

# Nagorik Uddyog Annual Report July 2022-June 2023





**Annual Report**  
**July 2022-June 2023**  
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# Acknowledgement

Dear Readers

On behalf of Nagorik Uddyog (Citizen Initiatives), I would like to express my sincere appreciation and gratitude to all those who contributed to the formation of this annual report.

First and foremost, I would like to thank the great Almighty, whose blessings gave us the strength to work for the development of the deprived and marginalized people in our society. From the bottom of my heart, I would like to show my gratitude to our devoted employees for their hard work, dedication and commitment to our vision. Without their tireless efforts and contributions, we would not be where we are today.

I want to convey my heartfelt thanks to each of the project's beneficiaries, their participation, engagement, and commitment considerably aided in the compilation of the reports.

I would also like to express my thanks to our program staff and volunteers who played a vital role in ensuring the success of this report. Their contributions, guidance, and support have been instrumental in making this report possible.

Furthermore, I would like to extend our appreciation to our external partners and stakeholders and donors, including suppliers and vendors. We are grateful for their ongoing support and contributions to our organization.

Lastly, I would like to acknowledge the efforts of our designer and printing team, who worked tirelessly to ensure that the report is not only informative but also visually appealing.

Once again, thanks to everyone who contributed to the creation of this report. We hope that this report provides valuable insight into our organization, and we look forward to continuing our work with all of our stakeholders in the years to come.

Sincerely,



Zakir Hossain  
Chief Executive  
Nagorik Uddyog

# Message from the Chief Executive

Dear Concern,

With a Vision to build a self-sustained egalitarian society, I am humbled and honored to share the impact we, as a human rights organization, have made over the past year. In the pursuit of justice, rights of ethnic minorities, gender equality & justice, capacity building, advocacy and policy, our collective efforts have not only shaped narratives but also created tangible change in the lives of those most in need.

This year has been a testament to the resilience of the human spirit and our unwavering commitment to defending the rights of the vulnerable. In the face of persistent challenges, we have stood as a beacon of hope, amplifying the voices of the marginalized, and holding those in power accountable. Our tireless work in advocating for human rights has had a remarkable impact on the lives of vulnerable and disadvantaged communities.

The heart of our success lies in the passionate individuals who form the backbone of our organization – our dedicated staff, volunteers, and the communities we serve. It is through their courage and determination that we have been able to effect meaningful change, one step at a time. Our commitment to the cause remains resolute, and we will continue to strive for a world where the inherent dignity of every individual is upheld and protected.

To our supporters and partners, your unwavering dedication fuels our work. Whether you've marched with us, shared our messages, or contributed in other ways, your support is a demonstration to the strength of a collective effort. In the coming year, we aspire to build on the foundation we've laid, expanding our reach, deepening our impact, and fostering a world where human rights are not just ideals but lived realities.

Thank you for standing with us in the pursuit of a more just and humane world.

Sincerely,



Zakir Hossain  
Chief Executive  
Nagorik Uddyog

# List of Acronyms

ADR	-	Alternative Dispute Resolution
AIG	-	Alternative Income Generating
BDERM	-	Bangladesh Dalit and Excluded Rights Movement
BDT	-	Bangladeshi Taka
BLAST	-	Bangladesh Legal Aid and Services Trust
BRAC	-	Bangladesh Rehabilitation Assistance Committee
CBO	-	Community Based Organization
CSE	-	Comprehensive Sexuality Education
CSO	-	Civil Society Organization
ECOSOC	-	United Nations Economic and Social Council
FJS	-	Foundation for A Just Society
GBV	-	Gender-based Violence
Govt.	-	Government
Non-Govt.	-	Non-Government
NU	-	Nagorik Uddyog
PWD	-	People with Disability
RHRN2	-	Right Here Right Now 2
RJ	-	Restorative Justice
RJMF	-	Restorative Justice Mediation Forum
SF	-	Samata Foundation
SMC	-	School Management Committee
SRHR	-	Sexual Reproductive Health and Rights
STDs	-	Sexually Transmitted Disease
UN	-	United Nations
UP	-	Union Parishad
UPR	-	Universal Periodic Review
WASA	-	Water Supply and Sewerage Authority
ELMC	-	Empowering Left Behind Minority Community to Effectively Participate in the Development Process of Bangladesh
A2J	-	Given short name of *Community based Dispute Resolution Mechanisms and Improving Gender-just Access to Justice in Bangladesh project

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# Nagorik Uddyog-Profile

Nagorik Uddyog (NU) an independent human rights organization, established in 1995 by a group of nationally and internationally renowned Bangladeshi human rights activists and academics aiming to promote good governance, access to justice and institutionalize democracy at the local and national level. Since its establishment, NU has been working to strengthen local governance via the dual imperatives of, raising awareness among the general masses of people's basic human rights and, on the other hand, strengthening people's capacity to pursue and realize these rights. NU has extended its activities across the country with a specific focus on rights of marginalized people especially access to justice of the rural communities, rights of the Dalit and socially excluded communities, right to information and human rights advocacy.

Afterwards, NU brought the initiatives to the notice of the international community by its networking with international rights groups. The organization played an important role to establish a national level campaign on the issues of right to food, right to information, Dalit rights and informal sector worker's rights. Over the period, NU effectively established networks with national and international organizations working for civil and political rights as well as economic, social and cultural rights. In 2017, Nagorik Uddyog has received its consultative status with the United Nations Economic and Social Council (ECOSOC).

## Vision

Building a Self-Sustained Egalitarian Society

## Mission

A society based on social and gender justice, equality and rule of law with accountable, transparent and responsive institutions by mobilizing community people through building their own self-sustain organizations that they can realize their rights and entitlements, with special focus on women, socially excluded, unprivileged and minority communities.

## Goal

Citizens are aware of their rights and can claim those by their individual and collective efforts to foster social justice, particularly for the marginalized groups of people.

## Outcome

A strong community justice mechanism is established; women are empowered, and rights and dignity of all citizens are secured.

## Legal Status

**A. Joint Stock Companies Act no (Act XVIII)**  
Registration Number: C 360 (17)/ 95  
Date of Registration: March 20, 1995

**B. NGO Affairs Bureau**  
Registration no. 1240  
Date of Registration: February 23, 1998  
Renew Date: February 23, 2013

# Geographical Coverage



Direct Participant Covers 7,90,569

Indirectly benefitted 24,40,198

People reached all total 32,30,767 (3.03 million)

**\*Data from 2022 June- July 2023 (collected from NU projects)**

6 Division  
16 Districts  
17 Sub-districts  
4 City Corporation  
4 Municipality  
115 Union  
52 Dalit and Adibashi Colony

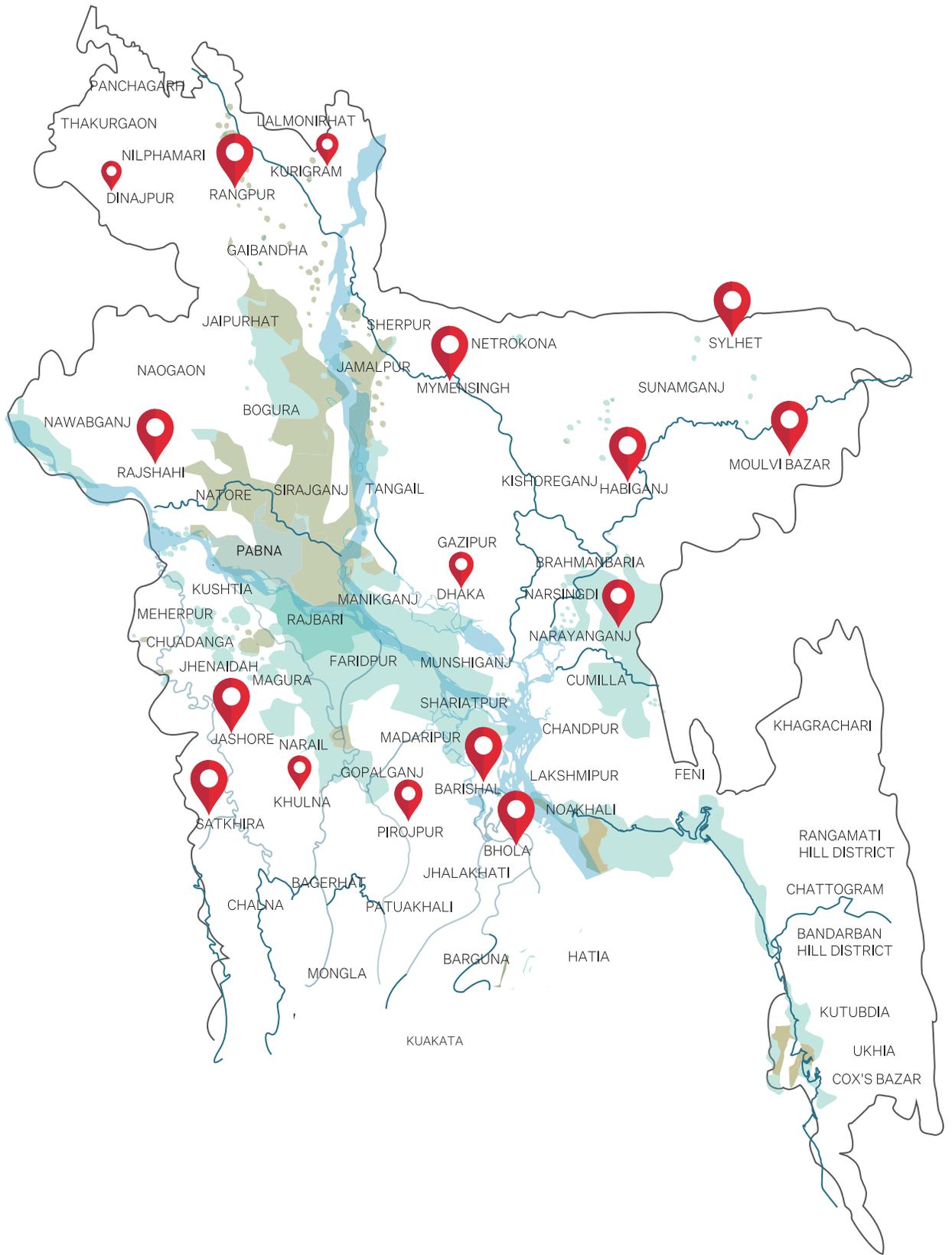


## Name of Working Area-District Wise

- |               |            |
|---------------|------------|
| - Rangpur     | - Jessore  |
| - Rajshahi    | - Khulna   |
| - Naraynganj  | - Satkhira |
| - Dhaka       | - Barisal  |
| - Mymensingh  | - Bhola    |
| - Maulavibzar | - Pirojpur |
| - Sylhet      | - Kurigram |
| - Hobiganj    | - Dinajpur |



# Geographical Coverage



# Nagorik Uddyog Thematic Areas

NU has adopted its five-year strategic plan from 2022 to 2027 with the close consultation of all key staff and stakeholders in Dhaka. The plan has briefly outlined NU's vision, mission, goal, and outcomes, as well as set six constructive thematic areas in which NU will gradually forge its concrete vision

## NU Fifth Year Strategic Plan from 2022-2027

6

Thematic Area

Access to Justice,  
Human Rights,  
and Good  
Governance

Gender Justice

Policy Advocacy  
and Networking

**Nagorik  
Uddyog**

Empowering  
Socially Excluded  
Communities

Land, Water,  
Environment and  
Climate Justice

Child and Labor  
Rights

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# NU Affiliation with National and International Partner

Nagorik Uddyog has wide affiliation with various national and international platforms for collaborative actions against the anti-humanism practices and initiatives. NU has a concrete vision to improve the human rights situation of Bangladesh by taking different human rights initiatives which aim to promote good governance, access to justice and institutionalize democracy at the local, national as well as international level. Currently, NU proactively engaged with 14 national and 8 international platforms and profoundly contributed to the development and upholding of human rights.

