobin Zinnah, Executive Director, Community Development Association (CDA) and Vice- Chairperson of Nagorik Uddyog chaired the third session. In third session two papers were presented titled 'In Search of Sustainable Livelihood: Best Practices from Bangladesh' by Shahidul Islam, Programme Coordinator, Unnayan Dhara, and 'Food Riots and Food Rights: The Moral and Political Economy of Accountability for Hunger' by Dr. Ferdous Jahan, Public Administration Division, Dhaka University. And Samia Ahmed, Director, Campaign for Good Governance- SUPRO,

5. PLANNING, MONITORING & EVALUATION

Planning, Monitoring and Evaluation (PME) unit of NU works for ensuring maximum effectiveness of the activities conducted under different program. The unit brings out the actual status of NU through regular and periodical health check and suggests required remedy for improvement. PME unit assesses the performance of NU comparing planning vs. achievement on yearly or half yearly bases or frequently if required. Systematic tools (various types of reporting format and documents) for monitoring and evaluation purposes use by the unit. Monthly Coordination meeting and progress reports are other basic components of NU's M&E process. In the program level - achievements and constraints against the periodic target are discussed on the basis of reports submitted by the union level staff in the meeting of Upazila unit. Area officers submit the reports in the project level meeting in central office. This report is verified by the program staff, presented and discussed in the Central coordination meeting. Other units (technical support unit) also present their activity reports in the Central Coordination Meeting. All the reports are thoroughly discussed by the concerned staff in the meeting. PME Unit validates all the reports through vilification and finalizes. This unit also conducted participatory monitoring in the field level for verification and validation of the output achieved as well as determining strategy for redressing challenges. NU maintains frequent consultation and feed backing process in every reporting stage from top to bottom. PME unit prepares quarterly and annual reports for internal and external purpose.

The Planning, Monitoring and Evaluation Unit (PME) is responsible for preparing project proposals, monitoring activities of Units and providing feedback, liaising with donors, preparing reports, providing logistic support to evaluation exercises whether by internal or external sources, developing formats for programme monitoring, supervising and monitoring the use and performance of a new MIS system for NU.

Methodology

- Compile & analyse data, and prepare six monthly and annual reports for donor.
- Annually, develop an operational work plan.
- Develop and prepare new project proposals.
- As input to proposal writing, conduct Logical Framework Analyses (LFA) workshops with staff of implementing units.
- Monitor activities of NU units, identify deviations and provide feedback on whether the activities are on track, assist with suggestions about how to compensate. Monitoring feedbacks is given to units as well as management.
- Provide feedback on six monthly and annual reports written by units.
- Provide planning and logistical support for field visits by donors and evaluation teams; coordinate work of consultants and facilitate their access to NU reports, documents and staff.
- Develop monitoring tools and formats for different units.
- Develop methodology for Baseline Survey and provide technical assistance (e.g. finalization of questionnaire, monitor data collection activates including checking, feedback and suggestions to finalize report) to the external consultants.
- Monitor performance of Internet and MIS systems, liaise with external service providers, and inform them about user problems.

Observations, Challenges, Opportunities

- Monitoring and evaluation tools are capable of effectively measuring the performance in terms of the impacts of the programmes. At present the major part of monitoring is achieved through observation of the activities of other units and providing monitoring feedback on half yearly basis and by attending meetings and programmes.
- PME is now trying to develop effective but practical monitoring tools and formats, and prepare project proposals for the next phase.

6. RESOURCE, REPORTING AND DOCUMENTATION

The resource, reporting and documentation unit of NU serves the various units and project through providing necessary information and documents. It consists of a reference library. It produces quite a good number of documents relating to human rights, essential laws, training and workshop materials, case studies, activity report etc. Reference library possesses a comprehensive collection of books, journals, magazines, reports, newspaper clippings, audiovisual material on various issues. It catalogues books and periodicals and keeps newspaper clippings on relevant topics, including wider social and economic issues related to the real-life needs and concerns of poor people as well human rights and law issues. The documentation centre has created database of books articles indexing audiovisual material, and newspaper clippings. The resource, reporting and documentation centre also serves external researchers or interested persons. It also serves NU's growing research unit. The library is constantly expanding its catalogue every year. NU documentation unit also responds to requests from other organisations.

The unit prepares annual reports of NU and compilation report of different project if required. It also involved and play key role in fund raising initiative of NU through preparing concept note or project proposal.

7. NETWORKING AND ALLIANCE

NU believes in promoting and protecting human rights at local, national and international level, collective effort can play significant role and so NU affiliated itself with a number of human rights based organization at national and international level, of them few are formed with its initiative.

National Level Alliances

Bangladesh Paribesh Andolon-BAPA

Bangladesh Paribesh Andolon-BAPA is a united national platform of individuals, organizations and institutions interested in the protection of Bangladesh's environment and the conservation of its natural resources. It is also committed to extensive policy advocacy and legal fights for environmental protection, suggesting law reforms and pointing out implementation flaws and representing the people in various committees formed by the government. NU is a key member in BAPA. NU's Chief Executive is Joint Secretary of BAPA, and NU is also a secretariat of BAPA's climate change group. NU participated in site demonstrations, sit-in protests, hunger strikes, rallies, seminars, workshops, and roundtable discussions by BAPA in protection of environment.

Shushashoner Janney Nagarik-SHUJAN

Shushashoner Janney Nagarik- SHUJAN is a pioneering network working for promoting good governance and democracy in Bangladesh. A group of civil society members started a movement called Shujan ("Citizens for Good Governance"). As a forum for advocating social reform, Shujan functions at both the national and district level. The Chief Executive of NU is the Assistant Secretary of Shujan, and NU is one of the key members of this forum.

Social Action Committee

Protesting against violations of human rights, particularly women's rights, is one of the major objectives of the Social Action Committee, comprised of a network of 41 organizations and eminent personalities of Bangladesh, working in the field of women's empowerment, the Social Action Committee advocates for implementation the National Women Development Policy -2008 without any alteration suggested by the religious fundamental group. With this view SAC arranged several demonstration, seminar, rally; human chain participated by thousands of human rights individuals and organizations. Nagarik Uddyog is a member of SAC and have active role in all its agenda and program.

Citizen's Voice against Domestic Violence

To campaign against domestic violence and to pursue the government to formulate appropriate law in order to combat domestic violence, an alliance is active with 14 organizations devoted to promote Human Rights and Women Rights in Bangladesh. Nagarik Uddyog is one of the members of the campaign `Citizen's Voice against Domestic Violence.

