

# NAGORIK UDDYOG

## ANNUAL REPORT

(July 2023 - June 2024)



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# FORWARD

In an increasingly divided and volatile world, the urgency to protect and promote human rights has never been greater. Global conflicts, rising inequality, and the diminishing of democratic values have led to a worsening human rights landscape. Bangladesh is no exception where access to justice, gender equality the rights of marginalized communities and climate resilience are under constant threat. In this unstable context, Nagorik Uddyog (NU) as always firmly demonstrate in its commitment to justice, dignity, and the protection of human rights for all.

This past year has reaffirmed our belief that meaningful change begins at the grassroots. Amid numerous challenges, NU remain stand aside by those whose voices are often unheard. Women, Dalits, religious minorities, indigenous people, and other excluded groups will always be in a vulnerable position. Nagorik Uddyog fully show it's unwavering commitment to support them in claiming their rights through legal empowerment and education, raising awareness, community mediation, inclusive policy-advocacy, promoting gender equality, building climate resiliency and collective actions.

We take immense pride in sharing the achievements we have made from July 2023 to June 2024 throughout this report. The achievements are not only presenting as statistical figure rather it's a reflection of collective efforts and unwavering commitment towards an inclusive and equitable society. As we move forward, here I fully assured that the NU vision of a just and discrimination free inclusive society will be remained visible in NU's work and practices. We believe that real change is only possible when communities are empowered to lead, advocate, and act.

I express my heartfelt gratitude to our dedicated team, grassroots partners, donors, and the communities who trust us with their hopes and struggles. Together, we will continue to shape a future where every individual regardless of identity, background, or status can live with dignity, equality, and freedom.

**Zakir Hossain**  
**Chief Executive**  
**Nagorik Uddyog**

# INTRODUCTION

Nagorik Uddyog is pleased to present its Annual Report for the period from July 2023 to June 2024. This report captures the programmatic intervention of the organization throughout the year, offering a comprehensive overview of key initiatives, achievements, and the transformative change of communities across the NU working areas.

The report provides a valuable insight into how diverse project interventions, strategic partnerships with civil society and community-based organizations (CSOs and CBOs), and rights-based approaches have generated meaningful change at the community level. Through concise and impactful descriptions of activities, advocacy efforts, and outcomes, it illustrates how Nagorik Uddyog has empowered marginalized communities, escalated grassroots voices, and strengthened democratic values in pursuit of a just and equitable future.

Additionally, this report will serve as an accountability document more than just activity summary for our stakeholders, development partners, and most importantly for the communities and project participants we work for.

Nagorik Uddyog (NU) has outlined its new strategic priorities for the five-year period from 2022 to 2027. These priorities were developed in close consultation with key NU staff based in Dhaka and the field. Considering current trends and working modalities, NU has revised its strategic focus and finalized the new strategic plan in 2022. These thematic areas will get highest priority in the NU panning and works until it's revised or new plan adopted.

The purpose of the strategic priorities is to align NU with its vision, mission, and long-term objectives established at its inception. This plan will serve as a framework to help NU evaluate its work, methodologies, and approaches, enabling the organization to assess its current position and identify the changes it aims to achieve.

Under the Strategic Plan the Six Thematic Areas has been identified:

- Access to Justice, Human Rights, and Good Governance
- Empowerment of Socially Excluded Communities and Dalits
- Gender Justice
- Child and Labor Rights
- Environment and Climate Justice
- Policy Advocacy and Networking

The following section presents a summary of key activities and achievements carried out under Nagorik Uddyog's six core thematic areas. It showcases how each theme contributed to advancing social justice, equality, and community empowerment during the reporting period through it's various project interventions and advocacy efforts.

# CHAPTER I

## Access to Justice, Human Rights, and Good Governance





## Access to Justice, Human Rights, and Good Governance

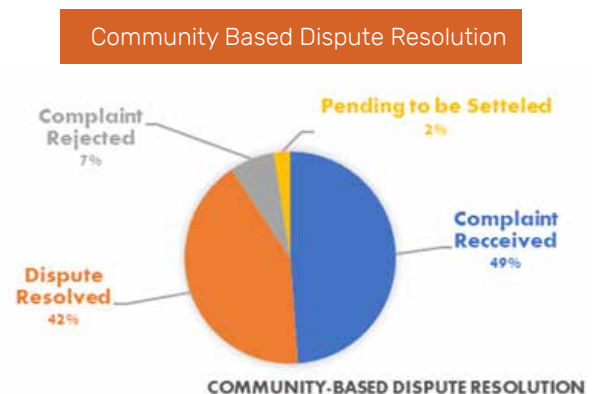
Access to Justice, Human Rights, and Good Governance is at the heart of NU commitment to building a just and inclusive society. Since 2004, NU has worked to empower vulnerable individuals and marginalized communities by providing legal aid education, enhancing legal awareness, conducting mediation, strengthening legal aid services, promoting human rights, and advocating for transparent governance. Through community mediation, capacity-building, legal aid support, public awareness, multi-stakeholder engagement and research and advocacy, NU tries to enhance the capacity of the vulnerable groups to seek justice and claim their rights in the light of fair and equitable justice. The overarching objective of this theme is to improve access to justice for marginalized people across the country. NU's approach will emphasize strong gender sensitivity, which will be reflected in the following strategic areas:

- Capacity-building training of grassroots women group leaders to develop their leadership potentials.
- Enhancing effective participation of women leaders in community mediation, local development bodies and social actions.
- Organize group meetings with women community members to develop awareness on women's rights, human rights, resistance to domestic violence and other social abuses.
- Establishment of a network between the elected women representatives and women's groups/ leaders.
- Fact-Finding, Para legalism, and Restorative Justice.
- Mass awareness about laws and human rights through education on legal and human rights, community mediation, improvement of local governance, and promotion of the right to information for women

## Key Achievements Under the Theme

### Community Based Dispute Resolution

Between July 2023 and June 2024, the Access to Justice project successfully resolved a total of 1,054 disputes across six project areas through community mediation and restorative justice (RJ) sessions. Out of which, 1,231 complaints were formally registered, with 880 resolved through community mediation and 351 addressed through RJ sessions. Of the total complaints received, 173 were withdrawn or dismissed, 5 cases were referred to the court, and 63 cases remained pending to be settled at the end of the reporting period.



A total of 2,038 individuals directly benefited from the resolution including 890 women and 1,148 men. Among the complainants, 776 were women and 650 were men, reflecting strong engagement of both genders in accessing justice mechanisms. To facilitate the resolution process, 2,091 committee members comprising 706 women and 1,385 men served as primary mediators. Additionally, 5,642 individuals (including 1,446 women and 4,196 men) such community leaders, and civil society representatives have actively participated in mediation sessions, which indicating a community-based conflict resolution effort. To ensure the sustainability and effectiveness of the dispute resolutions, the project conducted 1,804 follow-up visits (601 first follow-ups, 622 second follow-ups, and 581 third follow-ups).

To promote long-term peace and accountability within communities, these follow-up actions played a critical role in implementing decisions that has taken during mediation and RJ processes. As direct outcome of the 1,054 resolved cases through community mediation and RJ sessions, 156 individuals (97 women and 59 men) received significant financial and material benefits. These included BDT 7,970,050 and 3 acres and 157.74 decimals of land.

- Women beneficiaries (97 individuals) received BDT 7,193,100, and 34 decimals of land.
- Men beneficiaries (59 individuals) received BDT 776,950 and 3 acres and 123.74 decimals of land.

The benefits of the settlements helped the victims to gain strength and courage to restart their life again through recovering themselves from the harm that perpetuated against them.

### Legal Aid & Referral Services

Nagorik Uddyog has continued to provide legal assistance and litigation support to the poor and disadvantaged communities, particularly individuals who has lack of financial capacity to pursue justice through formal legal channels. This support was provided by 12 panel lawyers of NU at Rangpur, Barishal, and Pirojpur districts. During the reporting period (July 2023- June 2024), 5 new cases were filed in court by NU panel lawyers on behalf of victims; 1 case was dismissed by the court; and, 1 case was withdrawn following a mutual settlement. In addition to these, 20 cases remain under trial, which were filed prior to this reporting period. These ongoing cases continue to be monitored and supported by NU's panel lawyers. Besides, direct litigation support at court level, NU also provided referral support to the poor and disadvantaged people.

During the reporting period, 22 complaints were referred to the District Legal Aid Office (DLAO) to get legal support and resolved disputes. These complaints included 2 dowry-related disputes, one (1) criminal case, and 19 family-related disputes.



### Legal and Human Rights Awareness

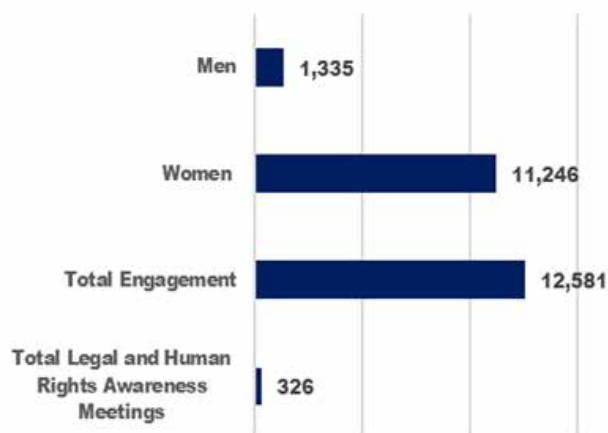
Between July 2023 and June 2024, a total of 53 legal counseling sessions were conducted at the community level, with the participation of 648 individuals, including 239 women and 409 men. These sessions addressed a variety of legal issues commonly faced by community members, such as family disputes, land conflicts, dowry and alimony, debt-related disagreements, voter ID registration, marital reconciliation, financial disputes, inheritance laws, criminal cases, second marriages, dowry-related theft, child marriage, and conflicts with neighbor. The counseling sessions played a vital role in enhancing legal awareness among participants, enabling them to better understand their rights and the legal avenues available to resolve their problems. One of the female participants shared her reflection on the impact of the sessions, saying:

“Before attending this session, I didn’t know how to respond when I face injustice. Now I know where to go and who can support me. I feel more confident to speak up and seek help legally.”- Rahena Begum, victim from Badarganj sub-districts, Rangpur.

## Legal and Human Rights Awareness Meetings at Community Level:

During the reporting period, a total of 326 Legal and Human Rights awareness meetings were held attending 12,581 participants, including 11,246 women and 1,335 men.

Legal and Human Rights Awareness Meetings



These meetings aimed to raise awareness among community members, particularly women, about their legal and human rights protection. The sessions covered topics, women's rights, domestic violence laws, child marriage prevention law, and access to legal aid and community mediation.



These meetings provided participants with the knowledge and tools to better understand their rights and how to seek justice in cases of rights violations.

Women, in particular, were encouraged to become more active in safeguarding their rights and seeking legal assistance when needed, helping to foster a more informed and empowered community.

## Advocacy & Campaign

### School Campaigns on Early Marriage, GBV, SRHR, & Primary Health:

During the reporting period, Nagorik Uddyog organized 22 awareness campaigns across 22 schools and madrasas, directly reaching 2,137 students (1,249 girls and 788 boys). These sessions were designed to build knowledge and encourage dialogue among adolescents on critical issues such as early and child marriage, gender-based violence (GBV), sexual and reproductive health and rights (SRHR), and primary healthcare practices. Through interactive and participatory discussions, students learned about the harmful consequences of child marriage including reproductive health risks, increased infant and maternal mortality, domestic violence, and long-term impacts on education and livelihoods. They were also informed about the Child Marriage Restraint Act, government hot line numbers, and available support mechanisms to prevent early marriage and protect young people's rights.