NU Special Consultative Status of United Nations Economic and Social Council (ECOSOC), and enjoys access to ECOSOC and its subsidiary bodies, various UN human rights mechanisms, and events organized by the President of the General Assembly. NU monitors the implementation of UN recommendations, maintains regular communication, and shares reports and research findings with both local and international entities, emphasizing a commitment to addressing and advocating for social concerns on a global scale.

NATIONAL NETWORK/ALLIANCES	
Bangladesh Land Rights Network (BLRN)	Labour Rights Forum, Bangladesh (L.R.F, B)
Human Rights Forum, Bangladesh (HRFB)	Bangladesh Shishu Adhikar Forum (BSAF)
Citizens Platform for SDGs in Bangladesh	National Girl Child Advocacy Forum
Bangladesh Poribesh Andolon (BAPA)	Right to Food and Social Security (RtF&SS)
Citizens' Initiatives for Domestic Violence (CIDV)	Water Rights Forum
Governance Advocacy Forum	Bangladesh Water Integrity Network
Bangladesh Dalit and Excluded Rights Movement (BDERM)	Campaign on Citizens Right to Information (CCRTI)

INTERNATIONAL NETWORKS	
Asia Dalit Rights Forum (ADRF). Kathmandu, Nepal	Habitat International Coalition (HIC)
A network of Improved Policing in South Asia (NIPSA)	South Asian Alliance for Poverty Eradication (SAAPE), Kathmandu, Nepal
South Asian Feminist Alliance for Economic, Social, and Cultural Rights (SAFA)	International Land Coalition (ILC)
Global Legal Empowerment Network (NAMATI)	The South Asia Collective (SAC) for Minority Rights- Delhi, India
Asia Pacific Forum on Women Law and Development (APWLD), Bangkok, Thailand	International Dalit Solidarity Network (IDSN)
Global Forum of Communities Discriminated on Work and Descent (GFOD)	Food First International Action Network (FIAN International), Heidelberg, Germany

# At a Glance of NU Achievement Over the Year

At a Glance of NU Achievement Over the Year			
Dispute Settlement	Mediation & RJ session Conducted	Training on Mediation & RJ	Legal & Human Rights Awareness Session
<p><b>1,140</b></p> <p>Non-criminal disputes have been settled by following human rights standards and maintaining a gender sensitivity approach, where <b>2390</b> community members have benefited.</p>	<p><b>1,450</b></p> <p>Mediation and Restorative Justice session has been conducted to settle disputes</p>	<p><b>1,355</b></p> <p>Community members have received capacity-building training on Restorative Justice approach, Mediation, Leadership Development, and Facilitation.</p>	<p><b>200</b></p> <p>Legal and human rights awareness meetings at the community level where <b>7647</b> community members have attended</p>
School Campaign	17 Legal aid Information Centers	Legal Achievement	Legitimately Recover
<p><b>18</b></p> <p><b>1579</b> School student's teachers and guardians are aware of the negative impacts of early marriage, GBV prevention, child rights, drug addiction, and other social issues.</p>	<p><b>659</b></p> <p>Community members have received and seek information about legal assistance, legal rights, and privileges from 19 legal aid information centers from 3 districts</p>	<p>NU panel lawyer files <b>8</b> cases against the perpetrator and dismisses <b>13</b> cases on behalf of the victims.</p>	<p>BDT <b>1</b> crore, <b>12</b> lakh, <b>75</b> thousand TK and <b>3.56</b> hectares land and assets have been recovered legally from the accused, where <b>161</b> project participants have benefited.</p>
Courtyard Sessions with the Minority Communities	Inclusion in the Union Standing Committees	Stakeholder Meeting at Union Level	Campaign on minority rights
<p><b>20,448</b></p> <p>Dalit's, Ethnic groups, PWD and Community people participated in <b>571</b> Courtyard sessions to make them aware regarding their rights and privileges</p>	<p><b>150</b></p> <p>Dalit and ethnic minor community members have been included and actively take part in the Union Standing Committees as results of the UP Dialogue.</p>	<p><b>6,560</b></p> <p>Stakeholder's presence in the <b>244</b> union-level dialogues to ensure the rights of vulnerable groups.</p>	<p><b>400</b></p> <p>Campaigns have been organized at the word level for promoting minority rights, where <b>7,649</b> community members participated and gradually being aware of their rights.</p>

<b>Scholarship on Education</b>	<b>Lobby meeting with Upazila administration</b>	<b>Stakeholder meetings at Upazila, &amp; District Level</b>	<b>CSO partners capacity building</b>
<b>25</b> Students from Dalit Community have received education stipends, and <b>3</b> Dalit students got internship opportunities.	<b>37</b> Lobby meetings were held with the Upazilla administration for the inclusion of minority CSOs and People's Alliance members to union-level standing committees and other related committees at the Union and Upazila levels.	<b>61</b> Stakeholder meetings have been organized at the local, regional, and national levels, where <b>2146</b> different stakeholders, including government officials and community members, participated.	<b>1,547</b> CSO members from <b>32 CSOs</b> received <b>43</b> capacity-building training on human rights, legal entitlements, good governance, leadership development, project management, etc. to enrich themselves and be sound advocates for ensuring equal justice for all.
<b>Staff Capacity Building</b>	<b>Drama Shows</b>	<b>Fact-Finding on Human Rights Violation Cases</b>	<b>Social Safety Net Allowances</b>
<b>77</b> Capacity-building training sessions have been arranged, where <b>1760</b> project staff and volunteers have participated and made aware on different issues such as theory of change, outcome and impact, financial management, safeguarding, gender, mediation, and so on.	<b>300</b> Drama show has been organized at the union level to raise awareness on different social issues and human rights, with 15,795 males and 23490 females, for a total of <b>40,500</b> community members.	<b>33</b> Human rights violation cases have been fact-finding countrywide to claim free trial and ensure equal justice for all.	<b>3,364</b> Disadvantage community members get assistance by NU all projects to come under govt social safety net allowances from the local government authority
<b>CSO partners</b>	<b>Women Led CSOs Alliance</b>	<b>Human Chain &amp; Press Briefing</b>	<b>Conducted Pre-Primary School</b>
<b>115</b> Currently, NU Works with 115 CSOs to build their capacity and enhance their organizational strength.	<b>1</b> <b>23</b> Women Led Dalit CSOs Alliance have come under one umbrella known as Ethnic-Minority CSO Alliance	<b>2</b> human chain and <b>3</b> press briefing event <b>3</b> have been organized to protect the rights of vulnerable and disadvantaged groups	<b>1,315</b> Ethnic groups such as Dalit students studied on 45 Pre-Primary School's with no cost



# Ongoing Programs and Initiatives



# Title of the Project: Community-based Dispute Resolution Mechanisms and Improving Gender-just Access to Justice in Bangladesh

## At a Glance

**Project Objective 1:** Poor and disadvantaged community members (especially women) in the rural areas have been getting justice in line with the state laws, policies, and human rights standards.

**Project Objective 2:** A strengthened non-state actors (civil society, community leaders, RJMF members, elected people's representatives, and like-minded CSOs) and state actors (government bodies, and law enforcement agencies) enforce human rights in Bangladesh.

**Project Participants:** 3,54,249 marginalized community people (Direct- 68315, Indirect- 285934)

**Duration:** September 2022 to August 2025

**Location:** Rangpur City Corporation and Sadar Upazila, Badarganj, & Pirgacha Upazila Under Rangpur district, Barishal Sadar, & Banaripara Upazila under Barishal district, and Kawkhali Upazila under Pirojpur districts

### Short Summary:

The justice sector in Bangladesh consists of formal and informal systems. The formal system includes courts, magistracy, police, and prosecution, while the informal system involves traditional community mediation (Shalish) known as Alternative Dispute Resolution (ADR). Financial constraints, lengthy procedures, and bureaucratic issues so far limit the access to the formal system for the poor. In contrast, traditional mediation (Shalish) is a popular informal method, however, it is dominated by patriarchal values, politicized, and non-compliant with human rights standards.

These obstacles left the disadvantaged groups in accessing both formal and informal justice systems in Bangladesh. To improve the situation of justice systems and reduce the non-criminal disputes, Nagorik Uddyog has been implementing 'Improving Access to Justice through Human Rights Education and Community Mediation'

project from September 2022. Currently the project has been implemented in six Upazila of three districts of Bangladesh (Rangpur, Baarishal and Pirojpur) with a vision to increase the accessibility of disadvantage and marginalize people to the free fare justice system. The aim of the project is to improve the access to justice for the poor and disadvantaged community with a special focus on

### Major Focusing area of A2J project:

- Promoting Human Rights
- Promoting access to justice
- Dispute Settlement through RJ and Mediation
- Legal Assistance
- Awareness Raising
- Policy, Advocacy & Networking
- Research and Development

ensuring gender justice through breaking the stereotypical gender norms against women. The planned interventions under the project focus on strengthening the capacity of the community on the Restorative Justice approach and Mediation beside raising awareness of legal and human rights so that they can play an active role to facilitate better access to justice for the community. Through the project interventions, expected non-criminal disputes will be reduced within the communities and marginalized and vulnerable community particularly women, will be able to claim their rights to a free fare justice mechanism.

## Significant Achievement



**Register 1450  
Complaints**



**Dispute Settled 1140**



**2397 people  
benefitted**



**1133 People Receive  
legal assistance**



**1405 People received  
Capacity building training  
on Mediation and Restorative  
Justice**



**BDT 1 crore 12 Lakh  
75 thousand 900- and  
3.56-hectares land and  
essential goods legitimately  
recover from the accused**



**7674 people aware of  
legal rights and  
privileges**



**1579 students,  
teachers and parents  
reached through 18  
school campaigns on  
early marriage, drug  
addiction and human  
rights**



**2619 community people  
assisted to get social  
safety allowances**



**Established 19 Legal  
Aid Information  
Centre at community  
level**



**Dismissed 13 case  
and files 8 case by  
panel lawyer on behalf  
of victim**

# Title of the Project: Protecting and Promoting the Rights of Dalit and Tracking the Poverty and exclusion of excluded groups

## At a Glance

**Project Objective 1:** The BDERM national network and the Dalit-led local CSOs use improved leadership and management competences.

**Project Objective 2:** The BDERM national network successfully influences Dalit rights issues at national level.

**Project Objective 3:** The socio-economic livelihoods of Dalits (especially of women and children) in the project regions have improved.

**Project Participants:** 7,95,860 Dalit and socially excluded minority communities (Direct- 89,101, Indirect- 7,06,759)

**Duration:** January 2022 – December 2024

**Location:** The project will be implemented directly in eleven (11) sub-districts (upazila) under nine (9) districts and three (3) city corporations across the country (Dhaka, Moulvibazar, Bhola, Barisal, Khulna, Sathkhira, Jashore, Sherpur, and Kurigram districts)

### Short Summary:

Dalit, socially excluded and minority communities living in Bangladesh experience socio-cultural deprivation and discrimination based on their work and descent. There are an estimated five million Dalits living across the country, formerly known as 'untouchables', in Bangladesh. These communities are deprived of accessing adequate housing, sanitation, health, education, and employment. A large number of Dalits living in municipal areas are employed in the public/private sectors as sweepers and cleaners with very low salaries. NU has been working to create an enabling environment where they would live with full respect and dignity to exercise their rights fully as citizens. In this context, the project has been designed to protect the human rights of Dalit and excluded communities through improving livelihood. NU as a pioneer organization in mobilizing Dalit rights movement in Bangladesh played an exceptional

role in establishing a thriving platform led by the Dalit community since 2008, namely 'Bangladesh Dalit & Excluded Rights Movement (BDERM)'. BDERM members include Dalit led local CSOs and individual members, who are organized as a local committee at district and sub-district levels. Out of 65

### Major Focusing area of PPRDTPEEG project:

- Promoting Minority Rights
- Social Inclusion
- Livelihood Development
- Women empowerment
- Support to education
- Policy, Advocacy & Networking
- Research and Development
- Awareness building
- Capacity building

districts the committee has been working in 56 districts. In addition to that there are another 25 sub-districts where BDERM have formed their committees. A total of 15 local Dalit led CSOs (among them 8 are headed by women) are members of BDERM. NU is implementing its activities through BDERM country wide network and through Dalit led CSOs. The project will start from January 2022 and come to the end in 2025. BDERM and 9 other associated organizations work for the smooth operation of this project. Nagorik Uddyog facilitates the whole process.

