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ANNUAL  
REPORT  
OF  
**NAGORIK  
UDDYOG**

(JULY 2006 - JUNE 2007)

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# INTRODUCTION TO NAGORIK UDDYOG

Nagorik Uddyog (NU) is a human rights NGO founded in 1995 by a small group of Dhaka-city community leaders who recognized an increasing need for grassroots level development work within the sphere of local governance, particularly in rural Bangladesh. From the start these leaders envisioned a 'people-driven' organization - one that operates in a bottom-up fashion, with the people whom the organization benefits playing a direct, participatory role in the organization's undertakings. At the time, such a premise was largely inconsistent with the prevailing trend of approaching development in Bangladesh from a top-down, donor-driven perspective, where the poor and marginalized were little more than passive recipients otherwise largely detached from the projects and programs designed to benefit them.

The name "Nagorik Uddyog" ("The Citizen's Initiative") was chosen hence because it was believed to best capture the organization's emphasis on people-centered, bottom-up development processes. Specifically, since its inception, NU has worked not only to strengthen local government in Bangladesh via the raising of the general masses' awareness of people's basic human rights but, just as critically, building people's capacity to 'take initiative' - to pursue and realize these rights on their own. This entails engaging the people at the level at which they carry out their day-to-day lives;

empowering them and helping to provide an enabling condition by which they can set up institutions and mobilize themselves. It also entails challenging those prevailing social customs which inhibit genuine human development. Toward this end, NU implements, carries out and/or undertakes action research workshops, human rights awareness and training programs, and legal aid to the poor, marginalized and disadvantaged in Bangladesh, in particular rural women. NU also provides logistical and technical support to various groups and movements, such as those involving Bangladesh's Dalit community and youths and students.

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

## **Vision**

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

## **Goals and Objectives**

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

## **Governance of NU**

At present NU is run by a ten-person General Committee consisting of a Chief Executive Officer and an Executive Committee of 5 men and 4 women. This General Committee oversees the organization's basic operation and makes decisions as to its strategic agenda.

Below the general Committee NU is broken into six distinct operational units that handle either the organization's administrative affairs or indeed carry out its projects and programs. These six units are known as:

- ◆ Programs
- ◆ Technical Support
- ◆ Partnership and Networking
- ◆ Advocacy, Research & Communication
- ◆ Monitoring, Evaluation, and documentation
- ◆ Finance and Administration

NU's main office is located in Lalmatia, Dhaka, and the organization has nine field offices operating in five Bangladesh districts: Rangpur, Tangail, Barisal, Pirojpur and Munshiganj. NU holds a total staff of 145 people, 88 male and 57 female.

A diagram of NU's organizational structure can be found in the Appendix.

## **NU's Basic Strategy**

At the most basic level, NU utilizes a general three-point

strategy to meet its objectives. Each of NU's major projects and initiatives fall under one or more of these three points.

- ◆ Awareness-Building
- ◆ Capacity-Building
- ◆ Networking and campaigning

## **MAJOR PROJECTS OF NU, 2006 - 2007**

Since its inception, NU has worked to strengthen local government in Bangladesh via the dual imperatives of, on the one hand, raising awareness among the general masses of people's basic human rights and, on the other, building people's capacity to pursue and realize these rights.

NU recognizes that democratic elections are by themselves insufficient in fulfilling democracy; that the poor, marginalized and disadvantaged must be given the power to participate in and contribute to all those decision-making processes that affect their lives. Accordingly, NU strives to provide an enabling condition for the people to set up institutions and mobilize themselves.

NU's project areas are manifold, but largely concentrate on empowering people at the grassroots level and strengthening those institutions that form the pillars of good governance. NU holds special interest in democratizing the historically gender-imbalanced "Shalish", Bangladesh's traditional rural dispute-

resolution system. A fair and equitable Shalish especially entails unprecedented access to justice for rural women - the 'poorest of the poor' in this country - and in turn a new and exciting horizon in Bangladesh's development journey.

These are NU's major project areas and initiatives for 2006-2007, with descriptions of the directions each project took in the past year as well as, when applicable, an outline of progress made and challenges faced by each project.

# 1. DEMOCRATIZING SHALISH

Access to justice conventionally refers to the ability of individuals to appear before state courts or otherwise draw on the judicial and legal structures of the state. In theory, everyone is entitled to such access, which is a primary means of establishing and defending human rights. Unfortunately, the gap between formal entitlements and actual access, especially in rural Bangladesh, is immense. Justice within the formal state system is typical beyond the means of most poor people.

The most common and effective mechanism for dispute resolution at the village level is the Shalish or informal village community hearing. Shalish is an enduring and fundamental feature of rural Bangladesh, one that has neither been displaced nor endangered by the introduction of the formal justice system. However, as it is the structure of the traditional Shalish reflects the unequal class and gender hierarchy that characterize social relations in rural Bangladesh. By convention, village elders and others who sit on a Shalish are drawn from the elite and powerful sections of society; they are almost always male. Women are not only prevented from making their voices heard in Shalish, but their presence even on the margins of a public hearing is in fact often strongly discouraged. The existing Shalish hence reproduces existing social hierarchies and practices.

Recognizing the potential of

Shalish to serve as a means for accessible justice for rural people, women in particular, NU strives to make Shalish more open, gender sensitive and democratic. Its methods and strategies are manifold, but essentially consist of two distinct initiatives:

(1) Forming Ward-level Shalish Committees (WSC) to monitor Shalish hearings, ensuring that state laws are not violated and preventing the intimidation and harassment of hearing participants. Committee members attend intensive workshops and training sessions on a broad spectrum of laws related to subjects that account for the majority of disputes at the local level.

(2) Forming Human Rights Monitoring Groups (HRMG) which observe and watch over the human rights situation at the community level, bring violations of human rights to the attention of Shalish and helping the WSC

mediate subsequent Shalish hearings.

## 1.1 Ward-level Shalish Committees

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

NU has successfully formed 405 WSCs with 2700 members (1620 male; 810 female). The



WSC meets on monthly basis to outline their activities, describe Shalish participation and discuss the human rights situation in the community. The members follow up on the decisions taken in the previous meetings, identify strategies for overcoming obstacles and devise future work plans. They also hold special meetings when the need arises, for instance when a Shalish session experiences complications. This year 9076 members (6234 male; 2842 female) attended 519 meetings of the WSC.

## 1.2 Human Rights Monitoring Groups

### Union-level HRMGs

In its June 2004 - June 2007 three-year phase, NU operated 75 HRMGs, each formed with selected members of the WSC who are especially interested in the community's human rights situation. Each HRMG consists of twenty-seven members from nine wards (2 male, 1 female from each ward). Acting as a human rights "watchdog", HRMGs play an effective role in local mediation processes. Members of HRMGs are given extensive training on human rights law as well as mediation techniques. 'Refresher courses' are given as required.