Human Rights Forum on UPR-

Human Rights Forum on UPR, Bangladesh, a coalition of 17 human rights and development organizations formed to review the human rights situation in Bangladesh in the light of Universal Declaration of Human Rights especially to compare the status of Bangladesh when the Declaration reaches to its sixty years. Nagarik Uddyog is one of the active members of the forum. The forum has planned to prepare a joint stakeholders' report under the UPR and submit to UN after series of national consultations with forum members and Bangladesh Government. This report will follow the guidelines adopted by the United Nations' Human Rights Council.

People's Health Movement (PHM)-

PHM focuses primarily on people's right to health and health services, initiating advocacy campaigns for health issues at national and international levels. In Bangladesh PHM comprises a national level network of more than 300 NGOs and individuals working in the health sector in connection with PHM International. NU is a long-standing member of PHM.

AJIN

NU has played a pioneering role in the establishment of the Access to Justice and Right to Information Network- AJIN, which currently has 12 member Organizations in 11 districts. AJIN provides the opportunity to share ideas and experiences and to find common ways of promoting human rights and good governance through diverse approaches in the different regions of Bangladesh.

Governance Coalition

NU is a member of Governance Coalition, a forum of 21 organizations and Network that work for strengthening local level government in order to ensure good governance.

Other National Network

Climate Change Development Forum (CCDF), CA disaster group, Human Rights Information and Documentation System (HURIDOCS), HIV/AIDS Program-AITAM, Gender mainstreaming group VSO, World Social Forum (WSF), Global Exchange (GX), Local Justice and Human Rights Network, Aid Accountability and IFI work.

International Level Alliances

World Social Forum

Bangladesh (WSFB) Alliance youth are actively involved in the activities of the WSFB. They participate in rallies, seminars, and workshops initiated by the WSFB, typically centered on globalization and neo-liberalism issues. The WSF was conceived as an international forum against neo-liberal policies and capitalist-led globalization. It believes in advancing the notion of "Another World Is Possible" by providing a space for sharing experiences and discussing alternatives to mainstream consumerism. WSF also works to strengthen alliances between social movements, unions of working people, civil society groups and NGOs. After the 2003 Asian Social Forum in Hyderabad, India, WSFB was formed to express solidarity with the international response to globalization and its effects. NU is one of the key initiators of WSF efforts in Bangladesh. At present, NU is operating as Secretariat of WSFB.

Other International Level Network

World Social Forum (WSF), South Asians for Human Rights (SAHR), Association of Women's Rights in Development (AWID), Peace in South Asia (PISA), Peoples Forum Against-ADB, Women International Center for Research on (ICRW), People's Decade of Human Rights Education (PDHRE-International), South Asian for Composite Heritage (SACH), Asia Dalit Rights Movement (ADRM), International Dalit Solidarity Network (IDSN)

8. PUBLICATION AND COMMUNICATION

NU regularly publishes quarterly thematic newsletter - Nagorik Uddyog Barta and Union Barta with a view to raising people's awareness on important human rights and local governance issues. Nagorik Uddyog Barta has been registered under publication act of the government. Union Barta is becoming a focal paper of Union Parishad.

Nagorik Uddyog Barta: In the reporting period NU publishes 2 issues of Nagorik Uddyog Barta ("Bangladesha chankha laghu nipiron" and "Shimantha hottakanda"),

Union Barta: This year NU publishes 1 issue of Union Barta ("Information of Khukhali sadar union")

Jana Angsogrohon: In the reporting period NU publishes 1 issue of 'Jana Angsogrohon', the yearly publication of 'Improved local government through Ensuring Citizens' Participation' project published and distributed.

Leaflet: This year three leaflet on 'world food day', 'food adulteration' and 'Fix Boro Price' were published and circulated widely. NU also published one leaflet on the information of Citizen charter was published and distributed per union of local government project.

Poster: The unit was distributed widely one poster "Ashun ug shaphot kari, Balla bibaha rodh kari" in the Union level and hanged them in 34 UP of the local government project area.

Voluntary Guideline: The translation of the FAO 'voluntary Guidelines on the responsible Governance of tenure of land, fisheries and forests in the Context of national food security', published on June 2013 in a booklet form.

Book: The unit published a book "Ain janun, chataton houn- nay bicher prothistha karun" for distribution the workshop of Law and Mediation.

The unit also publishes a good number of posters, leaflet, and booklet for the purpose of its program. In the reporting period, NU brought out good number of campaign materials like leaflet, poster etc. NU published poster on the issue of International Women Day, Right to Information and Human Rights, World day for Elimination of Racial Discrimination, domestic labour and on the issue of social security of informal sector's women labour. NU also published a sticker on right to information and a brochure of BDERM.

9. COMMUNITY ACTIVISM THROUGH POPULAR THEATER

Theater, culture and Audio-visual Unit of NU deliver human rights education in rural areas by way of issue-focused popular cultural performances, including dramas, films and folk songs. These performances engage issues like domestic abuse while simultaneously providing a space for rural people's entertainment. The cultural performances are arranged in local hat-bazar (market place) or other convenient places where people usually gather. Sometimes it is also arranged in the Uthan (Yard) of villagers in order to adequately reach the female audience.

These activities include theater and folk music performances about the duties of local government organizations with respect to the rights of women, their empowerment and dignity.

Formation of the cultural group

The cultural group is essentially comprised of two distinct units: the "Uddyog Theater Group" and other the "Uddyog Baul Team". Both of these units are formed with local popular performers who have long been in touch with local cultural heritage and liberal cultural sensitivities. The Uddyog Theater Team consists of nine performers while the Baul Team utilizes performers as per its required musical instruments at the time of the performance.

Activities of cultural team

After having formed its Theater Group and Baul Team, NU then moves on to developing local demand-based folk songs and/or scripts for dramas. A 3-4 day workshop is organized to make the performers efficient and skilled to communicate to the audience the particular human rights issue in focus. Scripts and baul songs vary in different areas as they are performed based on the types of abuses known to be prevalent in a particular area.

Both the Uddyog Theater Group and Uddyog Baul Team deliver shows that disseminate information regarding women's rights, inheritance, dowry, children's rights, child marriage, unlawful Shalish and the necessity of accountability and transparency in local government. Since community people typically lack such sources of live popular entertainment the theatre and cultural shows thus attracted a significant audience of rural people. This has provided an invaluable opportunity to help transform prevailing social attitudes.