## Significant Achievement



1785 Local govt and non govt stakeholders attended in 51 advocacy meeting



Organized 527 Awareness meeting whereas 11537 people attended and gained knowledge on different issues regarding their rights and entitlements



44 Districts meeting with BDERM network



1140 students studied on 38 Pre-Primary School's with no cost



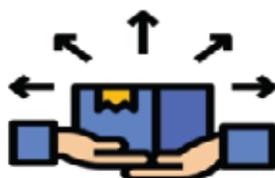
Education material Support to 295 students



Scholarship Provided to 10 students



125 Women received training on small entrepreneurship



110 Women received vegetable seeds



10 capacity building workshops whereas 209 participants participated

## Title of the Project: Empowering Left Behind Minority Community to Effectively Participate in the Development Process of Bangladesh

### At a Glance

**Project Objective 1:** To reduce discrimination, and harmful practices by increasing awareness on minority rights, capabilities and contributions in society; and challenging stereotypes, prejudices, and harmful practices within and against minorities.

**Project Objective 2:** To build the capacity of local and national minority rights CSOs and networks and ensure a conducive and enabling environment to promote socio-economic rights and structured participation of women and girls, transgender & Hijra community and people with disability

**Project Objective 3:** To promote inclusive policy formulation, implementation and governance accountability by strengthening advocacy and lobbying influence of minority rights CSOs.

**Project Participants:** 7,95,860 Dalit and socially excluded minority communities (Direct- 89,101, Indirect- 7,06,759)

**Duration:** June 2021 – July 2024

**Location:** 73 Upazilas of 8 districts under Rajshahi, Sylhet and Khulna divisions and in Dhaka City Corporation area

### Short Summary:

The project titled "Empowering Left Behind Minority Communities to Effectively Participate in the Development Process of Bangladesh" has been jointly implemented by Nagorik Uddyog, Christian Aid, Bandhu Social Welfare Society, BLAST and WAVE Foundation since June 2021. The project is funded by the European Union. This project has been actively working in 73 Upazilas of 8 districts under Rajshahi, Sylhet and Khulna divisions and in Dhaka City Corporation area to provide awareness support to the minority communities especially Dalit, Plainland Ethnic Minorities, Hijra & Transgender and PWDs and facilitating advocacy for creating access to the government services along with ensuring their inclusion in the development process. This project is also providing capacity building support to the minority led Civil Society Organizations (CSOs) through training and including them in different project activities. In addition, this project has been working to mobilize local minority communities through formation and capacity building of the Community Based Organizations (CBOs) through the support of the Change Agents, who represent the minority communities.

**Major Focusing area of ELBMCEPDPB project:**

Promoting Minority Rights  
Social Inclusion  
Youth empowerment  
Networking & Campaign  
Policy advocacy & lobby  
Awareness building  
Capacity building

## Significant Achievement



47 advocacy and lobby meeting with different layer govt and non-govt stakeholders, 2599 people attended



740 CSO members capacitated on legal rights, human rights, minority rights, advocacy, and good governance



300 Drama show for mass awareness at union level whereas 40500 people participated



150 socially excluded minority people included in Union Standing Committees



400 Ward level campaign on minority population, 7649 participated



215 project staff members have received capacity building training



7 Human Rights Violation case Fact-finding



571 Courtyard session whereas 20,448 community people participated



# Title of the Project: Promoting the Rights of Dalit Women and Girls through Awareness and Facilitating the Access to Basic Services (PRDWGAFABS)

## At a Glance

**Project Objective 1:** Strengthening leadership capacity of Dalit women to protect and promote the rights of Dalit women and girls

**Project Objective 2:** Raising awareness on citizen rights and facilities to have access to basic service provisions and entitlements

**Project Objective 3:** Strengthening advocacy and campaigns to promote the rights of Dalit women and girls

**Project Participants:** 25326 Marginalized Dalit women and Adolescents (Direct- 6332, Indirect- 18,994)

**Duration:** January 2022 – December 2024

**Location:** Dhaka City Corporation area, Keraniganj, and Narayanganj City Corporation area

### Short Summary:

Dalits living in Bangladesh experienced different types of discrimination in all spheres of their life. Untouchability is one of the worst social discriminations which is heraldically followed in society to suppress Dalits as human beings. These people are involved in inferior occupations such as leatherworking, butchering, cobbling, sweeping, etc. The situation of Dalit women is more vulnerable. Firstly, they are discriminated against for being women and secondly, for being Dalit. From domestic life to social life, Dalit women cannot access any rights and opportunities to develop themselves. The project 'Promoting the Rights of Dalit Women and Girls through Awareness and Facilitating the Access to Basic Services' aims to strengthen the leadership capacity of Dalit women, raising awareness on civil rights and facilities to have access to basic service provisions and entitlements; and strengthening advocacy and campaigns to protect and promote the rights of Dalit women and girls.

Major Focusing area of ELBMCEPDPB project:

Promoting Minority Rights  
Social Inclusion  
Networking & Campaign  
Policy advocacy & lobby  
Education support  
Awareness building  
Capacity building

## Significant Achievement



900 Awareness meeting on different issues i.e., access to basic services, SRHR, Women's right, human rights etc.



18,000 Dalit people are participated on Awareness meeting



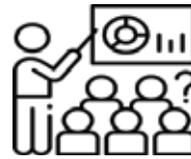
15 Dalit girl's student get scholarship opportunities for completing higher studies



2 Dalit Students awarded for internship opportunities



15 project staff received capacity building training



60 Women and Adolescent receive Alternative Income Generating (AIG) training



195 people came under social scheme



4 Advocacy and Networking meeting



1 Thematic Research on Dalit issues



## Title of the Project: Capacity Building and Strengthening Alliance among Women-Led CSOs

### At a Glance

**Project Objective 1:** To create awareness on women rights among marginalized Dalit and Ethnic communities through increasing coordination and collaboration with Dalit and ethnic women led CSOs.

**Project Objective 2:** To Take initiatives for strengthening the capacity of women-led CSOs.

**Project Participants:** 41041 Marginalized Dalit women and Indigenous CSOs (Direct- 2,791, Indirect- 38,250)

**Duration:** January 2022 – December 2024

#### Short Summary:

Dalit and Indigenous women are the most vulnerable and exploited group due to their social identity and the marginalized position within their society. Deprivation from access to basic rights, social negligence, humiliation, and domination by the mainstream community is a very common phenomenon to them. In addition, subordinate position and oppression by their own community members make their position more vulnerable and endangered. This culture of diversified domination was historically imposed on them and they silently tolerate this type of inhuman practice as they have not the bargaining power to protect themselves from the violation. Besides, identity crisis makes them extremely vulnerable

to avail the govt and non-govt services and to enjoy the rights and privileges of govt facilities. However, to address these issues and promote Dalit and Indigenous women's right, Nagorik Uddyog has been implementing a project titled "Capacity Building and Strengthening Alliance among Women-led CSOs" with the support of 'Foundation for A Just Society (FJS) since January 2022. The project has been implemented across the country by building 23 women-led CSOs and strengthening them to enhance their capacity to raise their voice against the inhuman practices. Under the project, capacity building and alliance/movement building have been initiated to strengthen their leadership skill and capacity. The goal of the project is to empower Dalit and Indigenous women-led organizations through capacity building and strengthening leadership skills

#### Major Focusing area of CBSAWLC project:

- Social Inclusion
- Promoting Indigenous Rights & Culture
- Advocacy & Campaign
- Women empowerment
- Research & Development
- Awareness building
- Capacity building

## Significant Achievement



663 CSO Led Women members Capacitated on various issues



Formed 23 Women Led CSOs Alliance



Developed Gender Mainstreaming toolkit



Dalit and Indigenous Women's Right Conference



Observed Indigenous Food Festival



43 CSO members and Project Staff received training on Leadership, Safeguarding and Gender



# Title of the Project: Championing Rights of Marginalized Communities through Mutual Learning (CRMCMML)

## At a Glance

**Project Objective 1:** To Promote the human rights of Dalit and marginalized communities collectively in Nepal and Bangladesh by mutually sharing and learning between the partner organization;

**Project Objective 2:** To Strengthen the solidarity between partner organizations.

**Project Participants:** 4 Dalit Students (Bangladeshi 2, Nepal 2)

**Duration:** January 2023- December 2023

**Location:** Bangladesh and Nepal (in partnership with Samata Foundation, Nepal)

### Short Summary:

In partnership with Samata Foundation (SF), Nepal, Nagorik Uddyog (NU) has implemented the project titled “Promoting Dalit Rights through Mutual Learning”. The project has been designed so that both partner organizations have many areas where they could mutually learn and share through their professional exchanges between two countries and will have to gain and transfer a great deal of knowledge and skills to one another. The basic purpose of this project has been to promote the human rights of Dalits and marginalized communities collectively in Nepal and Bangladesh through mutual sharing and learning between the partner organizations and to strengthen the solidarity between the two organizations. This project has undertaken a visionary approach to play its part in achieving Sustainable Development Goals 10 (Reduced inequalities) and 17 (Partnerships for the Goals). Both organizations can benefit from one another through cross-learning under this exchange program. The best practices, case incidents, experiences on policy advocacy, democracy and human rights are to be largely shared and transferred among the partner organizations. These will ultimately provide an impetus in combating for the rights of marginalized Dalit people in South Asia. Under this project there will be a total of 4 fellows (2 from Bangladesh and 2 from Nepal) who have traveled both countries (Nepal and Bangladesh) and engaged in collaborative work during the project's duration from January to December 2023. Both the partner organizations strive to empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic status and work to ensure equal opportunity and reduce inequalities of outcome, including legislation, policies and action in this regard.