Each union-level HRMG holds quarterly meetings to review and discuss the human rights situation in their respective community as well as condition of Shalish. Members share experiences and describe interesting aspects of recent



Shalish hearings. They also discuss relevant State and international laws, which enables members to keep each other updated and informed. These meetings are beneficial

for monitoring Shalish procedures and to help uphold human rights activism at the community level. During the reporting period a total of 221 monitoring meetings have been

### Trainings and workshops organized during July 2006 to June 2007

No. of Training and workshop	Name of the courses	Major issues covered	No. of Participants	
			Female	Male
19	Training on Human Rights, Law and Mediation (2-days)	HR issues Legal issues Mediation skills	141	339
75	Leadership development Workshop for the women (1-day)	Constitutional provisions on Women's rights Causes of discrimination Reproductive rights CEDAW Convention Family Law and Children's Act	1461	0
11	Training on Arbitration Council of Union Parishad	Divorce, maintenance and permission of polygamy The role of UP arbitration council	102	194
954	Group discussion of Women	Issues related to HR, women's rights and areas covered in different training and workshops	27924	0

held and attended by 3611 members, 36% of which were women.

### **Upazilla-level HRMGs**

NU operates four HRMGs at the upazilla level. These HRMGs function as higher level 'networks', which provide a broader discussion and awareness platform than what could otherwise be achieved from the union-level HRMGs alone. Every union provides 3 of its members (2 men, 1 woman) to their respective upazilla-level HRMG. This year each upazilla-level HRMG met 16 times. In total, upazilla-level HRMG meetings were attended by 484 members (male 318, female 166).

### **Annual Conference of HRMGs**

Each year all of the union-level HRMGs convene to hold an annual HRMG conference in their four respective areas covered by NU. These conferences are aimed at reviewing and discussing the responsibilities, achievements and strategies utilized by each HRMG over the course of the year. It also serves as a forum for planning future HRMG events and strategies. A report of the human rights situation is presented at each conference. Conferences typically consist of district and upazilla-level administration, UP representatives, other development organizations, journalists, educationalists and members of civil society. This board-spectrum representation



entails that the conferences often play the dual role of being a public hearing.

### **1.3 Impact of NU's Shalish democratization initiatives**

The decreasing number of court cases in the working areas of NU as well as increasing number of disputes resolved peacefully through NU facilitated Shalish indicates the growing

#### **NU's approach to mediation process**

Shalish committees at ward level, formed with NU's initiative, conduct the shalish with participation of members of other institutions, such as HRMG and GWLN. Training on law & mediation and human rights enables them to practice state law and prevent any kind of harassment and intimidation during mediation procedures. These groups of local elites give legitimacy to NU's shalish and ensure proper enforcement of verdicts. To enhance women participation in different committees especially in shalish procedures, one third of members of shalish committees are reserved for female. The women leaders, trained with legal knowledge participated in the shalish in good number and play effective role in decision-making.

NU has developed a systematic method of recording the complaints for shalish. From receiving to settling the complaints different forms are used in this process. When complaint reaches the community Mobilizer, a formal shalish registration takes place at the local NU office. The complainant must fill out a shalish form specifying the nature, history and details of the grievance. The shalish form (see Table below) serves as an official record of the proceedings. The local staff then undertakes a fact-finding mission to investigate the validity of the charges. On the basis of this evidence, NU sends a notice announcing an upcoming shalish to both parties. If both sides are willing, a mutually convenient date and place of shalish is fixed. In case one party does not show up on the designated date, NU will set new dates. After the successful resolution of disputes, NU Community Mobilizer will follow up the decisions made in the shalish for three months. In a few cases, NU refers the aggrieved party to the courts.

Form 1:	General information about the case as submitted by the applicant
Form 2:	A formal notice that is sent to the respondent, outlining the complaint and information about the date and time of the mediation.
Form 3:	A request to attend the NU-shalish as shalishdar (mediator)
Form 4:	An 'absentee notice', sent to respondents that have failed to respond to earlier notices sent by NU
Form 5:	Minutes from the mediation, including the names of those present and the decisions made. The applicant and the respondent both sign the minutes.
Form 6:	Summary of the case details and decisions made during the mediation. Written in duplicate. Original submitted to head-office in Dhaka
Form 7:	Information on the implementation of the settlement, based on monthly visits to the applicant for three months after the completion of mediation
Form 8:	Overall monthly report on the settlement

recognition, acceptance and influence in rural communities of the democratic and human rights values espoused by NU. It likewise demonstrates the effectiveness of NU's interventions in redefining Shalish in a way that reconciles the unique situation faced by rural Bangladeshi's with the need for traditional modes of dispute resolution to adhere to

constitutionally recognized human rights.

Participation of women in Shalish is increasing, and currently most complaints heard by Shalish in NU working areas are made by women. This itself shows that women are becoming increasingly aware of their rights and are in turn increasingly confident to pursue

these rights. In some NU working areas, it is now common for some UP representatives to refer Shalish cases to NU. The simplicity and transparency of Shalish appeals to rural Bangladeshis. Shalish is easily accessible, there is virtually no cost involved, and Shalish decisions are made in a relatively short period of time. Most decision-makers in Shalish

Category of realization	Type of beneficiary (number and amount of realization in Tk.)				Total beneficiaries	Total amount of realization in Tk.
	Female	Realization	Male	Realization		
Alimony	31	742150	0	0	31	742150
Maintenance	21	427300	0	0	21	427300
Dowry back	9	157650	0	0	9	157650
land related	0	0	2	3000	2	3000
Compensation for physical assault	12	99400	20	112100	32	211500
Compensation for property Damage	14	41110	16	72800	30	113910
Loan back	8	59600	12	110000	20	169600
Total	95	1527210	50	297900	145	1825110



are trained in state law and as a result Shalish decisions now tend to adhere to the law. Accordingly, the high rate of violence that characterized village life has been significantly reduced.

One of the key successes of NU facilitated Shalish is that women are now receiving the property and/or money that was otherwise denied them as a consequence of male-dominated Shalish hearings, where traditional ideologies which subordinated women are being replaced by a more open and egalitarian perspective.

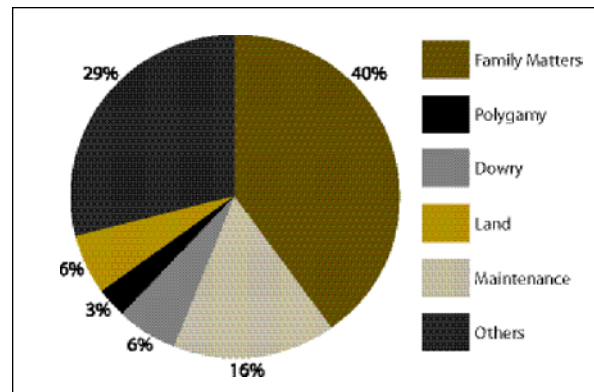
In the 2007-2007 reporting period, NU facilitated Shalish saw in total Taka 1327100 (thirteen lac, twenty seven thousand one hundred) paid to 61 women in form of alimony, maintenance and dowry fees. This money helps provide these women with important financial security, and in some cases also allowed these women to buy cropland, build a house or invest

in a small business. In some cases NU helped women to save their Shalish-earned money in a formal bank account.