The cultural performances are arranged in local hat-bazar (market place) or other convenient places where people usually gather. Sometimes it is also arranged in the Uthan (Yard) of villagers in order to adequately reach the female audience. At the beginning of the show, NU staff brief the audience about the purpose of the show. Besides, a member of the theater or baul team is trained with legal and human rights issues so that he/she could answer the queries from the audiences regarding the raised issues through performance.

In 2012-2013 the unit organized 301 shows of Drama and Folk song (Baul gan) in four working areas of Human Rights Education and Mediation for Justice Project. The details shown in the table

Area	Target	Active	Viewers			Total
			Female	male	Child/youth	
Rangpur	88	88	9,995	7,028	----	17,023
Badarganj	88	88	6,430	4,750	6,345	17,525
Kalihati	64	64	3,710	2,850	2,960	9,520
Banaripara	56	56	2,327	1,925	1,880	6,132
	296	296	22,462	16,553	11,185	50,2000

Quarterly meeting of Uddyog Baul team

In 2012-2013 the Uddyog Baul Team organized 16 of Quarterly meeting in four working areas of Human Rights Education and Mediation for Justice Project. The details shown in the table

NO.	Name of team	Number of meeting
01	Uddyog Baul Team	16
	Total	16

Community group discussion at ward level

Under Strengthening Citizen's Participation in Improving Local Governance (SCPI) project a total of 102 awareness sessions through theatre and Baul song performed at ward level during this reporting period. There were approximately 3'854 female, 10'632 male and 5'255 children were enjoyed these shows (total: 19'741). During this performance some Feston showed related to services of union parishad, participatory budget & TAX at that place for better understanding for the people. Union Parishad & CRG was assisted to organize this event.

As a citizen people has right to get service from government on the other hand they have responsibility to pay TAX to maintain government schedule. Service receive & TAX pay both are essential that depending each other for the governance. Local community people aren't aware about this. Through this project NU took initiative to aware local people about some issues like participatory budget of UP, TAX, citizen's roles and what services available in UP for people as citizen's rights as well as arbitration council. As a part of this process NU have been formed 5 theatre group under 5 Upazila to perform theatre show for raising awareness of mass community.

Street theatre Performances created awareness on the importance of paying Union Tax

At Satura Union, there were no Tax collections in 2010-11 Fiscal years. The people were reluctant not to pay the tax as there was no pressure from the Union Parishad. Local resource mobilization for the union parishad is an important area of strengthening local government. As one of the project component was to build awareness and increase union parishad revenue through Tax collection. The project strategically adapted to prone action, to raise awareness in the community as well as motivating local elected bodies to collect the tax. The local elected bodies generally believed that if they start collecting the tax and make pressure to the community to pay the tax regularly they might lose their popularity. As a result this particular union never tried to attempt to collect the tax. Our intervention adopted community theatre as a tool for awareness building. People were reluctant to pay the tax due to lack of trust to the Union Parishad. Most of the people believed that Union parishad will not spend the tax money for the development rather they will misuse the money. After several attempts to built awareness among the community and the Union Parishad elected representative made a public commitment not to misuse the funding as well as to involve people to make annual budget and would be shared through an open budget meeting. This process brought success to collect 77,414 BDT as tax during the 2010-11 Fiscal years.

Formation of Uddyog cultural team

NU's cultural team is essentially comprised of two distinct units: the "Uddyog Theater Group" and other the "Uddyog Baul Team". Both of these units are formed with local popular performers who have long been in touch with local cultural heritage and liberal cultural sensitivities. The Uddyog Theater Team consists of nine performers while the Baul Team utilizes performers as per its required musical instruments at the time of the performance.

After having formed its Theater Group and Baul Team then NU moves on to developing local demand-based folk songs and/or scripts for dramas. A 3-4 day workshop is organized to make the performers efficient and skilled to communicate to the audience the particular human rights issue in focus. Scripts and baul songs vary in different areas as they are performed based on the types of abuses known to be prevalent in a particular area.

Taining for culturual team

Uddyog theater team is given regular training and refresher to enhance their skill in presenting the messeage of human rights awareness effectively. During the reporting period Folk song team of Nagorik Uddyog project area are given refresher. Through the refresher they revised the local folk song they used as per the demand of the audience and prevailing situation in the community.

Documentary Film

The important endeavour of NU cultural team is enhancing capacity in making documentary film. This is not also added resource of NU but also increased capacity of staff of this unit. The script, design, location, shooting all is managed by the staff of the unit with technical support hired from outside.

A documentary film on campaign for right to food and Social Security is under production. Film is being directed by prominent film maker Badal Khan .It has been assisted by Theater Unit of Nagorik Uddyog and coordinated by the secretariat of Rtf&SS.

Our Union Our Development (Documentary)

Nagorik Uddyog has been produced a documentary titled on 'Our Union Our Development' based on the intervention through the project titled 'Strengthening Citizen's Participation in Improving Local Governance'. A total of 300 copies were published.

The unit also organized cultural program as supplementary to other program of NU. The member of this unit rendered musical soiree in the reception of SSC passed Dalit students, national conference on Informal sector women labours, Nagorik Odhikar Mela and Dalit Utsab. The unit play vital role in organizing national event like Independent day, National martyr day, International mother language day, victory day etc. Besides, the 1st year of Bengali The unit also organized regular film show in the NU head office was right sensitive movies are showed to the staff of NU.

10. STAFF CAPACITY BUILDING

The unit assesses the capacity need of the organization and manages it through incorporating necessary inputs. The unit assists the organization need for training. For the program level, it conducts training for different level stakeholders as per annual plan of different project. It continuously monitors and evaluate of the given training to the stakeholders. For staff level capacity building it depends on the annual staff assessment and arranges eligible training for them. Besides, staffs are often sent to seminar, symposium, workshop or meeting arranged by different organization or networks in home and abroad and the learning are duly shared with other staff. The unit also develops a good number of training materials, module, hand out which is also helpful to other organization. NU's training strategy starts with determining of training needs and ends with analysis of trainings' impact on groups or individuals. Specific objectives of the unit are as follows –

- □ Strengthening capacity of CBOs, Stakeholders on human rights, women rights legal issues, gender, mediation and leadership skill
- Enhance staff capacity on various issues based on training need assessment
- Develop training manuals, handout and other materials

NU regularly arranges training for staff development through internal capacity or externally on a variety of topics and contents relating to program or organizational strategy. The staffs frequently attend in meeting and seminar organized by partner, network organizations and donors in home and abroad. The learning from the meeting/seminar/training and workshop is duly shared among the other staffs and documents are rightly preserved. The skilled staffs of NU also help partner or network members' organizations in facilitating or developing trainings materials.

