

JULY 2008 TO JUNE 2009

Annual Report of Nagorik Uddyog



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Introduction to NAGORIK UDDYOG

Nagorik Uddyog (NU) is human rights organization 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

- To strengthen the process of accessing to justice through education of Human Rights, equality irrespective of gender, class and caste and social status and through legal education, community mediation and legal aid..
- To conduct awareness programme at grassroots level in order to popularize and exercise of the concept of gender equality and to work for strengthening women leadership building at grassroots level.
- To work with the workers, particularly informal sector workers and marginalized people and to create social movement to realize their rights.

- To organise Dalit and Excluded communities and to help build capacity in order to create their own organizations and leadership to rise voice effectively to end discrimination.
- To work for campaign and advocacy to formulate and amendment of laws/ policies in order to promote and protect and promote Human Rights.
- To conduct fact findings/investigations of Human Rights violation and create social actions against it.
- To work for promoting culture of transparent governance and accountability in government and non-government sector, take initiative against corruption and citizen's access to right to information.
- To work on the adverse impact of climate change, degradation of environment and disaster and to create awareness on linkages among Human Rights, environment and climate change.
- To establish link with national and international organizations/networks in the field of human rights and to participate actively to promote Human Rights at the national and international level collectively
- Conduct research on various aspects of Bangladeshi society, its economy, human rights, and gender etc.

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 eight 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:

- Human Rights & Justice Program
- Partnership Program
- Advocacy, Campaign a& Networking
- Research, Policy & Communication
- Monitoring, Evaluation, Reporting and Documentation
- Legal Aid & Investigation
- Theater and Cultural
- Administration and Finance

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 137 people, 82 male and 55 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, 2008 – 2009

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 2008-2009, with descriptions of the directions each project took in the past year as well as, when applicable, an outline of progress made and challenges faced by each project.

Project run by NU: 2008-2009

sl.	Name of the project	Main feature of the project	funding organization	Duration	Budget (in BDT)
1.	Access to Justice through Human Rights Education & Community Mediation	The project aims to uphold human rights, especially to promote women's rights based on the principles of equality and justice.	Evangelischer Entwicklungsdienst (EED), Germany Bread for the World, Germany Christian Aid, UK	July 2007 to June 2010	2,86,65,000.00
2.	Promoting Women's Access to Justice and Human Rights		Manusher Jonno Foundation	July 2008 to June 2011	3,42,90,666
3.	Rehabilitation Program for Sidr victim, Phase-III	The objectives of the projects are to provide sidr victims full or partly housing support, Repairing schools or club, provide fishing net and boat for affected fishermen, and provide milk giving cow.	Diakonie Katastrophenhilfe - Diakonie Emergency Aid, Germany Christian Aid, UK	June 2008 to April 2009	21,033,000
4.	Strengthening Urban Poor Women's Organizations in Dhaka	Build a coalition of women's organizations working with informal sector women laborers and Dalits for joint campaigning and policy advocacy activities.	One world Action	January 2008 to December 2009	53,82,000
5.	Building National Campaign to protect and promote the Rights of Dalits in Bangladesh	A country free of caste based discrimination in which Dalits and all excluded groups can live with dignity, prosperity, and security.	One world Action	January 2008 to December 2009	38,44,856

1. Human Rights and Access to Justice

The constitution of Bangladesh depicts strong commitments to protect human rights with provisions confirming the primacy of these rights over existing laws. Yet, despite this commitment at the formal level, there is widespread violation of human rights coupled with the absence of a general 'culture of rights', i.e. a general understanding and acceptance that all people have equal rights regardless of their ethnicity, class or gender, and are entitled to claim these rights under the law. Therefore slow progress of democratic development makes the governance structure more fragile. People especially poor and marginalized do not have access to Justice and other services of the state, and they lost their confidence to seek rights due to manipulate of state mechanism and influence by influential people. Corruption and deprivation has turned to be a tradition due to the long absence of practice of rights and good governance.