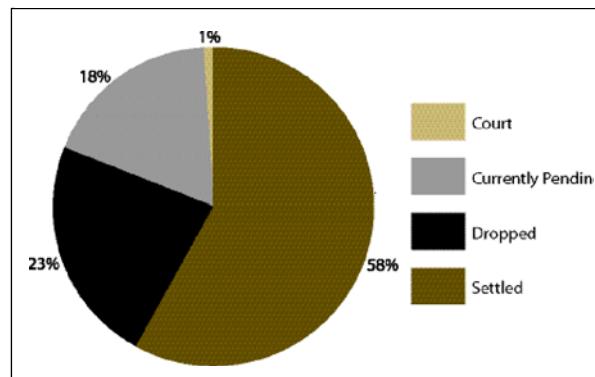
**Status of Shalish in the period of July 2006 - June, 2007:**

1424 complaints of different categories were recorded in NU's nine working areas this year, making a total of 1804 cases handled by Shalish when the cases set as pending from the year before are included. 1050 complaints were resolved through peaceful mediation from this 1804 total. 58% cases were resolved, 23% dropped, 1% referred to the court and 18% remained pending.

The recorded cases, by type, include family matters (40%),



Status of Shalish as per category



Status of Shalish complaints

maintenance (16%), dowry (6%), polygamy (3%), land (6%) and others (29%). The "family matters" type of dispute in most cases related to domestic violence. "Others" consist of conflicts over loan repayment, minor issues and arguments between community members that turn violent, and breaking of informal contracts. 23% of complaints filed were dropped as the complainants settled through their own initiative or NU's staffs found the complaints to be false. In some cases NU had to arrange Shalish several times to see a settlement on a difficult issue.

**Shalish Cases Received, Per Status (July 2006- June 2007)**

Type of Complaints	last year's pending	Received this year	settled	dropped	send to the court	currently pending
Family Matters	110	532	425	125	4	88
Maintenance	90	230	164	78	5	73
Polygamy	14	57	32	21	1	17
Dowry	31	103	68	29	4	33
Land	71	99	61	67	1	41
Others	64	403	300	89	4	74
<b>Total</b>	<b>380</b>	<b>1424</b>	<b>1050</b>	<b>409</b>	<b>19</b>	<b>326</b>

## 1.4 Legal Aid and Investigation

NU tries to settle most complaints of civil nature through Shalish hearings. In the rare instance where a dispute cannot be settled through Shalish, NU refers the case to the courts and provides legal aid to the complainants, who are often insolvent, distressed and unable to bear the expense of court proceedings on their own. However, with respect to complaints of criminal nature, NU follows the criminal justice system of state.

### *Legal Aid and Investigation Policy*

NU has recently developed a legal aid policy in attempt to make its legal aid process both systematic and straightforward. This policy has come into practice at the end of this reporting year. NU has also recently made a draft Investigation Policy for the investigating and monitoring of human rights violations in Bangladesh in collaboration with other like-minded human rights organizations. NU's first human rights investigation occurred in

## Recent activities of the Unit

### Workshop on Human Rights and Legal Aid

Legal Aid and Investigation Unit arranged a three days workshop on Human Rights and Legal Aid for its young lawyer's panel. The aim of the workshop was to enhance lawyers' views about Human Rights and gender sensitization. All panel lawyers attended the workshop. The workshop discussed about national and international aspects of HR, Gender issues in the context of Bangladesh and strategy to provide legal support to insolvent and destitute women at the grassroots level. Prominent HR activist Dr. Hamida Hossain inaugurated the workshop while experienced trainers from national level HR organizations facilitate the workshop.

### Government Legal Aid Program

Legal Aid and Investigation Unit and Swupkhathi Upazila administration jointly organized a meeting to increase publicity of Government Legal Aid Program in September 2006. The meeting was attended by UP chairmen, members, village police, and local civil society members. The meeting was also attended by six judges including district judges and additional judges of Pirojpur district, Additional Police Super, Additional District Magistrate, General Prosecutor, Public Prosecutor, Upazilla Nirbahi Officer and other administrative high officials.

April 2007, where NU responded to the labor grievance at United Meghna Chandpur Jute Mill in Narshindi district. The laborers at the Mill claimed to have not been paid their wages for a long time. The investigation report was made by visiting the mill and interviewing the mill owner and laborers.

### Panel Lawyers

NU has formed a panel of lawyers in five districts of its working areas. Currently, NU

has made an agreement with 26 lawyers of five working districts for these lawyers to provide legal support to those referred to them by NU.

### Legal Aid provided by NU at a glance

Courts	Filed	Rejected	Judgment	Pending
Family Court	27	1	3	23
Women and Child Tribunal	28	6	7	15
Other Criminal	4	1	0	3
Land Related	5	0	3	2
Total	64	8	13	43

## 2. EMPOWERING WOMEN

NU recognizes the importance of building women leaders at the grassroots level given the crisis in formal institutions.

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

### **2.1 Grassroots Women Leaders Network (GWLN)**

NU's GWLN represents NU's main women's leadership-building initiative, operating at both the union and upazilla level. Members of a GWLN are confident, creative and well equipped with the knowledge and skills required to be strong human rights advocates in their respective communities. They



mobilize themselves to protest against violations against women's rights, and their growing strength has also seen the growth of a stronger, more fair and participatory Shalish.

Each of NU's 75 union-level GWLNs has 26 members. Two women from each of the nine wards that comprise a union are selected to a union-level GWLN based on the potential they demonstrate for being strong and active community women's leaders. The eight remaining members are selected by drawing three women from each union's UP as well five college-going girls or interested women likewise identified as potential community women leaders. These GWLN members are trained on a variety of issues ranging from legal rights to health care problems.

Part of a GWLN's mandate is to have each GWLN member

organize "Women Group Discussion" sessions in their community with their women neighbors. This has the positive effect of building participating women's social capital and building grassroots women's knowledge of their rights as Bangladeshi citizens.

Members of the GWLN aspire to see their networks eventually achieve a level of independence and self-reliance. Such autonomy would on the one hand evidence the goal of women's empowerment in rural Bangladesh being achieved, and it would also give the women greater sovereignty over their own interests and their own destinies as Bangladeshi citizens.

#### *Quarterly meetings of the GWLN*

The GWLN meets quarterly at upazilla level where they share their experiences in working to

establish women's rights, discuss the GWLN's activities in the past four months and plan the GWLN's upcoming activities for the term ahead. Three women leaders from each union participate in such a meeting, and when possible women UP members and female college students also take part. The meetings build confidence among the women leaders to collectively work against violations of women's rights in their communities. They also play a significant role at the community level in educating people - women and men - about human rights and the intrinsic value of gender equality. Over the past year the GWLN arranged 36 meetings in total, which saw 836 women leader participants.

#### *Annual Conference of the GWLN*

Four annual conferences of the GWLN have been held this year. These conferences build upon the achievements made in the quarterly meetings, helping to consolidate women leaders' power and raising hope, confidence and enthusiasm to continue pushing for a more gender equal Bangladesh. The GWLN conference saw comprehensive discussion on issues and challenges facing rural women in their communities. The conference also saw the review of existing strategies and the planning of future strategies to prevent violence against women,

campaign against child marriage, promote the government's initiative to register marriages, births and deaths, ensure women remain entitled to their property rights, and promote participation in Shalish.