As a direct result of these campaigns, students not only enhanced their awareness but also began to play an active role as change agents within their communities. Notably, during the reporting period, nine early marriages were successfully stopped due to the proactive efforts of students in collaboration with members of the RJMF forum and Nagorik Uddyog.



# CASE STORY

FROM STRUGGLES TO STRENGTH:  
SUCCESSFUL CASE STORIES OF THE YEAR

## Mother Saves Her Daughter from Child Marriage



In Banaripara, sub-district of Barishal, 48-year-old widow Sahida Begum was struggling to raise her children after the death of her husband. Due to financial hardship and lack of support from her sons, she decided to arrange marriage of her 15-year-old daughter, Jinia. One day she invited the groom's family for formal discussions to fix the date of marriage and taking other necessary pre-wedding preparation. Day after, Sahida attended a community session organized by RJMF on human and legal rights, where child marriage was a key topic. During the session, she learned about the harmful health consequences of early marriage, the loss of educational opportunities for girls, and the legal penalties involved under Bangladeshi law. Knowing the numerous negative impacts, Sahida became frightened and fell in a confused situation about her daughter's marriage and her future life.

To get rid of this situation, Sahida immediately reached out to RJMF's community paralegal and RJMF facilitator to know more details and for guidance whether she married her daughter in this age or delay the marriage. At last, she decided to review her decision and cancelled the marriage immediately.

Since then, Jinia restarted her educational journey by the full support of her mother. On the other hand, realizing her mistake, Sahida has committed to supporting her daughter until she reaches adulthood.

*"If I hadn't attended the session,  
I wouldn't have known about the negative  
consequences of early marriage.  
This session opened my eyes and  
saved my daughter's life"*

Sahida Begum,  
Banaripara, Barishal

# CASE STORY

## RJMF Members Initiatives Gives New Life to Alo Rani



*"No one came to help me—not even my own children. I never imagined someone would rebuild my house. I am truly thankful to Jibon and everyone who helped me selflessly"*

Alo Rani  
Kawkhali, Barishal

Alo Rani, a 50-year-old widow from Subidhpur village under Chirapara Union of Kawkhali Upazila, lived alone in extreme hardship. After the death of her husband, her children abandoned her. With no stable income, she relied on a minimal widow allowance and occasional labor work. She lived in a broken, unsafe house—exposed to rain, cold, and the constant fear of theft or physical harm.

Her repeated appeals to community elites and local authorities were largely ignored and neglected. The turning point came when Jibon Krishno Das, a trained community paralegal working under the project, visited her as part of routine outreach. Observing her distressing condition, Jibon immediately sought support from RJMF members to help rebuild her house.

Jibon, along with RJMF members and mobilized local community members, collected funds and began reconstruction. By January 2024, her house was rebuilt through their joint effort. Later, the team committed to regularly looking after Alo Rani, providing her with basic necessities like clothing, warm food, and routine check-ins to ensure her well-being.



## CHAPTER II

### Empowering Socially Excluded Communities and Dalits



## Empowering Socially Excluded Communities

Bangladesh is a country of rich cultural diversity, home to various communities, including those from the British Colonial period. After gaining independence, the country maintained communal harmony, allowing diverse groups to live peacefully. However, over time, deep-rooted socio-cultural stereotypes and a lack of human rights adherence have led to widespread discrimination based on religion, caste, gender, and profession. As a result, marginalized groups such as Dalits, indigenous peoples (Adibashis), Transgender community, and persons with disabilities continue to face exclusion from societal benefits, despite the Constitution's guarantee of equality for all citizens.

Nagorik Uddyog (NU) is aiming to advocating for the rights and improving the quality of life for these excluded communities. NU's initiatives include the creation of the Bangladesh Dalit and Excluded Rights Movement (BDERM) to support Dalit rights, advocating for the Anti-Discrimination Act, and raising awareness on international platforms. Key objectives under the theme includes:

- Strengthening the capacity and welfare of Dalit Communities.
- Supporting Dalit organizations to advocate for their rights.
- Helping Dalit children to access to education.
- Providing capital and training for income generation, especially for Dalit women.
- Advocating to eradicate untouchability and promote inclusion.
- Supporting the conservation of Dalit language and culture.
- Challenging prejudices through education and awareness campaigns to create a positive attitude toward Dalits and indigenous peoples.

## Key Achievements Under the Theme

### Education and Scholarship Support to Dalit Students

#### Coaching Support for Secondary level Dalit Students:

Every year, many Dalits secondary-level students fail to pass the SSC examination, due to weakness in Mathematics and English subjects. To address this issue and build students' confidence, Nagorik Uddyog, provides academic support through 13 Education Support Centers across nine project areas. These centers take special attention on Mathematics and English subjects, which are commonly perceived as challenging and difficult subjects to pass. However, to reduce of weakness a total of 296 students (179 girls and 117 boys) has received academic support from these centers as preparation for the Secondary School Certificate (SSC) examination. Among them, 76 students successfully passed the SSC exam. Notably, 7 students achieved a Golden GPA 5.00 (A+), while 21 students received an 'A' grade, 16 achieved 'A-', 20 secured 'B', 11 earned 'C', and 1 student obtained a 'D' grade.

#### Pre-Primary Education Support for Dalit Children:

Nagorik Uddyog provides pre-primary education support to vulnerable Dalit children. A total of 37 Pre-Primary Education Centers has been established in the target areas.

These centers enrolled Dalit children aged 4 to 6 years, offering early learning opportunities in a supportive environment. The curriculum includes lessons in the Bengali and English alphabets, basic number counting (1 to 100), and foundational subjects such as general knowledge and primary health care.



Each year, approximately 1,440 children are enrolled and receive early childhood education from these centers. Consequently, the children are able to read and write basic words, recite poems. This has equipped them with the fundamental skills needed to transition into formal schooling.



#### **Scholarship Support for Higher Education for Dalit Student:**

Dalit in Bangladesh, undergoing through extreme poverty, food insecurity, inadequate sanitation, and limited access to education, healthcare, and livelihood opportunities. These systemic barriers contribute to a significantly low literacy rate among Dalit populations. Even when Dalit students manage to enroll in higher secondary or tertiary education, many are forced to discontinue due to financial hardship and social exclusion.

To address these challenges and support the educational aspirations of Dalit youth, Nagorik Uddyog, has been providing annual scholarship support to deserving students. From July 2023 to June 2024, a total of 35 Dalit students (including 20 girls and 15 boys) studies in universities, colleges, and medical institutions were awarded scholarships. Each student received BDT 24,000 for a year to cover essential academic expenses. This has contributed to promote higher education, in contrast, reduced the dropout rates among Dalit students.

#### **Livelihood Development of Dalit Community** **Income-Generating Activities for Dalit Women:**

##### **Income-Generating Activities for Dalit Women:**

Support was provided to economically disadvantaged Dalit women to strengthen their financial stability and promote self-reliance. During the reporting period, a total of 85 women received non-repayable financial assistance of BDT 5,000 each through 10 partner organizations, enabling the establishment or expansion of 17 small businesses. These grants were complemented by training sessions and the provision of essential materials, aimed at enhancing participants' skills in various income-generating activities.

The initiative helped the women to acquire practical business knowledge, improve their entrepreneurial capacity, and initiate or sustain small-scale ventures within their communities. Regular follow-up visits were conducted to monitor the effective use of training, grants, and resources, as well as to offer ongoing guidance and mentorship.

##### **Home Gardening for Improved Nutrition and**

##### **Income Generation:**

The income levels of Dalit communities in Bangladesh, especially among tea plantation workers, are extremely low, thus limiting their ability to afford nutritious food. This results in malnutrition-related health issues, particularly among Dalit women. To address this, Nagorik Uddyog has initiated an effort to empower Dalit women through home gardening as a means of improving both their nutrition and additional fair income. During the reporting period, one-day training sessions were organized across 10 project areas, specifically targeting Dalit women. The training focused on the importance of home gardening, the benefits of growing nutritious vegetables, and practical skills for cultivating and maintaining home gardens.

The participants learned about sustainable gardening practices and how to grow a variety of vegetables in their home yards.

As part of this initiative, agricultural input supplies were distributed among them. These included seeds for Red Spinach (100g), Spinach (100g), Coriander (5g), Eggplant (40g), Bottle Gourd (5 pieces), and Chili (20g), along with 20 kg of organic fertilizer to ensure healthy growth of the vegetables.

### **Skill Development Training for Economically Distressed Women:**

In response to the combat economic hardship caused by the COVID-19 pandemic, particularly among marginalized communities, Nagorik Uddyog provided skill development training to support financially distressed marginalized women. A total of 130 women (60 from Khulna Division, 50 from Sylhet Division, and 20 from Rajshahi Division) participated in a comprehensive 55-day tailoring training program. The initiative aimed to enhance their technical skills and create sustainable livelihood opportunities. Upon successful completion of the training, each participant was provided with a sewing machine to help them initiate income-generating activities from home.

### **Capacity Building and Leadership Development**

#### **Capacity-Building Training for CSO Members:**



To strengthen the capacity of local Civil Society Organizations (CSOs), a total of 80 training sessions were conducted for 80 CSOs on a range of important topics, including human rights, gender equality, networking, organizational management, local government systems, access to government services, legal rights, and mediation.

These training sessions significantly enhanced the organizational skills and knowledge of the CSOs, empowering them to better serve their communities. By equipping members with practical tools and a deeper understanding of governance, legal frameworks, and service access, these trainings have enabled the CSOs to assist their communities in navigating and utilizing available government resources and services more effectively.

### **Capacity-Building Training for Union Parishad Standing Committee Members:**

To strengthen the role and participation of marginalized community representatives in local governance, Nagorik Uddyog organized seven two-day capacity-building training sessions for 210 Standing Committee members (64 women and 136 men). The trainings covered key topics such as the Union Parishad Act 2009, the structure and functions of union councils, responsibilities of standing committees, public service delivery mechanisms, social safety net programs, and citizen engagement strategies. These sessions enhanced participants' knowledge, skills, and confidence, enabling them to contribute more effectively to union council activities and take part in the decision-making process.

### **Advocacy, Campaign and Awareness Raising:**

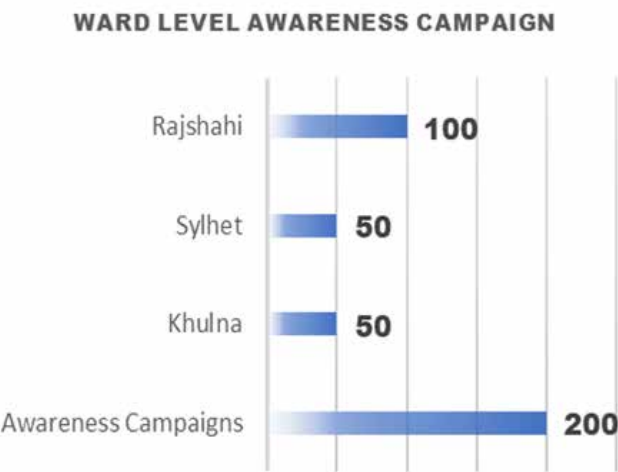
#### **Advocacy Meeting at National Level:**

On December 2, 2023, an advocacy meeting was organized at Lakeshore Hotel in Dhaka, aligning with the global 16 Days of Activism campaign to prevent violence against women. The event served as a platform to highlight and recognize the valuable contributions of project goodwill ambassadors and champions who have actively promoted gender equality, women's rights, and the prevention of violence at the community level. The meeting brought together national policymakers, rights activists, civil society members, and development partners to discuss

policy gaps, share good practices, and reinforce collective efforts to advance the rights and safety of women and girls in marginalized communities.

**Awareness Campaigns through Community Radio:**

Five community radio stations were launched to raise awareness about the rights, education, health, and discrimination issues faced by marginalized communities. The campaign included the broadcast of 20 awareness magazine programs, 20 radio talks, and 20 public service announcements (PSAs), all aimed at educating and informing local communities.