Training received from External sources

Training Issues Participant	Participant	Organized by
Residential National Conference on Securing Women's Economic Rights in Marital Relationships Through Law	2 Program Officer	BLAST
Water Policy, Water Management and Water Rights	2 Program Officer	LRD
Right to Information Act 2009 and its us	2 Program Officer	Nagorik uddyog
Leadership Development of Dalit women Forum	1 Recharch Assistant	ASOAD
Training on Child Rights Protection & Participation	25 staff of Nagorik uddyog	Chield hope
Dalit women Leadership Training on International Human Rights	1 Program Officer	National Campaign on Dalit Human Rights India International Movement against All forms of Racism and Discrimination Geneva and women in Government India. In collaboration with Nagorik Uddyog Bangladesh.
Training on Human Rights Defenders Against Enforced Disappearance	1 Program Officer, 1 Recharch Assistant	ADIKER
Training of Trainers (TOT) water policy, water Management and water rights	2 Program Officer	LRD

Training Issues Participant	Participant	Organized by
Training on Human Rights Fact-Finding Mission and Investigative Technique	1 Coordinator, 1 Program Officer	Human Rights Commission

Attending seminar/meeting /Training in abroad

Training Issues Participant	Participant	Organized by
Asia Pacific Feminist Legal Theory & Practice	1 Coordinator	Asia Pacific Forum on Women Law and Development (APWLD)
Training on Access to Natural Resources/ Extra Territorial States Obligations.	1 Program Officer, 1 Research Assistant	FIAN Nepal. FIAN International and ETO Consortium.
Meeting on the Human Rights Council in Geneva	Shanu rani das & Tamanna singh barik	International Dalit Solidarity Network and World Council of Churches

11. ADMINISTRATION AND MANAGEMENT GOVERNANCE

MANAGEMENT

Board of executives

A board of executive participated by eminent human rights activists, academicians, development activists, member of civil society, and researchers. This committee is responsible for supervise overall governance of NU and contribute to basic operation. The committee examines the progress of the program undertaken and other aspects of the organization through quarterly meeting. NU's board of executive is of 9members. New members can be included upon vacant of any membership.

Senior management Team

A Senior Management Team (SMT) formed with the senior level of staff active in supervising day to day activities at project and program level. SMT deals with strategic planning, fund raising and resource mobilization, program and operational process, policy and procurement, wealth and human resource, administration, financial activities as well. SMT looks after the different units of NU responsible for executing activities as planned.

ADMINISTRATION AND FINANCE

Finance and Administration is an independent unit of NU headed by a Manager. It provides necessary administrative and logistic supports for the implementation of projects as well as organizational affairs. The unit is also responsible for necessary staff recruitment and maintaining staff development issues, remuneration through assessment of performances. It supports coordination within the organization through monthly staff meeting, quarterly coordination meeting, and senior management meeting. It also maintains administrative function with NGO Bureau, Government departments and Donors.

The unit supports the staff with sufficient electronic equipments like computer, scanner, photocopy machine, over head projector, multimedia etc. NU has its own domain name at [http://: www.nuhr.org](http://www.nuhr.org). This website provides details of the organization and all of NU activities.

The Finance and Accounts wing maintains day to day financial activities like preparing budget, preparing financial reports, communication with donors and NGO affairs bureau for approval of grant etc. It is also responsible for ensuring transparency in financial activities and to ensure reasonable usage of fund.

Human Resource Management

The Human Resource of Nagorik Uddyog representing altogether 181 staff at different level. Among them 143 staff work at field level while 38 supervises the activities from central office at Dhaka. The human resource of Nagorik Uddyog is managed following a standard human resource policy. The policy is made through a participatory workshop attended by all level staff as well as assessment by external evaluators. Staffs performance is evaluated every six months following a standard appraisal manual. On the basis of appraisal, staffs gain increment, promotion and other benefits of the organization.

NU maintains a fare and transparent system in the recruitment of staff. Advertisement for recruitment is rightly served in the national or local dailies and website and the candidates are selected maintaining utmost transparency. After recruitment, staff is given a week long orientation that helps him/her to learn organizational, program management and behavioral practice of NU.

Nu operates a contributory provident fund benefits from which are given to its employees in accordance with its policies. All permanent employees of the organization are contributing monthly to the fund and amount of 5% of their basic salaries. The organization also contributes 5% of employee's basic salary to the fund each month. Interest earned from the investment is credited to the employees' accounts on a yearly basis and this fund is audited every year by a firm of chartered accountants

Total Staff:

Sl.	Location	Female	Male	Total
1	Head Office	13	25	38
2	Local Office	54	89	143
Total		67	114	181

List of Executive Committee

Sl #	Name & Address	Sl #	Name & Address
1	Dr. Farzana Islam Chairperson- Nagorik Uddyog House Name-Ashroy 5/4/A, Block-A, Flat # A5 Iqbal Road, Mohammadpur, Dhaka-1207 Cell: 01720-039200	5	Dr. Mirza M. Hassan Board Member-NU 14/A Dilu Road New Eskaton Dhaka-1000 Cell: 01713-007389
2	Mr. Shah-I-Mobin Jinnah Vice Chairperson-NU Community Development Association (CDA) House # 51, Block # 1, Upa Shahr Dinajpur-5200 Cell: 01713-195000	6	Advocate Z. I. Khan Panna Board Member-NU J. J Tower, Apartment # B/3 1/C, Lake Circus, Kalabagan Dhaka-1205 Cell: 01711-526707
3	Architect Salma A. Shafi Treasurer-NU House # 27, Road # 06 Dhanmondi R/A, Dhaka Cell: 01711-523012	7	Dr. Altaf Hossain Board Member-NU House # 71, Block # C, Avenue # 5 Section # 6, Mirpur, Dhaka-1216 Cell: 01720-132013
4	Safi Rahman Khan Board Member-NU Managing Director, Apex Hotels Ltd. House # 6, Road # 137 Block-SE(D), Gulshan-1, Dhaka-1212 Cell: 01714-073633	8	Zakir Hossain CE-NU House # 6/C, Block-A Asad Avenue, Mohammadpur Dhaka-1207 Cell: 01713-081852