#### *Training, workshops and group discussions*

In addition the GWLN, NU frequently organizes training sessions and workshops in collaboration with elected representatives, mediators, teachers, representatives of non-governmental organizations and other community members. These training sessions and workshops aim at exchanging experiences in traditional mediation and to deliberate the traditional community laws and the settlement of disputes in accordance with these laws, and as such extend and compliment the work done and achievements made in the

GWLN meetings. The training sessions and workshops aspire to establish justice through the formation of mediation councils and/or legal assistance committees representing the local nobility.

#### **2.2 Establishing Rights of Vulnerable Women**

Widows and divorced and destitute women remain among the most vulnerable sections of Bangladeshi society. Long entrenched socio-cultural customs as well as flaws in the legal system, particularly those related to the inheritance of property, perpetuate the problem. These women are significantly marginalized and deprived of their rights to income, property as well as decent livelihoods.

NU conducted action research last year to comprehensively understand the level perspective and views of widows and



destitute and divorced women with respect to their denied rights. The research found that it is important to raise awareness among these women as to their rights and that specific interventions are needed to help ensure that these women's inheritance rights realized, that dispute resolutions involving these women are fair and equitable, that these women receive proper public services and support, and to enhance their dignity and status in society. The findings also revealed a serious need to provide training to these women so as to raise their level of awareness, build their confidence, and change their prevailing attitude and mindset towards their position in society - that it is changeable; that they deserve more. To this end NU has formed groups of vulnerable women in its working areas.

### **2.3 Impact of NU's women's empowerment and leadership-building initiatives**

GWLN members are aware of basic human rights and existing legal provisions to mediate domestic violence and family disputes. Many of them are represented in school management committees, market development committees, and village development committees (etc.), and a few of them are active members of political parties at the local level. Leadership training and social capital building that arises from membership in the GWLN



results in the development of individual women's sense of self and a feeling that they are in control of their lives as opposed to being at the mercy of a system that works to control them.

Members of the GWLN are increasingly engaged in the organizing of protests against violations of women's human rights. They are actively working in the community to raise voices against such practices as child marriage, dowry, hilla, and unofficial divorce. In turn they are also fighting for formal change to marriage registration legislation so as to ensure that women's right to divorce is included in the marriage registration form. Further evidence of their collective empowerment can be found in the example of GWLN members protesting with local law enforcement about the bribes that police often demand from women when they look for help

from police after their rights have been violated and they have been the victims of abuse of one kind or another. Other examples include the community demonstrations and protests they have undertaken and their dialogues with upazilla-level administrators on human rights issues.

The GWLN is becoming increasingly self-reliant and self-sustaining. Their democratic (elected) structures are instrumental in developing a better sense of ownership of the Network among its members. The GWLN's pro-active role has increased their recognition, acceptance and respect in the community, and opened doors for them in public spaces which were otherwise closed. Village women have become more enthusiastic and courageous in addressing human rights violation in their communities and have exerted pressure on making Shalish more fair and participatory.

Training sessions and workshops have helped them understand the importance and significance of becoming a sovereign entity detached from the administration and support of NU, asserting their role in the community and working for improving women's rights.

With regards to NU's efforts to establish the rights of vulnerable women, the women in NU's vulnerable women groups who received training now feel more empowered and dignified after being participants in such groups and activities. These women are also now more aware of their rights including their rights to basic services provided by various government agencies. Specifically, 66 vulnerable women were provided "Vulnerable Group Feeding cards", 22 received "Vulnerable Group Development cards", 12 received elderly allowance, 30 received widow allowance, and 1 woman received khas land. In Barisal, 1 vulnerable woman has received a job as a MLSS in a local high school. In Gangchara, 27 women have found work in a road repairing project of administered by ASOD with NU support. 7 women are rearing livestock and poultry, receiving the relevant training from BRAC in Gangachara. In almost all cases NU played a key role in establishing these services and benefits.



NU's Vulnerable Women Groups have succeeded in drawing the attention of local, upazila level administration and other organization to their impoverished position, and are now receiving positive responses and support from

these organizations. Prevailing social attitudes towards these women are gradually being changed. As capable and knowledgeable women's groups, they are now recognized and respected by the community.



### 3. RAISING HUMAN RIGHTS/ GOOD GOVERNANCE AWARENESS

NU understands that people need to be aware of their rights before they can take steps to pursue and realize these rights - i.e., in all cases awareness must precede fulfillment. NU thus strives to raise awareness among the masses on a variety of issues critical to the human rights and good governance situation in Bangladesh. Since many people in rural Bangladesh are illiterate however, 'unconventional' measures are thus often needed to cultivate a strong human rights and good governance consciousness. NU's Community Cultural Program (CCP) is one of the organization's key strategies aimed at educating rural Bangladeshis as to their rights as citizens.

#### **Community Cultural Program**

In collaboration with local entertainers, NU's CCP delivers human rights education in rural areas by way of issue-focused popular cultural performances, including dramas, films and folk songs. These performances engage issues like domestic abuse while simultaneously providing a space for rural people's entertainment.

The main objectives of NU's CCP are to create grassroots-level theater and baul teams that perform using issue based local folk songs and dramas in order to:



- ◆ draw the community's attention to various human rights issues;
- ◆ make people aware of the need for accountability and transparency in local government and the organizations that serve the people;
- ◆ raise awareness of women's rights.

#### *Formation and practicing of the CCP's units*

The CCP is essentially comprised of two distinct units: the "Uddyog Theater Group" and other the "Uddyog Baul Team". Both of these units are formed with IHumanocal popular performers who have long been in touch with local cultural heritage and liberal cultural sensitivities. The Uddyog

#### Current resources of the CCP

##### **Script**

Since its journey toward social mobilization through cultural performances, Uddyog Theater Team has made nine dramas that poses story of struggle to eradicate disorder from the society. The dramas are- Kajoo Kalo Rat, Satya Jadugar, Sunnolata, Nana Natir Kechcha, Narir Kotha, Jahar Gachir Kechcha, Amra Dalit, Kokhon Bhor Hobe. Recently CCP has compiled all the script in one fold named Adhikar Sangrame Natok (Drama in Struggle for Right). It also made out a booklet compiling popular country song of Bangladesh and West Bengal.

##### **Documentary film**

With its little capacity and resource, CCP has made 2 documentary films- "Women Leadership in Social Activities and "Role of Mediation in getting Justice". Two films were shot at different location of Badarganj, Rangpur Sadar and Kalihati upazilla.