These broadcasts effectively highlighted the challenges and rights of marginalized groups, promoting a better understanding of their legal entitlements, available services, and resources. This has increased in awareness about marginalized communities' rights and access to government services, as community members became more informed about how to seek support and exercise their rights. The radio platforms played a key role in reaching remote areas, bridging information gaps, and encouraging greater community participation in social and legal processes.

**Ward-Level Awareness Campaigns for Anti-Discrimination Law:**

200 awareness campaigns were organized at the ward level. 50 campaigns on each in Khulna and Sylhet divisions, and 100 in Rajshahi divisions to build public support for the enactment of an Anti-Discrimination Law in Bangladesh.

These campaigns aimed to sensitize local communities about the importance of legal protections against discrimination based on caste, ethnicity, gender identity, disability, and other social factors. Through open discussions, leaflet distribution, and signature campaigns, it has promoted strong community engagement. A total of 20,076 individuals (10,079 women, 9,979 men, and 18 hijras) actively participated and endorsed the initiative by signing petitions, reflecting growing public demand for inclusive legal reform.

**Community Dialogues with Union Parishad on Basic Rights and Access to Basic Services:**

150 dialogue sessions were conducted with local union parishad to strengthen the inclusion and participation of marginalized communities in local governance and service delivery processes. These dialogues created opportunities for meaningful engagement between community members and local government representatives, focusing on rights awareness and improving access to basic government services. Through these discussions, 210 marginalized individuals were successfully included in various union standing committees, enhancing their voice in local decision-making. A total of 4,415 individuals (1,546 women and 2,869 men) participated in the sessions across the project areas.

### **Street Theatre Performances on the Rights of Marginalized Communities:**

12 theatre groups staged 300 street theatre performances across union, sub-district, and district levels to raise public awareness about the rights and realities of marginalized communities in Bangladesh. These interactive performances depicted the everyday struggles and discrimination faced by Dalits, indigenous peoples, hijra communities, tea garden workers, and persons with disabilities. The plays served as powerful tools to engage the public, challenge harmful stereotypes, and promote inclusivity. They also played a role in sensitizing local government and non-government institutions toward better service delivery. Approximately 59,720 individuals (34,141 men and 25,579 women) attended these performances.

### **Courtyard Meetings Using Ludo Game Method to Promote Awareness:**

To increase awareness and diminish/abolished the negative perceptions and attitudes towards marginalized communities, Nagorik Uddyog has organized 100 courtyard meetings across six districts in the Khulna and Sylhet divisions. These meetings uniquely utilized the interactive and participatory Ludo game method, making the sessions more engaging and relatable for community members. Through this approach, participants were encouraged to reflect on real-life scenarios, discuss issues affecting marginalized groups, and explore ways to uphold justice and inclusion. A total of 3,632 individuals (2,419 women and 1,213 men) actively took part in the sessions, fostering community collaboration in protecting the rights of the excluded.

### **Formation of Community Groups and Awareness Sessions with Sanitation Workers:**

To organize and empower sanitation workers, 16 community groups were formed across the project locations of sanitation workers (Khulna, Lalmonirhat, Bhola & Moulavibazar districts). Each group was consisting of 10 to 15 members. These groups were established to enhance collective awareness, representation, and advocacy among sanitation workers regarding their rights and entitlements. Following the formation of the groups, a total of 48 awareness sessions were conducted (three with each group) to build their knowledge on critical issues. The sessions covered a range of topics including occupational health hazards, workplace safety protocols, legal rights, social safety net programs, access to government services, and protection from workplace discrimination. Participants were also sensitized on hygiene practices, the importance of personal protective equipment (PPE), and procedures for claiming available health and safety allowances.

### **Bi-annual Coordination Meetings with the Change Agents:**

219 change agents selected from marginalized communities across Khulna, Sylhet, and Rajshahi divisions are actively working as vital links between their communities and local administration. To ensure effective coordination and enhance their contribution to the project, 16 bi-annual meetings were organized across eight districts during the reporting period.



These meetings provided a platform for the change agents to review the progress of project activities, share field-level experiences, identify implementation challenges, and strengthen collaboration among peers. The sessions also focused on refining action plans and developing practical strategies to address community-level issues more effectively.

### **Survey on the Conditions of Sanitation**

#### **Workers:**

Nagorik Uddyog conducted a comprehensive survey was conducted to assess the socio-economic and occupational conditions of sanitation workers across four selected locations: Khulna City Corporation, and Municipalities of Lalmonirhat, Bhola, and Moulvibazar districts. A total of 160 sanitation workers (40 from each area) participated in the survey.

The study aimed to gather detailed insights into wage discrimination, working and living conditions, access to health services, occupational safety measures, and the availability of health or safety-related allowances. The collected data will be analyzed and shared with relevant stakeholders, including local authorities, municipal bodies, and rights organizations, to advocate for improved rights, fair wages, and better working conditions for sanitation workers. The initiative is expected to contribute to evidence-based policy discussions and reinforce efforts to ensure dignity and protection for this highly marginalized sanitation Workers.

### **Mutual Learning Through Exchange on Rights of Marginalized Communities**

During the reporting year, four fellows from Bangladesh (three female and one male) and four from Nepal (three female and one male) engaged in the fellowship program focused on strengthening Dalit rights through mutual learning and practical exposure. The initiative was implemented under a strategic partnership between Nagorik Uddyog and Samata Foundation, aiming to build youth leadership, enhance research capacity, and promote cross-cultural exchange. The fellowship emphasized developing practical knowledge on the socio-political realities and human rights challenges faced by Dalit communities in both countries.

Under this program, fellows from Bangladesh and Nepal participated in extensive field visits, research, trainings, and joint reflection sessions. Every year, fellows are hosted in each other's countries to gain first-hand experience of the Dalit community's livelihood, social barriers, and cultural practices. These visits not only helped in building empathy and understanding but also facilitated comparative insights into existing discrimination, community resilience, and grassroots leadership.

One of the core components of the fellowship was the comparative research study on the economic, social, and cultural rights (ESCR) of Dalit women in Bangladesh and Nepal. The fellows jointly designed and implemented the research, collecting data from 440 Dalit women and girls across 20 colonies in Dhaka and surrounding districts. The study highlighted the multi-layered discrimination faced by Dalit women based on caste, gender, and socio-economic status, particularly in areas of land rights, food security, education, reproductive health, and participation.

The findings are intended to serve as a credible evidence base for future policy advocacy and development planning.

To deepen their practical skills and advocacy knowledge, the fellows participated in several capacity development activities. These included the Dalit Youth Leadership Development Training (April 2024) and the Gender Mainstreaming Toolkit Training (May 2024), both held in Dhaka. Additionally, fellows from Bangladesh attended the International Youth Exchange (IYE-2024) in August 2024, held in Kathmandu, Nepal, where discussions focused on youth entrepreneurship and environmental protection. A major learning was the preparatory training held in February 2024 at Soulti Hotel, Nepal, where fellows from Bangladesh, Nepal, India, Myanmar, and Cambodia participated in sessions covering ethical responsibilities, project management, SDGs, intercultural challenges, and health and safety.

Field-level exposure was a vital component of the program. From 23 to 29 May 2024, Bangladeshi fellows visited four Dalit-populated villages—Aaurahi, Mahuli, Tihuraut, and Kamalpur—in Siraha and Saptari districts of Nepal's Madhesh Province. They met with local CBO members, attended community discussions, and participated in three memorandum submissions. This was followed by a two-day visit to Gandaki Province (29 June–1 July), where fellows explored the lives and practices of the Gandharva and Mijar communities in Pokhara. A notable event during this visit was the exchange meeting with the Central and Gandaki Province Committees of the

Mijar Society – Nepal, which allowed for meaningful dialogue with Dalit leaders and stakeholders.

In return, Nepali fellows conducted a field visit to Bangladesh between 25 and 28 April 2024, where they visited Dalit colonies in Jigatola and Keraniganj, Dhaka.

Through courtyard meetings and direct interaction, they developed a comprehensive understanding of the living conditions and socio-economic challenges faced by Dalit communities in Bangladesh. Their engagement continued through participation in several events, including consultations on minority employment, roundtable discussions on election manifestos, capacity development training in Dhaka and Jashore, and seminars on SRHR and SDG 2030.

Fact-finding missions were also carried out to document the human rights violations and discriminatory practices affecting Dalit women and girls. Fellows participated in five such field investigations, analyzing issues around access to services, social stigma, and community neglect. They were also oriented on proper methodologies and techniques for conducting rights-based documentation and analysis. Throughout the fellowship year, mutual partner meetings were held in Kathmandu (October 2023) and Dhaka (December 2023), facilitating strategic reflections, planning, and experience sharing among the fellows and implementing teams. These engagements strengthened institutional collaboration and helped align the goals of both organizations under a common vision of equity and justice.

# Fellows



**Tamanna Singh Baraik**  
**Bangladeshi Fellow**

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“Stepping into the Dalit villages of Nepal was more than a field visit—it was a mirror into our shared struggles and strength. This fellowship has awakened a deeper purpose in me—to amplify the unheard voices of Dalit women and push for real change in my country with renewed conviction.”



**Sudikkha Pariyar**  
**Nepali, Fellow**

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“The moment I stepped into a Dalit colony in Bangladesh, I felt an instant connection—a bond of resilience across borders. This journey didn’t just teach me about injustice; it ignited in me a passion to be a change-maker for my community in Nepal, with knowledge, courage, and compassion.”

# ACTIVITIES



Partner Coordination Meeting



Dalit Youth Leadership Development Training (April 2024)



Field Visit at Sihara District, Nepal, 24 May 2024



Seminar on Empowering Socially Excluded Communities into Sustainable Development Goals 2030



Comparative research study Field visit  
(Dalit Colony, Keraniganj, Dhaka)



Fact Findings Among Community People



# CASE STORY

FROM CHALLENGE TO CHAMPION:  
STORIES OF STRENGTH AND SUCCESS

## A Story of a Women Leader from a Grassroot Dalit Community



Saraswati Das, is a young woman from the Telugu Dalit community of Bangladesh. She grew up in the Gabtoli City Dalit Colony, of Dhaka, where poverty and caste-based discrimination existed heavily. Her father was working as a sanitation workers in the National Parliament. But he was died while she was just passed the SSC exam. Her mother was also employed as a master roll (temporary position) position at the Rural Electrification Board, Dhaka. She is the sole breadwinner after departure her father. With two siblings and no stable income, they lead a very distressful and frustrating life. Saraswati's become afraid and fear of drop out from study as their financial condition does not allow to continue study. Being a daughter of the Telugu Dalit community, Saraswati witnessed first-hand the deep-rooted cycle of poverty and caste-based discrimination. She said about her past experience, "In our community, neither boys nor girls are taught to dream. Even if the boys get some education, they still end up becoming sanitation workers. No one aspires to be a doctor, engineer, or teacher, because, from birth, all we've seen our people is engaged with cleaning jobs."

In this worsen condition, she did not give up hope and dream. Despite overwhelming barriers, Saraswati was determined to pursued graduation. She wants to be a teacher in future. She started to private tutoring in the city colony. After two months letter, she also received NU scholarship support to continued her study. By doing so, finally she able to completed her Masters degree from Government Ispahani College.

Currently, Saraswati works as a Project Officer in Nagorik Uddyog. Her personal journey has begun to inspire change within her community.

"In our colony, children grow up believing they will only become sanitation workers in future, dreaming of anything else feels impossible. But now, some girls are telling me they want to become teachers. That means everything to me."

Belonging from such a community with tiny houses, huge shortage of basic facilities and the systematic domination

*"I want more girls to see me  
and believe they, too, can  
move forward."*

Saraswati Das

Gabtoli City Dalit Colony of Dhaka.

