

# Nagorik Uddyog Annual Report July 2024 - June 2025



## Executive Preface

We are delighted to present to you the Nagorik Uddyog (NU) Annual Report for July 2024 to June 2025, amid of the existing global and national political tension, along with shrinking civic spaces at all sphere. The report has highlighted some successes, missed opportunities and lesson for future. Despite of twist a turns over the year 2024 due to political unrest, economic instability and uncertainty in funding for continuity of right-based programs, with your continuous encouragement, support and the uncompromised dedication of the employees has made it possible to upheld the human rights and achieving meaningful progress.

As we look ahead, we remain deeply committed to promoting justice, equality, and dignity for the most Dalits and most marginalized communities of the country. We pledge to stand aside by the unheard voices, with unwavering commitment to assist them in claiming their rights as the citizen through legal empowerment, raising awareness, community mediation, promoting gender-justice, building climate resilience and endorsing for development justice.

The report not only documents the narratives of our achievements but it is enriched with the inspiring stories of individuals and communities portraying their struggles, resilience, courage and fighting spirits that motivates and keeps us going. Although, we have been able to capture only the tip of the iceberg within these pages, but this states the authentication of the work that we have been committed to in the past year.

We acknowledge and appreciate the vital role of our financial and technical partners for their continuous support in organizational development. Nonetheless, this report is a collective output of all the NU employees, allies, local partner and other stakeholders, therefore, our heartfelt gratitude for their dedication and solidarity.

**Chief Executive**

Nagorik Uddyog

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## Introduction

Nagorik Uddyog (NU) was founded in 1995 by few eminent human rights activists and academics in the country. Aiming towards promoting good governance, ensuring access to justice, and strengthening democratic practices at different levels. NU envisions a self-egalitarian society where all citizens are treated equally and can enjoy their fundamental rights regardless of sex, color, race, religion, or social status.

NU's strategic engagement and priorities is aimed to ensure quality and greater impact. NU's new strategic plan for the period of 2022-2027 has been designed focusing on its specific expertise, interventions and priorities to ensure quality and greater impact. The purpose of this strategic plan is to align NU's work with its vision, mission, and long-term objectives established since its inception. This strategic plan is serving as a guiding framework to help NU to evaluate its interventions, approaches, and methodologies. It also allows the organization to assess its current position and measure the changes it aims to achieve.

The activities for the annual report' July 2024 - June 2025, has been accumulated under six thematic areas:

<b>1. Access to Justice, Human Rights and Good Governance</b>
<b>2. Empowerment of Socially Excluded Communities and Dalits</b>
<b>3. Gender Justice</b>
<b>4. Children and Youth Rights</b>
<b>5. Land, Water, Environment and Climate Justice</b>
<b>6. Policy Advocacy and Networking</b>

The report will present the key summary of the implemented activities, highlighting the key achievements, transformative and sustainable impact across the NU working areas. The illustrations have portrayed how Nagorik Uddyog's multi-dimensional project interventions and advocacy initiatives have empowered marginalized communities, escalated grassroots voices, and strengthened democratic values in alignment to the organizations mission and vision.

## Key Achievement in the Reporting Year

### Improving Access to Justice and Strengthened Social Protection



- Out of 173 registered disputes, 984 complaints have been settled by following the human rights protocols and gender sensitivity. A total of 1,990 community people (women: 855 and men: 1,135) directly benefited from the settlement
- BDT 11, 018, 351 (One crore ten lakh eighteen thousand three hundred fifty-one), one (1) acre 47 decimal land and other physical assets have been gained in the form of dower, alimony, and maintenance from the reconciliation
- 84 Human Rights Violation cases addressed by the Community Rights Defenders of NU
- 2,742 Disadvantaged people supported (Women: 1,222 and Men: 1,520) to come under social safety net services

### Strengthened Community Awareness on Fundamental Rights and Social Issues



- 1,317 Awareness sessions held on various social and basic entitlement issues, reached 25,744 community people (Women: 19,795 and Men: 5,963)
- 1,350 Adolescent boys and girls (Girls: 792 and Boys: 578) aware on early marriage, gender-based violence and basic human rights principles through 16 secondary-level school campaigns

### Improving Educational Access and Learning Outcomes



- 60 Graduate level students received scholarship support (Women: 47 and Men: 13)
- 40 Education Support Centers supported 811 adolescents (Girls: 461 and Boys: 350) to reduce their weakness in the specific subject matters such as English and Mathematics

### Pre-Primary Education Support



- 50 Pre-Primary Education (PPE) centers supported-1,729 children (Girls: 946 and Boys: 783) to be enrolled in mainstream schools
- 250 Children are facilitated through two Day Care & two Drop-in Centers

### Enhancing Multi-Stakeholder Engagement for Inclusive Development



- 2,947 Stakeholders engaged through various project activities
- 42 Union-level meetings held at community level, engaged 1,598 participants in total
- 33 Upazila-level meetings held, engaged 812 participants in total
- 130 Govt. and Non-govt. Stakeholders engaged in district level advocacy meetings
- As part of its international advocacy, NU staff were attended in several key global platforms including the Voluntary National Review (VNR), the UN High-Level Political Forum (HLPF), the World Social Forum (WSF), the 68th Session of the Commission on the Status of Women (CSW68), and the World Social Summit for Social Development in Doha

### Vocational Training and Strengthening Women's Livelihoods



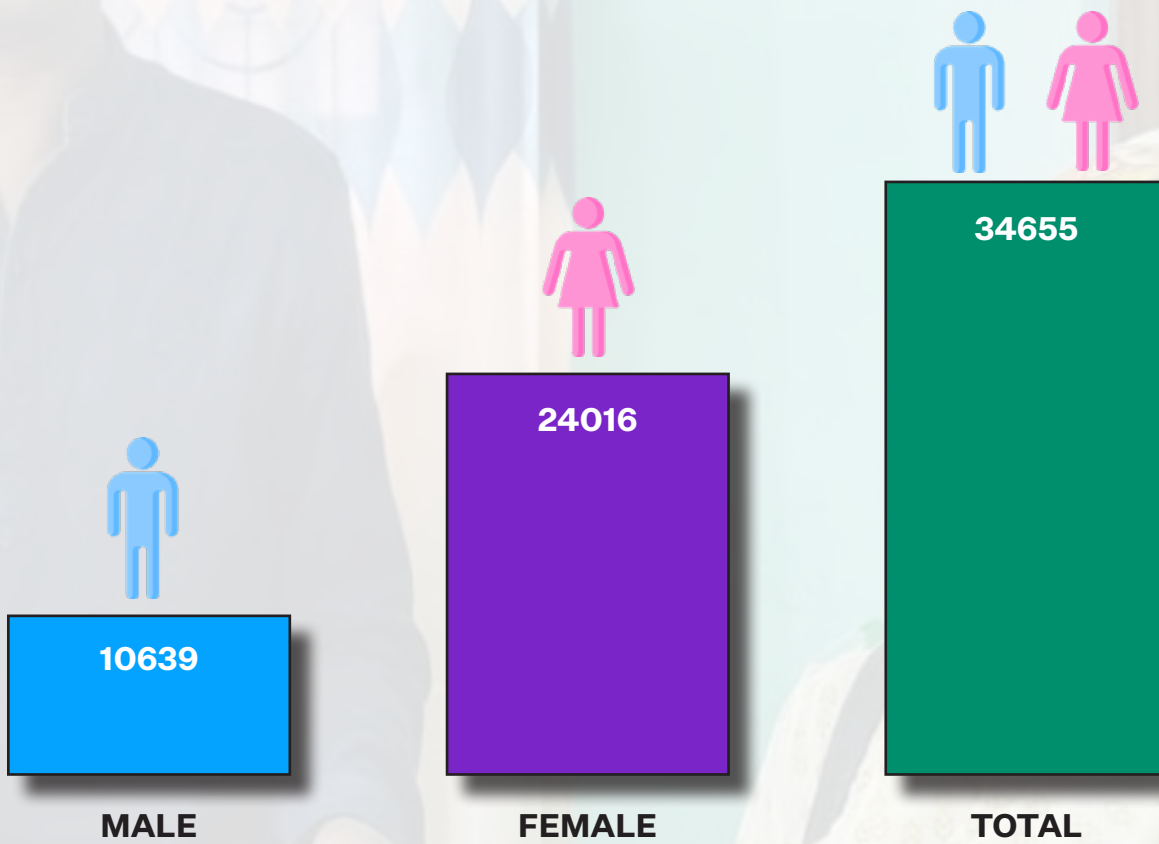
- 56 Adolescents, ages between 12-18 have (Girls: 50, and Boys: 6) received vocational training like Tailoring training, and Garment Operator training under Drop-in Centers
- 30 Dalit women received one-time livelihood grants (BDT 8,000-10,000)
- 177 women received skill development training such as beautician, tailoring, computer, business, livestock, agriculture, electrician, and so on.

### Leadership and Capacity Building for Social Transformation



- 861 Dalit leaders participated in 27 coordination meetings at the sub-district and district-level
- 3 Dalit girls received NU fellowships to enhance their capacity and leadership skills
- 189 Stakeholders capacitated on different issues through capacity-building initiatives

## Total People Benefited in the Reporting Year



# Chapter-I

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

In Bangladesh judiciary system incorporates both formal justice mechanism and traditional and community-based dispute resolution mechanism. The formal justice system comprises the court structure, magistracy, police, and prosecution services within the state's legal framework. Although the formal justice system is provisioned for ensuring justice for all citizens, however, evidence from various studies and field experience suggests that the disadvantaged and marginalized communities have limitation to access formal justice system due to structural weakness and socio-economic constraints. Furthermore, the long case backlogs, procedural delays, inadequate resources, shortage of skilled personnel, and limited transparency and accountability has been also a challenge to access to formal justice system.

In contrast, the informal justice system refers to traditional, community-based mediation or alternative dispute resolution (ADR) mechanism, commonly recognized as Shalish. In addition, certain quasi-judicial mechanisms exist under the local government structure, such as the Village Court and Arbitration Council. The marginalized and disadvantaged communities' turns to traditional and community-based mediation mechanisms as an alternative means of resolving minor civil disputes due comparatively time-efficient, low-cost and faster resolutions. Despite of the advantages, there are limitations while alternative dispute resolution is placed in practice. Political influence, patriarchal outlook, partiality etc. occasionally disrupt the decision-making process and which often does not align with human rights standards.

To overcome these barriers in the ARD mechanism, Nagorik Uddyog has been working to promote access to justice, human rights and good governance among the remote areas of the country since 2004. NU aims to empower women in the mediation process, along with sensitizing grassroots level communities on gender and human rights. In the reporting period NU has intervened 50 unions of 6 sub-districts of 3 districts through formation of community-based volunteer groups at every union of the working area, called 'Restorative Justice and Mediation Forum (RJMF)'. Representatives of this forum play a crucial role in facilitating community-based dispute resolution, promoting gender-just access to justice, and fostering a more rights-based and equitable social environment for all. These interventions have helped the marginalized and excluded community members, particularly women and vulnerable community members, easier access to justice in accordance with state laws, policies, and human rights standards.

### Key Achievements of the Interventions:

#### Community Based Dispute Resolution

In order to enhance accessibility of local justice mechanism for most vulnerable members of the communities, Nagorik Uddyog has organized several community mediation and restorative justice sessions through NU trained mediators. During the reporting period, a total of 1,173 complaints were received, out of this, 984 complaints have been settled aligning with human rights protocols and gender sensitivity, 35 complaints yet to be settled, 37 complaints referred to District Legal Aid Offices (DLAO) and 117 complaints have been canceled due to the merit of the cases.

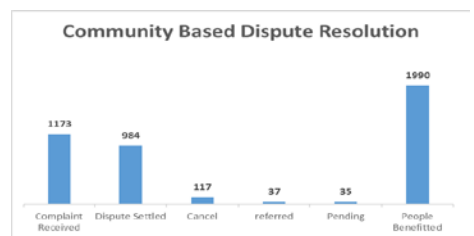


Figure 1: Number of Dispute settlement

A sum of 1,990 community people (women: 855 and men: 1,135) has directly benefited in the reporting year, through community-based mediation and restorative justice mechanism. Furthermore, it helped to settle BDT 11, 018, 351 (One crore ten lakh eighteen thousand three hundred fifty-one), one (1) acre 47 decimal land and other tangible assets, in the form of dower, alimony, and maintenance. The efficiency of community-based mediation in the working areas has reduced the propensity to go through lengthy and complex formal judiciary system for petty civil disputes and therefore, the major civil and criminal cases get more attention in the courts from furthering delay the justice. This is not only helped to resolve disputes but also uphold the rights and dignity of women and most vulnerable.



Panel Lawyer Disseminate Legal Information to Community People

### Legal Aid Services

Alongside conducting community mediation, NU also provides legal aid services to the marginalized communities of the working areas. These includes facilitating legal counseling sessions through the community legal aid clinic at the community level, provides referral services of cases to the District Legal Aid Office and direct support to access formal judiciary support through NU panel lawyer. A group of 12 panel lawyers of NU provide these services in Rangpur, Barishal, and Pirojpur districts under the direct support of NU. During the reporting period, NU has conducted 50 legal aid sessions where 226 women and 364 men have received direct information on various rights related issues. Besides, 5 women get direct one-time financial support to mobilize to demand justice under direct support and mobilization to demand and facilitate to get justice. Moreover, 34 people have been updated and informed about their ongoing litigation process through half-yearly case follow-up meetings. In addition to this, NU also run 10 cases in Rangpur and Barishal district courts on behalf of project participants to get justice.