Theater Team consists of nine performers while the Baul Team utilizes performers as per its required musical instruments at the time of the performance. After having formed its Theater Group and Baul Team, NU then moves on to developing local demand-based folk songs and/or drafts scripts for dramas. A 3-4 day workshop is organized to make the performers efficient and skilled to communicate to the audience the particular human rights issue in focus. CCP arranged two workshops this past year in Gangachara, Rangpur and Barisal Sadar. In Ganachara, the new script "Jahar Gachir Kechcha" was developed, while the Uddyog Theater performers of Barisal Sadar rehearsed the script for their drama "Kajol Kalo Rat". The script and baul songs vary in different areas as they are performed based on the types of abuses known to be prevalent in a particular area.

#### Cultural Performances

The cultural performances are arranged in local hat-bazar (market place) or other convenient places where people usually gather. Sometimes it is also arranged in the Uthan (Yard) of villagers in order to adequately reach the female audience. Approximately 37282 men and women watched NU's Baul and Theatre teams perform over the course of reporting period 2006 - 2007.

Both the Uddyog Theater Group and Uddyog Baul Team deliver



shows that disseminate information regarding women's rights, inheritance, dowry, children's rights, child marriage, unlawful Shalish and the necessity of accountability and transparency in local government. Since community people typically lack such

sources of live popular entertainment the theatre and cultural shows thus attracted a significant audience of rural people. This has provided an invaluable opportunity to help transform prevailing social attitudes.

#### Drama and folksong show and Participants

THEATRE SHOW				
area	total show	audience		total
		female	male	
Barisal	12	701	147	848
Tangail	9	135	1300	1435
gangachara	11	1105	880	1985
sreenagar	8	360	130	490
total	40	2301	2457	4758
FOLK SONG (BAUL SONG)				
badargang	38	1202	0	1202
rangpur sadar	26	2307	1090	3397
kalihati	32	1121	2265	3386
banaripara	32	1056	399	1455
swrupkhathi	50	1819	569	2388
total		7505	4323	11828



## 4. NETWORKING AND CAMPAIGNS

Nagorik Uddyog has established effective networking and partnership relations with the organizations working for promoting human rights in the national, regional and international arena.

### 4.1 NU-Initiated Campaigns

#### ***Access to Justice and Right to Information Network (AJIN)***

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

#### ***Campaign on Citizen's Right to Information (CCRTI)***

People's right to information is one of the central aspects of NU's advocacy efforts. With the equal input of five other organizations, NU initiated CCRTI as a means toward helping to ensure that legislation established to protect people's right to information is enacted and enforced. At present, NU is operating as Secretariat of CCRTI.

#### ***Partnership of Women in Action (PaWA)***

NU initiated a project entitled "Strengthening Urban Poor Women's Organizations in Dhaka". The aim of this project



is to build the capabilities of Urban Poor Women's Organizations (UPWOs) to take collective action in promoting the recognition of their needs and rights. As part of the project, NU has formed a network Partnership of Women in Action (PaWA), a coalition of organizations working with the informal sector of women laborers, providing these women with workshops and skills training in order to build their capacity to realize their rights. The ultimate aim of the project is to set in motion an autonomous movement of migrant and Dalit women laborers who are able to lobby Bangladesh policy-makers to

bring about substantive changes in their life and livelihoods. PaWA is currently in the process of networking with other organizations, institutions and influential individuals working in the field of women workers rights. PaWA regularly publishes a newsletter called "PaWA Batra", used to inform people about PaWA activities as well as problems faced by Bangladesh's women workers.

### 4.2 National Level Alliances

#### ***SHUJAN-Shushashoner Janney Nagarik***

NU believes that without good governance and justice, democracy cannot be ensured.

#### NU initiated National Networks

- Access to Justice and Information Network (AJIN)
- Campaign on citizen's Rights to Information
- Youth Citizen's Rights Alliance
- Youth Social Forum, Bangladesh
- Partnership of Women in Action (PaWA)

One of the guiding tools of democracy is free and fair elections at all levels. With this in mind, a group of civil society members started a movement called Shujan ("Citizens for Good Governance"). As a forum for advocating social reform, Shujan functions at both the national and district level. At the national level Shujan is comprised of well-known civil society members of Bangladesh. Activities of Shujan include:

- ◆ Campaigning for good governance
- ◆ Campaigning for electoral reforms
- ◆ Public hearing (serving as 'social audits') of candidates in public elections
- ◆ The Chief Executive of NU is the Assistant Secretary of Shujan, and NU is one of the key members

### **Bangladesh Environment Movement (BAPA)**

BAPA is a united national platform of individuals, organizations and institutions



interested in the protection of Bangladesh's environment and the conservation of its natural resources. The primary aim of BAPA is to prevent further environmental degradation in Bangladesh and to repair damage already done. Activities of BAPA include on-site demonstrations, sit-in protests, hunger strikes, rallies, seminars, workshops, and roundtable discussions. BAPA also helps to form local environmental groups and backs their activities

through motivational training on environmental issues. BAPA is also committed to extensive policy advocacy and legal fights for environmental protection, suggesting law reforms and pointing out implementation flaws and representing the people in various committees formed by the government. NU is a key member in BAPA. NU's Chief Executive is Joint Secretary of BAPA, and NU is also a secretariat of BAPA's climate change group.

### **NU is an active member of the following National, regional and International Networks**

National	Regional	International
<ul style="list-style-type: none"> <li>■ Campaign on citizen's Rights to Information</li> <li>■ Local government alliances</li> <li>■ Water Rights Movement</li> <li>■ Bangladesh Environment Movement (BAPA)</li> <li>■ Emergency Cooperation Network (EC Net),</li> <li>■ Local Justice and Human Rights Network,</li> <li>■ Governance Advocacy Group (VSO initiated)</li> <li>■ Gender Mainstreaming Network (VSO initiated),</li> <li>■ Bangladesh, Social Action Committee</li> </ul>	<ul style="list-style-type: none"> <li>■ South Asian's for Human Rights (SAHR),</li> <li>■ South Asian's for Composite Heritage (SACH), Peace in South Asia (PISA)</li> </ul>	<ul style="list-style-type: none"> <li>■ World Social Forum (WSF)</li> <li>■ Association of Women's Rights in Development (AWID)</li> <li>■ Peoples Forum against Asian Development Bank (ADB)</li> </ul>

### **Social Action Committee**

Protesting against violations of human rights, particularly women's rights, is one of the major objectives of the Social Action Committee. Comprised of a network of 35 organizations and eminent personalities of Bangladesh working in the field of women's empowerment, the Social Action Committee advocates the reestablishment of the National Women Development Policy (1997) and the subsequent canceling of the current National Women Development Policy (2004).

### **Bangladesh Dalit and Excluded Peoples' Human Rights (BDERM)**

The Dalit community is one of the most economically marginalized and socially excluded groups in Bangladesh. Unfavorable policies of the Government, bureaucratic hassles and non-cooperation among concerned authorities, have meant that Dalits have started losing jobs, which aggravates their current sufferings.

Basic provisions like health care, education, shelter, food and water are not adequately provided for Dalits in Bangladesh. Most Dalits have no access to the facilities that are required for a dignified standard of living because they cannot afford them. The living conditions in Dalit colonies and slums are unhygienic. As a result, malnutrition and other

diseases like diarrhea, cholera, TB, and pneumonia are common among Dalits, and many die every year due to lack of medical treatment. In terms of access to education, there are no schools available for Dalits and therefore no opportunities for Dalit children to be taught in their own mother language. The illiteracy rate among Dalits is striking; it is estimated that only 5% of Dalits can read and write.