# CASE STORY

## Never Stopped Dreaming: An Inspirational Story of Puja Rani Das



Puja Rani Das, a 24-year-old female from the Kanpuri Dalit community. She was born and raised in Mironjilla City Colony, in Dhaka, with a fear of frequent eviction threat. Her family like many other families in the colony has been engaged in sanitation works. Puja has two sisters and two brothers in family. Her mother and one brother (another brother died in the early age) both are working as sanitation workers, earlier her late father was also a sanitation worker. Puja's two elder sisters never had the chance to attend school. In such a frightened condition, Puja dared to dream differently. Since Puja's early childhood life, she deeply understood her family's financial constraints and the socio-economic status of being a neglected community as Dalit. Her father has died in an early age while she was in class four. With the limited income of mothers as sanitation workers, it was truly difficult to continue her study. Despite the odds, Puja's determination did not come down. With these struggles, her determination led her to pass Secondary School Certificate (SSC) exam successfully. Her family told her to stop study rather pressure to engage in economic activities.

But Puja did not stop. She started teaching at a nearby coaching center "Bkash Kendra" only for 500 Tk in a month. Later, she started to teach more students. But it was not enough to contribute to her family along with continuing her study. Then, she was engaged with a part-time job with a 5000 taka per month. By managing and doing these triple things in one hand, she was able to complete her higher secondary. But alas! While she completed her HSC, the deadly CORONA virus stopped almost everything. She and her family again fell in big problem.

After the end of the COVID period, finally she came to know about Nagorik Uddyog and its Scholarship Opportunities for Dalit students. She attended the awareness meeting and discussed with the responsible community mobilizer regarding the opportunities. Finally, after a rigorous assessment, she got scholarship from Nagorik Uddyog, FJS project. Even in the face of eviction and extreme poverty, Puja remained committed to her dream. Finally, she enrolled in the undergraduate program at New Model College in 2024. Her struggles and aspiration to pursue education is becoming an inspirational story for her community, particularly for the girls. Coming from such a neglected and deprived community, it was not easy to study to run after a dream. She expressed her feelings,

*"Most people in our colony believe that a girl's life revolves around marriage and raising children. But I want to break this cycle. Through my journey in higher education, I want to motivate every girl in our colony. I want to prove that girls can cross the boundaries of four walls and achieve academic and personal success. I have seen my mother work tirelessly all her entire life. And, now I want to be the reason behind her smile."*

Puja  
Mironjilla Colony, Dhaka South City Corporation.



## CHAPTER III

### Gender Justice





## Gender Justice

Over the past decades, Bangladesh has made notable progress in women's empowerment and narrowing the gender gap. More women are now participating in education, employment, and public life. However, persistent inequalities in power structures, socio-cultural norms, and traditional practices continue to place women in a disadvantaged position. Challenges such as gender-based violence, wage inequality, early marriage, dowry, and limited access to property rights hinder women's development progress. The COVID-19 pandemic further exacerbated these issues, causing many girls to drop out of school and be forced into early marriage. Despite constitutional guarantees and international commitments like CEDAW, women continue to face discrimination and violations of their rights. Since its inception, Nagorik Uddyog has been actively working to promote women's rights along with eliminating gender-based discrimination through a range of initiatives:

- Advocacy for effective enforcement of laws that protect women, girls and children.
- Capacity-building to enhance women's leadership in social and political spheres.
- Legal aid support for women facing violence or discrimination.
- Skill development and mentoring support for women's economic empowerment.
- Promotion of reproductive rights and access to healthcare services.
- Formation and capacity-building of Women's Rights Groups to amplify women's voices.
- Community awareness campaigns and cultural programs to challenge gender biases.

## Key Achievements Under the Theme

### Women Empowerment and Leadership Development

#### Six Women Leaders Honored with "Joyeeta"

##### Award:



Six outstanding women members have been honored with "Joyeeta" Award in recognition of their exemplary leadership and contributions to promoting justice, women's empowerment, and social change within their communities. The awards were presented on two significant occasions International Women's Day (December 9, 2023) and International Day of Rural Women Day (October 15, 2023). "Joyeeta" Awards has been provided at the district and upazila levels under the initiative of the Ministry of Women and Children Affairs (MoWCA) and Local administration.

Due to their appreciable role and struggles, they have become inspiration and emerged as rights defenders at community level. They were selected for the Joyeeta Award and Rural Women's Award through a competitive and merit-based process in recognition of their inspiring personal journeys. Each of them has overcome from personal challenges and helped others to claim their rights. Their impactful work includes supporting marginalized and disadvantaged women with legal help, solving disputes through mediation, and raising awareness about gender-based violence.



They have shown strength in the face of repression and have made significant progress in improving their own lives and the lives of others. Additionally, they have played a pivotal role in promoting social development, achieving economic success, and ensuring access to basic services for the vulnerable groups. They have made a strong impact in rural communities through their outmost efforts to demonstrate how women at the grassroots level can bring real change in the communities.

### **Women Members Proactive Initiatives in Advancing Women's Rights and Social Justice:**

During the reporting period, members of the Access to Justice Project played a proactive role in promoting gender justice and protecting women's rights at the community level. They have successfully prevented 30 child marriages and facilitated 8 dowry-free marriages, and directly challenging harmful practices against women and girls. They also helped rescue a person from a public lynching, assisted an unidentified woman in accessing government shelter services, and supported a female student in seeking justice after facing sexual harassment. Moreover, they prevented two dowry-related divorce cases, helped reunite a one-month-old infant with mother, and facilitated 63 legal marriage registrations. The continued efforts of the members to monitor and report human rights violations reflected a strong commitment to advancing justice, dignity, and protection for women and vulnerable groups at community level.

### **Women Members' Active Role in Expanding Access to Social Safety Net Services:**

As part of their commitment to promoting social inclusion and community well-being,

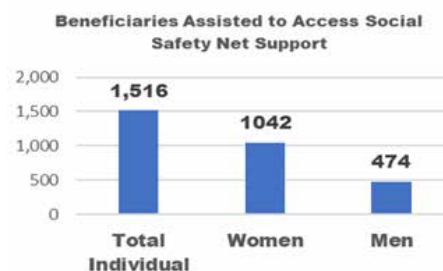
members of the access to justice project have actively collaborated with local government authorities to ensure inclusion of vulnerable individuals, particularly women, and to access essential government safety net programs. During the reporting period, they have supported a total of 1,516 individuals including 474 women and 1,042 men for inclusion and receiving various social protection services.

These services included the widow allowance, old-age allowance, maternal & pregnancy allowance, education stipend, VGF, VGD, FFW, GF, TR and so on. This inclusion of the vulnerable groups enables them to lift-up from the hardcore struggles what they daily experienced.

### **Awareness Raising on Human Rights, SRHR and GBV**

#### **Promoting Sexual and Reproductive Health Awareness through Media Outreach:**

To increase public understanding and engagement on sexual and reproductive health and rights (SRHR), a media-based awareness campaign using national FM radio platforms. This included the broadcasting of public service announcements and specially produced anti-pornography awareness dramas to address harmful content and promote responsible media consumption. The campaign focused on issues such as consent, bodily autonomy, and the importance of accurate SRHR information, particularly for youth and parents. Through these broadcasts, the project successfully reached approximately 250,000 listeners across diverse geographic areas.



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### Street Theater Performances to Raise Awareness on SRHR and Human Rights:

Nagorik Uddyog youth-led theater group organized 13 street theater performances in public spaces to raise awareness on critical social and health issues. The performances focused on themes such as Comprehensive Sexuality Education (CSE), access to sexual and reproductive health services, freedom of expression, gender equality, prevention of gender-based discrimination, child marriage, and substance abuse. These interactive and engaging performances served as a powerful medium to initiate community dialogue and challenge harmful social norms. A total of 1,841 people participated in the events, where many of them were engaged in open discussions on the highlighted issues following the shows.

### Quarterly Ward-Level Awareness Meetings with Youth on Human Rights and SRHR:

12 ward-level awareness meetings were organized with youth participants on a quarterly basis. These sessions aimed to enhance young people's understanding of human rights, comprehensive sexuality education (CSE), sexual and reproductive health (SRH) services, freedom of expression, gender equality, and protection against gender-based discrimination. Other key issues such as child marriage and substance abuse were also addressed. Through interactive discussions, the 480 participating youth were encouraged to reflect on these issues, share personal experiences, and engage more openly in conversations about their rights, responsibilities, and well-being.

### Broadcast of Public Service Announcements on SRHR through Radio Dramas:

As part of its awareness-raising strategy, the RHRN2 project produced and broadcast two Public Service Announcement (PSA) dramas "Pornography-Against Play" and "Growing Up: Understanding Physical Changes During Puberty" on National FM Radio. These radio dramas aimed to promote sexual and reproductive health and rights (SRHR) by addressing sensitive but critical topics such as puberty, bodily autonomy, and the harmful effects of pornography. The creative storytelling format encouraged listeners to reflect on these issues in a relatable and engaging way. It is estimated that the broadcasts reached approximately 250,000 listeners across diverse communities, contributing to broader public understanding and dialogue around SRHR.

## **Psychosocial Counseling Sessions for School Students:**

Psychosocial Counseling Sessions for School Students: Under the RHRN2 project, a total of 20 psychosocial counseling sessions were conducted with school students, with the aim of promoting mental well-being and emotional resilience among adolescents.



These sessions have reached 400 students, who were introduced to the concept of mental health, its significance in daily life, and common challenges faced during adolescence. Through interactive group activities, discussions, and games, the students learned practical strategies for managing stress, expressing emotions, and seeking help when needed. The sessions also encouraged open dialogue to reduce stigma around mental health and promote a supportive environment within schools.

## **Awareness Session on Human Rights and Women's Rights:**

A series of awareness-raising sessions were conducted to address key human rights issues affecting the Dalit community, with a particular focus on gender, women's rights, and gender-based discrimination. A total of 200 community meetings were conducted whereas 4,005 Dalit men and women engaged in discussions on child marriage, dowry practices, divorce, SRHR, gender equality, GBV, women's rights and discrimination in accessing legal rights.

In addition, targeted training sessions on sexual and reproductive health and rights (SRHR) were organized for school management committees, guardians, and youth, covering essential topics such as sexual health, puberty, and the role of parents in addressing adolescent challenges. These has contributed to strengthen community awareness and promote inclusive, rights-based approaches to social development.

## **Meetings on SRHR with School Management Committees and Parents:**

Under the RHRN2 project, seven (07) introductory meetings on Sexual and Reproductive Health Rights (SRHR) were held with School Management Committees (SMC) and parents. These meetings discussed the roles of parents and teachers in dealing with sex education and youth, the importance of understanding sexual and reproductive health rights, and age-appropriate comprehensive sexuality education methods. As a result of the discussions, the SMC and parents gained insight into the need for comprehensive sexuality education and sexual and reproductive health and rights for secondary school students, particularly focusing on the mental and social health of adolescents.

## **Capacity Building on SRHR and Women Rights**

### **Capacity Building for Young Journalists on Reporting SRHR and Sexuality Education:**

A capacity-building training session organized for young journalists from national newspapers and television channels, focusing on writing and publishing news related to sexuality education and sexual and reproductive health and rights (SRHR).

The training aimed to enhance the participants' skills in ethical, accurate, and sensitive reporting on SRHR issues, which are often underrepresented or misrepresented in mainstream media. A total of 17 journalists participated in the session. They expressed a positive shift in attitude and a greater willingness to report on these critical and socially relevant topics to more informed and inclusive media coverage.