### Major Focusing area of CRMCMML project:

Promoting Minority Rights  
Policy & Advocacy  
Research & Development  
Cultural exchange & Mutual Learning

## Significant Achievement:



Gained cultural and social knowledge and understanding the context through Dalit colony visit and discussion with Dalit women



National Dialogue Session Regarding Health Security & Protecting the Human Rights of Transgender, Hijra & Gender Diverse Community



Study on Dalit rights movement and the present condition of Dalit people



Participate in different trainings, conference, movements and assembly



Capacity Building on RJ model and Community Mediation for fellows



Engage in field research on Dalit and marginalized issues



## Title of the Project: Improving Access to Education and Protection Services for Children of Women Textile Workers in Dhaka, Bangladesh (IAEPSCWTWD)

### At a Glance

**Project Goal:** The overall goal of this project is to support approximately 400 mothers employed in the RMG and Textile industry to better protect and educate their 400 children in two-year time span. This project targets the rights of children as enshrined in the UNCRC and addresses SGD 1 (No poverty), SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 5 (Gender Equality), and SDG 8 (Decent Work and Economic Growth)

**Project Participants:** 13,300 Children of Women Textile Workers in Dhaka (Direct 800, Indirect 12500)

**Duration:** November 2022 to October 2023

**Location:** Mirpur and Adabor, Dhaka

### Short Summary:

Nagorik Uddyog has been implementing Improving Access to Education and Protection Services for Children of Women Textile Workers in Dhaka, with a vision to empower their children through education and vocational learning by establishing effective daycare centers. The project also facilitates school drop-out working and street children with a center to develop their knowledge and creativity through non-formal education, vocational training and gain competence for a better future. The project includes 80 children (age 2-5) of female garment workers, who will be supported with day-care centers while their mothers are at work. The service of the day-care center will be provided for 6 days a week, 13hrs/day. The drop-in centers support 130 working and street children (age 6-16) with informal education and skill training; those parents and guardians are either employed in garments or informal sector. The drop-out centers provide informal education and vocational training along with increased awareness on child rights. The project also includes advocacy and campaign to promote rights of garments and informal sector workers. The project has been designed with three main objectives – (1) to provide pre-primary education to the children of women textile workers through daycare centers and prepare them for admission to mainstream primary schools (2) to provide non-formal primary and technical education through drop-in centers to the working and street children and (3) to assist mothers working in textiles and garments to negotiate with the owners to improve the working environment and set up day-care centers. There are two types of centers: daycare centers for children aged between 2 to 5 years and drop-in centers for children aged between 6 to 16 years

**Major Focusing area of IAEPSCWTWD project:**

Policy & Advocacy  
Education Support  
Capacity Building  
Protection & Support  
Awareness Raising

## Significant Achievement:



21 Awareness meeting on various child issues whereas 457 children, parents are participated



58 children got Vocational Training



93 parents attended on 6 Parents Meeting



20 Peers Meeting with 206 children



8 Project Staff received Safeguarding Orientation



Published 1000 Pices story book for



# Title of the Project: Right Here Right Now 2 (RHRN2)

## At a Glance

**Project Objective 1:** Empowered young people make decisions about their SRHR issues, voice their needs and claim their rights.

**Project Objective 2:** A critical mass reinforces positive norms and values regarding young people's SRHR and gender justice.

**Project Objective 3:** Governments adopt, implement and account for human rights-based policies and laws that enable young people's SRHR and gender justice.

**Project Objective 4:** Strengthened civil society formed for young people's SRHR and gender justice.  
Project Participants: 1084 Dalits, Linguistic Minority, Adolescents (Direct 171, Indirect 913)

**Duration:** March 2023- December 2023

**Location:** Dhaka and Narayanganj, Bangladesh

### Short Summary:

The Right Here Right Now phase 2 is a multi-country coalition project, which aims to create enabling gender-just societies where young people in all their diversities enjoy their Sexual and Reproductive Health and Rights (SRHR). The project is continuing its second phase (RHRN2) from 2021-25 in 10 countries worldwide including Bangladesh, Benin, Burundi, Ethiopia, Indonesia, Kenya, Morocco, Nepal, Tunisia, and Uganda. RHRN2 seeks to amplify young people's voices and strengthen the agency of girls, young women, young gender-diverse people and other minority groups. In Bangladesh, the project is working to preserve SRHR of youth and adults aged between 15-35 and increasing access, availability and public support for Comprehensive Sexuality Education (CSE). Its strategic objective is contributing in achieving SDG 3, 4, 5, 10 and 16 keeping the youth of Bangladesh at the forefront of all interventions. The partners in Bangladesh are: BRAC (Coalition lead), Naripokkho, Oboyob, Nagorik Uddyog, Reproductive Health Services Training and Education Program (RHSTEP), Wreetu Health and Well-being Foundation, Youth Policy Forum (YPF). 'Right Here Right Now 2' project is funded by the Ministry of Foreign Affairs, the Kingdom of Netherlands and executed by Rutgers.

- Major Focusing area of RHRN2 project:
- Youth Empowerment
- Policy Advocacy
- Public Support on SRHR
- Awareness Raising on SRHR
- Capacity Building
- Protection & Support
- Young Professional Fellowship

## Significant Achievement:



Meeting with National Human Rights Commission on SRHR



3 Quarterly-Ward Level Awareness Meeting with 117 Youths



3 Introductory meetings with 31 School Management Committee (SMC) members and Parents on SRHR



4 Young Change Makers Group Formation



21 Young Changemaker Orientation on SRHR



2 Youth from minority community awarded for Youth Fellowship for completing their higher study



Discussion session on SRHR on Radio Bhumi FM 92.8



TV talk show on SRHR on Channel I



# Highlighted Activities of the Projects

Salish (Community mediation) is an alternative traditional dispute resolving mechanism by which non-criminal disputes are settled effectively and in an amicable way. This is the most popular informal way to resolve disputes at the community level. In contrast, the Restorative Justice approach is an alternative community dispute resolution mechanism which comparatively occurred in small groups of people, and is much more cost-effective, democratic and gender sensitive. Currently, both of the approach has been adopted and implemented



F1: Shalish Session

by the Community-based Dispute Resolution Mechanisms and Improving Gender-just Access to Justice in Bangladesh, shortly A2J project in three districts (Rangpur, Barishal, and Pirojpur) of Six Upazila's (Rangpur city Corporation and Sadar Upazila, Badarganj, Pargacha, Barishal Sadar, Banaripara and Kawkhali Upazila).



F2: RJMF members received Training

## 1256 RJMF members Trained on Mediation and Restorative Justice Approach

There have been 50 trainings conducted at the community level under the Community-based Dispute Resolution Mechanisms and Improving Gender-Just Access to Justice in Bangladesh project working area, namely Rangpur Sadar, Badarganj, Pargacha, Barishal Sadar, Banaripara, and Kawkhali Upazila. A total of 1256 RJMF members (M-649 and W-607) have received orientation training on Restorative Justice and Community

Mediation facilitation. These participants are covered by 50 unions (each union, 27 members) of the above-mentioned upazilas, whereby they voluntarily and willingly participated in the community mediation dispute resolution process by forming a RJMF committee. However, to capacitate and strengthen the RJMF members by providing theoretical and practical examples on RJ and Community mediation, these series of community-wise training have been conducted at the community level during the period from February 2023 to June 2023. The aim of the training is to equipping participants with a comprehensive understanding and gaining intensive knowledge of these two essential processes and their alignment with various critical aspects to ensure a dispute-free society, especially focusing on women's and girl's rights.

## 51 Advocacy meeting with govt and non govt local stakeholders regarding Dalits and Ethnic Minority rights

51 advocacy meetings were held with local government and non-government stakeholders regarding the rights and entitlements of Dalit's and ethnic minorities, where 1785 local level stakeholders attended from different unions. In these advocacy meetings, the representative of Dalit community raises their issues regarding their fundamental rights and privileges to the stakeholders and sensitizes them to make provision for the marginalized such as include them into social safety net allowances, ensure their fundamental rights like, access into hotels, offices, etc.



F3: Advocacy meeting with local level stakeholders



F4: Awareness Meeting with Minority People

## 11,537 Dalit and Ethnic Minority people attended in 527 Awareness meetings

Dalit and Ethnic Minority communities are the most left behind and discriminated groups who are extremely deprived of rights and social awareness information and other basic health care issues. To raise awareness on various social issues among the Dalit and Ethnic minority people 527 awareness meetings have been conducted at community level where 11, 537 people attended. The issue related to

basic rights and entitlements, reproductive health and hygiene and primary health care issues have been discussed in the meetings. As a consequence, the community people gradually became aware of their basic rights, health and other access issues which helped them to claim and access their rights as well as raise consciousness regarding the issues.

## 244 Union level Dialogues with local Authorities such as Union Parishad

244 Union level advocacy dialogue has been organized in three divisions of Rajshahi, Khulna and Sylhet regarding the inclusion of ethnic minority communities in the Union Parishad Standing Committee and confirming the rights of the minority that can ensure their access to basic services facilities. A total of 6560 people from local union parishad, local CBOs, Change Agents and CSO participated in these dialogues. As a result of this effective advocacy dialogue, in the reporting year,

90 Dalits and Ethnic minor people of these three divisions have been included in the UP-Standing Committee as well as 195 members have come under access to basic services allowances.



F5: Union level Dialogues with local Authorities



F6: Drama Show at Community Level

## 300 Drama Show Organized at Community Level

Under the ELMC project, Nagorik Uddyog has organized 300 drama shows at Khulna and Sylhet divisions through 9 active theater groups. All these shows were based on five specific themes. The themes are Dalit rights, PWDs rights, Hijra/ Transgender rights, Tea Community Rights, Rights of Ethnic Minority. A total of 40,500 viewers enjoyed these shows. Among them 23,490 are female, 15,795

are male and 1215 are Hizra & Transgender (Community wise: Dalit-12,150, Ethnic-10,125, PWD-810, H/T-1215 and other-16,200). The main objective of these drama shows is to inform and motivate the service providers and mainstream people of the society about the minority rights and privileges so that the authorities become sensitized and willing to accept their vulnerability. Additionally, minority people become aware of their rights and can claim their rights and get access to different services provided by the government and non-government institutions.

## 900 awareness meetings at community level

A total of 900 awareness meetings have been conducted on different issues, such as women's rights, SRHR, and human rights, under the Promoting the Rights of Dalit Women and Girls through Awareness and Facilitating Access to Basic Services (PRDWGA-FABS) project. The aim of the awareness meetings was to grow consciousness among the women of Dalit Colony regarding SHRR, women's rights, and fundamental rights and privileges. Due to the awareness meetings, colony women are slowly becoming aware of their fundamental rights and other issues, which has helped them become aware of their rights. Due to the project initiatives and advocacy with the concerned authority, currently, 195 vulnerable Dalit women have come under access to the basic service provision of Narayanganj City Corporation.



F7: Awareness Meeting at Community Level



F8: AIG Training for Dalit Women and Adolescent

## 60 Alternative Income Generating Training with Dalit Women and Adolescent

A total of 60 Dalit women and adolescent girls have been trained to explore alternative employment opportunities to run small businesses in selected 33 Narayanganj Dalit colonies. The AIG activities are tea sellers, cloth sellers, beauty product sellers, etc. The aim of the training is to encourage and empower them to conduct small businesses so that they can contribute to reducing their cycle of poverty as well as being financially solvent.

Among the 60 trainees, the best five trainees have received a small financial grant from the project to initiate their business.

## Reform 1 Alliance of 23 Women Led Organization

Generally, in our male dominant patriarchal society women are the most vulnerable group who are discriminated against and exploited in many ways in their life. In terms of Dalit and Indigenous women, the scenario is worsened and frightened. These women are going through various forms of exploitation, domination and victim of different forms of gender-based violence. To protect the rights of the Dalits and Indigenous women, NU has identified 23 countrywide women-led organizations who have been working on the rights for Dalit and Indigenous women. However, under this project, NU has formed an alliance with these 23 women led organizations for enhancing their capacity and strengthening the alliance so that the alliance can proactively contribute to establish the rights of the Dalit and Indigenous women.



F9: Alliance Formation Workshop



F10: Toolkit Developing Workshop

## Gender Mainstream Toolkit developed

A Gender Mainstream Toolkit has been developed for the 23 women-led alliance so that the member organization can effectively address gender issues and strengthen governance and accountability for gender equality as a means of improving the gender-responsiveness of the institution. This tool will help to highlight a range of possible actions to take and pitfalls to avoid in for institutionalizing gender equality and gender mainstreaming, supporting

gender balance in institutions and organization structures at all levels as well as established inclusive accountability structures. This toolkit has been developed with the assistance of three women led organization representatives and the presence of 23 women led women led organization staff.