Since 2002, Bangladesh Dalit's Human Rights (BDHR) has been working to ensure the rights and basic human needs of the Dalits in Bangladesh are recognized. NU is providing supports to the development of this organization.

### **People's Health Movement (PHM)**

PHM focuses primarily on people's right to health and health services, initiating

advocacy campaigns for health issues at national and international levels. In Bangladesh PHM comprises a national level network of more than 300 NGOs and individuals working in the health sector in connection with PHM International. NU is a member of PHM.

### **Voluntary Youth Action for Social Change**

NU recognizes the significant place that youth and students can hold in Bangladesh's development story. A socially and environmentally conscious young generation entails a future of socially and environmentally conscious Bangladesh citizens and leaders. Accordingly, NU places particular emphasis on awareness and capacity-building campaigns aimed at young Bangladeshis, including Dalit youth.



## Jubo Nagorik Odhikar Jote

Jubo Nagorik Odhikar Jote ("Youth Citizen's Rights Alliance") is a voluntary youth and student alliance founded in 2004 by a group of students committed to bringing about progressive social change in Bangladesh. Since its inception, the Alliance has successfully attracted youths through various programs and activities carried out in different parts of the country. The goal of these programs is to create awareness among youth on issues that concern the young generation most, including labor, education, environment, and human rights. The programs also intend to develop youths and students as future leaders of society. The Alliance strongly believes that in order to create a new generation of social leaders it is essential to make them aware about socio-political and economic issues that continuously shape and reshape our lives and livelihoods. It believes that social consciousness leads to authentic commitment, which is key to making progress and advancing society.

The Alliance seeks to demystify the present globalization euphoria that has grasped the hearts and minds of so many young people by educating young people to both the positive and negative realities of globalization. To this end, the Alliance seeks solidarity with other youth groups around the world who share the Alliance's vision of an 'alternative' world

## Goal and strategy

The goal of the Youth Citizen's Rights Alliance is to organize and mobilize students and youths with a view to get them involved in social activities based on the spirit of voluntarism and social commitment. The Alliance strongly believes that the students and youths must not be used by the political parties for fulfilling their narrow partisan interests. The process of social change is always a political process and this new generation must know the dynamics and issues related to this process. They must not confine themselves with the national issues, rather it is highly important for them to respond to global issues developing solidarity and friendship with the organizations and groups around the world.

The Alliance has successfully developed three distinct strategies to organize and motivate students to get them involved in social activism.

- Awareness and capacity building
- Mobilization
- Networking

order. By networking with other like-minded youth and student groups the Alliance hopes to gain new insight into global trends and empower young Bangladeshis to take the initiative to push for positive social change.

NU extends technical and logistical support to the

Alliance's activities as they see huge potential in organizing and mobilizing youths and students for social progress. To attract youth to the Alliance, NU provides training sessions and workshops for youth in its working areas on relevant social issues like human rights law. After completing three days of preliminary training, the



### Activities of Youth Citizen's Rights Alliance (Jobo Nagorik Odhikar Jote)

Activities	Total	Female	Male	Total
Coordination Meeting	16	112	338	466
Citizen's Rights and Responsibility Session	6	126	296	432
Demonstration	4	-	-	
Youth Convention	01	59	93	152
Day Observation	06	204	432	636
National Youth Convention of Youth Social Forum -Bangladesh	01	72	138	250
Seminar & Dialogue	3	52	98	150
Advocacy: Press Conference	2	32	55	87

participating youth are invited to join the Alliance by creating their own youth group units.

The Alliance and its units respond to different issues the young generation find important via demonstration and rallies, seminar and roundtable discussions, general awareness programs, day observances, and charity drives. Some of the programs are organized by the Alliance or its units themselves, and in some cases the Alliance participates in civil society groups programs. The units actively participate in the programs organized by the members of their network.

#### ***Dalit Youth Movement***

Dalits are the most disadvantage group in Bangladesh. A Dalit youth group has been organized by the insistence of the Alliance. They organize meeting and seminar in collaboration with other youth organizations for their dignity and rights.

#### ***Youth Social Forum-Bangladesh***

Youth group with other organization (political youth organization, development

organization and local clubs) forms Youth Social Forum-Bangladesh. This is one of the key campaign organizations against globalization, imperialization and Privatization. Each month they organized study circle on different issue related with Imperialist Globalization.

#### ***World Social Forum-Bangladesh (WSFB)***

Alliance youth are actively involved in the activities of the WSFB. They participate in rallies, seminars, and workshops initiated by the WSFB, typically centered on globalization and neo-liberalism issues.

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

#### Alliance is the member of the following networks

- Bangladesh Environmental Movement
- World Social Forum, Bangladesh
- Labor Forum on WTO, Bangladesh
- Alliance for Economic Justice, Bangladesh
- Citizens' for Good Governance
- Campaign on Citizen's right to Information
- Youth social Forum, Bangladesh

# 5. ADVOCACY, RESEARCH & COMMUNICATION

## Advocacy

NU has long been working for promoting legal and policy reform in collaboration with other like-minded human rights organizations. This year NU increased its advocacy program significantly at both local and national levels.

At the local level NU focuses on ensuring the enforcement of existing laws and protection mechanisms aimed toward improving the rights of women. NU also pushes for greater and more efficient use of government legal aid support, improved basic services provision for the poor and disadvantaged, the effective participation of women elected representatives at the union council, activating the arbitration council of local government, and strengthening standing committees of local government.

At the national level, NU is active along with other civil society groups in pressing for the restoration of the 1997 National Women Development Policy as alternative to the existing 2004 National Women Development Policy, which largely denies women their property rights and inhibits their political participation. Furthermore NU has been



launching programs to formulate a national level pro-urban poor policy and is currently working for the formulation of a right to information policy.

NU's advocacy efforts generally consisted of the organizing of seminars and roundtables discussions targeting relevant stakeholders.

## Research

Research occupies one of the vital components of NU's work,

helping to provide NU with an informed platform upon which it can build useful and efficient human rights and good governance strategies. Research helps build awareness of the organization and its mandate as well. The research projects NU conducts are managed by individuals with valuable experience in the field.