The human rights situation in Bangladesh calls for a greater awareness of human rights at all levels of society. A stronger citizen's activism is needed in promoting the human rights values not only in relation to the state, but also equally important, in the daily life of the individuals within the community and family.¹ It is in this context that Nagorik Uddyog answers the call to promote human rights, especially women's rights through its work.

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

1.1. STRENGTHENING PEOPLE'S ORGANIZATION

NU has successfully established people's organization named Human Rights Monitoring Group in all its working areas (88 Unions under nine Upazilas). NU emphasizes on building and strengthening this groups with monitoring capacity for creating meaningful access to justice of marginalized people as well as development human rights activism. HRMG observes and watches over the human rights situation at the community level, bring violations of human rights to the attention of *Shalish* and helping mediate subsequent *Shalish* hearings. It works using three wings at different layers in the community-

- a. Ward Shalish Committee
- b. Union level Human Rights Monitoring Group
- c. Upazila level Human Rights Monitoring Group

a) 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

¹ Hossain, Hameeda. "The Practice of Democracy" in *Human Rights in Bangladesh 2000*. Ain o Shalish Kendro, Bangladesh. 2001. pp. 3-10.

their comprehensive understanding of existing state laws, thereby helping to ensure that *Shalish* verdicts conform to the State's legal framework.

The WSC consists of 4 male and 2 female in each ward and a total of 4752 members (1584 female; 3168 male) are representing in 792 WSC in 88 unions of nine working areas. 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.

Activity of HRMG

Event	Event done	Participant		Total
		Female	Male	
Quarterly Union level meeting of HRMG	176	1135	1772	2907
Quarterly Upzaila level meeting of HRMG	18	137	265	402
HRMG annual conference	9	542	861	1403
Quarterly meeting of WSC	906	5042	6986	12028
Training on law and mediation for HRMG	20	170	275	445
Training for Ward Shalish Committee	39	281	535	816

b) Human Rights Monitoring Groups (HRMG)

Union-level HRMGs

A total of 88 HRMGs, each formed with selected members of the WSC who are especially interested in the community's human rights situation, are active and functioning at community level. Each HRMG consists of twenty-seven members from nine wards (2 male, 1 female from each ward) of a union. 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 laws, which enable 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 176 monitoring meetings have been held and attended by 2907 members, 39 % of which were women. Moreover, 20 units of HRMGs received training on law and mediation in the reporting period.

Annual Conference of HRMGs

Each year all of the union-level HRMGs convene to hold an annual HRMG conference in their 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. This year 4 conferences of HRMGs held in four working areas participated by 861 male 542 female.

Upazilla-level HRMGs

NU operates nine 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 18 times. In total, upazilla-level HRMG meetings were attended by 402 members (male 265, female 137)

NU observed all the community organizations want to see their forum independent and self-reliant organizations in the long-run. All the committees have democratic (elected) structures which are instrumental in developing better sense of ownership among the members. Most members trained and have had preliminary understanding of human and women rights.

The HRMGs are much more visible in the community as a collective strength in protecting rights of people especially women and eliminating all kinds of social abuses and prejudice from the community. Their collective or individual efforts in resisting hilla marriage, child marriage, domestic violence, establishing inheritance right of women, realizing rights of alimony and maintenance, has made them a great comfort to the destitute people in one hand and a pressure group to the influential people on the other hand.

The HRMG members increased participation in social activities and social organizations enhanced their acceptance in the community. Many members are representing in maximum social organization in the community. Their growing relation with UP bodies has made the UP more accountable and accessible for people. For instance, with the assistance of UP they helped a large number of vulnerable people in getting VGF cards, VGD cards, elderly allowance, widow allowance, and allowance for disable and other support from government and non government organizations. During natural calamities like flood and cyclone sidr, they responded to the affected people through distributing relief goods, giving shelter, repairing houses, educational institutions, mosque and roads with their own contribution.

1.2. ENABLING PEOPLE'S ACCESS TO JUSTICE

NU believes access to justice is a fundamental means of establishing human rights. But there remains immense gap between formal entitlements and actual access and it makes justice within the formal state system beyond the means of poor people. Exorbitant costs, excessive delays and backlogs and above all procedural complexities are major causes in this regard.