Local RJMF Women Conducting Awareness Session

### Awareness on Social Issues, Fundamental Rights and Early Marriage Prevention Campaign

To enhance understanding and raised awareness on fundamental rights and entitlements, NU has conducted 223 legal and human rights awareness sessions at community level. A total of 8,489 community people of which 7,691 women and 798 men were attended and received information on divorce rights, alimony and dower, maintenance, inheritance and property rights, child marriage, human rights along with various government entitlements. Additionally, NU has conducted 16 school campaigns in three districts of six upazila's (Rangpur Sadar, Badarganj, Pargacha, Barishal Sadar, Banaripara and Kawkhali) where 1,350 secondary level school students (Girls: 792 and Boys: 578) were attended. In this campaign, students were aware on child marriage, human rights, GBV, and response strategies to prevent child marriage. Moreover, Child Marriage Prevention Committee combining with students, teachers, guardians and local community people voluntarily worked to prevent such humiliated incident. Between this reporting period, four (4) early marriage has been prevented where in two (2) marriages, students were directly assisted.

Apart from that, NU has established 28 Community based Information center at the union level. These all are functioning twice a week where a trained community paralegal provides formal advice and disseminate legal information. A total of 813 community people (men: 403, and women: 410) has received assistance through these CICs during the reporting period. As a result, community people particularly women and marginalized groups have improved understanding of access to justice services, enhanced awareness of their legal rights and available remedies, and increased confidence in seeking institutional support.



Photo: Local Level Advocacy Meeting with Various Stakeholder

### Local Level Advocacy Initiatives

As part of its local-level advocacy efforts, NU implemented a series of strategic initiatives under the thematic intervention aimed at improving the human rights situation at the grassroots level and strengthening engagement between communities and local institutions. During the reporting period, five (5) Upazila-level annual progress review meetings, six (6) local-level advocacy meetings, one (1) learning-sharing meeting, and one (1) exposure visit were conducted to inform, engage, and mobilize relevant stakeholders regarding NU's initiatives and ongoing interventions in the respective areas. These interventions were created opportunities for constructive dialogue among community representatives, local government officials, civil society actors, and other relevant stakeholders. Through these interactions, participants were able to review project progress, discuss emerging human rights challenges, share field experiences, and identify collaborative solutions to address local concerns. The learning-sharing meeting and exposure visit also allowed stakeholders to exchange practical knowledge and observe effective community-based practices, which contributed to improving their understanding and commitment to rights-based approaches.

Overall, these initiatives significantly strengthened local-level advocacy by fostering mutual understanding and trust between rights-holders and duty-bearers. They also contributed to enhancing institutional responsiveness, promoting inclusive participation of marginalized groups, and encouraging greater transparency and accountability in local human rights-related decision-making processes. As a result, stakeholders have become more aware of their roles and responsibilities in protecting and promoting human rights, while community members have gained greater confidence to raise their concerns and claim their rights through appropriate platforms.

## Case Story

### “Settlement of a Family Disputes Brings Happiness to Conjugal Life”



**Background:** Shahnaz Parveen and Saddam Hossain were married in 2022, under Islamic Sharia law. The couple have three children, a year-old daughter and twin boys of 5 months.

**Reason of the conflict:** On January 5, 2025, Shahnaz Parveen was subjected to physical abuse following a marital dispute related to her husband’s extramarital affair. As the conflict escalated Shahnaz requested her mother-in-law to intervene but the situation was worsened and she was forced to leave her father-in-law’s house with her mother but had to leave the children behind.

As a lactating mother, when she was unable to feed her twins as they were with their father and therefore, she repeatedly requested her husband to return her child but the request was denied. Finding no other way and after several days of distress, she finally filed a complaint at the Badarganj regional office of Nagorik Uddyog with the help of her neighbor.

**NU Initiatives:** Upon receiving the complaint, Area Coordinator and Community Paralegal of Badarganj office, immediately visited the accused’s home. They counseled the family members, and finally rescued the three children and handed over them to Shahnaz Parveen. Then, after consulting with both parties, NU Badarganj office organized a Salish Session on January 19, 2025, at the Badarganj Area Office. Both Shahnaz, Saddam and their family members were attended. The session was presided over by Mr. Situa Kumar Das, and the presence of other three Members of the Restorative Justice and Mediation Forum, Badarganj. Following open discussions, the dispute was resolved with the following decisions:

#### Decisions

1. Shahnaz Parveen and Saddam Hossain will continue their family life.
2. Saddam must refrain from engaging in any extramarital relationships.
3. Both parties will show mutual respect toward each other’s families.
4. Saddam and his family members will not physically or mentally humiliate her wife further.
5. Saddam will engage with regular income and properly bear the living and medical expenses of his wife and children.
6. If any future marital issues arise, both parties will sit for negotiation rather than quarreling with each other.

#### Follow-up and Current Status:

After passing one month of the Salish session, during the first follow-up visit, the assigned CP visited the accused’s residence and spoke with Ms. Shahnaz Parveen. She said that she is now living peacefully with her husband and other law members. She expressed her feelings,

***“Nagorik Uddyog stood beside me when no one else did. Because of their immediate support, I can lactate my children and now living peacefully with my husband and with other family members. I truly believe that if this organization were not in Badarganj, I would surely face extreme difficulties to resolve the disputes. Many Thanks to Nagorik Uddyog from the bottom of my heart”.***

## Chapter II

### Empowering Socially Excluded Communities and Dalits

Every country despite of their rich culture, history and traditional values have few drawbacks; Bangladesh is no difference. Along with rich cultural history and a long tradition of communal harmony the existence of caste, religion, gender and socio-economic disparities is evident in the society. The Constitution of the country guarantees equal rights for all citizens, however, these rights are often systematically violated or ignored in practice. As a result, minority and disadvantaged groups particularly Dalits (approximately seven (6) million people), Indigenous (Adivasi) communities, and religious minorities remain disproportionately affected. These communities are living with extreme poverty, often experience social exclusion, and limited access to education, skills development, and livelihood opportunities. Structural discrimination and long-standing social stigma further restrict their participation in mainstream social, economic, and political life.

Nagorik Uddyog has been the pioneer to work on improving the dignity, rights, and living conditions of Dalit and other excluded communities, in Bangladesh since 2009. NU follows a holistic approach that includes awareness raising and empowering the community members on their dignity and rights to national and international level advocacy to address systematic and structural inequalities.

Under the thematic area, NU works to improve the understanding of rights and entitlements among Dalit and Adivasi communities, supports vulnerable students through pre-primary and secondary-level education assistance, including coaching, scholarships, and internship opportunities, developed income generating skills and provide one-time grant support for small business initiatives, and conducting research, advocacy, and awareness-raising activities to address systemic discrimination and to promote the rights of Dalit and minority communities.

To further advance this thematic goal, NU actively engages in national and international advocacy platforms to highlight the challenges faced by Dalit communities and to influence policy and practice.

#### Key Achievement Under the Thematic Area:

##### Rights-Based Awareness Meetings on Access to Basic Services

During the reporting period, 190 rights-based awareness meetings were organized at the community level to increase Dalit participation in accessing government basic entitlements. These sessions helped participants to understand their fundamental rights and the importance of engaging with public institutions. Key discussion topics included human and fundamental rights, the harmful effects of child marriage and its prevention, the importance of birth and death registration, and how to access essential government services available at the local level. A total of 6,398 participants took part in these meetings, including 5,641 women and 757 men. As a result of the awareness meetings, participants not only increased their understanding but also gradually empowered to take steps in securing essential public services for themselves and their families.

“I did not know that disability allowances could be obtained from the Social Services Department. Through this meeting, I learned about it and applied for my child. Now he receives 850 taka per month, and every three months we get 2,550 BDT. This support is very helpful for our family”

- Shilpi Bunarji, Tea Labor, Fulchara Tea Garden, Sreemanagal.

## Awareness Meetings on Occupational Health & Safety for Dalit Sanitation Workers

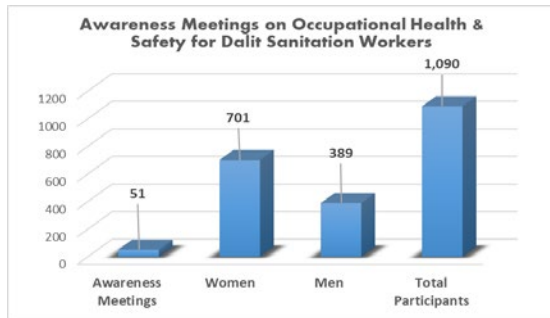


Figure 2: Awareness Meetings on Occupational Health and Safety

In order to increase knowledge of occupational safety, fundamental rights and protection of Dalit sanitation workers, 51 awareness meetings were organized in the municipality and urban Dalit area. The sessions covered a range of important topics, including the constitutional and legal rights of sanitation workers, compensation and the employer's responsibilities in providing it, situations where employers are exempt from compensation, and where to access legal support. In addition, the meetings addressed human rights, occupational health risks, workplace safety, and the socio-economic rights of sanitation workers. A total of 1,090 participants (women:701 and men: 389) attended these meetings. This awareness-building on their basic rights and occupational safety have enable them to advocate for state benefits as well as helped them to secure their occupational safety entitlements from different government departments at the municipality level.

## Promoting Higher Education Accessibility: Scholarships Support for Dalit Students

Access to higher education remains a significant challenge for Dalit students, particularly women. Financial vulnerability being the major reason behind perusing higher education in the Dalit community, despite their strong academic potential. Scholarships have provided crucial support to enable these students to continue their education through reducing financial hurdles. In addition to direct financial support, scholarship recipients were oriented about government-funded scholarship programs, helping them explore additional opportunities and increasing their chances of receiving further assistance. During the reporting period, 60 students received scholarships, including 47 girls and 13 boys. This support not only facilitated their enrollment and retention in higher education institutions but also encouraged academic motivation and achievement. The initiative has empowered students to pursue their studies with greater confidence, opening pathways for professional growth and social mobility. By linking students with available resources and raising awareness of government scholarships, this intervention has contributed to broader access to higher education and the long-term development of Dalit communities.



Scholarship Distribution Event

## Internship Support for Dalit Girls

To promote Dalit women's leadership and build professional capacity, Nagorik Uddyog (NU) has continued its initiative of providing internship opportunities to Dalit girls. The goal is to enhance workplace skills and support their transition into the job market. During the reporting period, two Dalit girls were selected for 12-month internship opportunities at NU. This has enabled them to gain hands-on experience and develop essential professional competencies. Encouragingly, one of these interns has already secured employment, while other one is making progress to secure her job in the market place. In addition, two more Dalit girls are currently undertaking internship at Nagorik Uddyog. It is expected that these opportunities will help them to build confidence, develop relevant skills, and compete them more effectively in the broader professional sphere.

## Community ICT Hubs For Advancing Dalit Digital Inclusion and Social Protection

The establishment and successful operation of the ICT hubs at the community level have brought a tangible shift in the everyday lives of Dalit community members by reducing long-standing barriers to getting information, services, and finding opportunities. These hubs have now become critical entry points for digital inclusion, particularly for young children and youth. Community members are now able to independently access and apply for various social safety net services, including birth registration, government allowances, college admissions, and job applications, as well as search for different opportunities on their own. At the same time, the hubs are opened new pathways for employment by enabling users to explore job opportunities, prepare applications, and build essential digital competencies relevant to today's labour market.



Photo: A Community Girl Accessing Computer at the ICT Center

During the reporting period, hundreds of users received support through these ICT hubs, accessing essential information, submitting online applications, and utilizing digital services that were previously beyond their reach. For younger users, access to the internet has expanded learning beyond classroom boundaries, allowing children to engage with educational content and develop early digital familiarity. Youth are increasingly using these facilities to stay informed, build skills, and connect with opportunities that were previously out of reach. Beyond service access, these hubs have fostered confidence and a sense of agency among Dalit users, who are gradually transitioning from information exclusion to informed participation. Regular interaction with digital tools is not only enhancing their technical abilities but also strengthening their confidence to navigate online spaces, access services, and actively participate in socio-economic processes. Overall, the ICT hubs are playing a transformative role in equipping the younger generation with the tools, skills, and access needed to break cycles of exclusion and engage more meaningfully in an increasingly digital society.

## Empowering Dalit Women through Small Business Initiatives

Access to sustainable income-generating opportunities is a critical step toward economic independence for Dalit women, particularly those who are single, widowed, elderly, single mothers, or living with disabilities. Small business initiatives have provided a practical pathway for these women to establish micro-enterprises such as tea stalls, small grocery shops, selling vegetables, fish, and eggs, producing handicrafts, or engaging in poultry rearing by providing start-up capital, targeted training, and ongoing guidance. During the reporting period, 10 women successfully received support to initiate their businesses, applying the knowledge gained through day-long expert-led training on managing small-scale enterprises.



Income Generating through Tailoring by Dalit Women

Market surveys conducted prior to selection helped to identify viable opportunities and potential market linkages. The survey results indicate that the businesses could be both profitable and sustainable. With facilitated access to bank accounts or mobile financial services, the women were able to maintain control over their income, strengthening their autonomy and decision-making power within their households. These small business initiatives not only generated immediate income but also enhanced the confidence, skills, and self-reliance of the women involved. Regular follow-up and mentoring have reinforced best practices in business management, helping the participants address challenges and grow their enterprises. Overall, this intervention has contributed to improving the economic resilience of Dalit women, providing them with tools, resources, and opportunities to secure livelihoods, achieve financial independence, and play a more active role in their families and communities.

## Homestead Gardening for Improving Food Security and Livelihoods for Dalit Women

Access to nutritious food and sustainable livelihood opportunities remains a persistent challenge for Dalit communities, particularly women, who often face economic and social marginalization. Homestead gardening has emerged as a practical and empowering solution, enabling women to cultivate food within their own households. The homestead gardening initiative has contributed significantly to improving the food security and economic resilience of Dalit women and their households. Through structured training and the provision of essential inputs such as seeds, fertilizers, and gardening tools, 80 women were able to utilize available land adjacent to their homes for productive cultivation. As a result, households are now able to access fresh and nutritious vegetables on a regular basis, reducing their dependency on market purchases and enhancing overall dietary diversity.