The following research projects were undertaken by NU in the 2006-2007 reporting period:

### Issues of Advocacy (2006-2007)

- ◆ 'Community Mediation (Shalish): Strategies and Issues in Settling Disputes & Responding to Domestic Violence
- ◆ Child Marriage: Women Rights, Women Health and Economy
- ◆ Dowry: Social ailment: obstacle to ensure Women's right
- ◆ Women participation in Local Development and Social activities and our responsibility
- ◆ Migrated Workers, Dowry and social problem



- ◆ Pervasive Dowry Practice in Sreenagor Upazila: Causes and Consequence
- ◆ Barriers and opportunities for grassroots women leaders for effective participation in social and developmental activities at the community level
- ◆ State of women labors in informal sectors and garment industries
- ◆ Social resistance and movement at the community level

**Publications**

NU regularly publishes quarterly thematic newsletters with a view to raising people's awareness on important human rights issues. Currently three newsletters are being published by NU: NU Barta (NUB), Narir Swopna Pata ("Women's Dream Pages") and Unmochon ("Unveiling"). In

addition to these newsletters, NU supports the publication and distribution of Union Barta, Shramojibi Nari Kontha ("Women

**News Letter published  
(July 2006 - June 2007)**

Name of the Newsletter	No. of Issues published
Nagorik Uddyog Barta	4
Narir Swopna Pata	4
Unmochon (unveiling)	1
Union Barta	1
Shramojibi Nari Kontha (Women Worker's Voice)	1
Jubo Uddyog (Youth Initiative)	1

Worker's Voice") and Jubo Uddyog ("Youth Initiative"). Each of the newsletters engages issues central to NU's mission and mandate.

**Books Published ( July 2006 - June 2007)**

Title	Contents/issues
"Pratirodh O Unnyan" (Mobilization and Development)	The book deals with scattered social movement and mobilization of the community people in the nook and corner of Bangladesh in different times to establish their rights. Most of the movements launched by common people without the assistance of any organized group or political parties. These social movements have value in its own rights. The writer successfully compiled this kind of movements in this book.
"Bangladesher Nari-Sramojibi" (Women Labour of Bangladesh)	The book is a reflection of the status of women labors in Bangladesh. It is thematic study on wage deprivation and social insecurity of women laborer in Bangladesh. The author depicted the present scenario of women laborers in tea gardens and garments factories as well as women in the informal sector.
"Tathyer Odhikar" (Rights to Information)	It's a compilation of 17 articles on right to information written by prominent intellectuals, academics and journalists and published in the newspapers. Campaign on Citizens Right to Information (CCRTI) published this book in collaboration with Nagorik Uddyog. The book was published with the aim to make the people's understanding clear about right to information.
"A Critical Review on New labour laws"	This book is a critical review of recently enacted labor law. The author expressed his apprehension and motives behind the new labor laws that may curtail the freedom of trade unions.

## 6. MONITORING, EVALUATION & DOCUMENTATION

NU practices a comprehensive M&E and reporting system that attempts to ensure equal participation and input from both NU staff and the beneficiaries of NU's projects and programs. Regular meetings are held by NU and the community groups it serves in order to evaluate NU's activities and formulate future plans. These meetings include community leaders, government representatives and NU field staff. The information and recommendations generated from these meetings are discussed at various levels (village, union, area, and thana) and NU's annual report is prepared based on this data and information.

At the field level in each of NU's working areas coordination and monitoring of project-activities is done mainly through weekly and monthly staff meetings chaired by the Area Officer (AO). The committee members present progress reports and weekly work plans for the next week and discuss the activities carried out in the previous week. The committee members also present monthly progress reports and work plans for the upcoming month and report on the activities done the previous month in the monthly meeting. The AO prepares the monthly report for the area as a whole in a prescribed form based on the monthly reports from the committee members NU head office in Dhaka.

### **Monitoring tools and devices**

NU perceives and practices monitoring for management decisions and actions in its own ways. Currently NU uses 7 or more sets of reporting formats (i.e., Monitoring Plan Format, Activities Dependency Diagram, Program-specific Reporting Flow Diagram, Management Information and Feedback System, Salish report formats and some other progress report formats) as monitoring tools, all recently introduced. These report formats used as monitoring tools and devices are as listed below.

While reviewing and using the field reports of various descriptions, each of NU's units in turn produces two types of reports at its own level - one on an individual program, and the other on all programs or project-components grouped together for management decisions and actions by NU's executive committee. These reports are done monthly, quarterly and annually, and are delivered to the donors. Field reports produced by NU executives who make regular field-visits constitute an essential part of the M&E process.

With all the developments and activities on M&E, NU has developed an efficient and effective monitoring system. The M&E unit has also developed a more efficient documentation and monitoring

system through the development of an IT-based database system, as well as reference codes for all program documents for easier tracking and collection.

### **Resource and Documentation Center**

The resource and documentation center of NU consists of a full fledged Documentation Unit and a reference library. NU produces quite a good deal of documents. These include documents on Shalish, issues relating to human rights, essential laws, training and workshop materials, case studies, quarterly and annual progress reports, etc.

The library catalogues books and periodicals and keeps newspaper clippings on relevant topics, including wider social and economic issues related to the real-life needs and concerns of poor people as well human rights and law issues. Many of these articles find their way into NU's monthly newsletter.

The resource and documentation center is useful not only to NU's own staff but also to the wider public. It also serves NU's growing research unit. The library is constantly expanding its catalogue.



## 7. STAFF CAPACITY BUILDING

NU has a comprehensive staff development strategy with the objective of developing its staff's capacity at all levels through training, workshops and exposure visits both at home and abroad. It is done mainly in two ways: assessments of training needs for the staff at all levels and organizing training sessions as when the need arises.

NU itself organizes in-house training courses and workshops on a variety of topics and contents relating to its strategy. NU staff have had some external training both at home and abroad. Some staff have attended forums and special events abroad, which NU considers as study tours and are believed to have contributed to development of their capacity by other means

### Training arranged by NU

- ◆ Project Implementation Strategy for Community Mobilizers
- ◆ Training Workshop on Time Management for All staffs
- ◆ Strategic Planning for Senior and Mid Level Staff, Area Officers, Assistant Area Officers, Program Organizers
- ◆ Training on Human Rights Law and Mediation for community Mobilizers, Area Officers
- ◆ Goal Oriented Project Planning for All senior and mid level Staff



Staff of Nagorik Uddyog

Designation	female	male	total
<b>Central Office</b>			
Chief Executive Officer	-	1	1
Project Manager	1	0	1
Deputy Manager (Finance and Admin)	-	1	1
Senior Program Officer	-	2	2
Program Officer	2	5	7
Accounts Officer	-	1	1
Assistant Accounts Officer	-	2	2
Assistant Program Officer	2	2	4
<b>Total</b>	<b>5</b>	<b>14</b>	<b>19</b>
<b>Area Office</b>			
Area Officer	1	8	9
Assistant Area Officer	-	4	4
Field Organizer	1	1	2
Community Mobilizer	35	48	83
<b>Total</b>	<b>37</b>	<b>61</b>	<b>98</b>
<b>Total</b>			
Central and Area office	42	75	117