## 21 Awareness meeting with parents, & Children

21 Awareness meetings have been arranged on various child issues such as birth registration, child rights, parents caring, education, early marriage etc where 457 disadvantaged children and guidance were present. As a result of the meeting, particularly parents and children become aware of their rights and privileges to claim their fundamental rights to state.



F11: Awareness Meeting with Parents and Children



F12: Drop-out Adolescents are received Vocational Training on Tailoring

### Vocational training on Tailoring

58 street and dropout youth, ages 13 to 18, have received vocational training in tailoring with the goal of developing their skills and becoming economically independent. A trained tailoring expert provided the firsthand knowledge of the subject practically so that they could learn directly from his experiences. The duration of the training is four months which is conducted three days in a week. After receiving the training, currently, 20 participants have engaged with the tailoring profession as an income-generating activity.

### Change Makers orientation on Sexual Reproductive Health and Rights (SRHR)

21 Young Change Makers have been introduced and oriented on Sexual Reproductive Health and Rights (SRHR) so that the change maker can contribute to develop a gender-sensitive community as well as reduce gender-based violence. In this orientation, they have received brief understanding of reproductive and psychological changes of health, sex and gender, STDs, unwanted physical contact like good touch, bad touch, Early Marriage, Sexual harassment, Pornography and prevention of sexual abuse



F13: Change Makers Oriented on SRHR



F14: Awareness Meeting with SMC & Parents on SRHR

### Meeting with SMC & Parents on SRHR

During the reporting period, 3 introductory meetings with school management committees (SMC) and parents on SRHR were conducted where 25 school teachers and 6 guardians were present. In this meeting, guardians and teachers' pivotal roles during puberty age have been described, along with presenting the physical and psychological changes of an adolescent in their puberty stage. The aim of the meeting was to sensitize them so that they would provide support to their child during their puberty period



F15: Bangladeshi Fellows Visited Gorkha Community at Nepal

### Championing Rights of Marginalized Communities through Mutual Learning (CRMCML)

Under the mutual learning and exchange program, four fellows (Bangladesh 2, Nepal 2) have gained socio-cultural experiences, especially focusing on Dalits livelihood styles and the discriminatory experiences that the people faced in their entire lives. Both of the fellows visited different colonies in Nepal and Bangladesh; they conducted group discussions and individual sessions, attended various programs on Dalit rights, and developed action research on those issues.

# Stories of Change

## Smooth Transition of Conjugal Life through Mediation

Labani Akter is the only daughter of Bulu Mia, who lives near Badarganj railway station. Her father's main profession is buying and selling old bicycles. He earned very little, so he had to critically manage his family expenditures. Though he had a desire to graduate, after 8th grade, he married his daughter with Mr. Abdur Rahim, who lived in Hindupara village in Parbatipur sub-district. Laboni Akhter Husband works as a low-paid employee for a company. However, after spending some time with her husband, Laboni Akhter felt her life was in a worse situation.



F16: Laboni Akhter With her Parents

On March 7, 2022, Mr. Abdur Rahim and Laboni Akhter got engaged by following the marriage registration procedure and Islamic Sharia values. After marriage, Abdur Rahim went to work at a textile mill in Sirajganj district. In a few days, Abdur Rahim came to know that her wife was talking over the phone with an outsider. When he shared the issue with her wife, she became desperate and tried to commit suicide. Abdur Rahim informed his father-in-law about the incidents, but they did not respond well and also did not try to alert their daughter. Abdur Rahim also added that his wife miscarried a three-month-old child and went to her house. While he wanted to return to his wife, Labony Akhter refused and did not agree to continue her conjugal life with him.

In such a situation, Abdur Rahim came to know about NU initiatives from his neighbor and made a complaint about marital relationship compromise on June 10, 2022, at the NU Badarganj A2J area office. After completing all the processes, the first arbitration meeting was held on October 22 and, respectively, November 5 and 11, 2022, at the NU Badarganj office. As the three consecutive meetings could not bring fruitful agreed results from both parties, the mediators gave time to both parties to understand each other's problems to reach a conclusion. With the consent of both parties, on November 17, 2022, again, the arbitration meeting was held, and the following decision came from

## the mediations: Decisions:

- Since the complainant, Md. Abdur Rahim, and the accused, Labani Akhtar, are not willing to live together, the complainant, Abdur Rahim, has to pay BDT 1,70,000 (one lakh seventy thousand) as dower and alimony in accordance with the marriage registration condition. Later, they executed divorces through marriage registration officials.
- Both parties will bear the cost of divorce.

Current status: After dismissing the case, the field staff followed up on the issues three times: on December 17, 2022, January 19, 2023, and February 18, 2023. They came to know from them that Laboni Akhtar deposited the dower and alimony money on her mother's back account. Currently, Laboni Akhtar is engaged in a six-month periodical trawling training of BRAC. Now, she received BDT 1,000 as training allowance. After completing the training, BRAC will give her financial support if she wants to start a small business.



F17: Taslima Begum with her mother

## Mediation Assist to Unite a Broken Family

Taslima Begum Lives in Annadanagar Union of Pargacha Upazila. Her father Md. Taslim Uddin is a day laborer. He has no arable land except for their house property. With his limited daily income, Taslima's father maintains his family very critically. When Tashlima Begum was a seventh-grade student (14), she was proposed

to marry the second son of late Shaheed Mia, a resident of Bajemshakur village of Kaunia police station. Tashlima's father agreed to the marriage due to poverty.

After that, with the consent of both the parties, on 21/02/2020, Taslima Begum got married with the man according to Islamic Shari'ah and government marriage registration protocol with a dower of BDT 2,00,001 (two lakh one). After spending few months, Tashlima's mother-in-law used to torture Tashlima mentally on small family issues. On the other hand, her husband almost regularly took drugs at night and used to torture her physically and mentally. Even after the torture, Tashlima continued to endure and spend her family life with them. But the level of torture continues to increased day by day. In such a situation, one day Taslima informed her parents and sort out the matters with the eminent people of the area with a condition to not torture again Taslima in any subject matters. After the sitting, they started to lead normal life and within a few months Taslima became a mother of a child. The scenario has not been

changed fully rather the level of torture gradually increased after the baby born. One day, Taslima had a discussion with her mother-in-law on small issues which turned into a bit of debate. When Taslima's husband came home, without consulting/hearing the word of anyone, he started beating Taslima. At one stage of the beating, Taslima's right hand was broken. Even after knowing the condition, without providing any treatment, her husband left Taslima at home. Later, hearing the matter, Tashlima's father and mother took Taslima to Pirgacha Health Complex for treatment. After two days, Taslima went back to her father's home with her child. In between, Tashlima's husband and mother-in-law did not inquire whether she is physically good or not. Thus, Tashlima started living a poor life with her children in her father's house. After one and a half months, Taslima heard about NU A2J project initiatives from her neighbor. The neighbor suggested she communicate with the concerned union worker and file a civil complaint against her husband.

After hearing all the facts, the concerned Union Worker coordinated the matter with the Area Coordinator and received a complaint on 11/12/2022 regarding family dispute. After receiving the complaint, as per the rules of mediation, on 19/01/2023, NU issued a notice on the basis of primary investigation. On 18/02/2023, Dipti Rani, the concerned union worker, organized a mediation session at the area office of Nagrik Udyog A2J project. The mediation session was held under the lead of Md. Motiar Rahman, RJMF member. Apart from him, both parties representative and eminent members of the area were present in the session. However, after hearing the discussion, a board has been formed with including the both parties representative and the board lastly taken the following decision considering the related incidents;

### Decisions of the Arbitration Meeting:

- Since both of them want to start their family, they will spend their family life together.
- Accused will engage in work and earn regularly so that he can support his wife and children.
- Accused must avoid bad company and drugs.
- Accused and his mother will not physically and mentally abuse the complainant.
- The complainant shall speak respectfully to her husband and all members of his household.
- If there is a problem between them, they will inform the mediators Md. Abu Raihan, Md. Hossain Ali Sarkar and Saju Mia, they will solve the problem.

Current status: Dipti Rani, community paralegal of the concerned union worker, followed up after the mediation found that both of them are living together peacefully in accordance with the decision of the mediation session. Taslima is now happy with her child and she has not experienced any physical and mental torture by his husband or mother-in-law.

## A tale of Sankori Rani



F18: Sankari Rani

This is the story of Sankori Rani, a woman who is attempting to transform her life through perseverance, hard work, and a strong desire to be financially secure. The age of Shonkori Rani is 35. She belongs to the Ilisha union of Bhola Sadar's Baliapara village. She has four family members. A sudden incident fractured her husband's arms. He was unwell and unable to perform any strenuous labor. Sometimes his husband sells betel leaves to help his family. It was getting harder for Shankari to maintain her family by the day. There was no other option, they began the sedge business by obtaining a loan from the moneylender. They began weaving plaits using Sedge. As they operated their business through credit, they received extremely low compensation from moneylenders while producing leaves from sedge. It was becoming difficult to run the family on a meager income. After that, Shangkari heard about Progoti's support and applied to Provati development organization accordingly to get capital. As per the process, she received a one-day training session and got five thousand non-re-fundable money. Shangkari Rani was very happy to get the money and decided that she would buy sedge leaves and start making leaves. Then she sold it on the market and got a fair price. On average, she earns 100 taka every day and her monthly income is 3000 taka. Now, her family has had some financial success. Mainly she invests her free time weaving sedges. She supports her family and pays for her child's expenses with the earnings from her sedge's weaving business. She intends to be an independent woman in the future.

## One time Support return smile to Purnima's Family

Purnima Das's house is in Jalalpur Union of Satkhira of Tala Upazila. She is 36 years old and has four family members. Purnima Das's family was poor and it was difficult to manage her household. Daily labor and occasional selling of bamboo canes supported the family. As they did not have enough money, Purnima's husband used to take loans from moneylenders to continue his bamboo cane business. They are struggling economically because they used to take advance loans from moneylenders and due to this, the prices of goods were low. Within a few days, they were in debt which resulted in the closure of their business.

Consequently, discord arose in their family and they often quarreled with each other. Nagorik Uddyog implemented the project titled Protecting and



F19: Purnima Das

Promoting the Rights of Dalits and Tackling the Poverty and Exclusion of Excluded Groups. A component of the project is micro-loan opportunities for Dalit women, which Purnima Das and her husband were briefed on in a backyard meeting by the project team. Through the meeting of the women's development team, they were explained that if they make products from bamboo canes and sell them in the local market, they will be able to get higher prices and thus they will have a lot of profit. They agreed to the offer and were given a refundable check of 5,000 taka to start their business afresh. Through this amount, they have started their bamboo- cane business and made products and sold them to the local markets. As a result, they used to make a profit from their own business. Nowadays, they earn an average monthly 6000 (approx.) Taka. Peace has now returned to Purnima's family and the smile of prosperity on their faces. As their poverty has eased somewhat, Purnima's son's education is progressing well and they say they will pay off their debt very soon. In their future plan, they would like to educate their son and make him like a good human being and Purnima wants to become an entrepreneur.

## A beacon of hope of a Dalit Colony

In the heart of an underprivileged Dalit community, where dreams often succumb to adversity, Shiva, a resilient 20-year-old, emerges as a beacon of hope. Raised in the shadows of poverty and the sole provider for his family since the early loss of his father, Shiva and his mother navigate life in the City



F20: Shiva is become a hope of his community

Corporation sweeper colony in Narayanganj. The colony, with its narrow lanes traversing through sewage-ridden pathways and noxious air, shelters 55 families, approximately 200 residents, in a mirage of poverty. Within cramped living conditions each 10 to 12 families share 2 toilets and no separate kitchens. Shiva and his mother inhabit a one-room house allocated by the government for the city corporation's cleaners. In the face of these challenges, Shiva is not merely surviving; he's striving. Despite working in a local garment factory to support his education, his ambitions reach beyond the confines of his dwelling. With dreams of securing a respectable job post-graduation and caring for his mother, Shiva embodies resilience and determination.