### **Youth Leadership Building and Skill Development Training:**

One leadership building and skill development training was organized for youth, focusing on empowering them as agents of change within their communities. A total of 19 young changemakers participated in the training. Through interactive sessions and group-based learning, participants enhanced their understanding of leadership qualities, community engagement, and the importance of volunteerism. The training also integrated key components on sexual and reproductive health and rights (SRHR), helping youth recognize their roles and responsibilities in promoting rights-based, inclusive, and healthy communities.

### **Orientation on Sexual and Reproductive Health and Rights:**

A total of 20 orientation sessions were conducted by the RHRN2 projects for the purpose of informing school students about sexual and reproductive health, rights, and sex education. Topics covered included physical and mental changes during adolescence, sexual and reproductive health issues, child marriage, mobile addiction, substance abuse, pornography, bullying (school and cyber), good touch, bad touch, and sexual harassment. It has also raised awareness about the essential aspects of sexual and reproductive health, empowered students by expanding their knowledge, and helped them better understand their rights.

A total of 496 participants, including 273 males and 223 females, attended the training sessions.

### **Virtual Training on Safe Digital Communication:**

Two (02) virtual training sessions on safe digital communication were held with 52 members of the Youth Change Makers (New Messengers) team of the RHRN2 project. The training covered topics such as the definition and examples of social media, methods of usage, the difference between networks and media, the importance of using social media safely, what to post and what not to post, the need for strong passwords, and dealing with misinformation and communication breakdown. The training helped participants analyze the context before sharing information, commenting, or reacting.

### **Capacity Building Workshop on Gender-Transformative Approach:**

A capacity-building workshop on the Gender-Transformative Approach (GTA) was conducted for youth groups and civil society organizations (CSOs) to strengthen their understanding and application of gender equity principles.



The workshop focused on key concepts such as gender, sexuality, gender identity, and gender diversity, and emphasized how social norms, power dynamics, and structural inequalities affect individuals and communities.



Through interactive sessions, participants explored practical strategies to challenge gender-based discrimination and promote inclusion in their work. A total of 44 participants attended the workshop, enhancing their capacity to adopt and promote gender-transformative practices in their respective spheres of influence.

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### **Capacity Building of Women-Led Coalitions**

#### **Members:**

Twenty capacity-building sessions were conducted with eight grassroots women-led organizations within the women-led coalition, aimed at promoting gender justice and strengthening community-based advocacy initiatives. The sessions focused on to enhance participants' understanding of gender equality, human rights, gender-based violence (GBV), family violence, women's empowerment, and the prevention of child marriage. These interactive trainings increased the capacity of local women leaders and their allies to recognize and address harmful social norms and practices. Besides, they have advocated for survivors of domestic violence, and other forms of violence to promote a gender-sensitive society and community. The initiative also fostered solidarity among coalition members and strengthened their role in local governance and social change efforts.

## **Advocacy and Research on SRHR**

### **Research on the Integration of CSE and SRHR in the Secondary School Curriculum:**

A research was conducted to assess the implementation of Comprehensive Sexuality Education (CSE) and Sexual and Reproductive Health Rights (SRHR) within the secondary school curriculum in Bangladesh. The study gathered insights from a diverse group of 563 participants, including teachers, students, and parents, to understand their perceptions, concerns, and expectations regarding the integration of CSE and SRHR content. The findings provided valuable feedback on the effectiveness of the new curriculum, highlighting areas for improvement and the need for inclusive, age-appropriate, and culturally sensitive approaches. The research contributed to evidence-based advocacy for strengthening CSE and SRHR education in schools.

### **Strategic Engagement with the National Human Rights Commission on SRHR:**

A meeting was held with the Chairman of the National Human Rights Commission (NHRC) to advocate for the integration of sexual and reproductive health and rights (SRHR) into the Commission's regular programs and priorities. As a result of the discussion, a thematic group on youth SRHR was formally established within the NHRC framework. The Chairman commended the objectives of the RHRN2 project and expressed a strong commitment to continue collaborative advocacy efforts with civil society organizations and RHRN network members to promote and protect SRHR across the country.

## National Consultation on Youth Sexual and Reproductive Health and Rights:



A two-day national consultation was organized to discuss youth sexual and reproductive health and rights (SRHR), to bring together key stakeholders under the "RHRN2" project.

The consultation highlighted the activities, achievements, and best practices of seven implementing partners, with focused discussions on comprehensive sexuality education, challenging harmful gender norms, and addressing misconceptions around masculinity and SRHR. A total of 164 participants, including youth representatives, civil society actors, and project partners, have actively participated in the event.

## Participation in International Forum and Advocacy on SRHR:

One Project Coordinator has participated in an international Annual regional meeting of RHRN2 coalition in Indonesia on October 20-26, 2024. In the meeting, exchange views of partner organization in the context of SRHR, How the anti-rights groups are creating challenges to remove CSE from school curriculum in different parts of the world, how Islamic conservative district in Indonesia, where through a strong alliance SRHR movement is moving forward and how to identify the mis-dis-mal information, different sites for fact checking, etc. were discussed.

Therefore, the sustainability plan from different country's organizations and identifying potential donors and stakeholders are also discussed in the meeting. From November 15-17, 2023, Project Officer (Advocacy), participated in the 7th Asia-Pacific Population Conference held in Bangkok, Thailand. The conference provides a unique opportunity for the participants to engage with key stakeholders, policymakers, and organizations in the field of population and SRHR.

Through active participation in discussions, side events, the organization seeks to influence policy decisions, promote evidence-based practices, and contribute to shaping a supportive and inclusive environment for youth SRHR in the region. This participation opened doors for further discussions on sexual and reproductive health and rights with key stakeholders and policymakers.

## Fellowship Award to Promote SRHR Leadership Among Gender-Diverse and Minority Youth:

To strengthen inclusive youth leadership in the field of sexual and reproductive health and rights (SRHR), two young women, one from the Dalit community and one from a minority ethnic group have received fellowships to gain professional experience through project interventions. This has developed their capacity in rights-based advocacy, community mobilization, and policy engagement activities. Both fellows are expected to play an active role in local-level advocacy for women's rights as well as emerge as influential change makers within their respective communities.

### Development of SRHR Toolkit for Minority Communities:

A comprehensive toolkit on Sexual and Reproductive Health and Rights (SRHR) was developed, specifically tailored for minority communities. The toolkit addresses key topics including the harmful effects of pornography, understanding physical changes during puberty, and the importance of consent. To ensure relevance and youth engagement, Youth Change Makers (New Messengers) played an active role in the content development process, contributing to storylines, script writing, character creation, and voice recording for two animated educational cartoons. This participatory approach enhanced the cultural sensitivity and accessibility of the materials, making them more relatable and impactful for the target audience.

### TV Talk Show on SRHR Awareness: Reaches 2 million Viewers:

For mass awareness initiative, Nagorik Uddyog aired a four-episode television talk show on Channel I focused on raising awareness about sexual and reproductive health and rights (SRHR).



The series explored critical themes including the status of SRHR in Bangladesh, the need for age-appropriate information, the importance of integrating Comprehensive Sexuality Education (CSE) into the national curriculum, and the influence of national culture on shaping public attitudes towards SRHR. Developed in collaboration with media professionals and key stakeholders, the show effectively engaged viewers and generated broad public interest. An estimated 2 million people watched the series, making it a significant step toward normalizing dialogue around SRHR issues in the country.

# CASE STORY

## FACES OF STRENGTH: OVERCOMING THE ODDS THIS YEAR

### A Story of a Women Leader from a Grassroot Dalit Community



Joyanti Rani Das, is 45 years of age-old lady. Popularly known for her leadership, commitment and good work for the Dalit community in Jessore. She is the President of “Sasothi Nari O Shishu Unnayan Shangstha”, a local Dalit-led CSO organization working to improve the lives of women and children. In 2020, her organization “Sasothi Nari O Shishu Unnayan Shangstha” became a local implementing partner of the PPRDTPEEG project aims to work across four unions in Sadar Upazila.

Joyanti's leadership journey began when she was invited by the organization's secretary, Ayna Moti Biswas, to join Sasothi. She quickly took on important roles. Today, as the President of Sasothi and a bank signatory for the project, she approves budgets, guides team members, leads project activities, and raises her voice for Dalit rights through meetings, events, and advocacy efforts.

Joyanti is not only limited to this project related work, she goes far beyond project work. The capacity building support from the PPRDTPEEG project enabled her to become a safeguard and inspirational leader in her community. She helped families in crisis, preventing early marriages, supporting victims of violence, and standing beside among women who are facing injustice and deprived of legal rights and entitlements. She is widely respected and well-connected with local authorities, journalists, and community leaders.

But today's Jayanti is not grown up in a day not even passed with a happy and smooth journey. It's full of struggle and hardship. She has got married at the age of 12. Despite marrying at the age of 12 and facing many personal hardships, including years of financial struggle, Joyanti never gave up. She worked in a tailoring shop for two decades to support her family.

However, Joyanti's one of her notable achievements is leading the Durga Puja committee, perhaps it may be the only female-led committee at that time in Bangladesh. But it wasn't easy to lead. Due to female led committees, priest and some bad intend people refuse to participate. She took the challenge and boldly asked her own son to take the role. Finally, she dismantling the deep-rooted social norms and proving that women can lead in every space. Today, Joyanti Rani Das is more than a community leader. She is a symbol of courage, change, and hope.

Joyanti Rani DAS  
Dalit Community, Jessore



# CASE STORY

## Echoes of Empowerment: Dip's Transformative Journey



Dip, is a 17-year-old student of Hazi Siraj Uddin Memorial High School in Narayanganj. He lives with his family in a small room on Wilson Road, Ekrampur Bandar. Despite growing up in a marginalized Dalit community and helping his father (works as a funeral laborer under the City Corporation), he has emerged as a confident and empowered youth leader at his community.

Dip's community, comprising 42 households from sub-castes such as Dom, Domer, and Lalbegis. They lived with extreme limited access to basic services, including just three common washrooms and six water points. Life was full of constraints. However, Dip's involvement with Nagorik Uddyog marked a significant turning point in his life. Before joining the organization, Dip had never ventured beyond Narayanganj and struggled with a lack of self-confidence. However, his exposure to Nagorik Uddyog opened his eyes to crucial social issues, such as sex, gender, menstruation, cleanliness, and the concepts of good and bad touch. These lessons, particularly from the Sexual and Reproductive Health and Rights (SRHR) training, became instrumental in his growth.

Through Nagorik Uddyog, Dip gained extensive knowledge and confidence. He actively participated in training sessions on leadership and SRHR and shared what he had learned with his peers. "I taught my younger sister about good touch, bad touch, and menstruation hygiene," Dip shares. This newfound understanding not only helped him educate others but also allowed him to better comprehend his own physical and mental changes during puberty. Before his involvement with Nagorik Uddyog, Dip was confused and anxious about wet dreams. But now, with confidence, he understands that these experiences are a normal part of growing up. As Dip continued to develop his confidence, he joined the NoboDyuth theater drama team. Initially shy, Dip began to discover his talent for playing the tabla, a traditional musical instrument, and soon grew comfortable in his new role. Through the theater, he was able to express his artistic talents while advocating for SRHR, using drama as a platform to spread awareness and inspire change. His involvement in the theater was a key moment in his personal empowerment, reinforcing the significance of SRHR and boosting his self-motivation during puberty. However, life in Dip's community is not without its struggles. One of the most pressing issues is drug use. Drugs are openly sold by neighbors and even relatives, and Dip's father occasionally uses drugs during festivals and funerals. Witnessing the damaging effects of drug addiction firsthand, Dip made a conscious decision to avoid drugs, fully aware of their harmful impact on health.

Dip's transformation as a NoboDyuth changemaker has inspired him to pursue a career in law. He dreams of becoming a lawyer to advocate for justice and improve the lives of people in his community. "I want to become a lawyer to help my people and create a better future for them," he says, driven by his desire to bring about positive change.