During the reporting period, these women actively applied their knowledge to establish and maintain homestead gardens, with many households beginning to produce surplus vegetables beyond their own consumption needs. This surplus has created opportunities for small-scale income generation, enabling women to contribute financially to their families. Regular follow-up support from local partner organizations has further strengthened their skills, addressed challenges in cultivation, and ensured continuity of the practice. Beyond economic and nutritional benefits, the initiative has also fostered a sense of confidence and empowerment among Dalit women, as they take on more active roles in household decision-making and resource management. The practice of homestead gardening is gradually emerging as a sustainable livelihood option, contributing not only to immediate food needs but also to longer-term resilience and well-being of Dalit households.

## Socio-Economic Development of Dalit Women through Small Businesses

To engage with diversification sources of economic empowerment, during the reporting period, 20 Dalit and marginalized women and girls have received non-refundable seed money. With this financial support, they initiated or expanded their own small business, engaging in a variety of income-generating activities. Of the 20 women, three (03) opened tea stalls, three (03) started grocery shops, three (03) began selling street food, one established a beauty parlor, six (06) are working in tailoring and cloth selling, one (01) is producing paper packets, one (01) became a shoemaker, and two (02) are running vegetable carts.

Although the seed capital is not a big amount, it's open the door to become financially independent. Monitoring findings show that, 27 out of 30 Dalit women who received seed capital in 2024 are successfully continuing their businesses. Moreover, this initiative has contributed to fulfil nutrition gap among women and girls as well as added value into their family incomes and fulfilled small needs.

## Leadership Development of Dalit Women and Girls

To strengthen leadership among Dalit and marginalized women and girls, a total of 88 women and girls were identified and selected as Change Agents from the targeted communities. After receiving basic orientation and support, they have gradually developed their capacity to act as local leaders and rights defenders within their communities. The Change Agents are now playing an active role in supporting community members to access different public services and social safety net programs. They assist people in visiting relevant public offices and help them obtain services such as old-age allowance, widow allowance, allowances for Persons with Disabilities (PWD), medical support, healthcare services, maternity benefits, and educational assistance. They also provide support in completing essential administrative processes, including birth and death registration.

In addition, the Change Agents help to organize and facilitate community awareness meetings on various issues related to gender equality, human rights, and social inclusion. Through these activities, they contribute to raising awareness, encouraging community participation, and promoting access to rights and services among marginalized groups.



### Bangladesh Dalit & Excluded Rights Movement (BDERM) National Executive Committee Quarterly Coordination Meetings

During the reporting period, four quarterly coordination meetings of the BDERM National Executive Committee were held. These meetings were organized to review the previous meeting's minutes, share district- and central-level activity reports, allocate positions in the Central Executive Committee, discuss the work plan, and address other organizational matters. Key decisions included setting a monthly contribution of 100 BDT per central committee member, paid in four installments of 300 BDT annually. As BDERM does not yet have its own bank account, the contributions will be temporarily managed through the Dalit Education Trust bank account. Additionally, the Student and Youth Secretary was tasked to form 7-member youth convening committees in 60 districts. From these committees, a 17-member Central Student and Youth Committee will be formed, and positions will be allocated by the central committee. Other important decisions focused on supporting Dalit students and communities. Initiatives include providing educational materials and bicycles, arranging cultural events in different districts, and organizing an annual Dalit Cultural Festival. The committee also decided to meet with the Chief Adviser to present the demands of the Dalit community. Districts with less active committees will receive special attention to form or restructure committees. Furthermore, on 8 June 2024, the Central Committee positions were officially allocated. By consensus, Uttam Kumar Bhakta was elected President and Shipon Kumar Robidas as General Secretary. Additionally, a 21-member National Executive Committee, including 5 distinguished members, was formed to lead and coordinate BDERM's activities and advocacy efforts.

### District and Sub-District level Coordination Meetings among Dalit Leaders

During the reporting period, 27 district and sub-district-level coordination meetings were conducted in different places to strengthen leadership, improve coordination, and ensure more effective implementation of BDERM activities. A total of 861 participants, including 294 women and 567 men, took part in these discussions. The meetings provided a platform for Dalit leaders and community members to voice their concerns and share collective challenges. Key issues discussed included the wages of Dalit sanitation workers, child marriage, discriminatory practices, housing difficulties, gaps in leadership coordination, and limited opportunities for skill development. Participants also highlighted systemic barriers such as inaccessibility of old-age allowances, lack of employment quotas, and low women's participation in committees. To address these challenges, several decisions were taken:

- New district committees will be formed and submitted to the central committee for approval.
- Regular coordination will be maintained with district and upazila social service offices.
- Upazila committees will be established in Mohammadpur and Magura Sadar, with monthly meetings to ensure consistent engagement.
- Skill development training will be provided to 50 participants over 50 days, with priority listing and follow-up through social service offices.
- Lists of Dalit students will be prepared to support education initiatives.
- Offices will be rented in district towns to facilitate ongoing activities and coordination.

These meetings not only strengthened leadership and coordination among Dalit leaders but also created a clear roadmap for addressing key community challenges. By highlighting local needs and planning concrete actions, the meetings contributed to enhancing access to social services, educational support, skill development, and community representation. They also encouraged greater participation of women and youth to promote more inclusive decision-making within Dalit communities.

## Case Stories

### From Struggle to Strength: The Inspiring Journey of Rojokini Das



Rojokini Das, a 55-year-old woman from Kangsaripur, Daspara in Chougachha, Jessore, was born into a Dalit family steeped in poverty. Her life, from the beginning, was marked by struggle and hardship. At the tender age of twelve, driven by financial desperation, she was married off to Kalipada Das, a field laborer. Despite their combined efforts, poverty remained an unyielding shadow over their lives.

Malnourished and overburdened, Rojokini gave birth to seven children, but only two daughters survived. Both were born with disabilities—deaf and mute. Life dealt another harsh blow when her husband suffered with breaking waist due to fallen from a tree. This sudden accident left him unable to work. With no source of income, Rojokini found herself carrying the weight of her family’s survival on her frail shoulders.

In 2022, hope arrived unexpectedly. One day, Rojokini noticed members of Ashrumochon, Local Implementing Partners (LIP) of Nagorik Uddyog, holding a meeting near her home. Curiosity led her to join. The discussions at the meeting opened a new world to her—topics like child marriage, health services, old age allowances, widow allowances, and VGF (Vulnerable Group Feeding) cards were explained. She was deeply inspired by the information.

Motivated by what she learned, Rojokini began sharing the knowledge with her community. She would check on neighbors, asking if they were aware of their rights or receiving the benefits they were entitled to. Her dedication did not go unnoticed, and three months later, Ashrumochon organized another meeting in her village. This time, the topic was homestead gardening.

Rojokini received seeds for spinach, papaya, coriander, amaranth, and eggplant, along with fertilizer, a hoe, and a watering can. Training from the Upazila Agricultural Officer on soil preparation, seed planting, and fertilizer use equipped her with the skills she needed. Fueled by determination, she transformed her small yard into a thriving garden. Soon, her yard was brimming with vegetables like papaya, spinach, and bottle gourd.

The harvest not only met her family's nutritional needs but also provided a steady income. Neighbors began buying directly from her, preferring her fresh, organic produce. With the surplus, she expanded her sales to the market, earning a good profit. She reinvested her earnings to plant fruit trees, mango, jackfruit, and wood apple. When the trees began yielding fruit, she sold them for a handsome return, reinvesting again to diversify her income.

This year, Rojokini ventured into poultry and goat rearing, adding 12 ducks, 21 chickens, and 6 goats to her growing enterprise. Now, she earns from selling eggs, poultry, and livestock, ensuring a steady income stream.

Beyond farming, Rojokini is also a skilled midwife, earning additional income through her services. Known for her cheerful demeanor and generosity, she has become a beloved figure in her community. Neighbors prefer buying from her not only because of the quality of her produce but also because of the kindness she radiates.

Rojokini's strength and determination extend to her family. She single-handedly supports her husband, who remains bedridden, and her disabled granddaughter. She defied the traditional mindset that business is only for men, inspiring others in her community to follow her lead. Many now rear poultry and cultivate vegetables, often seeking her advice on pest control and improving yields.

***“Without the encouragement and support from Ashrumochon, I wouldn't be where I am today,” she says. “Now, I can feed my family, buy what I need, and manage my household. I'm truly satisfied with my life!”***

But for Rojokini, satisfaction is not the end of the journey. She dreams of more. Her next goals are to receive proper training in animal husbandry and to buy a sewing machine to start tailoring. She envisions a future where her business expands and her family lives in greater comfort. She dreams of repairing her broken roof, building a proper shelter for her goats, and decorating her home with warmth and pride.

Rojokini's story is a testament to the power of resilience, empowerment, and vision. From a life of relentless struggle, she has risen to create a thriving livelihood, inspiring her community and proving that determination, paired with opportunity, can break even the toughest barriers.

## Chapter-III

### Gender Justice

Gender justice is one of the core thematic priority areas of Nagorik Uddyog (NU) and is central to its commitment to human rights, equality, and inclusive development. Despite constitutional guarantees and policy commitments in Bangladesh, women and girls, particularly those from Dalit, minority, and marginalized communities continue to face discrimination, gender-based violence, and limited access to justice, Sexual and Reproductive Health and Rights (SRHR) and essential services. Under this thematic area, NU works to address gender-based inequalities by advancing women's rights, preventing gender-based violence, promoting SRHR services, developing women's leadership and encouraging participation in decision-making processes, and enhancing access to basic entitlements. In order to, achieve the objectives, NU adopted a rights-based and community-led approach that combines awareness raising, capacity building, service facilitation, advocacy to challenge harmful social norms, reduce stigma regarding SRHR, and enable women and girls to make informed decisions about their bodies and lives.

This chapter presents NU's key gender justice and SRHR-focused interventions during the reporting period. It highlighted the efforts to empower women and girls, engaged men and boys, and strengthen institutional accountability to ensure dignity, health, and equal opportunities for all. The chapter is not limited to one or two project, rather the chapters achievement is a combined efforts of NU's all projects.

#### Capacity Building Workshop with CSOs on Gender Transformative Approach (GTA)

Two-days residential Capacity Building Workshop on Gender Transformative Approach (GTA) were organized with Nagorik Uddyog's partner organizations working on SRHR issues within minority communities. The objective of the workshop was to strengthen the partners' understanding of GTA and to encourage them to integrate the principles of the "Right Here, Right Now (RHRN2)" campaign into their ongoing and future programmes. A total of 20 participants attended the workshop. The sessions created a supportive and interactive learning environment where participants actively engaged in discussions on promoting gender equality within their communities. The workshop covered the foundational concepts of GTA, helping participants understand how gender norms and power dynamics influence SRHR outcomes. Practical tools including the GTA checklist were introduced in the workshop. This has enabled them to apply GTA principles in their organizational planning, community interventions, and advocacy initiatives. The workshop also encouraged collaboration among CSOs by providing space for shared experiences, peer learning, and joint reflection. The collective commitment expressed by the participating organizations demonstrates a significant step toward advancing gender-equitable practices and strengthening the broader SRHR movement in Bangladesh.



Participants of GTA Workshop

#### Awareness Session with Dalit and Marginalized Women and Girls



A Moment of Awareness Session with Dalit Women & Girls

In order to empower Dalit women and girls, a total of 508 awareness sessions were conducted with the 88 Dalit women-led Community-Based Organizations (CBOs) in different project working areas of Nagorik Uddyog. The primary objective of these meetings was to empower Dalit and marginalized women and girls to understand and assert their rights, support other community members in accessing these rights, and collectively raise their voices to demand justice and equality. A wide range of topics focusing on citizen rights, gender equality, women's rights, and fundamental

entitlements issues were discussed in the meetings by following a structured session module. As a result of these initiatives, 3,740 Dalit women and girls increased their awareness on critical issues such as birth registration, NID services, passport procedures, trade licenses, legal rights, protection mechanisms, and avenues for accessing government benefits. It has also encouraged parents in Dalit colonies to support girls' education, delay early marriage, and increase their mobility to pursue and enjoy their rights. This enhanced understanding is expected to contribute to stronger community leadership and improved access to justice and essential services for Dalit women and girls.

### Engaging Men and Boys

During the period, 208 awareness sessions were conducted to sensitize Dalit men and boys on gender equality, women's rights, and key contemporary social issues. A total of 2,604 male participants took part in these sessions. This engagement played an important role in strengthening participants' understanding of women's rights and promoting positivity in mindset and attitudes. These fruitful discussions helped men and boys critically reflect on harmful gender stereotypes, question traditional norms, and support more equitable roles and relationships within their families and communities. As a result, visible progress has been observed in the community level which gradually creates a more supportive environment for advancing gender equality and women's rights among the Dalit communities.

### Fellowship Opportunity for Marginalized and Gender-Diverse Youth

Under this activity, one young professional from gender-diverse communities was selected to receive a one-year in-house fellowship opportunity. The objective of the fellowship is to build the fellow's skills, motivation, and knowledge to work on Sexual and Reproductive Health and Rights (SRHR). During the reporting period, a transgender fellow was recruited and provided with continuous capacity-building support, including training, mentorship, and practical exposure to advocacy and policy processes. The fellow actively participated in community engagement activities, SRHR awareness initiatives, and policy discussions, which strengthened his confidence and leadership abilities. This fellowship not only enhanced the fellow's professional capacity but also contributed to promoting inclusivity within the organization and the wider community. By supporting representation from marginalized groups, the program helped advance SRHR advocacy and fostered sustainable change at both community and institutional levels. The experience of the transgender fellow demonstrates the effectiveness of the approach and highlights the potential for developing future leaders from diverse backgrounds.