Shiva's pursuit of knowledge and opportunities distinguishes him from his peers content with societal norms. His insatiable curiosity drives him to broaden his horizons and seek a future outside the conventional boundaries of his community. Amidst the chaos, Shiva is preparing for his secondary school certificate board exam. Crucially, Shiva's involvement with Nagorik Uddyog reveals his commitment to positive change. Particularly interested in sensitive issues like Sexual and Reproductive Health and Rights (SRHR), Shiva sees beyond societal taboos, dedicating himself to creating awareness and empowerment within his community. Venturing beyond his community for the first time to attend workshops, Shiva's thirst for knowledge is noticeable. Volunteering tirelessly as an organizer, he advocates for SRHR, facing ridicule and bullying from friends who struggle to understand his deep commitment. Undeterred, Shiva remains steadfast in his mission to bring about positive change. With hard work, passion, and an unwavering belief in a better tomorrow, Shiva transforms his family and community. His narrative resonates as a powerful testament to the potential for real change when fueled by dreams and dedication. Shiva becomes an embodiment of hope and a guiding light for youth aspiring to carve out a better future.

## A tale of Promising Change Maker: Khadija Akhtar Liza

Khadija Akhtar Liza, a 15-year-old residing in the challenging environment of Mirpur, navigates her daily life in a confined 10x10 room within a slum. Her father, a salesman in a local dairy company, is the sole breadwinner, earning a modest 12,000 BDT monthly for a family of four. Despite these financial constraints, Liza's mother, a diligent homemaker, manages household expenses and actively saves for her children's future in a community savings scheme. Liza's six-year-old brother attends an NGO-run pre-school in the neighborhood. Living in subpar



F21: Liza Akhtar- A promising change Maker

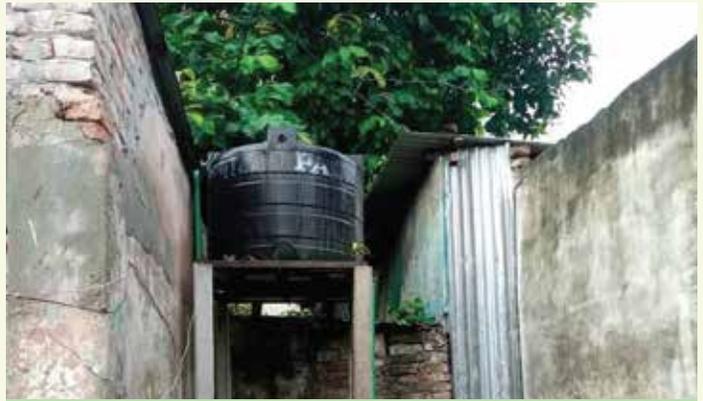
conditions with open garbage and poor drainage, their room becomes inundated during the monsoon, creating an unhygienic environment. However, Liza's family has access to technology with a smart TV and 24/7 internet connectivity, providing a silver lining to her challenging surroundings.

Liza, naturally shy and introverted, spends most of her time at home. Her mother, an active volunteer for several social organizations, envisions a more extroverted and engaged life for her daughter. However, Liza's father holds traditional views, questioning the necessity of girls working outside the home. Despite this, Liza's progressive mother strives to alter his mindset, encouraging Liza to participate in various extracurricular activities and volunteer work. Responding to her mother's encouragement, Liza becomes a youth changemaker in the Right Here Right Now project and engages in voluntary work with another social organization. Initially uncomfortable with topics like Sexual and Reproductive Health and Rights (SRHR), especially menstrual health, Liza undergoes a significant transformation during a workshop. She realizes that discussing menstruation openly is not shameful but a natural and essential conversation. Post-workshop, Liza adopts positive changes in her habits, emphasizing proper hygiene for menstrual clothes. Despite initial mockery from peers, she confidently educates others about menstrual hygiene, breaking the silence surrounding the topic. Liza aspires to serve her country as an army officer and takes a step towards this dream by joining her school's scouts. With unwavering support from her family and a growing confidence nurtured through volunteering, Liza is on a trajectory to fulfill her ambitions and contribute positively to her community's well-being.

## Result of Effective Advocacy

Dalit Women's Forum organizes advocacy meetings with local leaders, government officials and civil society representatives to improve the quality of life of Dalits and marginalized communities and develop their skills and leadership. In persistence of

this, an advocacy meeting on the profile of Dalit community and socio-economic development was held in the office of 22 No. ward councilors at Narayanganj City Corporation on June 28, 2022 in Ekrapur City Colony.



F22: Water tank for Dalit Colony

Rajendra Kumar Das, President, BDERM, Narayanganj District Branch presided over the meeting. 22 No. Ward councilor Dulal Pradhan was present as Chief Guest. At the beginning of the meeting, a keynote paper was presented. The article mentions the various problems of the Ekrapur City colony area, one of which is the water problem. CBO member of Ekrapur City colony area and local women's leader Soma Rani Das highlighted this water problem in her speech. She said that the water problem is a major problem here. There is no separate facility for drinking water. Water supplies once a day. Even though we store water for daily work and food, we do not always get water because the tank is small. Therefore, through this meeting, our request to the councilor is that he should solve the water problem in this area. Then the councilor immediately phoned the WASA representatives working in that colony and directed them to solve the water problem at Ekrapur City colony area. He promised that a water tank would be fitted here soon. In addition, our CBO members, Dalit women rights defenders regularly interacted with the Councilor's office and WASA office. As a result of this, on 15th August 2022, a water tank was arranged in Ekrapur City colony area under the direction of the councilor and the supervision of WASA. As a result, the water problem of Ekrapur City colony area is solved. Now the life of the Dalit community of Ekrapur City colony area has become much easier. No need to wait for water or stand in line for water like before.

## Jahanara's Journey Towards Empowerment and Umar Faruk's Growth

Jahanara, a resilient 34-year-old, hails from New Bazar in Chandpur district. Her father, Ali Ahmed Bepari, earned a livelihood as a fishmonger, supporting a family of six.

Jahanara, the youngest among three sisters and one brother, initially attended the village government school until class 3. The family's financial stability took a hit during Jahanara's elder sisters' marriages. Her father, burdened by dowry expenses, sold land, but subsequent illness left him unable to work. Forced to step into her

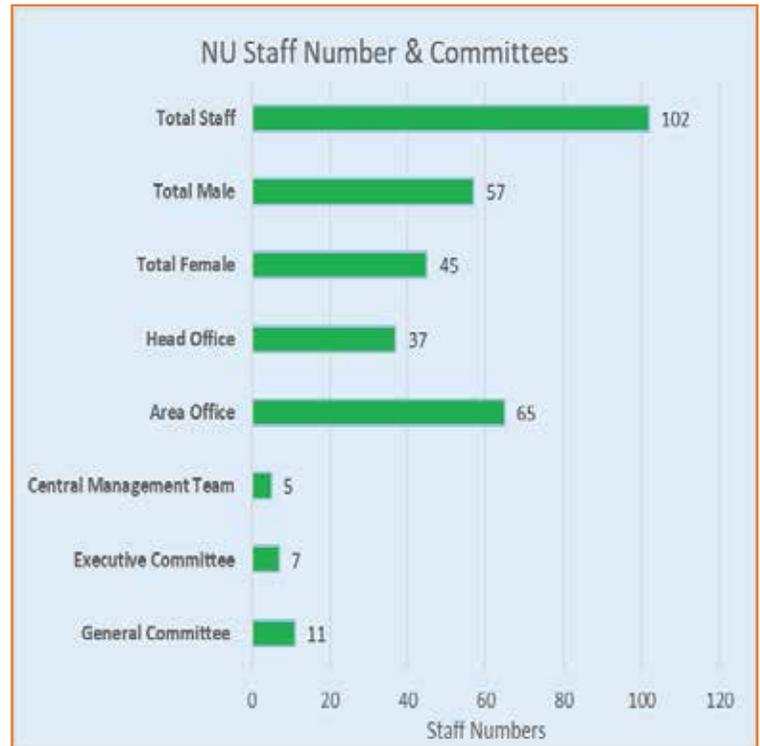
father's fish business, Jahanara sacrificed her education to support the family. In 2002, at the age of 14, Jahanara's life took a turn as she moved to Narayanganj, seeking employment. She found work at Russell Garments, steadily climbing from a helper to an operator over nine years. In 2012, she married Md. Sohel, a hawker. However, after six childless years, Sohel's disappearance revealed his other family. Meanwhile, Jahanara gave birth to a new baby in 2019, and then Jahanara moved to her aunt's house in Dhaka. Financial constraints led her to a low-paying job, with her aunt caring for Omar for a fee. The struggle persisted until she discovered Swapnopuri-1 Day Care Centre through a neighbor's recommendation. The day care center provided a lifeline for Jahanara, allowing her to work while ensuring Omar's well-being. With the support of the center, Omar began attending school, showing notable development in speech, rhymes, and counting.

Despite Sohel's attempt at reconciliation in August 2022, Jahanara prioritized her son's stability, refusing to remarry for his sake. Grateful for Swapnopuri-1's assistance, she envisions a future where Omar, now attending the center regularly, becomes a great Maulana through education. Jahanara expresses sincere gratitude to those contributing to the day care center, emphasizing its crucial role in her journey towards empowerment and securing a brighter future for Omar.



# Human Resource Activities and Function of NU Governance

Nagorik Uddyog Human Resource Division works as independently under the supervision of Chief Executive whereas Human Resource Manager all alone lead the department along with senior management team and project staff.