As a result, informal dispute resolution practices remains popular alongside formal judicial institutions in Bangladesh. Most poor people have no choice but to, settle their disputes using traditional or informal conflict resolution mechanism for its multiple benefit like quick hearing, flexibility, familiar language, environment and no cost.

But the structure of this alternative dispute resolution also reflects the unequal class and gender hierarchy that characterize social relations in rural Bangladesh. It is male dominated especially by the elite and powerful people, women are not only prevented from making their voices heard in a traditional shalish, their presence even on the margins of a public hearing is strongly discouraged. Consequently, in conflicting parties of unequal social or economic status, judgments invariably go in favor of the dominant group. Ruling on matters of custom or religion tend to be made on the basis of personal interpretations of texts and community norms rather than with reference to the legal framework. Nor are shalish rulings impervious to corruption, nepotism and the pressure of political patronage.

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. NU believes without the development of alternative institutional structure-which will be equitable and sustainable in the long run-access to justice, will never be democratic. Human Rights Monitoring group and its ward tier WSC played pioneering role in transforming the traditional shalish through their legal knowledge and effort to establish equality and participation of women in the shalish.

NU's approach to mediation process

Community people irrespective of social status or sex can register complaints with NU. Union level staff of NU or group members also help the community people to register their complaint with NU. NU has developed a systematic method of recording the complaints for shalish. From receiving to settling the complaints different forms are used in this process. When complaint reaches the community Mobilizer, a formal shalish registration takes place at the local NU office. The complainant must fill out a shalish form specifying the nature, history and details of the grievance. The shalish form serves as an official record of the proceedings. The local 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.

The proceedings of shalish like setting of date for mediation session, selection of mediators, place and decision taken and implementation - all are done by the NU initiated trained community mediators. NU only document and follow up the process and update the mediators about status of the shalish. NU also follows up whether the shalish process and decision are taken conforming to legal and human rights standard.

Impact of NU's shalish democratizing initiatives

Increasing number of disputes resolved peacefully through NU facilitated *Shalish* indicates the growing recognition, acceptance and influence in rural communities of the democratic and human rights values espoused by NU. It likewise demonstrates the effectiveness of NU's interventions in redefining *Shalish* in a way that reconciles the unique situation faced by rural Bangladeshis with the need for traditional modes of dispute resolution to adhere to constitutionally recognized human rights. Systemic mediation procedure like proper

recording of complaints, investigation, mediation session within short-time, mediators equipped with legal knowledge, shalish verdicts based on law and human rights standard, follow-up of the decision and above all open participation of both parties in mediation has increased its recognition to the community. Thus, NU has able to create an unbiased, violence and muscle free environment that protects the interest of marginalized and vulnerable people's access to justice through peaceful resolution.

Status of shalish (July 2008- June 2009)

Types of Complaint	Pending in last half year	Complaints received	Resolved by mediation	Application Dropped	Referred to court	Currently pending
Domestic violence	149	936	695	224	8	158
Alimony	1	20	12	1	5	3
Maintenance	70	268	161	91	2	84
Polygamy	17	43	25	16	1	18
Divorce	7	43	26	9	0	15
Guardianship	0	14	1	1	0	12
Conjugal relationship	4	72	32	23	0	21
Separation	0	1	1	0	0	0
Conflict with neighbors	6	156	133	7	0	22
Eve teasing	0	8	7	0	0	1
Land related	70	202	166	52	0	54
Inheritance	3	17	9	4	0	7
Micro credit related	0	12	7	2	0	3
Personal loan	4	68	52	8	0	12
Compensation	1	42	32	4	0	7
Stealing	0	18	15	2	0	1
Others	52	229	210	38	0	33
Total	384	2149	1584	482	16	451

NU has able to create an unbiased, violence and muscle free environment that protects the interest of marginalized and vulnerable people's access to justice through peaceful resolution. The most remarkable of NU mediated shalish is that it helped beneficiaries to gain their rights in terms of alimony, maintenance, loan payment and compensation for various reason. Many women engaged their money in income generating activities that provides them not only financial security but also change their social status.