### Capacity Building Support for Eight Dalit Girls to Become Gender Experts

In order to, strengthen the leadership capacity of Dalit girls and women, and to develop them as gender experts, jointly with Asian Dalit Rights Forum (ADRF), Nagarik Uddyog is supported to implement Women's Leadership Activation Project in Bangladesh. Under this initiative, eight (8) Dalit women are receiving structured and intensive capacity-building support to enhance their leadership capacities, advocacy skills, and technical knowledge on gender equality and human rights. The training program focuses on promoting awareness and understanding of the Universal Declaration of Human Rights (UDHR), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and other relevant national and international human rights instruments. Through this systematic capacity development process, the participants will prepare themselves to function as gender specialists and community leaders. These trained gender experts are now actively engaged in their respective communities, leading awareness-raising initiatives, supporting rights-based actions, and contributing to the promotion and protection of the rights of Dalit women and adolescent girls. The overall coordination and technical oversight of the project are being provided by Nagarik Uddyog, under the leadership of Ms. Basanti Saha, Bangladesh Country Focal Point of ADRF, from its head office.



Gender Experts with Focal Persona and PM of NU in Sri Lanka

themselves to function as gender specialists and community leaders. These trained gender experts are now actively engaged in their respective communities, leading awareness-raising initiatives, supporting rights-based actions, and contributing to the promotion and protection of the rights of Dalit women and adolescent girls. The overall coordination and technical oversight of the project are being provided by Nagarik Uddyog, under the leadership of Ms. Basanti Saha, Bangladesh Country Focal Point of ADRF, from its head office.

## Storytelling Documentary on SRHR Realities of Remote Dalit Communities



Storytelling Documentary on SRHR of Dalit and Excluded Community Adolescence

During the reporting period, an evidence-based storytelling documentary was produced to capture the Sexual and Reproductive Health and Rights (SRHR) realities of young Dalit women living in remote and hard-to-reach areas of Bangladesh. The documentary explores the multiple layers of challenges they face—including social stigma, limited mobility, restricted access to services, and deep-rooted cultural taboos surrounding women’s reproductive health. It provides a nuanced understanding of how these barriers affect their well-being, decision-making power, and access to essential SRHR information and services. Additionally, the documentary highlights how climate change is further intensifying the SRHR vulnerabilities of marginalized women, particularly in coastal regions where salinity intrusion, displacement, and climate-induced shocks disrupt access to healthcare. By documenting these lived experiences, the film aims to serve as a powerful advocacy tool to inform policymakers, development actors, and local government institutions. To ensure accuracy and strengthen the evidence base, a validation workshop was organized with civil society organizations (CSOs) and members of the RHRN2 Coalition. The session allowed stakeholders to review key findings, validate the evidence, and provide recommendations for further refinement. The documentary has already contributed to greater awareness among stakeholders about the urgent SRHR needs of Dalit and marginalized women. It has strengthened evidence generation for future advocacy initiatives and is expected to support policy dialogue aimed at improving service accessibility, resource allocation, and inclusive program design for vulnerable communities. The documentary is also serving as a practical tool for CSOs and youth advocates to initiate community discussions and influence local-level duty bearers.

## Continuation and Development of New 2D Cartoon Series on SRHR for Minority Communities

During the reporting period, the project continued its initiative to develop a new set of 2D animated cartoon episodes as part of the SRHR toolkit tailored for minority and excluded communities. Building on the previous year’s progress, the new series was designed to be inclusive, youth-friendly, and accessible to all adolescents, regardless of background. The content aims to enhance young people’s understanding of key Sexual and Reproductive Health and Rights (SRHR) issues in an engaging and culturally sensitive manner. Significant improvements were made in animation quality, scripting, and visual storytelling compared to the earlier versions. These upgrades have strengthened the educational value of the videos and ensured they align closely with the project’s WSA (Whole School Approach) framework. As a result, the cartoon series is now suitable for use not only in the project’s direct interventions but also as a long-term learning resource for schools, youth clubs, and community-based platforms beyond the project period. The newly developed episodes cover three critical topics such as Bullying, Good Touch & Bad Touch, and Engaging Men in Care Work. These themes were carefully selected based on consultations with community youth groups and reflect the major SRHR-related challenges faced by adolescents in minority and excluded communities. By presenting these sensitive issues through simple narratives and relatable characters, the cartoons will help young people recognize harmful behaviors, understand personal boundaries, and appreciate the importance of shared responsibilities within families. Youth participants reported that the visual storytelling made the topics easier to understand, while teachers and community facilitators highlighted that the cartoons helped initiate meaningful discussions during classroom sessions and community dialogues.



Two Dalit Girls Shared Voice for Documentary Film

To get more information and see the video, please visit the NU YouTube channel:



<https://www.youtube.com/@nagorik-uddiyog>

## Leadership and Capacity Building Workshop with Youth Change Makers on SRHR

During the reporting period, a three-day-long residential Leadership Capacity Building Workshop was conducted for 25 youth advocates (NoboDyuth). The workshop aimed to strengthen their leadership, communication, and networking skills so they can effectively advocate for Sexual and Reproductive Health and Rights (SRHR) in their communities. In this workshop, participants have received in-depth training based on a common training module developed by the coalition. The key topics covered the workshop were leadership development, rights-based advocacy, networking strategies, and community mobilization. This residential setting created opportunities for peer learning, group discussions, and practical exercises, which helped to build strong relationships and improved coordination between the two groups of youth changemakers.

As a result, participants have demonstrated improved leadership and advocacy capacities, gained confidence to raise SRHR issues in their communities, and established a connected network of youth advocates committed to sustaining SRHR initiatives at the local level. The workshop contributed to developing a group of skilled youth leaders capable of championing SRHR rights and mobilizing community action for gender equality. They also developed action plans to continue SRHR advocacy after the project phase-out.



Participants are Doing Group Work at the Workshop

## Continuation of 2D Cartoon Series on Sexual and Reproductive Health and Rights (SRHR)

During the reporting period, two additional 2D cartoon episodes were produced under the ongoing SRHR-focused animation series. These productions aimed to increase SRHR awareness among diverse groups, particularly adolescents and youth, by presenting key issues through engaging, easy-to-understand visual storytelling. By the end of the project period, a total of eight cartoon episodes were created which collectively contribute to improved knowledge and enhanced positive attitudes toward SRHR within the target communities. The themes of the newly produced episodes addressed critical SRHR issues:

- Gender-Based Discrimination at Home- highlighting unequal treatment within households and its long-term impact on children.
- Power of Consent - “No Means No” - promoting respect for personal boundaries and reinforcing the importance of consent in relationships.

These episodes continued to play an important role in reaching wider audiences, especially on young people.

To get more information and see the video, please visit the NU YouTube channel:



<https://www.youtube.com/@nagorik-uddiyog>

## Case Story

### Dreaming Beyond the Dalit Colony Walls: Tina's Story of Hope



"Change is slow, resistance is strong, but I refuse to give up" – Tina

Archana Rani Das Tina, an 18-year-old girl from the Dalit community of Chashara Rabidash Para, of Narayanganj district. She has grown-up in a small, one-room home, shared with her parents and siblings. In a colony of thirty-two families with only eight washrooms, privacy was rare, and opportunities for girls even rarer. Their circumstance indicated a narrow future: early marriage, household confinement, and silence. Tina, once introverted and quietly slipping away from her studies, watched her friends disappear into early marriages and believed this was her fate too.

But everything began to shift when Tina's elder sister, Suchona Das Nitu, joined the youth changemakers group "NoboDyuth" under Nagorik Uddyog. While Suchona was back home, she shared stories of empowerment and discussed about SRHR, menstrual health, and gender equality which sparked Tina's curiosity. When Suchona was invited to a training program outside Narayanganj, their parents hesitated. However, ultimately Tina attended in the training, and encouraged by the training, she decided to accompany her. That training became a turning point for Tina. Surrounded by young people eager to learn and grow, Tina's initial fear slowly transformed. "This is your chance," she told herself as she stepped into her first group discussion. Conversations on menstruation, child marriage, sexual harassment, and bodily autonomy, primarily discomfort her. Later, it makes her very comfortable, essential and liberating herself to discussed the issues with others.



Archana Rani Das Tina at the time of Cooking

Inspired, Tina joined NoboDyuth as a changemaker. "If they could grow, why couldn't I?" she asked herself. She returned to school in the 10th grade and began learning sewing to build financial independence. With new confidence, she started speaking to neighboring girls about menstrual hygiene and early marriage, even after experiencing resistance. When one girl suffered severe period pain, Tina shared her medicine. Those feelings inspire a lot for her. She is now become a sister of many girls who are in need. Tina also feels empowered to do that. She expressed her feelings:

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***"I am no longer the girl who doubted herself". "If I can change, so can they. "From a life once defined by silence and limits, Tina now walks forward with purpose, determined to complete studies, and aims to helps other who are in distress condition.***

## Chapter-IV

### Children and Youth Rights

Children from marginalized and working-class families in Bangladesh remain highly vulnerable to child labor, school dropout, and unsafe working conditions. Economic hardship, limited educational support, and inadequate access to child-friendly services often push children out of school into premature work, exposing them to exploitation and long-term social exclusion. To address these challenges, Nagorik Uddyog (NU) implements targeted interventions to protect and uplift the rights of vulnerable children and disadvantaged labor communities. Moreover, NU independently operates Drop-in and Drop-out Centers in different locations of Dhaka City. These centers provide safe and protective spaces for working and out-of-school children. Through the centers, NU supports access to non-formal education, life skills, vocational training, psychosocial support, and building awareness on child rights and labor laws. In addition, NU also provides pre-primary education, and scholarship and internship opportunities to Dalit students.

#### Education Support to Dalit Students

To empower the excluded communities and Dalits, education is the fundamental thing that can enable them to enjoy their rights and privilege through claiming their rights to the duty bearers. In order to fulfil the purpose, NU initiated and actively operated pre-primary education center, established education support centers, provide scholarship opportunities and trained teachers to make the learning effective and interactive.

#### Expanding Early Learning Opportunities: Pre-Primary Education Centers for Dalit Children

Providing access to early childhood education is essential for building a strong foundation for lifelong learning, particularly for Dalit children who often face educational exclusion from an early age. Therefore, the pre-primary education centers are played a vital role in fostering a learning mindset during these critical early years. The pre-primary education centers of NU have created safe, inclusive, and stimulating learning environments for children aged 4-6 years, with 665 girls and 671 boys, totaling 1,336 children reached during the reporting period. These centers aim to prepare children to transition smoothly into mainstream primary schools, equipping them with basic literacy, numeracy, and social skills while encouraging curiosity and a love for learning.



A Teacher Taking Lesson at The Pre-Primary Center

During the reporting period, 50 centers were successfully operated, each supporting around 30 children annually. Priority was given to children with disabilities and those from marginalized families while ensuring equitable access and no duplication with government primary schools. The centers are staffed by 43 teachers recruited from the Dalit community, who bring both competence and commitment to nurturing young learners. Regular supervision and appraisal by field staff, in consultation with community-based management committees, ensured the quality of teaching and learning while promoting strong community oversight. The pre-primary education centers have significantly increased school readiness among Dalit children, boosting their confidence, engagement, and foundational skills. Families have reported greater enthusiasm among children for attending school and participating in learning activities, signaling a positive shift in early educational outcomes. By mobilizing local resources and government-provided learning materials, these centers are gradually becoming sustainable community assets, supporting the long-term educational inclusion and development of Dalit children.

## Training of Teachers (ToT) for the Pre-Primary Education Center Teachers

Nagarik Uddyog organized two Training of Trainers (ToT) on 'Teaching and Learning' for the 50 Pre-Primary Education (PPE) Centers teachers. The training was separately held in Dhaka and Sreemangal, aimed to strengthen teachers academic and child learning development skills. The first batch was conducted on 19-20 June 2025 at the NGO Forum, Lalmatia, Dhaka, and the second batch was conducted in Sreemangal Kamalganj, Head Bangladesh Training venue. All the teachers from the Pre-Primary Education (PPE) centers were attended in the training. The training sessions were facilitated by Mr. Mokarram Hossain (lead trainer) and Capacity Building Officer of NU. Key areas covered in the training such as child rights, early childhood development, creative and play-based learning, and safeguarding principles. The ToT helped teachers to strengthen their skills in creating inclusive, child-friendly, and positive learning environments in the pre-primary centers. Through the training, teachers learned practical techniques for engaging young children, supporting diverse learners, and making classrooms more interactive and safer for every child.



## Strengthening Academic Achievement: Education Support Centers for Secondary-Level Dalit Students

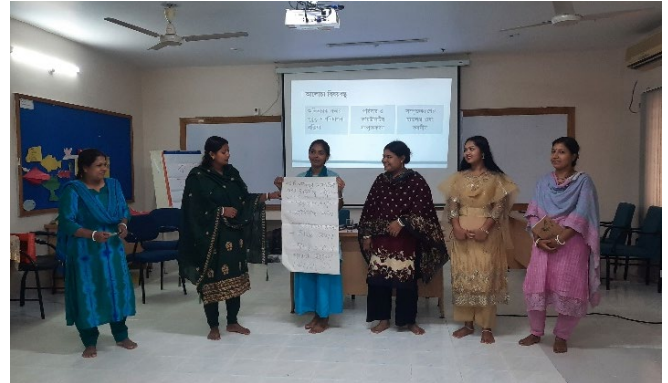
Access to quality academic support is crucial for Dalit students, who often face systemic challenges that hinder their performance at the secondary level. The education support centers have provided targeted learning assistance to help students improve their grades, build confidence, and prepare for higher secondary education. By focusing on areas where students typically struggle, these centers aim to ensure that Dalit students meet the academic requirements necessary to pursue higher education and access reserved quota opportunities in public universities.