**102 Staff**



**1 strategic plan**

**Figure S-1: Staff Information**



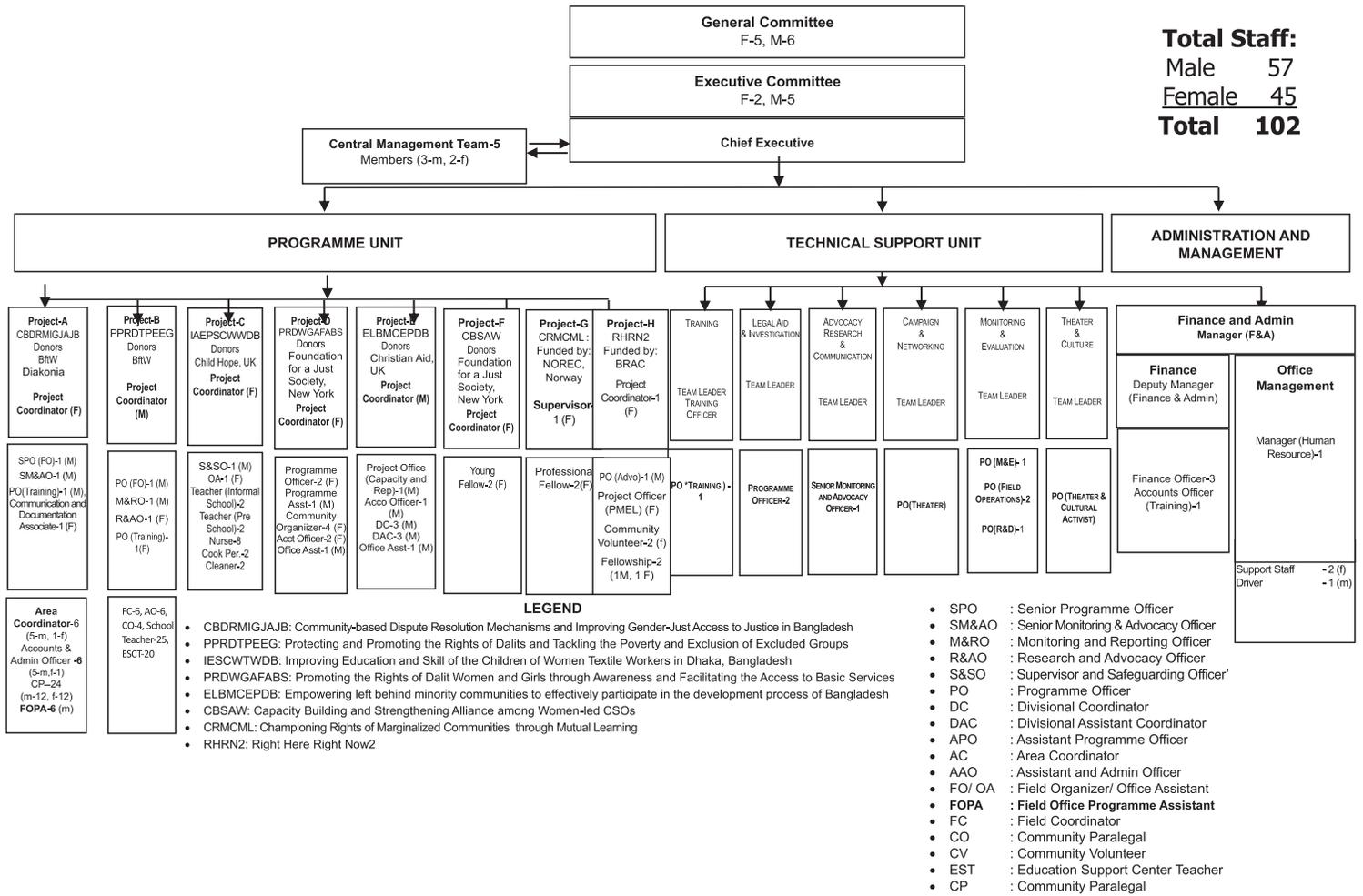
**12 Area Office**



**18 Organizational Policies**



# NU Organization Structure



# Governance summary

At the apex of Nagorik Uddyog's organizational structure, the Central Management Team oversees the entity's operations in two key phases. The Executive Board takes charge of overall policy-making and project approval, while the Senior Management Team, comprising finance and administration units and senior staff, focuses on internal management control. The Administration and Finance Department ensures optimal organizational performance by providing leadership in professional practices and managing infrastructure and assets. This includes administrative support for regular operations, budgeting, accounting, and the production of organizational analyses for long-term strategic planning. Additionally, the Human Resource Management department at NU is responsible for diverse functions, encompassing policy development, rule harmonization, competency building, training, and the implementation of performance appraisal systems for all employees.

## Financial Overview- Audit Report June 2022 to July 2023

**TKZ Toha Khan Zaman & Co.**  
Chartered Accountants

NAGORIK UDDYOG (NU)  
CONSOLIDATED STATEMENT OF FINANCIAL POSITION  
AS AT 30 JUNE 2023

PARTICULARS	Notes	20-06-2022	30-06-2023
<b>PROPERTY AND ASSETS:</b>			
<b>NON-CURRENT ASSETS:</b>			
Fixed Assets	4.00	8,665,978	8,363,821
Investment	5.00	1,000,000	1,600,000
<b>CURRENT ASSETS:</b>			
Advance (Agencies and) Prepayments	6.00	2,570,096	2,313,938
Cash and Bank Balances	7.00	26,418,052	19,134,333
<b>Total Total:</b>		<b>42,634,096</b>	<b>29,412,994</b>
<b>FUND AND LIABILITIES:</b>			
<b>FUND ACCOUNT:</b>			
	8.00	47,438,490	29,217,389
<b>CURRENT LIABILITIES:</b>			
Inter Project Loan	9.00	195,606	195,606
<b>Total Total:</b>		<b>42,634,096</b>	<b>29,412,994</b>

1.00 Figures have been rounded off to the nearest taka.  
2.00 Annexed notes form part of the financial statements.

(Nardis Zahidul Islam)  
Manager (F&A)

(Zakir Hossain)  
Chief Executive

Signal in terms of our separate report of even date annexed.

**Toha Khan Zaman & Co.**  
Chartered Accountants  
Oyed Jamal Uddin Haider, FCA  
Senior Partner  
Enrollment No 277  
(DVC:2314220277/AS962013)

Dated, Dhaka  
15 November 2023

Page # 8

**TKZ Toha Khan Zaman & Co.**  
Chartered Accountants

NAGORIK UDDYOG (NU)  
CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2023

PARTICULARS	NOTES	2022-2023	2021-2022
<b>INCOME:</b>			
Fund Receipts from Donor	10.00	116,812,740	90,362,120
Overhead Reimbursement	12.00	361,440	397,723
Salary Reimbursement	13.00	3,232,782	5,262,422
Office Rent Reimbursement	14.00	1,617,208	1,749,274
Fund Received -Local Donations		633,182	165,000
Fund Received from IC, NIT		0	454,298
Fund Received from Nargakkha (RIGN)		0	220,000
Fund Received from ALRD		0	619,579
Fund Received from GIZ		0	18,399,248
Reimbursement from Vehicle Fuel Cost	15.00	0	58,148
Birth Interest		270,431	282,078
Earned by Facilitating		0	22,640
Consultancy Service		0	214,698
FDR Interest		64,800	28,493
NU - Contribution		378,420	498,590
Drainage Fund Received		131,745	0
Sale of Publication		730	0
<b>Total Total:</b>		<b>123,608,998</b>	<b>118,932,481</b>
<b>EXPENDITURE:</b>			
Vehicle Fuel Maintenance Cost	16.00	95,020	188,012
Pay and Salary	17.00	44,237,720	31,924,393
Administration Cost	18.00	13,020,641	13,694,524
Activities Cost	19.00	48,246,625	30,970,395
Overhead Cost	20.00	310,973	746,175
Operational & Administrative Cost (GI)	21.00	2,128,368	1,892,723
Registration Renewal Fees (Joint Stock)		0	192,165
FDR and Bank Charge		60,203	31,708
Mother Account Maintenance Cost		7,845	55,000
Communication		32,512	20,501
Training Cost		0	4,889
Advertisement		0	3,200
Days Observation		0	3,075
Food Cost (Driver & Guard)		4,968	9,733
Local Contribution		0	371,000
Equipment (Non-Assets)		0	60,862
Expense for RIGN Program	22.00	0	250,813

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# Financial Overview- Audit Report June 2022 to July 2023

**TKZ Toha Khan Zaman & Co.**  
Chartered Accountants

NOGORK UDDYOG (NU)  
CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2023

PARTICULARS	NOTES	2022-2023	2021-2022
Internal Evaluation		0	1,347,268
Income Tax Paid (2019-2020)		38,647	0
Disallow Amount Refund to Donor		431,838	0
Depreciation	4.00	1,571,896	807,167
<b>Total Expenditure:</b>		<b>110,387,856</b>	<b>103,284,935</b>
Surplus/Deficit of Income over Expenditure	8.00	13,221,102	14,647,546
<b>Total Total:</b>		<b>123,608,958</b>	<b>116,932,481</b>

1.00 Figures have been rounded off to the nearest taka.  
2.00 Annexed notes form part of the financial statements.

(Nasir Zahid Islam)  
Manager (F&A)

(Zakir Hossain)  
Chief Executive

Signed in terms of our separate report of even date annexed.

**Toha Khan Zaman & Co.**  
Chartered Accountants  
Oyed Zaman Uddin Haider, FCA  
Senior Partner  
Enrollment No.277  
(DVC:2311220277AS962013)

Dated, Dhaka  
17 November 2023

Page # 8

**TKZ Toha Khan Zaman & Co.**  
Chartered Accountants

NOGORK UDDYOG (NU)  
CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS  
FOR THE YEAR ENDED 30 JUNE 2023

Particulars	Notes	2022-2023	2021-2022
<b>RECEIPTS:</b>			
Opening Balance			
Party Cash in Hand		7.00	115,075
Cash at Bank		7.00	19,019,756
TFR Investment			1,620,000
Loan & Advance			114,000
Advance Office Rent & Fuel	6.00	257,000	207,000
Balance with Partner NGOs		1,904,938	0
NU Contribution		78,000	498,500
Fund Received from Donor	10.00	116,812,740	98,262,126
Fund Received from Member A/C to Project A/C	11.00	189,349,096	98,362,126
Fund Forfeited from Dhak Start Forum		13,751	0
Fund Received from Previous Phase		435,820	0
Fund Received from General Fund		388,420	23,000
Fund Received from LC/NUF		0	428,298
Fund Received from Nongovernmental (NGOS)		0	229,800
Fund Received from ALAD		0	630,575
Fund Received from GIZ		0	16,199,248
Local Donations Received		453,182	363,000
Bank Interest		376,431	292,479
Overhead Reimbursement	12.00	242,448	397,252
Dividend Fund Received		131,743	0
Loan Refund from NU/EMQP		0	84,364
Turned by Fundraising		0	22,640
Fund From NU General Fund		0	1,500
Others Project Closing Balance		223,864	1,542
Consultancy Service		0	236,608
Previous Project Closing Balance		60,757	0
TFR Interest		64,800	28,203
Gift of Publication		759	0
Salary Reimbursement	13.00	1,512,187	1,362,429
Office Rent Reimbursement	14.00	1,617,268	1,780,254
Vehicle Fuel Cost Reimbursement	15.00	0	158,138
<b>Total Total:</b>		<b>258,728,906</b>	<b>217,433,810</b>
<b>PAYMENTS:</b>			
Vehicle Fuel Maintenance Cost	16.00	57,428	188,012
Pay and Salary	17.00	44,277,228	31,228,325
Administrative Expenditures	18.00	13,020,041	13,694,014
Activities Cost	19.00	48,746,015	30,970,805
Fund Transfer to Proj.		161,549,096	96,302,126
Overhead Cost	20.00	249,912	786,179
Operational & Administrative Cost (OAC)	21.00	2,128,368	1,801,752
Transfer to Partner Entity		2,826,201	2,794,544

Signed in terms of our separate report of even date annexed.

(Nasir Zahid Islam)  
Manager (F&A)

(Zakir Hossain)  
Chief Executive

**Toha Khan Zaman & Co.**  
Chartered Accountants  
Oyed Zaman Uddin Haider, FCA  
Senior Partner  
Enrollment No.277  
(DVC:2311220277AS962013)

Dated, Dhaka  
15 November 2023

Page # 9

**TKZ Toha Khan Zaman & Co.**  
Chartered Accountants

NOGORK UDDYOG (NU)  
CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS  
FOR THE YEAR ENDED 30 JUNE 2023

Particulars	Notes	2022-2023	2021-2022
Transportation (Own Assets)		0	60,802
TFR and Bank Charge		49,200	34,708
Member Account Maintenance Cost		7,843	25,000
Loan Refund to CEO		0	229,000
Registration Renewal Fee (Star Stock)		0	182,000
Advertisement		0	3,200
Communication		35,517	20,301
Local Contributions		0	179,600
Training Cost		0	4,288
Days Observation		0	1,071
Fuel Cost (Driver & Guest)		4,568	8,713
Expenses for BHMN Program	22.00	0	78,813
Income Tax Paid		0	1,047,588
Income Tax Paid (2019-2020)		38,647	0
Disallow Amount Refund to Donor		431,838	0
Closing Balance Transfer to Next Phase		731,482	0
<b>Total Payments:</b>		<b>216,776,389</b>	<b>194,984,428</b>
Closing Balance:			
Party Cash in Hand	7.00	99,170	137,078
Cash at Bank	7.00	30,548,843	16,079,257
TFR Investment		1,690,000	1,600,000
Loan & Advance	6.00	1,679,071	154,000
Advance Office Rent & Fuel	6.00	219,300	337,000
Balance with NGOs		435,720	1,804,038
<b>Total Total:</b>		<b>258,728,906</b>	<b>217,433,810</b>

1.00 Figures have been rounded off to the nearest taka.  
2.00 Annexed notes form part of the financial statements.

(Nasir Zahid Islam)  
Manager (F&A)

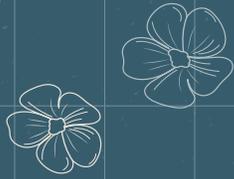
(Zakir Hossain)  
Chief Executive

Signed in terms of our separate report of even date annexed.