# CHAPTER-IV

## Child and Labor Rights





## Child and Labor Rights

Despite progress in various sectors, the rights of children and laborers especially those from low-income and marginalized communities remain largely overlooked. Childcare and education for children of working mothers, particularly in the informal sector and garment industry, are rarely addressed by mainstream programs. Many of these children are deprived of proper nutrition, healthcare, and access to education due to economic hardship and the absence of support systems.

Since 2013, NU has been addressing these challenges through targeted interventions focused on working mothers and their children. This includes providing informal education and skills training for street and working children, and operating day-care and drop-in centers in Dhaka to support working mothers. In parallel, in the area of labor rights, NU focuses on research, policy advocacy, and awareness at the national level to influence systemic change. Special attention is given to promoting the rights of marginalized labor groups, including Dalit and informal sector workers, whose issues are often absent from mainstream labor agendas. Through evidence generation, stakeholder dialogues, and national conferences, NU advocates for inclusive labor policies that address exploitation, discrimination, and lack of protections for minority workers. The following are the key dimensions of the focus:

- Child Rights (Child Care and Children's Education)
- Labor rights for the workers of the Garments and informal sector
- Child safeguard policy and Early Childhood Development (ECD)
- Trade union and Labor laws
- Research and Advocacy on the issue of child and labor rights

## Key Achievements Under the Theme

### Day Care and Drop-in Center Support with Pre-School Education for Garments Worker Children:

#### Daycare Support with Pre-Primary Education for Informal Worker (Garments)

To support informal worker especially women who are employed in the garment sector or doing work in other informal sectors, Nagorik Uddyog implements an integrated daycare project titled "Improving Access to Education and Protection Services for Children of Women Textile Workers in Dhaka, Bangladesh" with the financial support from Traid, UK (Supported by ChildHope, UK). The 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).

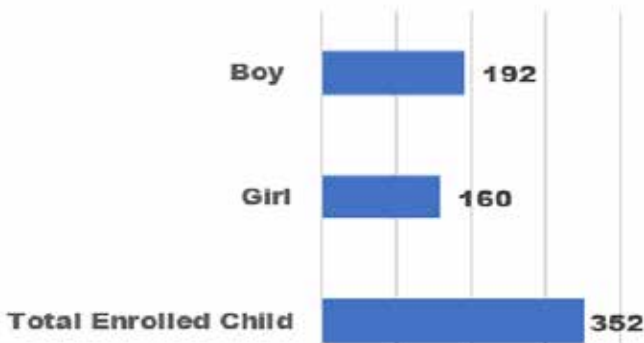


In the labor-concentrated zones of Adabor and Mirpur, Dhaka, Nagorik Uddyog operates two daycare centers (Sopnopuri-1 and 2) and two drop-in centers (Alor Mela-1 and 2). These centers offer full-day support, including early childhood education, health check-ups, technical skills development, and balanced meals.

They are designed to ensure the highest levels of safety, care, and early learning for children from vulnerable families.

These services allow mothers to pursue employment with peace of mind, knowing their children are well cared for. During the reporting period (July 2023 to June 2024), a total of 352 children including 160 girls and 192 boys were enrolled and benefited from these comprehensive services.

**Children Enrolled at Daycare Centers**



This support has significantly helped working women groups to continue their jobs with peace of mind that their children are in a safe, caring, and developmentally supportive environment.

**Science and Cultural Exposure Visit for Drop-in Center Children:**

On October 6, 2023, a science and cultural exposure visit was organized for 40 children (29 boys and 11 girls) and 10 staff members from the Drop-in Center. The children visited the Bangabandhu Sheikh Mujibur Rahman Novotheater, where they watched educational videos on the life of Bangabandhu and space exploration. They also explored the Sheikh Russell Gallery, engaging in science-themed games and learning activities on topics like the Liberation War, dinosaurs, scientific discoveries, and contributions of various scientists.

**Capacity Building Activities of Day-care and Drop-in centers Staff:**

**Safeguarding Training:**

Two Safeguarding Trainings were held on July 25–26, 2023, and January 15 & 23, 2024, at the NGO Forum Lalmatia, Dhaka. A total of 25 staff members from were participated.

The training covered key topics such as child protection principles, types of sexual abuse and harassment, risk identification, code of conduct, consent, and whistleblowing procedures. Notable participants included Amit Arulanathan, Executive Director of Grambangla Unnayan Committee, and Zakir Hossain, CEO of Nagorik Uddyog.

**Psychosocial Counseling Workshop:**

Held on May 15–16, 2024, this workshop was designed to strengthen the mental well-being and resilience of project staff. Facilitated by Moksud Malek, the session included basic counseling skills, burnout management, parenting techniques, mental health care, and self-care practices. A total of 20 participants from various projects were attended.

**Center Guidelines and Project Management Orientation:**

On March 3, 2024, an orientation session on Center Guidelines and Project Management took place at Nagorik Uddyog’s office in Lalmatia, Dhaka. A group of 15 staff members from the Child Rights Unit and other departments received hands-on orientation to enhance project implementation and center management practices.

Topics covered included safeguarding and child protection, types of sexual abuse and protection methods, center operating protocols and guidelines, children safety, and other project management issues.



# CASE STORY

## TURNING STRUGGLE INTO STRENGTH

### A Mothers Struggle: Journey towards Hope and Dream



*"The center has given me hope. Without it, I would have struggled to work at the garment factory and might have died hungry with my daughter"- Asma*

Asma (23) was born in Islam Bari village in Natore district. Her father, Kamal Uddin, is a farmer, and her mother, Farida Begum, was a homemaker. Asma is the only child in her family. Her childhood, however, was full of hardship as her father was substance addict and often subjected her mother to severe abuse. Despite knowing of her husband's addiction only after marriage, Farida endured physical abuse regularly. In 2010, When Asma was just nine years old, her mother passed away due to the ongoing violence. Following her mother's death, her father was imprisoned for six years.

Asma was raised by her maternal grandmother, who took responsibility for her upbringing. However, her aunts were unsupportive, and her grandmother had to work as a domestic helper to provide for both of them. Asma attended Primary school until fifth grade, but financial limitations forced her to drop out. Over time, her grandmother aged and fell ill, unable to continue supporting her. Given these challenges, her grandmother eventually encouraged Asma to stay with her paternal aunt in Dhaka,

believing she was old enough to make her own decisions. In 2016, Asma moved to Dhaka and lived with her aunt in Adabor. Shortly after arriving, she found work as a helper at a garment factory, and within six months, she was promoted to an operator. The steady income allowed her to cover her expenses and send some support to her grandmother in the village.

A year later, Asma met Mohammad Shaheen, a coworker at the factory. Their relationship grew, and they married on February 1, 2019. After marriage, Asma left her job, and they seemed to be leading a happy life. On April 20, 2021, their daughter, Ayesha Moni, was born. However, as Ayesha turned one, Asma noticed a drastic change in husband's behavior. He began returning home late, became increasingly disrespectful, and contributed less to household expenses. Over time, she discovered that he was involved in an extramarital relationship with a coworker. This revelation led to constant conflict, and he resorted to physical and mental abuse.

Unable to bear the abuse, Asma left Shaheen and moved back to her aunt's home with her young daughter, Ayesha. She resumed work at the garment factory and managed for six months, though her aunt's small room made it difficult to stay long-term. Asma rented a separate room for herself and Ayesha but faced the challenge of childcare while working. She was constantly worried about her child wellbeing, and feared of losing her job.

Asma's aunt, aware of the daycare facilities at Shopnopuri-1 (Day-care Centre), suggested Asma visit the centre and share her problems. She met centre's staff members, who empathized with her and enrolled Ayesha in the day care centre in December 2023. This gave Asma peace of mind, knowing her daughter was safe and cared for, enabling her to focus on job and remain self-dependent. Asma expressed deep gratitude.

# CHAPTER-V

## Land, Water, Environment and Climate Justice



## Land, Water, Environment and Climate Justice

Land, Water, Environment and Climate Justice are relatively new strategic areas of our work, however, NU through its affiliation and engagement with national and international platforms research, advocacy and emergency response work, NU contributed to protect the preservation of land, water and environment as well as to ensure climate justice. In Bangladesh increased frequency of cyclone and flood disasters are taking away the means of living for the poor. Among many different disadvantages caused, an increased level of salinity in the water and persistent heat waves cause agricultural productivity to decline. Men from different disaster-prone areas migrate in search of food, work and income, leaving behind family to suffer at home. Vulnerability of these marginalized groups are much higher than men.



The gender perspective of climate impact deserves serious consideration to ensure a resilient development process. NU focuses on this area of work to promote environmental and climate justice for the climate victims in both rural and urban areas. Apart from organizing training on climate change to raise awareness among the stakeholders, NU has conducted research and advocacy work for policy change. NU also organized and led community efforts in environmental conservation and adaptation to climate change by implementing different

activities such as awareness campaigns on environmental degradation, human chain, seminar, community group meetings, and tree plantation. Besides, NU has produced and disseminated IEC (Information, Education and Communication) materials to raise community awareness on these issues.

Moreover, NU tries to build its capacity to make rapid responses to disaster situations, particularly those affecting the community groups.



An effective emergency response and early warning system (EWS) can potentially reduce more serious damage to people and their properties. Almost every year, NU initiates emergency response initiatives in the time of disaster and after disaster. However, the strategic provisions under the area includes:

- Campaign and Awareness building programme on environment and climate issues
- Rehabilitation programme such as infrastructure development and income generating activities like
- livestock animal and nets, agricultural inputs such as seeds, seedlings, and fertilizers
- Lobby, Advocacy and Research on climate justice
- Distributed emergency relief goods like food, medicine, clothes, baby food etc. among the effected communities
- Organize human chain/campaign/ movement for climate justice



## Key Achievements Under the Theme

Nagorik Uddyog (NU) actively engaged with national and international platforms to advocate for environmental justice, with a focus on protecting land, water, and environmental rights. These efforts are part of NU's broader commitment to building a sustainable and climate-resilient future for the next generation.



During the reporting period, NU participated in multiple events, conferences, and joint advocacy initiatives focused on land rights, water governance, and climate justice. NU contributed to the development of advocacy briefs and policy dialogues, promoted public discussions, and supported campaigns and human chains in collaboration with like-minded networks. Particular emphasis was placed on advancing the land and resource rights of women and disadvantaged communities, and on framing climate justice as a fundamental human rights issue.

Through its project interventions, NU made tangible progress in securing environmental rights:

- Recovered 3 acres and 157.74 decimals of land benefitted 156 individuals (97 women and 59 men)
- Provided awareness and education on land, water, and environmental rights to approximately 500 individuals.
- Delivered emergency relief assistance to 500 households affected by cold waves in Rangpur Sadar, Badarganj, and Pirgacha Upazila.

## Affiliation with Relevant National & International Environment Movement Networks:

- Bangladesh Paribesh Aandalon (BAPA)
- Water Rights Forum, Bangladesh
- Bangladesh Water Integrity Network (BAWIN)
- Bangladesh Land Rights Network (BLRN)
- International Land Coalition (ILC)
- Climate Justice Alliance Bangladesh
- Save the River Movement Bangladesh

# CHAPTER-VI

## Policy Advocacy and Networking



## Policy Advocacy and Networking

Under the theme the priority areas of NU work include, research, thematic study, networking, policy advocacy and lobbying. Nagorik Uddyog has a comprehensive program to promote rights of the disadvantaged people, mainly in the country, but also to a limited extent, internationally. NU programme of work is implemented in different parts of the country with different groups of population and with local partners and networks. Currently NU is linked with all the major human rights actors in the country to uphold the status of human rights. This connectivity generates a lot of information, experience and lessons that can be (further) synthesized, analyzed and packaged into useful research products and policy instruments. This can indeed create a stronger basis for us to exchange learning with the regional and global networks that NU is linked with.