During the reporting period, 40 centers were successfully operated, each staffed by two teachers, totaling 60 teachers providing focused guidance and mentorship for secondary-level students. A total of 811 students received support, including 461 girls and 350 boys. The centers offered structured assistance in core subjects, specifically English and Mathematics, alongside study skills development and exam preparation, ensuring that students received consistent academic support.

As a result, Dalit students have shown marked improvement in English and Mathematics, with increased confidence and readiness to transition to higher secondary education. The centers have also fostered a supportive learning environment where students can receive individualized attention, access additional study materials, and develop skills necessary for academic success. Overall, these education support centers are playing a critical role in bridging educational gaps, empowering Dalit students to continue their studies, and enhancing their opportunities for long-term educational advancement.

## ToT on Teaching and Learning for Education Support Center Teachers

A two batch Training of Trainers (ToT) sessions on 'Teaching and Learning' has been organized for the 40 teachers of Education Support Centers. A total of 57 teachers (27 women and 30 men) from different areas took part in the trainings. The trainings were held in Dhaka and Sreemangal. Mr. Mokarram Hossain was the lead facilitator of the training while NU's Capacity Building Officer supported as co-facilitator of the training. The training sessions focused on the topics such as improving teachers' skills in lesson planning, child-centered learning, classroom management, communication, and safeguarding principles. Participants of the training also learned about adolescent development, psychosocial support, and inclusive teaching methods. During the training, teachers were learned and practiced how to make lessons more engaging and friendly for students. They worked in groups, shared experiences, and developed simple but creative ways to teach subjects like English and Mathematics. The sessions helped them understand how to build trust with adolescent learners and how a classroom will be a safe and supportive place for every student. Overall, the training helps to enhance confidence of the teachers as well as they acquire new knowledge and skills to make the learning more effective, enjoyable and much more interactive.



Group Work by Training Participants

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

Millions of women who are working in the textile sector continue to shoulder the dual burden of long working hours and the responsibility of ensuring a safe and nurturing environment for their children. Recognizing this critical gap, the project "Improving Education and Skill of the Children of Women Textile Workers in Dhaka, Bangladesh" was designed to create meaningful opportunities for early childhood care, non-formal education, and enhanced child protection. Initially, the project has been run in Adabor and



A Daycare Teacher Taught Children to Learn Alphabet

Mirpur area of Dhaka. During the reporting period, two fully functional day-care centers were operated to support 80 children of female textile workers, offering a warm and nurturing ambience complemented by early childhood education, nutritional support, hygiene promotion, and primary health care services. These centers are operating for 13 hours a day and six (6) days a week. Additionally, the centers provided dependable care that allowed mothers to work with peace of mind while their children thrived in a safe, development-friendly environment. Alongside this, the project extended comprehensive support to 120 street and working children aged between 6-16, to enable them to access non-formal remedial education, basic literacy and numeracy, and essential life skills, including lessons on child rights and personal safety. A supportive drop-in center structure with flexible class schedules, fear-free learning spaces, continuous evaluation, peer engagement, and exposure visits to build confidence and encouraged many children to pursue pathways to mainstream education.

To strengthen child protection outcomes, the project also facilitated awareness initiatives, supported access to birth registration, and fostered advocacy at community and institutional levels to improve children's access to education and protection from exploitation and abuse. Vocational training opportunities further equipped older children with practical skills for future livelihoods.

## Awareness Meeting on the Importance of Birth Registration

One “Awareness Meeting on the Importance of Birth Registration” was held on 26 August 2024 at CIRDAP with the parents from both the day-care and drop-in centers. A total of 69 parents participated in the session, including 22 men and 47 women. The session focused on explaining why birth registration is essential for every child, especially for ensuring legal identity, access to education, and protection from exploitation and early marriage. Parents were also informed about the step-by-step process of completing birth registration through local authorities and online platforms. Following the session, parents showed strong commitment to securing legal identity for their children. As a direct result of this awareness initiative, 83% of all targeted parents (207 out of 250) have already started the birth registration process for their children. This marks a significant improvement in awareness and action within the community. Overall, the meeting strengthened the child protection framework by helping families understand their rights and responsibilities and by promoting timely birth registration as a critical safeguard for vulnerable children.



NU Chief Executive Discussed About Birth Registration

## Training of Trainers (ToT) Workshop with NoboDyuth (Youth Change Makers)

During the reporting period, a three-day-long residential Training of Trainers (ToT) workshop was conducted with 16 selected NoboDyuth youth change makers to build a pool of master trainers. The objective of the ToT was to enhance their facilitation skills, deepen their understanding of SRHR, and prepare them to conduct awareness sessions with community youth.

The workshop covered essential topics such as participatory facilitation techniques, session planning, communication skills, adolescent SRHR issues, community engagement methods, and problem-solving approaches. Practical exercises, role plays, and group presentations were included to strengthen their confidence and ability to manage youth sessions independently.

Due to the ToT, the participants gained improved leadership skills, stronger facilitation capacity, and better clarity on delivering SRHR content in simple and culturally appropriate ways. They also developed a clear understanding of how to guide discussions, respond to sensitive questions, and encourage positive behavior change among young people.

## Capacity Building of Youth Representatives on UN Mechanism



A Moment of Capacity Building Session

On 26-27 May 2025, A two-day-long training session were organized with the youth representatives of selected CSOs to educate them on UN mechanisms. This workshop aims to build awareness on international policies, laws and UN mechanisms. Ten (10) youth representatives from CSOs and Ten (10) youth changemakers, and four (4) staff was participated in the workshop.

On the first day, Dr. Motahar Akand facilitated the discussion focusing on key concepts such as rights, human rights, and crimes, along with an overview of the UN human rights system, various international treaties, and Bangladesh’s status regarding those treaties. A creative exercise, crown-making, was used to demonstrate the reality of limited resources in advocacy and the need for strategic and impactful efforts.

Through storytelling, participants explored the foundation of human rights based on interdependence,

responsibility, and the roles of states and societies in ensuring dignity, freedom, and justice. The session also clarified the subtle differences between human rights violations and crimes and introduced the treaty-based and charter-based UN mechanisms. On the second day, the other distinguish facilitator, Zakir Hossain, reviewed the previous day's learning and delved deeper into the technical aspects of international human rights advocacy. He explained the functions of treaty bodies, the emergence of MDGs, SDGs, UPR, and VNR, and how these frameworks shape global and national advocacy efforts. Participants learned how countries engage in negotiation and advocacy at the UN level, the role of civil society organizations (CSOs) in reporting alongside governments, and the procedures for attending and participating in UN side events. Real-life examples enriched the discussion, making the process of engaging with UN mechanisms more relatable and actionable for participants. After this workshop, one handout has been prepared on UN mechanism in Bangla for the youths.

## Parents' Awareness and Confidence-Building Meetings

During the reporting period, a total of 16 Parents' Meetings were organized across the two day-care centers and two drop-in centers. These meetings were designed to increase parents' awareness and confidence on key issues affecting their daily lives and their children's well-being. A major focus of the sessions was to strengthen parents' negotiation skills with garment factory owners, particularly on matters such as safe working conditions, leave arrangements, childcare support, and improved treatment at the workplace. Across all meetings, 305 parents were actively participated. Through open discussions and facilitated learning, parents were gained a better understanding of their rights and learned practical techniques for communicating assertively with employers. Nowadays, parents are demonstrated increased confidence in expressing their needs, seeking support, and advocating for their children's access to education and protection services.



A Moment of ToT Conduction by Facilitator

Through open discussions and facilitated learning, parents were gained a better understanding of their rights and learned practical techniques for communicating assertively with employers. Nowadays, parents are demonstrated increased confidence in expressing their needs, seeking support, and advocating for their children's access to education and protection services.

## Skill Development Vocational Training for Drop-in Centers students

During the reporting period, a total of 56 adolescents (50 girls and 6 boys) age between 12-16 years have received vocational training on tailoring, and garments operator. The aim of the training was to equip participants with practical, market-relevant skills that can support income generation and future employment opportunities. The duration of the tailoring training is 3 months and 1 month Garment Operator training (weekly 3 days). Participants have gained increased confidence, improved technical skills, and a clearer understanding of livelihood options. Several trainees have begun using these skills at home or in local tailoring shops, contributing to household income and reducing economic dependency. This has strengthened the economic resilience of vulnerable adolescents by enhancing their prospects for self-reliance and social inclusion.

## Staff Capacity Building Training

Nagorik Uddyog organized two comprehensive Staff Capacity Building Trainings on August 30, 2024, at Nakshatrabari Resort, and January 2, 2025, at Grand Lounge Restaurant. A total of 62 staff members (18 male and 44 female) from the day-care and drop-in centers participated in these trainings. The sessions were facilitated by the Project Coordinator and covered key essential areas for effective program delivery. The training modules included center management, leadership development, communication skills, program planning, and professional growth. Each session combined practical exercises, discussions, and real-case examples to enhance staff competency. Through this initiative, participants strengthened their ability to manage centers efficiently, engage with children and parents confidently, and maintain quality service standards. The training contributed significantly to improving overall program implementation and ensuring a more responsive and supportive learning environment for children.

## Implementation of the Whole School Approach (WSA)

Under the thematic area, Whole School Approach (WSA) is being implemented in the selected secondary schools in Dhaka and Narayanganj districts, following the Government's curriculum, framework, and guidelines, as well as global WSA standards. The initiative aimed to create a healthy, safe, and supportive school environment that promotes positive attitudes and knowledge on Sexual and Reproductive Health and Rights (SRHR). During the reporting period, regular school-based sessions were conducted as per WSA guidelines. These sessions helped to strengthen a consistent approach to SRHR awareness and contributed to noticeable improvements in students' understanding, attitudes, and confidence. Teachers, students, and parents were engaged through various platforms, including harassment redressal committees, school health clubs, and parents' meetings. Their participation played a critical role in building a safe and responsive environment where students could openly learn about SRHR issues. In addition, several thematic activities were organized to enhance practical learning. Events such as Menstrual Hygiene Day celebrations, self-defense workshops for girls, and health-focused sessions provided students with essential skills and knowledge related to personal safety, hygiene, and well-being. These activities helped to boost students' confidence and encouraged healthier practices within the school community.



Whole School Session with Secondary Level Students at School

## Psychosocial Workshops with Adolescent Students



A Facilitator Taking Psychosocial Counselling Sessions at School

During the reporting period, 20 psychosocial workshops were organized in 10 selected secondary schools in Dhaka and Narayanganj. Each school hosted two batches of sessions—one for students in grades 6-7 and another for students in grades 8-10. The workshops followed the established methodology from 2023, maintaining consistency in content, facilitation, and delivery. An experienced resource person conducted all sessions to provide professional guidance and create a supportive environment for adolescents. Community mobilizers and youth changemakers provided logistical support, coordinated with schools, and facilitated smooth implementation. A total of 400 students participated in these workshops, with 200 students from grades 6-7 and 200 students from grades 8-10. The sessions helped students understand key psychosocial issues, express emotions safely, and develop coping skills essential for their personal growth and well-being.

## School-Based Sessions Following Whole School Approach (WSA)

School-based sessions were conducted following the Whole School Approach (WSA) guidelines to ensure a consistent and inclusive methodology across all partner schools. An MOU was signed with the RHRN2 Coalition, and sessions were coordinated with Directorate of Secondary and Higher Education (DSHE) and implemented by BRAC. An inception meeting was held in six secondary schools of Dhaka and Narayanganj districts, followed by teachers' training was conducted to equip educators with the knowledge and skills needed for Comprehensive Sexuality Education (CSE). A total of 199 teachers and students participated in these sessions to promote a supportive and inclusive school environment for adolescents. The WSA methodology was uniformly adopted by all coalition partners to make it consistent, relevant with desire objectives.



TV Talk Show with Distinguish SRHR Expert

### TV Talk Show on youth SRHR

A series of TV talk shows on Youth SRHR has been broadcast on the national non-government TV 'Channel I' in the reporting period. A total of four topics telecasted in the channel. The following topics were telecasted on the channel: 1<sup>st</sup> Episode: Sexual & Reproductive Health and Rights: Inclusivity & Accessibility for All; 2<sup>nd</sup> Episode: Story of the Communities Existing Under Shadow; 3<sup>rd</sup> Episode: Importance of Consent; 4<sup>th</sup> Episode: Expert Opinion: Sexual and Reproductive Health & Rights. Each episode featured a diverse panel of participants, including SRHR experts, government officials, religious leaders, activists, professionals, adolescents, and youth representatives. Their contributions helped to present accurate information, address misconceptions, and foster open discussions on sensitive issues. It is estimated that the series will reach to a minimum of 1.5 million viewers. It is also expected that the initiative aimed to raise public awareness, promote positive social norms, and create an enabling environment for youth-friendly SRHR discourse in Bangladesh.

To get more information and see the video, please visit: <https://www.youtube.com/watch?v=E1A3uPwJTzY>

### Awareness Sessions on SRHR with Youth and Students



Facilitated Youth Club Meeting with Students

Minority Rights Promoters (MRPs) conducted 30 awareness sessions with youth groups in the community and an additional 17 sessions with secondary-level school students. Altogether, these sessions reached 450 young people, where 271 participants were girls. The sessions created a supportive learning environment for adolescents and youth so they could openly discuss Sexual and Reproductive Health and Rights (SRHR) issues, ask questions, and challenge misconceptions. By engaging both in-school and out-of-school youth, the initiative helped increase knowledge, promote healthier attitudes, and strengthen young people's

ability to make informed decisions about their bodies, relationships, and well-being. These awareness efforts also contributed to building confidence among girls and marginalized youth to promote and support needed to navigate SRHR issues in the context of social challenges and climate-induced vulnerabilities.