NU personel

Central Office Key Staff List:

Sl #	Name	Designation	Education	Experience
1.	Zakir Hossain	Chief Executive	MSS in Economics	Has undergone various training on management and human rights issues. Have 23 years experience on Research, Management and HR, Environment activism
2.	Sardar Zahidul Islam	Manager (Finance and Admin)	M.Com (Accounting)	A total of 20 years experience in the field of Finance, Accounting, Management, Administration and Audit.
3.	Mahabuba Sultana	Project Coordinator	Master of Laws	Initial career was started as a lawyer at the High Court and Bangladesh Supreme Court. Has 8 years experience in the development sector as a programme manager. Skill on program planning, Implementation, monitoring, program management, staff supervision and reporting.
4.	Shoma Datta	Project Coordinator	BSS (Hons) MSS (Political science)	A total of 14 years working experience on Programme Manager, Training, Advocacy, Research and Communication. Skill on program planning, Implementation, monitoring, program management, staff supervision and reporting.
5.	Afsana Binte Amin	Prgramme Coordinator	MSS, International Relations Diploma in Populations Sciences MA (Major in indigenous studies), University of New England, Australia	More than 12 years experience in development sector as managerial level. Skill on program planning, Implementation, monitoring, program management, staff supervision and reporting.
6.	Monirul Haque	Senior Finance Officer	BSc (Geography)	More than 15 years experience in Accounting, Management and Liaison with NGO Bureau.
7.	Abul Bashar	Policy and Advocacy Coordinator	MSS (Anthropology)	A total of 5 years working experience in development sector as managerial level. Skill on program planning, Implementation, monitoring, program management, staff supervision and reporting.

Sl #	Name	Designation	Education	Experience
8.	A.B.M. Anisuzzaman	Project Coordinator	MSS (Political Science)	5 years as a lecturer and 5 years experience in national organization on program planning, Implementation, monitoring, program management, staff supervision and reporting. Excellent knowledge on pre-survey/ post survey/ Designing. Excellent skill on networking with GO, NGOs and others agencies, capable to conducted and facilitated the training session and reporting of program activities.
9.	Md. Hozzatul Islam	Programme Officer (Monitoring and Evaluation)	MSS in Communication and Journalism	Have 2 years working experience as journalist in local and national level. Also 2 year's experience in development sector as monitoring and evaluation unit.
10.	Syed Musa Kajim Nuri	Programme Officer (Reporting and Documentation)	.Phil (Sociology) 1 st year running M.S.S (Criminology and Political Science)	4 years working experience in development sector in Reporting and Documentation unit.
11.	Md. Abdullah-al Istiaque Mahmud	Research & Documentation Officer'	M.A (English)	A total of 8 years working experience in development sector in research and documentation unit.
12.	Mizanur Rahman	Human Resource Officer	MSS (Political Science)	Has comprehensive experience in office management, HR, IT, data entry and data editing.
13.	Mahbub Akhter	Programme Officer (Theatre)	MSS (Political Science)	A total of sixteen years working experience in development sector as managerial level.
14.	Md. Abu Nasher	Programme Officer (Field Operations)	M.A. (Political Science)	A total of thirteen years working experience in reporting and documentatin unit and three years experience as Programme Officer (Field Operations).
15.	Adv. Aleya Begum	Programme Officer (Training)	LL.B, Post Graduate Diploma in Personnel Management, MA,	A total of thirteen years working experience in training unit and and Member in Dhaka Bar Association, Dhaka
16.	Subir Dewan	Programme Officer (Legal Aid and Investigation)	LL.B, LL.M.	Initial career was started as a Junior lawyer at Dhaka Judge Court. Has three years experience in the development sector as a lawyer.

Sl #	Name	Designation	Education	Experience
17.	Adv. Nori Khisa	Programme Officer (Reporting and Documentation)	LL.M	Initial career was started as a lawyer at Dhaka Judge Court. Has 7 years working experience in development sector and Member in Dhaka Bar Association, Dhaka
18.	Ashim Chatterjee	Accounts and Admin Officer	M. com (Accounting) CA (CC), MBA	A total of 7 years working experience as a Accounts Officer in in development sector.
19.	Gabinda Chandra Kar	Accounts Officer	M. com (Accounting) CA (CC)	A total of 7 years working experience as a Accounts Officer in development sector.
20.	Suman Bahar Mithu	Accounts Officer	M. com (Accounting) CA (CC)	A total of 5 years working experience as a Accounts Officer in in development sector.
21.	Shafiqul Islam	Accounts Officer	M. com (Accounting)	A total of 13 years working experience as a Accounts and Admin Officer in development sector.
22.	Ferdous Ara Rume	Programme Officer (Policy Advocacy)	MSS (Economic)	7 years working experience in media sector and 5 years working experience in development sector.
23.	Saifunnahar	Project Officer	M.Sc (Psychology)	A total of six years working experience in development sector as managerial level. Have experience with work in Dalit and Excluded women in Bangladesh.
24.	Mohammad Berek Hossain	Programme Assistant	M.Sc (Geography)	A total of 10 years working experience as a research & programme related work and also experience in development sector as managerial level.
25.	Md. Bokul Hossain	Programme Officer (Field Operation)	M.A in History	At least 12 years experience in development sector.
26.	F.M. Rabiul Alam	Research and Communication Officer	MA (English)	A total of six years working experience in development sector in reporting and documention unit.
27.	Ripan Acharjee	Project Officer	MSS (Sociology)	A total of three years working experience in urban and informal sector in Bangladesh.
28.	Manabendra Deb	Associate Programme Officer		
29.	Umma Fahmida Sultana	Assistant Programme Officer (Training)	MA (English)	Seven years working experience in develoment sector.
30.	Mst. Bakia Sultana	Assistant Project Officer	MSS (Anthropology)	A total of three years working experience in development sector. Have experience with work in Dalit and Excluded women in Bangladesh.