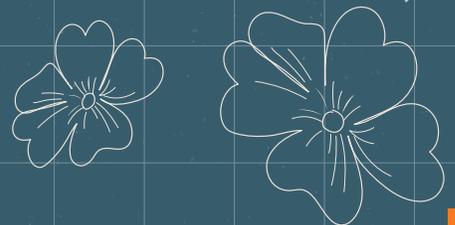
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Enrollment No.277  
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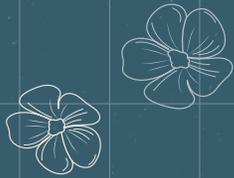
Dated, Dhaka  
15 November 2023

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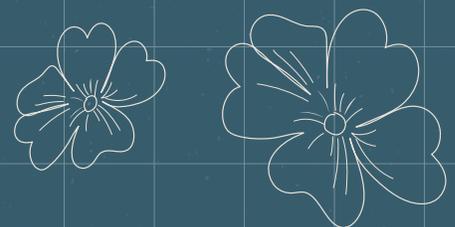


# Activity Gallery





# Activity Gallery



## Reliable and Trusted Partner



# Annexes

## Executive Committee List:

SL No.	Name	Designation
1.	Dr. Farzana Islam	Chairperson
2.	Mr. Shah-I-Mobin Jinnah	Vice-Chairperson
3.	Dr. Altaf Hossain	Treasurer
4.	Advocate Z. I. Khan Panna	EC Member
5.	Dr. Mirza M. Hassan	"
6.	Safi Rahman Khan	"
7.	Dr. Meghna Guhathakurta	"
8.	Zakir Hossain, Chief Executive	

### Profiles of key staff members and their designation

Sl #	Name	Designation
1	Zakir Hossain	Chief Executive
2	Sardar Zahidul Islam	Manager (Finance & Admin)
3	Monirul Haque	Deputy Manager (Finance & Admin)
4	Nadira Pervin	Programme Manager
5	Mossa. Laki Akter	Project Coordinator
6	A. B. M. Anisuzzaman	Project Coordinator
7	Md. Abdullah-al Istiaque Mahmud	Project Coordinator
8	Joyeeta Hossain	Project Coordinator
9	Santana Ayub	Project Coordinator
10	Mizanur Rahaman	Manager (Human Resource)
11	Md. Abu Nasher	Senior Programme Officer
12	Gabinda Chandra Kar	Finance Officer
13	Md. Bokul Hossain	Senior Programme Officer
14	Mahbub Akhter	Programme Officer (Training)
15	Shafiqul Islam	Finance Officer
16	Sultan Md. Salauddin Siddique	Monitoring and Reporting Officer
17	Md. Mobinul Islam	Accounts Officer
18	Dolon Chandra Roy	Senior Monitoring & Advocacy Officer
19	Shakil Ahmed	Project Officer (Advocacy)

### NU Key Policies:

Sl No	Name of Policies	Start Date	Amendment Date	Remarks
1	NU Constitution/ NU Memorandum	1995	-	Approved by EC in 1995
2	Service Rules/ Personnel/HRM	1998	Updated 2022	Approved by EC in 2004 (update from July 2022)
3	Human Resource: Recruitment Policy and Procedures	1998	Updated in 2004	Approved by EC in 2004
4	Financial Policy	1998	Updated in 2022	Approved by EC in 2021 (update from July 2022)
5	Provident Fund Policy	2005	Updated in 2005	Approved by EC in 2005
6	Monitoring and Evaluation Manual	2007	Updated in 2013	Not yet approved by the EC
7	Gender Policy	2008	Updated in Dec.2020	Approved by EC in December 2020
8	Child Protection Policy	2012	Updated in 2013	Not yet approved by the EC
9	Cost allocation Policy	2017	Updated in March 2018	Approved by EC in March 2018
10	NU Anti-fraud and Whistleblower Policy	2018	Updated in November 2019	Not yet approved by the EC
11	Governance Manual	2018	December 2020	Approved by EC in December 2020
12	Conflict of Interest Policy	2018	-	Approved by EC in December 2018
13	Governance Manual	2018	-	Approved by EC in December 2020
14	Risk Management Policy	2019	-	Not yet approved by the EC

15	Child and Vulnerable Adults Safeguarding Guideline	2019	-	Approved by EC in June 2019
16	Anti-fraud and Whistleblower Policy	2019	-	Approved by EC in November 2019
17	Complaint and Response Mechanism Policy (CRMP)	2020	-	Not yet approved by the EC
18	Safeguarding Policy (Draft)	2022	-	Not yet approved by the EC
19	NU Strategic Plan (2022 - 2027) (Draft)	2022	-	Not yet approved by the EC

#### Local Implementing Partners

SL No.	Local Implementing Partners	Project Working Areas	Status	Year of Working and Rationale for Selecting as Implementing Partners
1.	Dalit Women Forum (Women-led)	Dhaka City: 1. Dhaka South City Corporation: Gonoktuli City Colony, Wari City Colony, Pongu PWD Sweeper Colony, Nazirabazar City Colony, Dholpur City Colony, Postogola Swashanghat Colony, Hazaribagh and Enayet Ganj area (6 Dalit colonies) 2. Dhaka North City Corporation: Gabtoli Beribadh City Colony, Mirpur Lalmatia Rabidas Colony (3 Dalit colonies)	Existing working areas	From 2012 to till now
2.	Moulvibazar Tea Community Indigenous Front	Srimongol and Komolgonj Upazila under Moulvibazar District: 1. Shreemongol Upazila : 30 tea gardens covering nine unions (Name of unions: Bhunabir, Kalapur, Kalighat, Mirzapur, Rajghat, Sathgoan, Sindurkhan, and Sreemangal Municipality, Sreemangal Sadar) 2. Komolgonj Upazila: 18 tea gardens covering ten unions (Name of unions: Kamalgonj Municipality, Kamalgonj Sadar, Adampur, Alleyruggar, Islampur, Madhabpur, Munshi Bazar, Pathanushor, Rahimpur, and Shamshernagar)	Existing working areas	From 2012 to till now
3.	Uddipto Mohila Unnayan Sangstha (Women-led)	Tala Upazila under Satkhira District: Tala Upazila: 11 unions (Name of unions: Nagarghata, Sarulia, Kumira, Dhandia, Islamkati, Tala, Khalishkhali, Magura, Tetulia, Khesra, Jalalpur, and Khalilnagar)	Existing working areas	From 2019 to till now
4.	Ashrumochan Mahila O Shishu Unnayan Sangstha (Women-led)	Chowgacha Upazila Jessore District: Chowgacha Upazila: 12 unions (Name of unions: Fulsara, Pashapole, Singhajhuli, Dhuliani, Chaugachha Sadar, Jagadishpur, Patibila, Hakimpur, Swarupdaha, Narayanpur and Sukhpukuria)	Existing working areas	From 2019 to till now
5.	Center For Social Development	Barishal District: 1. Barisal City Corporation: Kaunia Dom Colony, Kaunia Dalit Colony, Amirkutir Dalit Colony, Falpatti Rabidas Colony, South Chawkbazar Rabidas Colony, Kathpotti Dalit Colony, Padmabati Dalit Colony, and Rasulpur Colony (8 Dalit colonies) 2. Sadar Upazila: 10 unions (Name of unions: Chandpura, Chandramohan, Char Baria, Char Kowa, Char Monai, Jagua, Kashipur, Roypasha Karapur, Shayestabad, and Tungibaria)	Existing working areas	From 2014 to till now, NU has been facilitating the local CBO, formed with the BRERM leaders and activists of Barisal unit as a local implementing partner. Based on the satisfactory performance and enhanced capacity, the government has provided registration to the CBO as a CSO in 2021 and named it "Center For Social Development".

6.	Provati Unnayan Sangastha	<p>Sadar Upazila under Bhola District</p> <p>Sadar Upazila: 1 municipality and 13 unions (Name of unions: Bhola municipality, Bapta, Charshamya, Dakshin Digholdi, Ilisa, Paschim Ilisa, Razapur, Shibpur, Uttar Digholdi, and Vhelumia)</p>	Existing working areas	<p>From 2014 to till now, NU has been facilitating the local CBO, formed with the BRERM leaders and activists of Bhola unit as a local implementing partner. Based on the satisfactory performance and enhanced capacity, the government has provided registration to the CBO as a CSO in 2021 and named after "Provati Unnayan Sangastha".</p>
7.	Geeta Foundation	<p>Batiaghata and Dakope upazila under Khulna District:</p> <ol style="list-style-type: none"> <li>1. Botiaghata Upazila: 7 unions (Name of unions: Amirpur, Baliadanga, Batiaghata Sadar, Bhandarkot, Gangarampur, Jalma, and Surkhali)</li> <li>2. Dakope Upazila: 1 municipality and 5 unions (Name of unions: Chalna municipality, Bajua, Bariishanta, Dakope Sadar, Koilashgorj, and Laudoba)</li> </ol>	Existing working areas (Dacope sub-district is added as new area)	<p>From 2016 to till now, NU has been facilitating the local CBO, formed with the BRERM leaders and activists of Khulna unit as a local implementing partner. Based on the satisfactory performance and enhanced capacity, the government has provided registration to the CBO as a CSO in 2021 and named it after "Geeta Foundation".</p>
8.	Adibasi Samaj Unnayan Sangstha	<p>Sadar Upazila under Sherpur District:</p> <p>Sadar Upazila: 1 municipality and 4 unions (Sherpur Municipality, Bajitkhila, Balairchar, Chorsherpur, Dhola, Gajirkhamar, and Vatshala)</p>	New working areas	<p>The treasurer of BRERM central committee has formed this CSO and now he has been working as chairperson of this organization. After assessing their capacity, NU and BDERM found that this CSO would be able to implement the project activities independently with some facilitation support from NU. Therefore, the project intends to start working with this organisation in aforesaid project working areas.</p>

9.	<p>Sasothi Dalit Nari and Shishu Unnayan Sangstha (Women-led)</p>	<p>Sadar Upazila under Jessore District:</p> <p>Sadar Upazila: 4 unions (Name of unions: Arabpur, Churamankathi, Ramnagar and Dears)</p>	<p>New working areas</p>	<p>This CSO has been formed by Dalit women and now is headed by the women affairs secretary of BDERM Jashore unit. After assessing their capacity, NU and BDERM found that this CSO would be able to implement the project activities independently with some facilitation support from NU. Therefore, the project intends to start working with this organization in aforesaid project working areas.</p>
10.	<p>BDERM district level leaders formed a CBO but not formally registered. NU and BDERM Kurigram unit facilitate the activities.</p>	<p>Kurigram District:</p> <p>Sadar Upazila: 1 municipality and 3 unions (Name of unions: Kurigram municipality, Kurigram Sadar, Belgacha, Karthalbari)</p>	<p>New working areas</p>	<p>BDERM district level leaders formed this CBO but it is not formally registered. NU and BDERM Kurigram unit facilitate their activities. NU and BDERM think that this CBO has the potential to flourish as an independent CSO and receive government registration if the CBO has been provided with facilitation support from NU and BDERM for a certain period of time. Therefore, the project intends to start working with this organization in aforesaid project working areas.</p>