Street Theater Show at the Time of Performing

## Street Theatre Shows on SRHR Issues

During the reporting period, A youth-led street theatre group consisting of 15 trained performers, organized 15 street theatre community outreach events by staging issue-based theatre shows in public spaces, school premises, and community centers. The purpose of the event was to raise mass awareness on key Sexual and Reproductive Health and Rights (SRHR) issues and promote positive behavioral change within the community. The theatre scripts were developed based on real-life challenges faced by adolescents and youth, incorporating themes such as consent, early marriage, gender-based violence, stigma around menstruation, and harmful patriarchal norms. The performances used humor, storytelling, and interactive engagement to make complex SRHR concepts easy for audiences to understand. This participatory approach helped create safe spaces for open discussion, particularly in communities where SRHR topics are considered sensitive or taboo.

Audience feedback reveals that the shows were captivating, relatable, and emotionally engaging, which substantially increased message retention. Furthermore, the entertaining presentation style helped to break social stigma and encouraged viewers to reflect on harmful norms and misconceptions. Besides, community members also demonstrated increased openness to discussing SRHR-related issues, and many adolescents reported feeling more confident in expressing concerns about consent, safety, and personal boundaries. The theatre group also observed greater interest from schools and local leaders, who invited them for repeat performances, signaling acceptance and recognition of the activity's impact.

## Youth-Led Interactive Dialogue Sessions with Community Members

During the reporting period, eight quarterly youth-led interactive dialogue sessions were conducted in two project working areas, Dhaka and Narayanganj. These sessions aimed to strengthen community engagement and promote awareness on key SRHR issues. Approximately 80 youths participated, with around 10 participants in each session. The sessions were fully led by the youth changemakers, who were responsible for participant selection, venue arrangements, scheduling, managing refreshments, and developing session topics and handouts. To ensure quality and alignment with project objectives, Nagorik Uddyog reviewed and refined the session modules, and conducted separate orientation meetings to guide the youth on effective facilitation techniques. Experienced youth changemakers confidently facilitated the sessions while encouraging meaningful discussions within their communities. A monitoring tool was used to assess their performance, and constructive feedback was provided afterward to help and enhance their facilitation skills.

## Case Story

### Back to School: A Child's Journey



Akash is an 11-year-old boy and he is the youngest of his three siblings. He lives with his family in a single rented room close to Drop-in Centre. When Akash was six years old, he was enrolled in Class One at a local madrasa. However, he did not attend classes regularly and gradually lost interest in his studies. After some time, he stopped going to the madrasa completely. To support the family, his father later asked him to help by selling vegetables.

A positive change began while Akash's nephew, Anik, enrolled at the Drop-in Centre in Adabor. Akash often went with Anik to the center. Sometimes, he stayed there and spent time with other children. The Center's friendly teachers and the welcoming environment slowly attracted him. He felt safe, respected, and encouraged. Inspired by this positive experience, Akash shared his wish to study at the Drop-in Centre.

In September 2024, he came to the center with his mother and was enrolled in Class Two. Even though he continued helping his father as a vegetable vendor, Akash started attending classes regularly and took part in different center activities. Akash said;

***"I feel happy when I come to the center. I learn many things with my friends and also get time to play. I love this place. I want to study more in the future."***

At present, Akash is a Class Three student. He attends school on time and participates actively in class. After school, he still helps his father with vegetable selling. However, education has now become an important part of his life.

## Chapter-V

### Land, Water, Environment, and Climate Justice

Bangladesh is one of the most climate-vulnerable countries in the world. The increasing impacts of climate change such as floods, river erosion, salinity intrusion, and extreme weather events has disproportionately affected marginalized communities. Dalit and minority groups living in remote and climate-sensitive areas, experienced intensified risks, including loss of land, displacement, and reduced access to safe water and livelihoods. To address these challenges, Nagorik Uddyog (NU) implemented several initiatives to overcome communities from the unexpected climate risks and challenges. Through this initiative, NU works to strengthen the resilience of vulnerable communities by promoting climate justice, strengthening community leadership and women empowerment, encouraging to hazard tolerant crop production, engaging in alternative income generating activities, supporting for land and water rights, influencing local level advocacy and improving access to basic entitlements and resources.

NU also collaborates with several national and international platforms to amplify its advocacy and influence policy change. These include Bangladesh Paribesh Andolan (BAPA), Water Rights Forum Bangladesh, Bangladesh Water Integrity Network (BAWIN), Bangladesh Land Rights Network (BLRN), International Land Coalition (ILC), Climate Justice Alliance Bangladesh, and Save the River Movement Bangladesh. Through this collective action, NU tries to advocate for stronger climate governance, improved land and water rights, and greater protection of marginalized communities from climate-induced harm.

#### Formation and Support to Community-Based Organizations (CBOs) and Community Youth Clubs (CYCs)

A total of 15 Community-Based Organizations (CBOs) and 15 Community Youth Clubs (CYCs) were formed across the targeted areas to strengthen local leadership and build climate resilience. Each CBOs includes 20 members (at least 60% of women) while the CYCs consist of 25 young members, mostly girls. This inclusive structure ensures inclusive participation of women, girls, and marginalized youth who are often affected by climate impacts. These community groups helped people to understand how climate-related challenges such as water scarcity, livelihood losses, disasters, and health risks can intensify their vulnerabilities. They mobilized community members to raise collective demands for safety nets, climate-adaptive services, and emergency support. The groups also promote resilience-building by spreading awareness on disaster preparedness and early warning systems. Besides, Youth members play an active role by leading climate justice campaigns and advocating for inclusive local policies.

#### Training for Minority Rights Promoters (MRPs)

One three-day-long capacity-building training was held from 15-17 April 2025 at the Bachte Shekha Training Centre in Jessore for 15 Minority Rights Promoters (MRPs). The training covered key areas such as human rights, legal rights, SRHR, gender equality, GBV prevention, climate change impacts, disaster risk reduction, and access to essential services. The purpose of the training was to strengthen the MRPs' knowledge and improve their skills so that they can confidently engage with their communities. Through interactive sessions, discussions, and real-life examples, the MRPs learned how to guide community members and school students in understanding their rights, recognizing risks, and accessing available services. This training equips them to act as local changemakers who can raise awareness, support vulnerable groups, and contribute to building more informed, resilient, and inclusive communities.

#### Conducted Training of Trainers (ToT) for CSO Members and Volunteers

A five-day-long Training of Trainers (ToT) was organized from 16-20 March 2025 at Rana Resort in Baronpara, Batiaghata, Khulna, with the participation of 16 representatives from three civil society organizations (CSOs). The ToT aimed to strengthen both the technical knowledge and facilitation skills of the participants so they can effectively lead capacity-building sessions for Minority Rights Promoters (MRPs) and further escalate the learning within their respective communities. Throughout the training,

participants were engaged in interactive discussions, group exercises, and experience-sharing sessions and covering key thematic areas such as human rights, legal rights, SRHR, climate change impacts, gender equality, gender-based violence (GBV), disaster risk reduction, and access to basic services. The ToT also emphasized on adult learning principles, communication techniques, and practical facilitation methods to help participants deliver clear, engaging, and context-appropriate sessions once they return to the field. By the end of the training, participants were better prepared to serve as resource persons within their organizations, enabling a wider and more sustainable transfer of knowledge at the grassroots level. This strengthened network of trained facilitators is expected to enhance community awareness, promote rights-based actions, and support resilience-building efforts among marginalized groups.



Group Work by The Participants at ToT

### Mass Awareness Campaigns on International Days

During the reporting period, three local CSOs organized mass awareness campaigns to observe two key international days-International Women’s Day on 8 March 2025 and World Health Day on 7 April 2025. The events included human chains, rallies, and community discussion meetings, which brought together local residents, youth, and community leaders. The discussions focused on the daily realities and vulnerabilities faced by Dalit and minority communities, particularly how climate change, gender inequality, and gender-based violence (GBV) intensify their marginalization. Speakers emphasized the need for improved access to health services, stronger protection mechanisms, and greater recognition of the unique challenges faced by women and girls in these communities. These campaigns played an important role in raising public awareness, promoting solidarity, and encouraging community-led advocacy for rights, dignity, and climate-resilient services for marginalized groups.

### Courtyard Sessions with Community Members



Group Work by The Participants at ToT

A total of 90 courtyard sessions were conducted with community members to raise awareness on key issues such as human rights, gender equality, climate-induced gender-based violence (GBV), the impact of climate change, Sexual and Reproductive Health and Rights (SRHR), and access to basic services. Each session brought together an average of 30 participants, with at least 60% women. These discussion sessions have created a safe space for participants to share their experiences, learn practical information related to climate and gender, and strengthen their understanding of rights and available services. The courtyard approach also

helped build trust, encourage dialogue, and promote gender-sensitive climate collective action at the local level. This has supported communities to become more informed, resilient, and empowered.

### Dialogues with Union Parishads

A total of 15 half-yearly dialogue meetings were held with Union Parishads (UPs) in the project areas. These meetings created a structured space where community members, CSOs, volunteers, and MRPs could speak directly with local government officials. As a result of these dialogues, communication between the community and local authorities have improved. Additionally, the interactive dialogues helped to strengthen collaboration and build strong linkages with key government departments such as Youth Development, Health and Family Planning, Social Welfare, and Women and Children Affairs. These improved linkages led to faster responses to community needs. Local officials became more aware of the challenges faced by Dalit and minority communities, especially related to access to services. In several areas, UP representatives expressed willingness to extend support for safety net programs, health services, and awareness activities.

## Half-Yearly Advocacy Meetings with Upazila Administration



Advocacy Meeting with the Upazila Administration at Officer's Club, Paikgacha, Khulna

During this reporting period, one advocacy meeting was held with the Upazila administration at Officer's Club, Paikgacha, Khulna on 26 June 2025. The objective of these half-yearly meetings is to raise awareness among officials about the situation of Dalit and minority communities in their respective areas. The meetings also engage relevant agencies, including Youth Development, Health & Family Planning, and Upazila-level Disaster Risk Reduction (DRR) officers, to promote a more inclusive approach to community development. A total of 30 duty bearers participated in the meeting.

## Quarterly Networking Meetings with Service Providers and CSOs

Three quarterly networking meetings were organized with local service providers and CSOs during the reporting period. Each meeting brought together around 30 participants. Representatives from relevant government departments such as Social Services, Women and Children Affairs, Disaster Management and Relief, Health, Agriculture, and Youth Development were participated in the meetings. The meetings created an important platform for open dialogue on the challenges faced by Dalit and minority communities. Participants discussed barriers related to access to services, discrimination, lack of information, and climate-related vulnerabilities that often limit community resilience.

Through constructive discussion, service providers were able to clearly identify their roles and responsibilities in responding to these issues. CSOs also shared community-level findings to help government representatives to understand the lived experiences of marginalized communities. This has strengthened coordination and collaboration between CSOs and service providers. Several departments agreed to improve referral pathways as well as affirm faster service delivery. The discussions also highlighted to prioritize inclusion of vulnerable groups in the existing government schemes.

## Two-Day Training on Operational and Financial Management

Nagorik Uddyog organized a two-day training on operational and financial management for community-based organization (CBO) members on 12-13 May 2025 at Gono Kallyan Trust in Manikganj. A total of 16 participants attended the training from different community-based groups, especially those are engaged in project implementation. The training focused on strengthening participants' understanding of key operational systems, financial procedures, documentation standards, budgeting, reporting, and accountability mechanisms. Through practical exercises and real-case examples, participants learned how to maintain accurate financial records, follow compliance requirements, and ensure transparent and efficient use of project resources.



Project Manager, Nadira Pervin Discussed about Operational and Financial Management Issues

In addition, the sessions covered essential organizational management skills such as planning, coordination, internal controls, and roles and responsibilities within project teams. This helped participants link operational and financial processes more effectively in their day-to-day work. Overall, the training enhanced the organizational capacity of participating CSOs and improved their ability to manage both the financial and operational aspects of the project with greater accuracy, transparency, and confidence.

## Chapter-VI

### Policy Advocacy and Networking

Under the thematic area, NU emphasis on evidence-based research, thematic study, networking, policy advocacy and lobby works. The purpose of the thematic area is to generate evidence-based advocacy materials to support minority and disadvantaged communities. Through NU's different project interventions and collective efforts with other national and international platforms NU is targeting to advocate on human rights issues that are often violated in many ways.

#### NU Affiliation with Relevant National & International Advocacy Networks:

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

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

As part of International Advocacy, Nagorik Uddyog staff attended the following international event during the reporting period:

- 3<sup>rd</sup> Voluntary National Review (VNR) at the 2025 UN High-Level Political Forum, New York, USA, July 11- 26, 2025
- NOREC Homecoming Training, Park Village Resort, Budhanilkantha, Nepal, February 15-22, 2025
- World Social Forum (WSF), Kathmandu, Nepal, February 14-18, 2024
- NOREC partner meeting, Hotel Salty, Kathmandu, Nepal, February 20-22, 2024
- The 68th session of the Commission on the Status of Women (CSW68), New York, USA, March 9-23, 2024
- Transformative Leadership Development Workshop, Colombo, Sri Lanka, September 24-25, 2025,
- World Social Summit for Social Development, Doha, Qatar, November 3-6, 2025

## Advocacy Rally and Assembly on the 12-Point Demands to End Discrimination Against Dalits and Marginalized Communities

On 28 September 2024, Bangladesh Dalit and Excluded Rights Movement (BDERM), in collaboration with Nagorik Udyog, organized a rally in Shahbagh, in front of the National Museum, to demand the end of all forms of discrimination against Dalits and marginalized communities. The rally focused on 12 key demands, including the immediate amendment and passage of the Anti-Discrimination Bill 2022, protection of Dalit settlements, equitable access to public spaces, increased social safety budgets for Dalits, and guaranteed representation in local and national committees. The event was presided over by Uttam Kumar Bhakta, President of BDERM Central Committee, and conducted by Shipon Kumar Robidas, General Secretary of BDERM. A total of 96 participants, including 57 women and 39 men were attended in the assembly. Notable speakers included leaders from political parties, academia, Dalit rights organizations, and community representatives, such as Zakir Hossain, CE of Nagorik Udyog, and BDERM advisor, Prof. Zobaida Nasrin Kona, and others were present. The keynote speakers highlighted the persistent structural discrimination faced by Dalits and other marginalized groups. They emphasized that despite Bangladesh's economic progress, Dalits continue to experience marginalization in areas such as health, education, employment, and access to essential services. The speakers identified professional and birth-based discrimination as the primary barriers to social and economic inclusion. They argued that addressing these systemic issues through legal reforms and targeted affirmative action is crucial to ensuring equality and protecting the rights of marginalized communities.