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

In the 2008-2009 reporting period, 2149 complaints were registered, of them 1584 complaints settled peacefully. Around 4200 persons have been benefited from the shalish; of them about 59 % were women. 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 reporting period, 189 women received 53,70,177 taka as alimony, maintenance for her and children and dowry related compensation etc. 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.

Monetary realization for the beneficiary

Category of Realization	Type of beneficiary (number and amount of realization in tk)				Total Beneficiaries	Total amount of realization
	Female	Realization	Male	Realization		
Alimony and Maintenance	113	4624550	0	0	113	4624550
Dowry back	6	238000	0	0	6	238000
Compensation for Property damage physical assault and other reason	43	175650	115	662925	158	838575
loan payment	23	167977	61	854105	84	1022082
Inheriting property	4	154000	0	0	4	154000
Total	189	5370177	176	1517030	365	6877207

Besides formal registration with NU, the trained mediators settled a lot of complaints locally maintaining state law and the human rights standard. Remarkable changes made in the mediation as trained mediators (WSC, HRMG, GWLN) settled a lot number of shalish (NU collected information of 1571 cases) out of registration with NU. While follow-up all the resolution of the cases found fair and people were also satisfied with the decisions.

Name of the community groups	Type of complaints	Number of cases resolved
Ward Shalish Committees, Human Rights Monitoring Groups, Women Leaders	Property damage	81
	Domestic violence	115
	Family disputes	445
	Financial transaction	111
	divorce	53
	Alimony	35
	Maintenance	36
	dowry	34
	quarelling among neighbours	200
	Love affair	8
	stealing	20
	Polygamy	2
	land and property	327
	Others	104
	Total	1571

One of the strength of shalish is women's increased participation shalish. This shows that women are becoming increasingly aware of their rights and are in turn increasingly confident to pursue these rights.

Number of mediators in NU arranged Shalish

Type of mediators	Male	Female	Total
HRMG Member	311	1439	1750
WSC member	228	973	1201
Women Leader	502	0	502
UP members	51	343	394
Local elite	524	4183	4707
Vulnerable women	12	0	12
Lawyers	0	2	2
Total	1628	6940	8568

Legal Support for Marginalized People

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

Panel lawyers

NU has formed a panel of lawyers in five districts of its working areas. At present 18 staff lawyers are working under legal support program. All the panel lawyers were given training on human rights and legal aid strategy of Nagorik Uddyog. They are also invited and participate in other activities of NU as possible in the working areas.

Process of legal aid

Being getting the application for legal support NU staff thoroughly investigate the case and if find rational central office suggest the panel lawyers to file case with the court. NU field level staff maintains communication with the lawyers. NU bears all the expenses relating to the case and also provides conveyance to the very poor plaintiff for appearing in the court.

Follow-up of the case

To follow-up the status of ongoing cases, NU staff regularly contact with the panel lawyer and plaintiff. Besides, NU arranges half yearly coordination meeting with panel lawyers, plaintiffs and other stakeholders. Government officials are also invited in the meeting. The meeting helped NU to know the status of cases and also build communication among lawyers and stakeholders. In the reporting period 8 coordination meeting of panel lawyers and stakeholders held in five districts of NU's working areas. Besides, running case in the court, these panel lawyers also help NU in advocacy and training program directly or indirectly. A standard set of monitoring format is used to document activities of legal aid program.