Moreover, NU has affiliations with both national and international organizations that helps NU's ability to affect positive change in Bangladeshi society by synergizing its efforts with organizations and institutions that share NU's vision. Collective efforts undertaken through them will exert greater pressure on the public and concerned authorities that make policy decisions. The major areas of work include under the section:

- Identify gaps in laws and policies through research work;
- Identify active and like-minded local and international organizations for policy advocacy;
- Communication and sharing of research findings with the concerned stakeholders;
- Monitoring the implementation status of UN recommendations;
- Engagement in SDG related campaigns;
- Networking with national and international rights groups, and lobbying with influential public and private sector organizations; and
- Consultation with policy makers to address the gaps in the policies and formulation of new policies.



### The Nagorik Uddyog staff attended the following international event during the reporting period:

- Strategic Planning Workshop ADRF, Organized by The Equity Society Nepal a Secretariat of Asian Dalit Rights Forum (ADRF), Nepal Kathmandu, February 12-14, 2024
- Twelve Asia-Pacific Forum on Sustainable Development (APFSD-12), Bangkok, Thailand, 18 – 23, February, 2024
- 31<sup>st</sup> Asia Pacific Forum on Sustainable Development (APFSD), United Nations Conference Center, Bangkok, Thailand, 20-23 February, 2024
- Asia Pacific People's Forum on Sustainable Development 2024, Royal Princess Larn Luang, Bangkok, 17-18 February, 2024
- NOREC supported youth Dalit fellowship exchange partners meeting, 20-22 February 2024, Kathmundu, Nepal
- World Social Forum (WSF), 14-18 February 2024, Nepal
- The 68th Annual Commission on the Status of Women (CSW68), UN, New York, USA, 9-23 March, 2024
- United Nations Civil Society Conference, Nairobi, Kenya, May 8-12 May, 2024
- Learning Exchange Visit on SRHR, Bali, Indonesia, 5-10 May, 2024
- Roundtable on Youth Collective Action for Accountability for SRHR in the South Asia Region, 6 Special Institutional Area, New Delhi, India, 12- 14 June, 2024



- RHRN2 Global Meeting, Rabat, Morocco  
23 -30 June, 2024,
- Gender Transformative Approach Training, Nepal,  
Kathmundu, 15- 20 October, 2023,
- Asia Regional Fora, Malaysia, 2-5 October, 2023
- High-level Political Forum on Sustainable Development (HLPF), UN, New York, USA, 6-25 July, 2023
- 4 UPR Pre-session 44 in Geneva, Switzerland, 27  
August- 1 September, 2023
- Strategic Workshop Global Forum of Communities  
Discriminated on Work and Descent (GFoD),  
Kathmandu, Nepal, 4-7 September, 2023
- 3<sup>rd</sup> Asia Pacific Environmental Human Rights  
Defenders Forum, Bangkok, Thailand, 21-23,  
September, 2023.
- Seventh South and South-West Asia Forum on the  
Sustainable Development Goals' and 'Voluntary  
National Review (VNR) Clinic and SDG Partnership  
Dialogue, Kathmandu, Nepal, 9 - 12 October, 2023.
- RHRN Regional Fora 2024, Surabaya, North East  
Java, Indonesia, 20-26 October, 2023
- 44<sup>th</sup> Session of Universal Periodic Review (UPR)' in  
Geneva, Switzerland, Geneva, 5- 13 November, 2023,
- 7<sup>th</sup> Asian and Pacific Population Conference,  
Bangkok, Thailand, 15-26 November, 2023
- 12<sup>th</sup> UN Forum on Business and Human Rights,  
Palais des Nations, Geneva, Switzerland, 27-29  
November, 2023
- General Assembly 2024 of International Dalit  
Solidarity Network (IDSN), Novotel Geneve Centre,  
Geneva, Switzerland, 24-25 November, 2023
- Universal Periodic Review (UPR) Session at United  
Nations, Geneva, Switzerland, 5-19 November,  
2023
- 16<sup>th</sup> session of the Forum on Minority Issues, Palais  
des Nations, Geneva, Switzerland, November 30  
-December 1, 2023

## Key Achievements Under the Theme

During the reporting period, Nagorik Uddyog actively engaged in a wide range of international, regional, and global forums to highlight minority and human rights issues, strengthen solidarity, and contribute to global policy dialogues. Different level of NU staff participated in high-level UN mechanisms such as the Universal Periodic Review (UPR) in Geneva, the High-Level Political Forum (HLPF) in New York, the Commission on the Status of Women (CSW68), the UN Forum on Business and Human Rights and the Minority Rights Forum. In addition to, regionally, NU contributed to platforms like the Asia-Pacific Forum on Sustainable Development (APFSD), the Asian and Pacific Population Conference, and the South and South-West Asia Forum on SDGs. Beyond this, NU also joined movement-building and learning platforms such as the World Social Forum in Nepal, the Global Forum of Communities Discriminated on Work and Descent (GFoD), the International Dalit Solidarity Network General Assembly, and multiple exchange visits and capacity-building trainings across Asia, Africa and Europe.



These engagements provide NU the opportunity to share its grassroots experiences, struggle of minority and marginalized communities, as well as enabled the organization to strengthen partnerships, learn from global activists, and attract international attention to the struggles and aspirations of marginalized communities, especially Dalits, minorities, and women.

### Publication of Advocacy Materials:

During the reporting period, Nagorik Udyog published six tri-monthly bulletins and contributed to various publications focusing on Dalit rights, minority rights, and education for marginalized children. These materials highlighted the persistent issue of caste-based discrimination and underscored the urgent need for inclusive educational reforms to ensure equal opportunities for all children, regardless of caste or background.

In addition to its ongoing advocacy, Nagorik Udyog published three quarterly magazines during the reporting period. These publications addressed a range of critical issues, including women's friendly trial system and legal accessibility problems to access to justice, child marriage and legal reforms, labor rights and wage discrimination, and the rights of marginalized communities such as Dalits and tea garden workers.

The magazines also focused on the challenges faced by informal workers, highlighting their vulnerabilities and advocating for their rights and recognition.



A total of 600 pieces magazines has been published under the project which has distributed among the project stakeholders, government officials, non-stakeholders, community people and other influential community leaders to gain consensus and advocate in favor of the sufferer who are often victim of discrimination and violation of human rights.

Additionally, two research study on 'Participation of DALIT Women in Decision-making Process in Bangladesh' and Micro-study on Comprehending the Knowledge, Attitude and Practice (KAP) of the Tea Garden Dalit Women and Girls towards Sexual Reproductive Health and Rights (SRHR) and Primary Health Care (PHC)' was conducted in the reporting period.

The study "Participation of Dalit Women in Decision-Making Process in Bangladesh" explored the barriers and opportunities for Dalit women's inclusion in leadership and governance structures, and highlighted the need for gender-responsive and inclusive policies for greater inclusivity and participatory decision-making. On the other hand, the "Micro-study on Comprehending the Knowledge, Attitude and Practice (KAP) of the Tea Garden Dalit Women and Girls towards Sexual Reproductive Health and Rights (SRHR) and Primary Health



Care (PHC)" provided critical insights into the reproductive health and primary healthcare challenges faced by Dalit women and girls in tea garden areas. These essential studies will assist NU to make evidence-based advocacy reports and program design for improving the rights of Dalit women in Bangladesh.

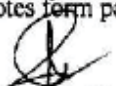

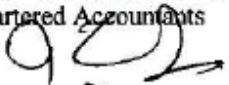


# FINANCIAL OVERVIEW






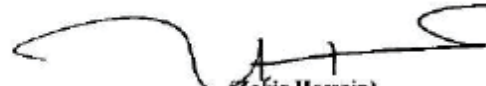
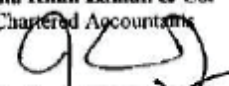
**Toha Khan Zaman & Co.**  
Chartered Accountants

NAGORIK UDDYOG (NU)			
CONSOLIDATED STATEMENT OF FINANCIAL POSITION			
AS AT 30 JUNE 2024			
PARTICULERS	Notes	30-06-2024	30-06-2023
<b>PROPERTY AND ASSETS:</b>			
<b>NON-CURRENT ASSETS:</b>			
Fixed Assets	4.00	8,131,362	8,665,978
Investment in FDR	5.00	1,546,750	1,000,000
<b>CURRENT ASSETS:</b>			
Advance Deposits and Prepayments	6.00	2,461,864	2,550,096
Cash and Bank Balances	7.00	17,093,390	30,418,022
<b>Total Taka:</b>		<b>29,233,366</b>	<b>42,634,096</b>
<b>FUND AND LIABILITIES:</b>			
FUND ACCOUNT	8.00	29,233,366	42,438,490
<b>CURRENT LIABILITIES:</b>			
Inter Project Loan	9.00	0	195,606
<b>Total Taka:</b>		<b>29,233,366</b>	<b>42,634,096</b>
1.00 Figures have been rounded off to the nearest taka.			
2.00 Annexed notes form part of the financial statements.			
 (Sardar Zahidul Islam) Manager (F&A)		 (Zakir Hossain) Chief Executive	
Signed in terms of our separate report of even date annexed.			
Dated, Dhaka 10 November 2024		Toha Khan Zaman & Co. Chartered Accountants  (Md. Kamal Uddin, FCA) Senior Partner Enrolment No.164 (DVC:2411120164AS536768)	





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

NAGORIK UDDYOG (NU)			
CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2024			
PARTICULARS	NOTES	2023-2024	2022-2023
<b>INCOME:</b>			
Fund Receipts from Donor	10.00	108,299,791	116,812,740
Overhead Reimbursement	12.00	1,198,026	361,440
Salary Reimbursement	13.00	3,059,682	3,232,182
Office Rent Reimbursement	14.00	1,729,225	1,617,268
Fund Received -Local Donation		241,022	633,182
Received from CEO for Car Uses		20,000	0
Bank Interest		492,564	376,431
Annual Subscription		25,000	0
FDR Interest		67,500	64,800
NU- Contribution		238,000	378,420
Disallow Fund Received		0	131,745
Sale of Publication		0	750
<b>Total Taka:</b>		<b>115,370,810</b>	<b>123,608,958</b>
<b>EXPENDITURE:</b>			
Vehicle Fuel Maintenance Cost	15.00	218,333	95,020
Pay and Salary	16.00	46,408,577	44,237,720
Administration Cost	17.00	16,081,563	13,020,041
Activities Cost	18.00	60,479,838	48,246,025
Overhead Cost	19.00	1,332,605	510,973
Operational & Administrative Cost (GF)	20.00	2,063,952	2,128,368
FDR and Bank Charge		79,142	60,203
Mother Account Maintenance Cost		3,000	7,845
Communication		0	32,512
Days Observation		53,666	0
Food Cost (Driver & Guest)		0	4,968
Local Contribution		282,500	0
Income Tax Paid (2019-2020)		0	38,447
Disallow Amount Refund to Donor		0	431,838
Depreciation	4.00	1,768,364	1,573,896
<b>Total Expenditure:</b>		<b>128,771,540</b>	<b>110,387,856</b>
<b>Surplus/(Deficit) of Income over Expenditure</b>	8.00	<b>(13,400,730)</b>	<b>13,221,102</b>
<b>Total Taka:</b>		<b>115,370,810</b>	<b>123,608,958</b>
1.00 Figures have been rounded off to the nearest taka.			
2.00 Annexed notes form part of the financial statements.			
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p> (Sardar Zahidul Islam) Manager (F&amp;A)</p> <p>Signed in terms of our separate report of even date annexed.</p> <p>Dated, Dhaka 10 November 2024</p> </div> <div style="width: 45%;"> <p> (Zakir Hossain) Chief Executive</p> <p>Toha Khan Zaman &amp; Co. Chartered Accountants</p> <p> (Md. Kamal Uddin, FCA) Senior Partner Enrolment No. 164 (DVC:2411120164ASS36768)</p> </div> </div>			