# Annex

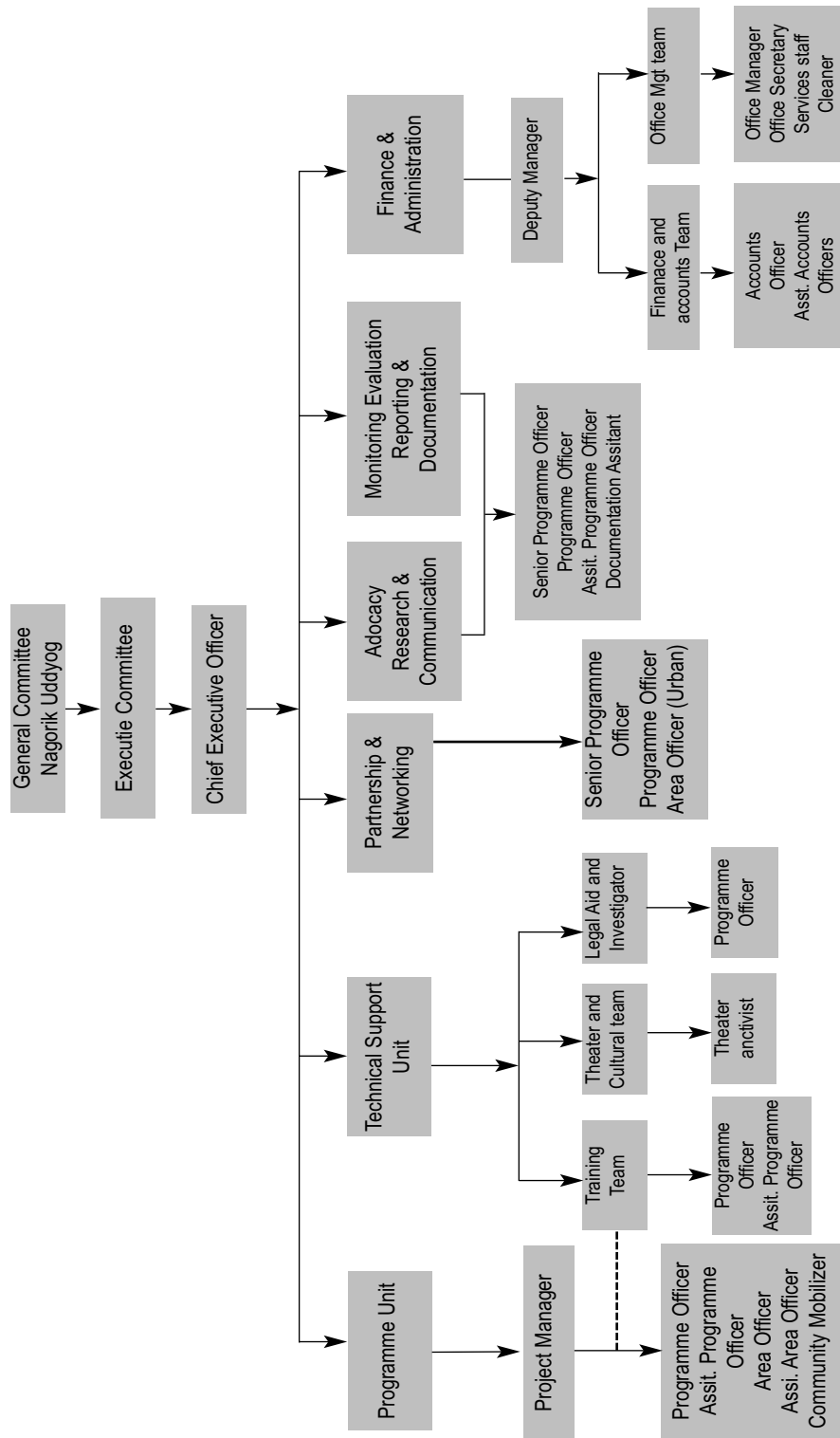
## Name of the Board (Advisory and Executive)

Name	Position in the Executive Committee	Status
Dr. Khan Sarwar Murshid	Chairperson	Prominent Educationalist
Dr. Hameeda Hossain	Vice Chairperson	Eminent Human Rights Activist.
Ms. Khushi Kabir	Member	Coordinator, Nijera Kori
Dr. Meghna Guhathakurta	Member	Executive Director, Research Initiative Bangladesh (RIB)
Mr. Fazlul Huq	Member	Secretary, Madaripur Legal Aid Association
Dr. Farzana Islam	Member	Professor, Department of Anthropology, Jahangirnagar University, Savar, Dhaka
Dr. Mirza M. Hassan	Member	Independent Researcher
Mr. Shah-I-Mobin Jinnah	Member	Director, CDA -Dinajpur
Mr. Shafi Rahaman Khan	Member	Executive Director, Bangladesh Freedom Foundation
Zakir Hossain	Ex-Officio, Member	Chief Executive, Nagorik Uddyog

## Projects and donors

Sl	Projects	Donors	Duration
1	Improving Access to Justice through Human Rights Education and Community Mediation	Evangelischer Entwicklungsdienst-EED, Germany Bread for the World (BftW), Germany Christian Aid (CA), UK	July 2004 to June 2007
2	Improving Women's Access to Equality and Justice	Manusher Jonno Foundation (MJF), Bangladesh	March 2005 to February 2008
3	Human Rights Education and Civic Participation for the Youth	Fund for Global Human Rights (FGHR), USA	April 01, 2007 to March 31, 2008
4	Strengthening Urban Poor Women's Organizations in Dhaka	One World Action (OWA), UK	September 2006 to March 2009

## Nagorik Uddyog Organizational Structure



## Financial statement (July 2006-June 2007)



**S.K. BARUA & CO.**  
CHARTERED ACCOUNTANTS

### NAGORIK UDDYOG Consolidated Receipts and Payments Account For the year ended 30 June 2007

RECEIPTS:	NOTE	AMOUNT 30 June 2007	AMOUNT 30 June 2006
Opening Balances:			
Cash in Hand		9,362.68	72,234.00
Cash at Bank		4,007,642.83	2,818,694.45
Fund Received		18,419,408.73	15,700,430.83
Bank Interest		114,849.14	84,535.52
Rent (Multimedia)		500.00	7,500.00
Training Room Rent		5,000.00	-
Overhead Received (MJF)		110,000.00	-
Sale of Publication		2,490.00	-
	<i>Taka</i>	<u>22,669,253.38</u>	<u>18,683,394.80</u>

PAYMENTS:			
Salary	8	6,826,461.00	5,452,959.00
Honorarium		1,285,789.00	1,369,853.00
Administrative Cost	9	2,324,333.57	1,766,587.94
Program Cost	10	5,871,018.00	4,734,400.00
Computer Accessories		-	32,141.00
Travelling & Daily Allowances		963,975.17	830,058.00
Evaluation and Reserves		1,113,506.00	209,436.00
Overhead		148,330.50	162,380.62
Overhead (Furniture & Equipments)		59,765.00	15,500.00
Contingency		54,648.00	-
Equipments/Furniture	11	213,987.00	387,823.00
Others		-	9,418.00
Loan A/C (Exchange Programme)		11,560.00	-
Refunded to Donor (BLAST)		1,759.00	-
<b>Closing Balances:</b>			
Cash in hand		2,527.00	9,362.68
Cash at bank		3,791,594.14	3,703,475.56
	<i>Taka</i>	<u>22,669,253.38</u>	<u>18,683,394.80</u>

Note: Figures have been rounded off nearest to Taka.

Dated: Dhaka  
November 15, 2007



*S.K. Barua*  
**S. K. BARUA & CO.**  
Chartered Accountants