Sl #	Name	Designation	Education	Experience
31.	Sharmin Jahan	Executive Secretary	MSS (Sociology)	Two years working experience as Executive Secretary.
32.	Joyeeta Hossain	Research Assistant	Under Graduation (Economics)	Three years working experience in research and different sectors. Experience in working with adolescent girls living in Slum Areas and Dalit Colonies.
33.	Fabia Kun Yeasmin	Assistant Accounts Officer	M.Com (Accounting)	Six months working experience as a Assistant Accounts Officer.
34.	Bothanki Solomon	Campaigner	SSC	Dalit leader, working for the development of Dalit community and also have experience in global Dalit movement
35.	Moni Rani Das	Community Organizer	SSC	Dalit Women leader, working for the development of Dalit community and also have experience in global Dalit movement
36.	Bimpalli David Raju	Community Organizer	HSC	Dalit leader, working for the development of Dalit community

Improving Access to Justice through Human Rights Education and Community Mediation

Case Study-1

**“Orientation on preventing stalking and child marriage”
Organized by the Self Initiative of Ward Salish Committee, Human Rights Monitoring Group and Women Leader network
Date: 23 February 2013**

Working area: Banaripara
Union : Chakhar

Introduction: Members of the Word Salish Committee, Human Rights Monitoring Group and Women Leader Network of Banaripara working area are very aware and active to protest and prevent stalking and child marriage. But most of the times child marriage happened secretly. So member of WSC, HRMG and WLN proposed Nagorik Uddyog to arrange an orientation on preventing stalking and child marriage for awareness building for the student of School & College. But because of some of limitations Nagorik Uddyog could not arrange that.

So the members from all community groups of Chakhar Union planned to arrange an orientation by their own on preventing stalking and child marriage at Jangalia High school.

Description of programmed: On 19 February 2013 the of HRMG Md. Sultan Bapari and president GWLN Mahinur Begam discussed with Headmaster, Md. Rafikul Islam of Jangalia High School about orientation on preventing stalking and child marriage. After discussion they decided to arrange that orientation on 23 February 1213 at 2.30 pm.

The orientation session started by the of HRMG Md. Sultan bapari, Treasurer Deloyar Hossain, Member of Word Salish Committee Jakir mazi, Rob Talukder and Tulsi shil, President of GWLN Mahinur Begam, Co- President Hosne Ara Begum, Co- General Secretary Piara Begam, Treasurer Asma Begum and Community mobilizer Poritosh Roy attend that orientation session. Headmaster of Jangalia High school Md.Rafikul Islam presided over the orientation session. Headmaster, 10 assistant teachers and students of class nine and ten (25 boys and 30 girls) of the school, 02 member of HRMG, 03 member of Word salish Committee, 04 women leaders community mobilizer in total 65 person participated that orientation.

Summary of the discussion are as follows:

Consequences of child marriage

Early maternal death

Girls who marry earlier in life are less likely to be informed about reproductive issues, and because of this, pregnancy-related deaths are known to be the leading cause of mortality among married girls between 15 and 19 years of age. These girls are twice more likely to die in childbirth than girls between 20 and 24 years of age. Girls younger than 15 years of age are 5 times more likely to die in childbirth.

Infant health

Infants born to mothers under the age of 18 are 60% more likely to die in their first year than to mothers over the age of 19. If the children survive, they are more likely to suffer from low birth weight, malnutrition, and late physical and cognitive development.

Violence

Young girls in a child marriage are more likely to experience domestic violence in their marriages as opposed to older women. A study conducted in India by the International Centre for Research on Women showed that girls married before 18 years of age are twice as likely to be beaten, slapped, or threatened by their husbands^[30] and three times more likely to experience sexual violence.^[31] Young brides often show symptoms of sexual abuse and post-traumatic stress.^[32]

Punishment of Child marriage:

- Bridegroom, bride, Parents, marriage register and who arrange the marriage will be punished for one month jail and will be fined 1000/-or both. But the women will not be punished in jail.

Bad effect of stalking:

- Stalking sometimes becomes so serious that the girl bound to stop her study; sometimes committed suicide.
- Spoil the future of the girl
- Family member assume that the girl is did something so that she become stalked. The girls become victim of early marriage.

Punishment of stalking:

- If any complain at police station about stalking, police catch stalkers at UNO removing court .And removing court instantly punishment stalkers one month jail or payments of money imposed as a punishment or both penalties.
- If filling case at police station about stalking Court can punish stalkers any long time jail or payments of money imposed as a punishment.

After orientation most of the student said that they are not agree marriage under age of 18 (girls) and 21 (boys). If their parents take initiative early marriage, they should aware their parents about bad effect and punishment of Child marriage. And they never stake any girls.

Conclusion: Actively complete the orientation on preventing stalking and child marriage. Staffs of working area of Banaripara suggest including this orientation in future programme.

Case Study-2

“Initiative of Women leader Parvin Begum and Aduri Begum got relief from child marriage”

Beneficiary: Mst. Aduri begum (11/12years), Father: Md. Mojaharul Islam, vill: Uttar Mohespur, Mominpur, Rangpur Sadar. Md. Ashraful Islam (18years), Father: Md. Nur Islam, Vill: Birabari, Ekorchali, Taraganj, Rangpur.

Background: Aduri Begum (11/12years) born in a middle class family at vill: Uttar Mohespur, Mominpur, ward no: 01, Rangpur Sadar. She has two brothers and two sisters. Aduri Begum read in class five at BRAC School.

Md. Ashraful Islam (18years) born at Vill: Birabari, Ekorchali, Taraganj, Rangpur. He is elder son of his family .He has two sisters. His parents did not continue his study because of financial problem. So he gets a job in a confectionary shop at village: Dangihut, Upazila: Taraganj.

The Fact: Aduri Begum and her neighbor Mst. Kohinur Begum read in the same class. They are also good friend too. SO she sometimes goes to Kohinur Begum House. One day Kohinur’s Cousin Shadidur Rahman came to Uttar Mohespur with his friend Md. Ashraful

Islam. Kohinur introduced Aduri Begum with Shadidur Rahman and Md. AsrafullIslam. After introducing each other Aduri Begum and Shadidur Rahman contact regularly over phone and they fall in love. At first Aduri's parents did not agree with this relation. But guardians of both families discussed and agreed Aduri and Shadidur Rahman's relation and Aduri's parents fixed up a date for marriage.

Initiative of Nagorik Uddyog: Women leader Mst. Parvin Begum heard about Aduri's marriage. Then she went to Aduri's home and saw Aduri is only 11/ 12 years old and she is going into the grip of early marriage. Women leader Mst. Parvin Begum discussed with her mother about the negative consequence of a child marriage and its legal limitation. After a long discussion and negotiation Aduri's mother became impressed and was able to understand the actual situation and changed her decision not to marry her daughter now. On the other hand Shadidur Rahman's family was also agreed with that decision.