NOGORIK UDDYOG (NU)			
CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 30 JUNE 2024			
Particulars	Notes	2023-2024	2022-2023
<b>RECEIPTS:</b>			
Opening Balance:			
Petty Cash in Hand	7.00	68,280	115,076
Cash at Bank	7.00	30,357,043	19,019,256
FDR Investment		1,000,000	1,600,000
Loan & Advance		149,000	154,000
Advance Office Rent & Fuel	6.00	2,257,652	257,000
Balance with Partner NGOs		136,142	1,904,038
NU- Contribution		150,000	70,000
Fund Receipts from Donor	10.00	108,299,791	116,812,740
Fund Received. from Mother A/C to Project A/C	11.00	96,331,666	103,349,096
Fund Refund from Dalit Nari Forum		0	12,735
Fund Received from Previous Phase		0	435,026
Fund Received from General Fund		3,000	308,420
Fund Received from CEO for Car Uses		20,000	0
Local Donation Received		241,022	633,182
Bank Interest		492,564	376,431
Overhead Reimbursement	12.00	1,198,026	361,440
Disallow Fund Received		0	131,745
Others Project Closing Balance		0	223,364
Previous Project Closing Balance		0	60,357
FDR Interest		67,500	64,800
Sale of Publication		0	750
Salary Reimbursement	13.00	3,059,682	3,232,182
Office Rent Reimbursement	14.00	1,729,225	1,617,268
Local Contribution		85,000	0
Annual Subscription		25,000	0
<b>Total Taka:</b>		<b>245,670,593</b>	<b>250,738,906</b>
<b>PAYMENTS:</b>			
Vehicle Fuel Maintenance Cost	15.00	218,333	95,020
Pay and Salary	16.00	46,408,577	44,237,720
Administrative Expenditure	17.00	16,081,563	13,020,041
Activities Cost	18.00	60,479,838	48,246,025
Fund Transfer to Proj.		96,331,666	103,349,096
Overhead Cost	19.00	1,332,605	510,973
Operational & Administrative Cost (GF)	20.00	2,063,952	2,128,368
Furniture/Fixture/ Equip		1,233,745	3,876,251
FDR Bank Charge		20,750	60,203
Mother Account Maintenance Cost		3,000	7,845
Local Donation		282,500	0
Communication		0	32,512
Days Observation		53,666	0
Food Cost (Driver & Guest)		0	4,968






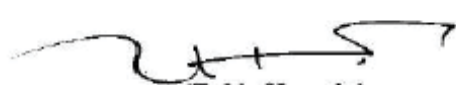
**Toha Khan Zaman & Co.**  
Chartered Accountants

NOGORIK UDDYOG (NU)			
CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 30 JUNE 2024			
Particulars	Notes	2023-2024	2022-2023
Bank Charge		58,392	0
Income Tax Paid (2019-2020)		0	38,447
Disallow Amount Refund to Donor		0	431,838
Closing Balance Transfer to Next Phase		0	731,482
<b>Total Payments:</b>		<b>224,568,587</b>	<b>216,770,789</b>
<b>Closing Balance:</b>			
Petty Cash in Hand	7.00	96,426	69,179
Cash at Bank	7.00	16,996,966	30,348,843
FDR Investment		1,546,750	1,000,000
Loan & Advance	6.00	248,300	1,675,075
Advance Office Rent & Fuel	6.00	1,670,015	239,300
Balance with P NGOs		543,549	635,720
<b>Total Taka:</b>		<b>245,670,593</b>	<b>250,738,906</b>

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



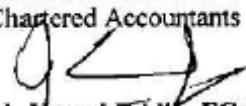
**(Sardar Zahidul Islam)**  
Manager (F&A)



**(Zakir Hossain)**  
Chief Executive

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

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



**(Md. Kamal Uddin, FCA)**  
Senior Partner  
Enrolment No.164  
**(DVC:2411120164AS536768)**

Dated, Dhaka  
10 November 2024





# ANNEXES

# ABOUT NAGORIK UDDYOG (NU)

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, NU has received its consultative status with the United Nations Economic and Social Council (ECOSOC). NU is duly registered with the NGO affairs Beureau of Bangladesh and have Join Stock registration under the Joint Stock Companies Act no (Act XVIII).

## 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.

# GEOGRAPHICAL COVERAGE





# WHERE WE WORK



# NAGORIK UDDYOG AFFILIATION

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.

Apart, NU has 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.

## National Network/Alliances

1	Bangladesh Land Rights Network (BLRN)	Labour Rights Forum, Bangladesh (L.R.F, B)	8
2	Human Rights Forum, Bangladesh (HRFB)	Bangladesh Shishu Adhikar Forum (BSAF)	9
3	Citizens Platform for SDGs in Bangladesh	National Girl Child Advocacy Forum	10
4	Bangladesh Poribesh Andolon (BAPA)	Right to Food and Social Security (RtF&SS)	11
5	Citizens' Initiatives for Domestic Violence (CIDV)	Water Rights Forum	12
6	Governance Advocacy Forum	Bangladesh Water Integrity Network	13
7	Bangladesh Dalit and Excluded Rights Movement (BDERM)	Campaign on Citizens Right to Information (CCRTI)	14

## International Networks

1	Asia Dalit Rights Forum (ADRF). Kathmandu, Nepal	Habitat International Coalition (HIC)	7
2	A network of Improved Policing in South Asia (NIPSA)	South Asian Alliance for Poverty Eradication (SAAPE), Kathmandu, Nepal	8
3	South Asian Feminist Alliance for Economic, Social, and Cultural Rights (SAFA)	International Land Coalition (ILC)	9
4	Global Legal Empowerment Network (NAMATI)	The South Asia Collective (SAC) for Minority Rights- Delhi, India	10
5	Asia Pacific Forum on Women Law and Development (APWLD), Bangkok, Thailand	International Dalit Solidarity Network (IDSN)	11
6	Global Forum of Communities Discriminated on Work and Descent (GFOD)		12

# NU SUPPORTER'S

## Name of Supporters

## Country of Origin

## Trademark/Logo

Bread for the World

Germany



Diakonia

Sweden



Foundation for a Just Society (FJS)

New York



Traid

UK



Christian Aid

UK



Norwegian Agency for Exchange Cooperation (NOREC)

NORWAY



Water Aid

UK



BRAC

Bangladesh



# LIST OF FOUNDING MEMBERS

1	Professor Khan Sarwar Murshid Ex-Vice Chancellor Rajshahi University
2	Dr. Hameeda Hossain Member, Executive Committee Ain-O-Shalish Kendra
3	Professor Rehman Sobhan Executive Chairman Center for Policy Dialogue
4	Professor Anisuzzaman Department of Bangla Dhaka University
5	Ms. Khushi Kabir Coordinator Nijera Kori
6	Professor Borhanuddin Khan Jahangir Department of Political Science, DU
7	Mr. Ajay Ray Journalist
8	Dr. Syed Hashemi Professor, Economics Department Jahangir Nagar University
9	Dr. Meghna Guhathakurta Asst. Professor Department of International Relations, DU
10	Mirza Masood Hassan Researcher



# EXECUTIVE COMMITTEE LIST

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	EC Member
5	Safi Rahman Khan	EC Member
6	Dr. Meghna Guhathakurta	EC Member
7	Zakir Hossain	Chief Executive

# NU KEY POLICIES

SL	Name of Policies	Start Date	Amendment Date	Remarks
<b>A</b>	<b>Governance-4 Policies</b>			
1	NU Constitution/ NU Memorandum	1995	March 1995	Approved by EC in 1995
2	Service Rules/ Personnel/HRM	1998	Updated 2022	Updated from July 2022 (Approved by EC in 2004 (updated from July 2022, updated: October 2021
3	Human Resource: Recruitment Policy and Procedures	1998	Updated in 2022	Approved by EC in 2004 (update from July 2022)
4	Governance Manual	2018	December 2020	Approved by EC in December 2020
<b>B</b>	<b>Finance-4 Policies</b>			
5	Financial Policy	1998	Updated in 2024	Approved by EC in June 12, 2024 (Approved by EC in 2023, Updated July 2022, Updated in 2015)
6	Provident Fund Policy	2005	Updated in 2005	Approved by EC in December 2005
7	Cost Allocation Policy	2023	Updated in 2023	Approved by EC in December 2023
8	Anti-fraud and Whistleblower Policy	2019	Updated in Nov 2019	Approved by EC in 2019
<b>C</b>	<b>Standards and Norms</b>			
9	Gender Policy/ Sexual Harassment Policy	2008	Updated in Dec 2020	Approved by EC in December 2020
10	Conflict of Interest Policy	2018	Updated in Dec 2018	Approved by EC in December 2018
11	Monitoring and Evaluation Manual	2007	Updated in Dec 2013	Not yet approved by the EC
12	Child Protection Policy	2012	Updated in Dec 2013	Not yet approved by the EC
13	Safeguarding Policy	2022	Updated in 2022	Approved by EC in 2022
<b>D</b>	<b>Strategic Planning, Risk Management-2 Policies</b>			
14	NU Strategic Plan (2022 - 2026)	2022	Updated in 2023	Approved by EC in 2023
15	Risk Management Policy	2019	Updated in 2019	Approved by EC in 2019
<b>E</b>	<b>Accountability and transparency-2 Policies</b>			
16	Complaint and Response Mechanism Policy (CRMP)	2021	Updated in 2021	Not yet approved by the EC
17	Pro-active Disclosure Policy	2015	Updated in 2015	Not yet approved by the EC

# LOCAL PARTNERS AND NETWORKS

SL	Name of Partners	Areas
1	Dalit Women Forum (DWF)	Dhaka and Narayanganj District
2	Moulvibazar Tea Community Indigenous Front	Srimongol and Komolgonj Upazila under Moulvibazar District
3	Uddipto Mohila Unnayan Sangstha	Tala Upazila under Satkhira District
4	Ashrumochan Mahila O Shishu Unnayan Sangstha	Chowgacha Upazila under Jessore District
5	Center For Social Development	Barisal City Corporation and Sadar Upazila of Barishal District
6	Provati Unnayan Sangastha	Bhola Sadar Upazila under Bhola District
7	Geeta Foundation	Batiaghata and Dakope upazila under Khulna District
8	Adibasi Samaj Unnayan Sangstha	Sherpur Sadar Upazila under Sherpur District
9	Sasothi Dalit Nari and Shishu Unnayan Sangstha	Jessore Sadar Upazila under Jessore District
10	Protiva	Paikgacha Upazila under Satkhira District
11	Ashar Prodip Samaj Unnayan Sangstha	Dacope Upazila under Khulna District
12	Grassroot Women Leaders Network, Badarganj	Badarganj Upazila, Under Rangpur District
13	Grassroot Women Leaders Network, Banaripara	Banaripara Upazila, Under Barishal District
14	WE (Welfare Effort)	111, Shere Bangla Road, Post box: 05, Jhenaidah
15	Prattasha Samazik Unnayan Sangstha	Jinaidaha Highway, Hajrahati, Chuadanga,
16	Borendra Development Organization	Neyamot Pur, Naogaon
17	Association For Social Development & Distressed Welfare (ASDDW)	Chalna Bazar, Chalna, Dacope, Khulna
18	Ananya Kallyan Sangathon	K.S. Prue Market, 1 <sup>st</sup> Floor, Maddyam Para, Bandarban
19	Anirban Samaj Unnayan Sangstha	Gorosthan Road, Patuakhali