### Key Demands Raised at the Rally:

- Immediately amend and pass the Anti-Discrimination Bill-2022.
- No eviction of Dalit colonies or villages without proper rehabilitation.
- Legal action against restrictions on Dalits' access to public spaces.
- Urgent government initiative to accurately determine the Dalit population.
- Job security and proper pay scales for all sanitation workers.
- Increased budget allocation for Dalits under social safety programs.
- Implementation of affirmative action policies to eliminate discrimination at all levels.
- Provision of protective equipment for sanitation workers to reduce occupational hazards.
- Full implementation of constitutional provisions against discrimination based on religion, caste, gender, or birthplace.
- Allocation of khas land for landless Dalits on a priority basis.
- Provision of housing for sanitation workers in urban municipalities.
- Ensuring Dalit representation in committees from local to national levels.

Overall, the rally raised awareness of Dalit rights, strengthened solidarity among community members, and engaged key stakeholders to advocate for legal and policy reforms. It served as a platform for voicing concerns, mobilizing support, and reinforcing collective action to address systemic barriers and promote social justice for Dalits in Bangladesh.

## Consultation Meeting with Civil Society, Experts, and Youth for the Bangladesh VNR Parallel Report (Pre-HLPF 2025)

One day-long consultation meeting was held at CIRDAP, Dhaka, to bring together civil society representatives, youth changemakers, SRHR experts, and grassroots level CSOs in one platform. The purpose of the meeting was to ensure that the Parallel Report for Bangladesh's 2025 Voluntary National Review (VNR) reflects the voices and lived experiences of marginalized communities.

During the discussions, participants highlighted significant gaps in SRHR data and policy, including limited adolescent-friendly services and outdated frameworks. They emphasized the need for verified and disaggregated data, as well as actionable recommendations to strengthen national and international advocacy. Key priorities identified included integrating Comprehensive Sexuality Education (CSE) into the national curriculum, addressing issues such as marital rape and forced marriage, and ensuring inclusive services for marginalized groups including Dalits, SOGIESC populations (people with diverse Sexual Orientations, Gender Identities, Expressions, and Sex Characteristics), persons with disabilities, and linguistic minorities. Community representatives from various areas also shared practical challenges, such as period poverty, cyber harassment, early marriage, and lack of safe spaces, and the gap between policy and practice. Furthermore, youth empowerment, life skills development, and economic opportunities were highlighted as essential measures to enable informed SRHR decision-making. Overall, all participants committed to incorporating these insights into the VNR Parallel Report and will engage relevant ministries, and associated stakeholders to develop an inclusive SRHR policies based on ground realities.



Meeting with Civil Society Group and Youth Regarding VNR Report

## Day-Long Orientation and Introductory Meeting with Political Parties (CSO Consultation)



Stakeholders Orientation Meeting with Political Parties

A day-long orientation and introductory meeting was conducted to engage 15 youth parliamentarians and onboard them for active participation in the project. The objectives of the meeting to provide an overview of the project, orient participants on their potential role in forming a parliamentary caucus group, and involve them in upcoming project activities. In total, 27 participants attended in the consultation, including project staff, youth parliamentarians, and key stakeholders from partner organizations. The meeting focused on strengthening liaison with the current interim government for creating an enabling environment for strategic advocacy. Participants were briefed on the project's objectives, key activities, and expected outcomes, while highlighting the importance of youth-led engagement in advancing policy dialogue on SRHR and gender issues. As a result of the orientation, honorable government advisors Ms. Sharmeen Soneya Murshid, Advisor of the Ministries of Social Welfare and Women and Children Affairs, have gained clear understanding of the project's initiatives. Notably, she expressed her solidarity with the project's goals. Her support sets a strong foundation for sustained collaboration and advocacy at the policy level. Overall, the meeting successfully raised awareness about the project, built relationships with key stakeholders, and strengthened the participants' understanding of their roles. It has laid a strong foundation for forming a parliamentary caucus group as well as ensured that youth parliamentarians are prepared to actively take part in the project's advocacy activities.

## Follow-up Meeting with the National Human Rights Commission (NHRC) for Formation of a Thematic Committee on SRHR.

As part of the ongoing advocacy work, NU organized a follow-up meeting with the National Human Rights Commission (NHRC) to promote the formation of a thematic committee on Sexual and Reproductive Health and Rights (SRHR). The main goal of these meetings was to encourage the NHRC to recognize SRHR as an important human rights issue and to include it as one of their priority areas. During the meetings, the project team highlighted how SRHR issues are linked to existing UPR recommendations, which helped strengthen the credibility of the advocacy. The team also presented a set of 12 clear SRHR demands to give NHRC a practical outline of what actions are needed. Experts and civil society representatives joined the discussions and shared evidence and experiences that showed the urgency of addressing SRHR challenges in Bangladesh. Youth and coalition partners also contributed their perspectives, making the advocacy more inclusive and reflective of real community needs. Overall, the meetings helped to build stronger collaboration with NHRC and created positive momentum toward establishing a dedicated thematic committee on SRHR.



Follow-up Meeting with Human Rights Commission on the Formation of Thematic Committee on SRHR

## Youth-Led Community Advocacy Sessions Prior to Political Party

As part of the preparation for national-level advocacy on the High-Level Political Forum (HLPF) and the development of the Voluntary National Review (VNR) Parallel Report, youth-led community consultation sessions were organized to capture the SRHR priorities of marginalized youth groups. Two consultation meetings were conducted under the Right Here Right Now 2 (RHRN2) project. The first session took place on 17 June 2025 at the Zilla Shilpakala Academy in Narayanganj, and the second was held on 18 June 2025 at the Mirpur Rupnagar Tinshed Alor Mela Drop-in Center. A total of 59 participants attended the sessions, including representatives from Dalit communities, linguistic minorities, and youth leaders. The meetings were facilitated by the project team, with opening remarks delivered by Project Coordinator, who provided an overview of Nagorik Uddyog's work, the objectives of the RHRN2 project, and the purpose of the consultations. The sessions aimed to strengthen participants' understanding of the High-Level Political Forum (HLPF), the Voluntary National Review (VNR), and key Sexual and Reproductive Health and Rights (SRHR) issues affecting marginalized youth. The consultation was interactive and they engaged in group discussions to identify community-specific challenges and formulate SRHR-related demands. These collective inputs were documented and later incorporated into the VNR Parallel Report prepared by the RHRN2 platform.



Facilitated Interactive Dialogue Session on SRHR

## Strengthening Local Advocacy: Enhancing Dalit Access to Rights, Services, and Social Protection

Local-level advocacy has been a key strategy to improve Dalit access to basic services, government entitlements, and social protection. Through a total of 42 events, Dalit leaders engaged stakeholders across multiple levels including community representatives, journalists, civil society organizations, local government officials, and elected representatives to raise awareness of the challenges faced by Dalit communities. The advocacy agenda focused on critical issues such as water and sanitation, housing, education, livelihoods, violence against Dalits, and access to government safety nets and social welfare benefits.

These meetings enabled Dalit leaders to directly communicate their needs and demands to local

authorities, sub-district administrations, municipal and city corporation bodies, and officials from key government service departments, including social welfare, youth development, agriculture, livestock, and education. The interactive dialogues created opportunities for officials to understand community priorities, clarify entitlements, and discuss practical solutions to improve service delivery. During the reporting period, a total of 1,473 participants attended the events, including 752 female participants and 721 male participants. As a result, these integrated advocacy efforts have strengthened the voice of Dalit communities, increased awareness among local decision-makers, and enhanced the accessibility of essential services and state-provided benefits. The process has also fostered stronger engagement between Dalits and government institutions, laying the foundation for more responsive, inclusive, and accountable local governance.



Advocacy Meeting with Community Members and Stakeholders

### Learning-Sharing meetings with Local Government Representatives

A total of 12 learning-sharing meetings were organized with relevant local and sub-district-level government officials and representatives across the project areas of Nagorik Uddyog. The objective was to sensitize key stakeholders and strengthen their commitment to improving Dalit and marginalized communities’ access to basic services and government entitlements at the local level. In each meeting, a keynote paper was presented with highlighting the current situation, structural barriers and systematic deprivation such as issues related to water and sanitation, housing, education, livelihood, and abrupt threat to Dalit communities. Due to these meetings, government representatives are now showing positive response towards Dalit and other marginalized communities while indicating a linkage has been steadily grown-up between service providers and Dalit and marginalized communities. This meeting has enormously contributed to reducing their uneasiness in seeking and claiming justice related available government services at local level. Additionally, these discussions helped government officials and other relevant stakeholders to gain a clearer understanding of the depth of exclusion and the urgency of inclusive service delivery. As a result of these engagements, government representatives have already begun to respond more positively to the needs of Dalits and other marginalized groups. Moreover, a stronger linkage and trust-based relationship have gradually been developed between service providers and community members. These meetings have also significantly reduced the hesitation of Dalit individuals in seeking information, accessing services, and claiming their rights at the local level.

### Roundtable Discussion on “Empowerment of Women Regardless of Their Social Identity”



Nagorik Uddyog and Prothom Alo jointly organized a roundtable discussion titled “Empowerment of Women Regardless of Their Social Identity” on 18 December 2024 at the Prothom Alo Conference Room, Kawran Bazar, Dhaka. The purpose of the discussion was to draw attention of policymakers and the Women’s Affairs Reform Commission. The discussion was moderated by Firoz Chowdhury, Assistant Editor of Prothom Alo, with a keynote paper focusing on the mentioned issue presented by Dr. Zobaida Nasreen, Professor of Anthropology, University of Dhaka.

Special Guest Professor Anu Muhammad highlighted the urgent need to create an inclusive and equitable Bangladesh while other distinguish guest emphasizing on the importance of recognizing gender diversity beyond the binary of male and female. A total of 24 participants attended, including Kalpona Akter and Sumaiya Islam - Member of the Women’s Affairs Reform Commission; Fawzia Khondker Eva, Founder-Pragroshor; Academician Fatama Sultana Suvra and Snigdha Rezwana; Moni Rani Das, General Secretary-Dalit Women Forum; Zakir Hossain, Chief Executive-Nagorik Uddyog and Others.

## Participation in Asia Land Forum- International Land Coalition Event

As part of International Advocacy, NU's representative took part in the Asia Land Forum in Indonesia, organized by the International Land Coalition (ILC). The event included community visits and collaborative discussions, and sessions on important land rights issues. Topics covered included Indigenous people land rights, women's land rights, pastoral land rights, land conflicts, and the safety of land defenders, multi-stakeholder plenary & panel sessions focused on the Indonesian context of tenure rights & agrarian reform, plenaries and break-out sessions on key thematic areas, and governance agenda of ILC and members.



Picture of Asia Land Forum



Participants from Bangladesh to Attend the Asia Land Forum

## NU Response to Human Rights Violation of Cases:

Nationally and locally NU response to human rights violations of cases through jointly with human rights activists and other human rights platforms. Through fact-finding mission, NU endeavors to investigate the incident to identify the actual cause and take necessary steps for the affected parties. Mostly with academicians, human rights activists, civil society representatives, indigenous/minority representatives, journalists and local community leader were attended in the different fact-finding missions. However, during the reporting period, a total of 18 human rights violation cases have been responded across Bangladesh.



A Team of Human Rights Activists Conducted Fact-Finding Mission on the illegal occupancy of the 200-year-old Rasulabad Boro Buddhist Monastery, South Hnila, Teknaf, Cox's Bazar District



A joint fact-finding and protest mission was organized on 14 November 2024 to investigate and protest the illegal occupancy of the 200-year-old Rasulabad Boro Buddhist Monastery, located in South Hnila, Teknaf Upazila, Cox's Bazar District. The mission was facilitated by Nagorik Uddyog (NU) in collaboration with several eminent human rights defenders and civil society representatives. The following distinguished human rights activists participated in the mission: Professor Robayet Ferdous, Department of Mass Communication and Journalism, University of Dhaka, Mr. Zakir Hossain, Chief Executive, Nagorik Uddyog, Mr. Sirajul Haque, Former Panel Chairman, Cox's Bazar Municipality, Principal Ajit Das, President, Shushashoner Jonno Nagorik (SHUJAN)- (Citizens for Good Governance), Cox's Bazar, Mr. Dipayan Khisa, Member, Central Indigenous Forum and others.

**Publication of Advocacy Materials:**

The publication of advocacy materials is the key component of NU Policy, Advocacy, and Networking initiatives. Through evidence-based reports, policy briefs, fact sheets, case studies, and community-driven stories, Nagorik Uddyog continues to amplify the voices of marginalized groups and bring critical human rights issues to the forefront of national dialogue. These materials not only inform policymakers, civil society actors, and development partners but also empower communities with knowledge to claim their rights.