Present situation: After getting relief from the curse of child marriage now Aduri is continuing her education and going to school regularly. Her parents also take care about her study too. Women leader Mst.Parvin Begum observes them regularly.

Case Study-3

“ Initiative of Ward Salish Committee member Md .Aunal and marriage of Minara”

Beneficiary: Mst. Minara begum, Father: Md. Amjad Hossain, Vill: Bahar Kachna Shah Para, Post: Natun Sahebganj, Tapodhan, Rangpur Sadar.

Background: Minara born in a extreme poor family of Md. Amjad Hossain and Mst. Fatema at Bahar Kachna Shah Para village. Minara's father married again when she was 2/3 years old. Her father did not bear any nominal maintenance expenditure to Minara and her mother. Finding no other way her mother found work as house made. In this way her mother tried to bear their maintenances. When she was 5 years old, she goes to primary school. Next year she admitted in class six. When she was reading in class nine, Minara's mother was fall in sick. Minara bear their maintenances and her mother's treatment by preparing handicrafts. In this situation she continued her study too. When she passed S.S.C. she stopped her study.

Fact: Minara is now 30 years old. Her mother is always thinking about Minara's marriage. But she has no ability to bear the marriage expenditure. For this - People always passed various comments to Minara. There is no body to save her.

Initiative of Ward Salish Committee Member: Once night Minara's mother was fall in serious sick and Minara began to cry. Ward Salish Committee member Md. Ainal heard Minara's crying. So he went their house to help them. That night Md. Ainal committed to Minara's mother that, he takes initiative about Minara's marriage. Next day helping by Ward Salish Committee members he collected 40,000 (Forty thousand) money from local people. And he began searching a bridegroom for Minara. At last he found a bridegroom named Bullet near village of Kamal Kachna. Bullet and Minara's both family guardians discuss openly. And select a date for Bullet and Minara's marriage. Md. Ainal arranged everything for the marriage. At last Minara's marriage ceremony has been completed successfully.

“Nargis Begum recovered her conjugal life”

Name of complainant: Nargis Begum.

Address: Daughter of Md. Samsul Haque,
Vill & post -Tatla, Union – Udoykathi,
Upazila – Banaripara, Dst- Barisal.

Accused Name: Md. Milon

Address: Son of Md. Hossen Ali,
Vill & post –Kalbila, Union – Harta,
Upazila- Ujirpur, Dst- Barisal.

Description of fact:

Nargis Begum, only daughter of Md. Samsul Haque, address: Vill & post -Tatla, Union – Udoykathi, Upazila – Banaripara, Dist- Barisal was married when she was reading in class nine. Her 1st marriage lasted only for few days. She got divorce from her husband. After her divorce she went to Dhaka and got a job in Garments Factory. After some days she married again with step son of Md. Hossen Bali, vill & post – kalbila. Union- Hatra, Upazila- Uzirpur, Dst- Barisal. But bath of their guardians did not know about their marriage. After few days Milon came back home with Nargis Begum.

Nargis Begum and Milon were living better in their conjugal life. But after few days suddenly her mother in law, father in law and her husband began to torture. Day by day her mother in law and husband Milon were increasing all types of torture to Nargis. In the meantime she gave birth to a son. Milon did not do any duties and responsibilities to Nargis and her son. He did not bear maintenance regularly.

On 6th June 2012 her mother in law, father in law and her husband altogether beat brutally. She could not live there because of extreme torture and returned to her parent’s house. Her father inform local UP Chairman about this matter. UP chairman send a notice to accused Milon. But the accused ignored it. Then her father again went to UP chairman. The UP chairman ignored the matter also.

One day a businessman named Masum of that union meet Shahinur khanam, Community Mobilizer of Nagorik Uddyog. He told CM, Shahinur khanam about Nargis Begum. Then CM, Shahinur khanam visited to Nargis & her parents and advised them to filed a complain against Milon at Nagorik Uddyog. Nargis Begum filed an allegation against Milon. Nagorik Uddyog investigated about this matter and conducted a mediation meeting (Salish) regarding this issue. A local arbitration committee was formatted consist of local elite and local leaders. The committee conducted an open discussion on this issue.

Decision of arbitration: All conflict was solved. The decisions were Milon and his parents wouldn’t torture to Nargis Begum, husband & wife will live better and peacefully in their conjugal life and Nargis will come back to Milon home. In future if any problem arises about this matter, legal steps will be taken.

Strengthening Citizen's Participation in Improving Local Governance (SCPILG)

Here are three relevant cases of action taken by the committee members given below as example:

Case – 1:

A girl name Kulsum is 15 years old a daughter of poor day laborer Md. Badsha khan, resident of Swarupkati upazila. Her mother Ms. Rubi begum is a house wife. Kulsum is a student of class eleventh. Her uncle stops her education forcefully and created all the barriers not to go to the college. Without her and her parents' consent he (Kulsum uncle) wanted to give her marriage and accordingly proceed. In one point her parents sought help from the committee and the CRGs. The committee members and CRGs investigated the matter and convene Salish. Kulsum's uncle was blamed by the committee members for his unwanted act. During the discussion it was revealed that Kulsum's uncle wanted to disturb his brother and unlawfully grabbing the major share of the inheritance rights. The committee members gain a decision to continue her education and warned her uncle not to interfere and disturb them. As the Kulsum's father is too poor to support her education, it was decided that CRG members will provide some scholarship for Kulsum to continue her study. The good news is first installment of taka 2000 already given to Kulsum in presence of committee members and chairman. The money has been raised by members and NU contribution.

Case – 2:

Ms. Shilpi Begum Married Md. Miraj of Baldia union at swarupkathi upazila. The marriage conducted without registration. After few months of their marriage Miraj left her without any notice and sold some gold ornament (Ring, Chain) of her wife (Shilpi). Shilpi register complain to the UP chairman. Chairman forwards this to the committee. The conducted the fact findings on complain and notify her husband to appear in the union parishad. The committee members also invited Shilpi Begum to come to the union parishad in the same day. After preliminary discussion the committee decided to hold a formal mediation and finally after a long discussion it was decided and agreed that their marriage would be formally register and will continue their marital relationship. Md. Miraj apologies for his misconduct to his wife. Nagorik Uddyog will monitor the case as per the policy.