During the reporting period, Nagorik Uddyog published six tri-monthly bulletins and contributed to several important publications on Dalit rights, minority rights, and education for marginalized children and eight demands on Dalit Rights. These publications documented the daily challenges faced by excluded communities and helped to raise awareness on how deeply caste-based discrimination affects their access to basic rights. It also highlighted the gaps in the existing education system and stressed the importance of creating inclusive, child-friendly learning environments. Through these advocacy materials, NU aimed to encourage policymakers, educators, and community members to take stronger action to ensure equal opportunities and dignity for every child, regardless of caste, identity, or economic background.



In addition to its ongoing advocacy, Nagorik Uddyog 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, July-Uprising, Inclusion of Minority voice, Small Farmers Land Rights, contribution of Adibashi Women in agriculture and production, Khashia Ethnic Minority fights to protect their land rights, Graduation from LDC: challenges and Way Forward, FTA, 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 and 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 sufferers who are often victims of discrimination and human rights violations.

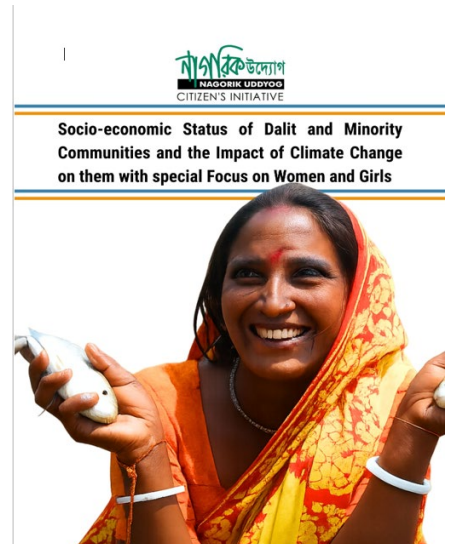
Additionally, one research study has been conducted on "Study on the Socio-Economic Status of Dalit and Minority Communities and the Impact of Climate Change" in four climate-vulnerable upazilas (Assasuni, Dacope, Paikgachha, and Shyamnagar) of Khulna and Satkhira districts. This study examines how climate change affects the socio-economic conditions of Dalit and minority communities in four highly

vulnerable upazilas of coastal Bangladesh. It combines both qualitative and quantitative data to understand their daily realities, with a special focus on women and girls.

Findings of the study highlighted that women have faced moderate to high vulnerability, while a very low participation in income-generating activities and almost no ownership of land or assets. Their decision-making power is also extremely limited. Many women suffer from reproductive health problems due to salinity and poor sanitation. Climate change has also caused major livelihood losses. Farming, fishing, and other natural resource-based jobs are declining. Many families depend on migration for work, but this often exposes them to unsafe conditions.

Furthermore, the study finds that violence and social risks increase as climate stress worsens. Women face harassment while collecting water and are more exposed to domestic and workplace violence. Migration increases the risk of exploitation, while education is also heavily affected, as many children drop out due to climate-related disruptions. Consequently, child marriage remains widely practiced in that area. This has often served as a coping strategy for families particularly those who are in facing economic and social hardships.

Moreover, access to development and government support is very limited. Only a small number of households receive assistance. Exclusion, corruption, and lack of information prevent many minority families from accessing services. High levels of debt further increase their vulnerability. Overall, the study shows that climate change has intensified existing inequalities where there is an urgent need for inclusive, and targeted support to build resilience of the affected communities.



### Observance of Key National and International Days

During the reporting period, several significant national and international days were observed to raise awareness on social, occupational, and human rights issues, strengthen community engagement, and highlight the importance of equality and safety.

On 16 December 2024 Victory Day (Bijoy Dibosh) was observed to honor the historic struggle for Bangladesh's independence and recognize the contributions of all citizens in building the nation. The observance served as a platform to promote national unity, civic responsibility, and inclusion of marginalized

communities in nation-building processes. Key stakeholders, including local leaders, educators, and community members, participated actively while emphasizing the importance of collective memory and social cohesion.

The National Occupational Health and Safety Day-2025 were observed to highlight the significance of workplace safety, health protection, and risk mitigation, particularly for vulnerable groups such as sanitation and construction workers. The discussion of the day was fruitfully engaged by employers, government representatives, and workers to ensure adherence to occupational safety standards and reinforce the need for protective measures and legal compliance.

On 28 April, World Human Dignity Day-2025 was marked to promote respect for human rights, equality, and dignity, with special attention to marginalized populations including Dalits and socially excluded groups. Stakeholders, including civil society organizations, local government representatives, and community leaders, participated in discussions and campaigns that emphasized the relevance of human rights education and advocacy in addressing systemic inequalities.

On 21 March, International Day for the Elimination of Racial Discrimination-2025, events were organized to raise awareness about racial and caste-based discrimination, the need for social justice, and the importance of promoting inclusive policies. Participants included government officials, community representatives, and human rights advocates, who collectively emphasized policy advocacy, community solidarity, and the enforcement of anti-discrimination measures

Across this significant day observance, a total of 1,244 community members (women-690, men -554) were actively participated. The active engagement of community members strongly reflects their growing commitment to advancing human rights and social justice. Their presence highlighted increasing awareness within grassroots communities about the importance of eliminating discrimination, promoting workplace dignity and safety, and strengthening national unity.

# Financial Overview



NAGORIK UDDYOG (NU)  
CONSOLIDATED STATEMENT OF FINANCIAL POSITION  
AS AT 30 JUNE 2025

PARTICULARS	Notes	30-06-2025	30-06-2024
<b>PROPERTY AND ASSETS:</b>			
<b>NON-CURRENT ASSETS:</b>			
Fixed Assets	4.00	10,749,519	8,131,362
Investment In FDR	5.00	1,109,506	1,546,750
<b>CURRENT ASSETS:</b>			
Advance Deposits and Prepayments	6.00	2,487,218	2,461,864
Cash and Bank Balances	7.00	68,188,171	17,093,390
<b>Total Taka:</b>		<b>82,534,414</b>	<b>29,233,366</b>
<b>FUND AND LIABILITIES:</b>			
<b>FUND ACCOUNT</b>			
	8.00	82,534,414	29,233,366
<b>Total Taka:</b>		<b>82,534,414</b>	<b>29,233,366</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  
 Registration No.4/52/ICAB-72  
  
**(Syed Jamal Uddin Haider, FCA)**  
 Senior Partner  
 Enrolment No.277  
 (DVC:2511290277AS925440)

Dated, Dhaka  
17 November 2025

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NAGORIK UDDYOG (NU)  
CONSOLIDATED STATEMENT OF FINANCIAL POSITION  
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NAGORIK UDDYOG (NU)  
CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2025

PARTICULARS	NOTES	2024-2025	2023-2024
<b>INCOME:</b>			
Fund Receipts from Donor	9.00	145,608,258	108,299,791
Fund Received from Local Donor	10.00	11,093,415	0
Overhead Reimbursement	12.00	1,688,652	1,198,626
Salary Reimbursement	13.00	3,132,578	3,059,682
Office Rent Reimbursement	14.00	1,803,898	1,729,229
Inter Project Fund Transfer		301,107	0
Fund Received-Local Donation		55,966	241,022
Received from CEO for Car Uses		0	20,000
Bank Interest		692,357	492,264
Annual Subscription		0	25,000
FDR Interest		98,160	67,500
NIJ- Contribution		790,334	238,000
Others (Salary Return)		19,500	0
<b>Total Taka:</b>		<b>164,684,225</b>	<b>115,370,810</b>
<b>EXPENDITURE:</b>			
Vehicle Fuel & Maintenance Cost	15.00	128,592	218,333
Pay and Salary	16.00	50,532,560	46,408,577
Administration Cost	17.00	11,659,915	16,837,569
Activities Cost	18.00	39,960,332	60,514,557
Overhead Cost	19.00	1,434,490	1,332,605
Operational & Administrative Cost (GF)	20.00	2,194,495	2,063,952
Operating Cost (PRDWGAFABS)	21.00	1,127,524	0
FDR and Bank Charge		44,776	79,142
Mother Account Maintenance Cost		2,680	3,000
Days Observation		34,601	53,666
ICR		304,621	0
Local Contribution		675,934	282,500
Reserve (Relief Work)		979,535	0
Inter Project Fund Transfer		201,107	0
Depreciation	4.00	2,002,013	1,710,523
<b>Total Expenditure:</b>		<b>111,383,177</b>	<b>129,504,424</b>
Surplus/(Deficit) of Income over Expenditure	8.00	53,301,048	(14,133,614)
<b>Total Taka:</b>		<b>164,684,225</b>	<b>115,370,810</b>

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## About Nagorik Uddyog (NU)

Nagorik Uddyog (NU) is 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 in 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 through 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 Bureau of Bangladesh and have Joint Stock registration under the Joint Stock Companies Act no (Act XVIII).



### Vision

Building a Self-Sustained  
Egalitarian Society.



### Mission

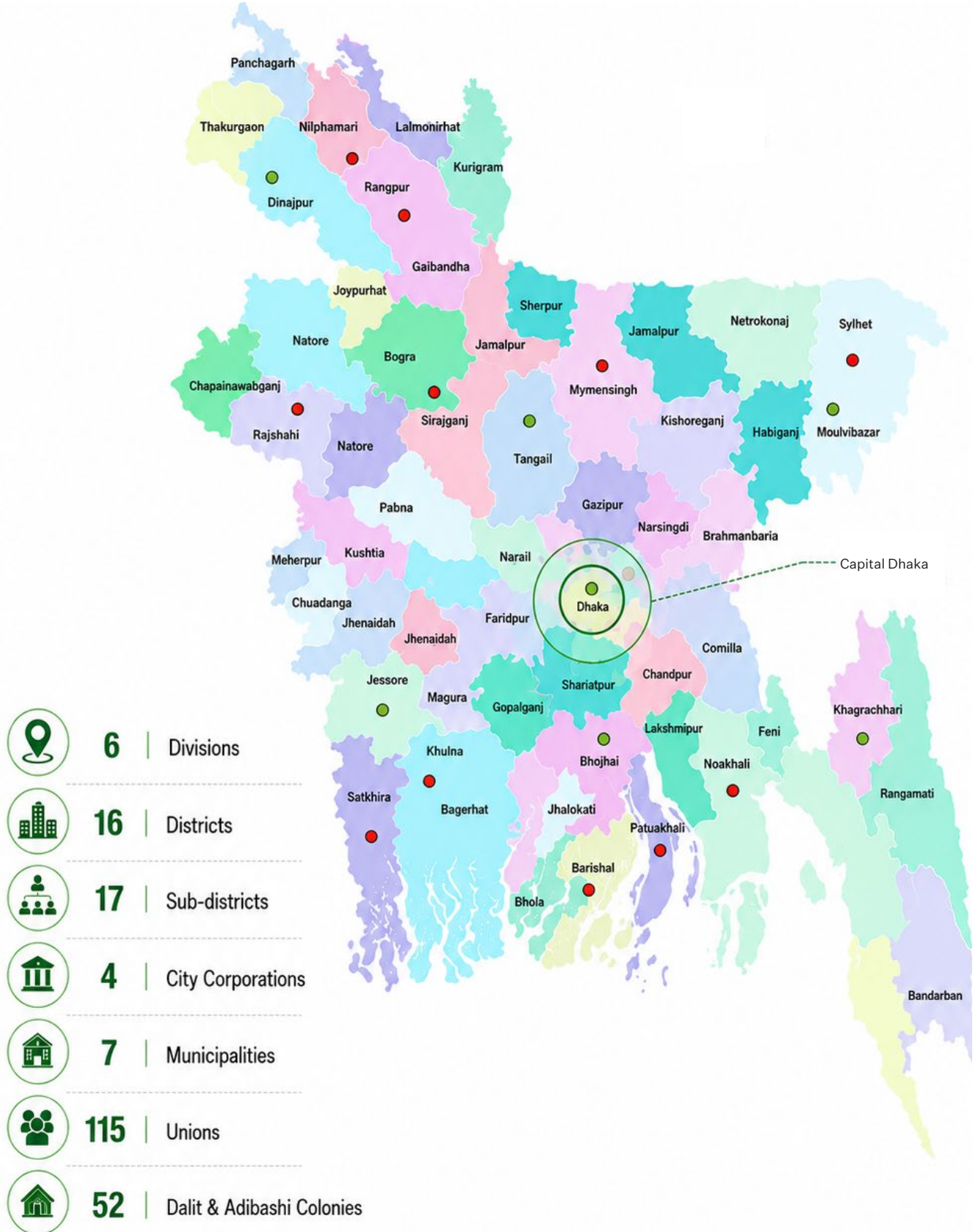
A society based on social and gender justice, equality and rule of law with accountable, transparent and responsive institutions by mobilizing community people through building their own self-sustaining organizations that they can realize their rights and entitlements, with special focus on women, socially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



### Goal

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

# Geographical Coverage



## NU Supporter's

Name of Supporters	Country of Origin	Trademark/Logo
Bread for the World (BfdW)	Germany	
Foundation for a Just Society (FJS)	New York	
Traid	UK	
Christian Aid	UK	
Asian Dalit Rights Forum (ADRF)	Nepal	
BRAC	Bangladesh	

## Local Partners and Networks

SI	Name of Partners	Areas
1	Dalit Women Forum (DWF)	Dhaka and Narayanganj Districts
2	Moulovibazar 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 Dacope 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 Unnyan 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 Unnyan Sangstha	Jhenaidah Highway, Hajrahati, Chuadanga District
16	Borendra Development Organization	Neyamot Pur, Naogaon District
17	Association For Social Development & Distressed Welfare (ASDDW)	Chalna Bazar, Chalna, Dacope, Khulna District
18	Ananya Kallyan Sangathon	K.S. Prue Market, 1st Floor, Maddyam Para, Bandarban District
19	Anirban Samaj Unnyan Sangstha	Gorosthan Road, Patuakhali, District