Case – 3:

A young house wife Ms. Morjina Begum was continually harassed by a neighbor named Sohag Haulader. Morjina informed her husband and her husband tried to stop Sohag not to disturb her wife. However even after repeated request by her husband Mr. Sohag could not stop. At one point Morjina and her husband registered complain at the union parishad. The committee involved the CRG members to address the problems. The committee invited both of them to discuss the matter. The committee also asks them to bring their guardian along with them. Finally meeting turn into a mediation session and all the members blamed Sohag for his misconduct. The meeting also informed him if you don't apologies and continue to disturb her we will go to the police station to file case against you. Sohag realize his fault and apologies and commit not to do this further.

Case – 4:

A child marriage of 13 years old girl Mukta, was stopped by Women and Child Abuse Protection Committee member with the help of CRG member. Mukta's father Idris Seikh is a day labor. She was student of Ashua Government Primary School. Her marriage was arranged with 17 years old Machum of Siakalthi Union. After being informed by the villagers the Women and Child Protection committee member and CRG went Mukta's house. They informed about the negative consequence of early marriage and the minimum age of marriage

as per law. Finally her father was convinced to stop the marriage and committed not to arrange marriage for her until she is 18 years of age and Mukta is now continuing her studies. Through NU intervention Women and Child Abuse Protection Committee become active. On the other hand CRG become a watch dog agency in the community to protect the rights of the people and prevent violence.

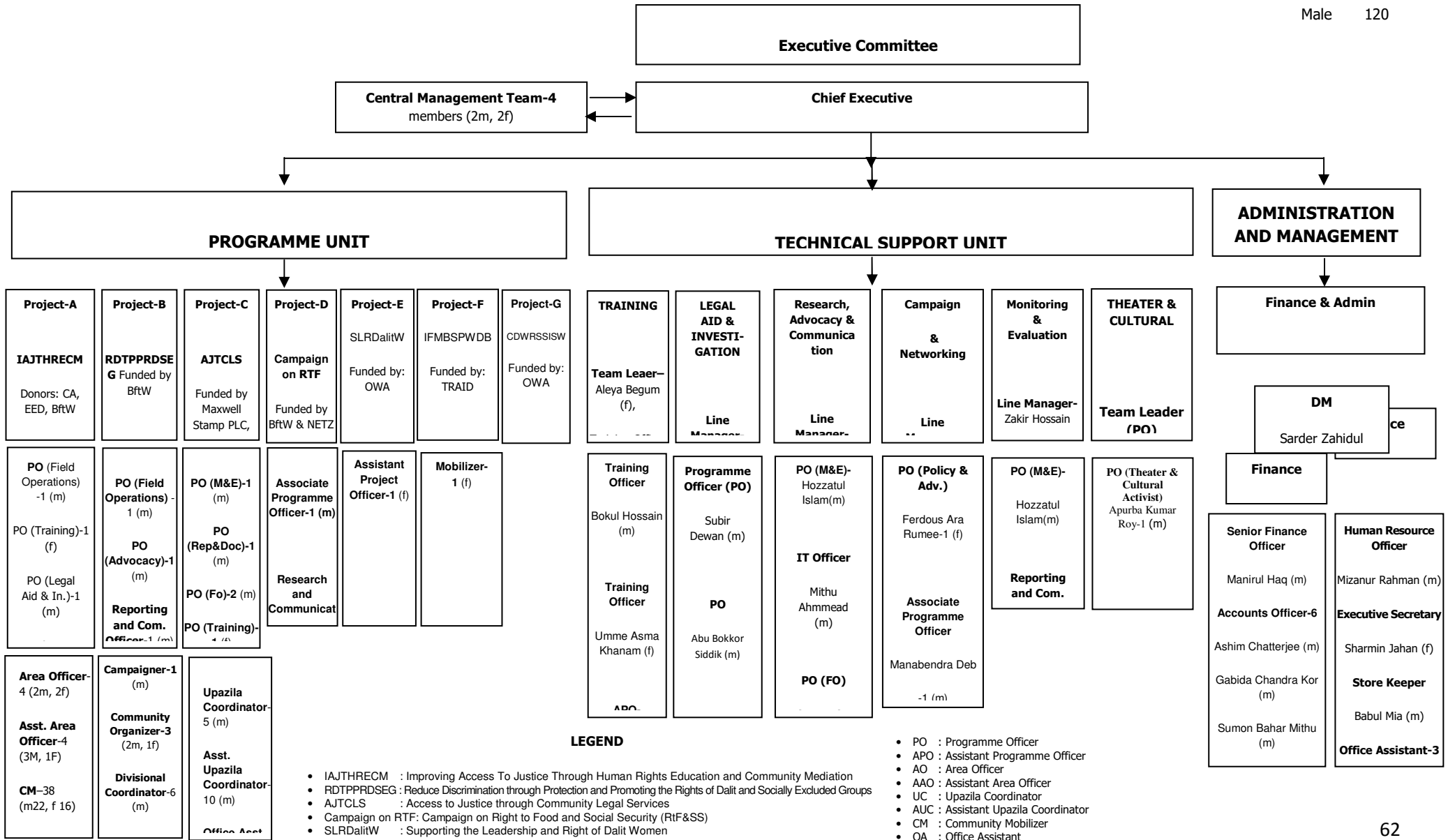
Case – 5:

Lucky was married to Sohel in 2010. At the time of her marriage her father was committed to give 30,000 take as dowry to his son-in law. But due to financial hardship Lucky's father could not keep his commitment, so her husband started insisting her to bring the dowry money. But she could not succeed to bring the money even after requesting her father, as a consequence her husband started to physically torture her regularly. Due to this intolerable torture she went to her father's house and

ORGANIZATIONAL CHART

Total Staff:

Male 120



LEGEND

- IAJTHRECM : Improving Access To Justice Through Human Rights Education and Community Mediation
- RDTPPRDSEG : Reduce Discrimination through Protection and Promoting the Rights of Dalit and Socially Excluded Groups
- AJTCLS : Access to Justice through Community Legal Services
- Campaign on RTF: Campaign on Right to Food and Social Security (RTF&SS)
- SLRDalitW : Supporting the Leadership and Right of Dalit Women
- IFMBSPWDB : In from the Margins - Textile Businesses Supporting Poor Women in Dhaka and Barisal
- CDWRSSISW : Campaign for Domestic Women's Rights and Social Security for Informal Sector Workers

- PO : Programme Officer
- AO : Assistant Programme Officer
- AO : Area Officer
- AAO : Assistant Area Officer
- UC : Upazila Coordinator
- AUC : Assistant Upazila Coordinator
- CM : Community Mobilizer
- OA : Office Assistant