A summary status of legal aid support are shown below

Courts	filed	withdrawn /rejected	judgment	pending
family court	32	1	3	28
women and child tribunal	29	6	7	16
other criminal	4	1	0	3
Land related	7	0	3	4
Total	72	8	13	51

1.3. STRENGTHENING CAPACITY OF UNION PARISHAD

Local government is acknowledged as highly viable mechanism through which democratic processes and practices can be established and participatory development ensured. Union Parishad is the lowest tier of local level government in Bangladesh and directly involved with community as its representatives are elected by the people. Thus it has imperative responsibility for the service of community. However, Union Parishad remains weak and inactive for lack of transparency, political interference, limited authority, and lack of accountability and with limited orientation towards local communities. All the constraints with UP has made them less accountable to their electors or community people and it affected the relation between both parties. They rarely consulted the communities on the planning and implementation of development projects. The service provided to the community is of extremely poor quality. Additionally, widespread corruption was evident in the functioning of UP. This bad governance directly contributed to the pervasive nature of poverty and ensuring of legal and human rights of people. NU believes, without proper activation of Union Parishad, community development can not be possible. So it has taken enormous efforts to strengthen capacity of UP. NU's strategy and methods for the capacity of UP are as follows -

- Increasing female representative's role in UP
- Activating standing and other committees of UP
- Increasing interaction with community people

- Increasing female representative's role in UP

Elected female representatives at the UP are still marginalized politically or socially. In order to strengthen local level democracy, elected women representatives must establish greater social legitimacy as human rights activists and advocates. NU's GWLN is formed with the participation of UP female members. They regularly participate in activities of GWLN - Union level and upazila level meeting, conferences. They were given leadership building training and other training on human rights, women rights and legal issues. In the reporting period 54 female UP members, participated in training on family law and mediation. After NU's intervention with UP, these women role in the UP increased remarkably. Their service to the community people is greater than other male members of UP. They played active role in leading GWLN to protect rights of community women. In most of the shalish hearing in the community, female UP members take part and that helps women's access to justice in large number.

- Activating standing and other committees of UP

For increasing UP services to the community people, NU has taken initiative to activate some standing committees and other committees of UP - Law and Order committee and Committee for resisting violence against women (Nari Nirjaton Protirodh Committee- NNPC). Another initiative of NU with UP is activating arbitration council. In the beginning, NU

arranged a day long orientation program about function of UP in different union of its working areas. After the orientation, NU helped UP in re-organizing standing committees of law and order and NNPC. In some unions, these committees were formed for the first time in UP. The committees regularly meet on quarterly basis and follow up their activities and make future plan.

Activities with UP

Event	Event	Participants		Total
		Female	Male	
Orientation on basic function of Union Parishad	12	53	154	207
Quarterly meeting on Arbitration Council with UP	100	247	898	1145
Quarterly meeting with law and order standing committee of UP	100	156	703	859
Quarterly meeting with Nari Nirjatn Protirodh Committee of UP	100	256	730	986
Half yearly coordination meeting with UP and HRMG	86	752	1338	2090

NU's initiative of activation of arbitration council and standing committees observed significant progress in strengthening local level government. Standing committees are fully activated and operational in the selected 45 unions. The standing committees strictly monitored law and order situation or violence against women and children through follow-up meeting and took action plan if there is any violation. For instance, during the flood in the working areas, law and order committees initiated watchdog committee consisted of community people to protect the areas from robbery or other irregularities. The committees also took stance against violation of rights like violence against women, hilla marriage or curbing drug business and eve teasing with assistance of the members of NU initiated groups.

The performance of standing committees enhanced Union Parishad's role and responsibility to the community people. The submission of activity report to the Upazila level administration created a scope to increase accountability of union parishad. The administration also monitored function of the committees. In Gangachara Upazila, Rangpur, the upazila level administration took initiative to activate standing committees and arbitration councils in all unions assessing the impact of NU's activities with UP.

Increasing interaction with community people

For establishing good governance at local level NU tries to make the UP more accessible for community people. NU invites the members of UP in its entire programme especially in training workshop and mediation. This year NU initiated coordination meeting between HRMG and UP on half yearly basis. In the meeting, HRMG inform their activities to the UP and seek their suggestion and cooperation to come over constraint. UP also shared activities and consulted about their development planning. Thus HRMG played important role in communicating local community to the basic service of UP.

1.2. 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 to ensure their effective participation in the electoral process, in local development committees, and important decision-making activities like *Shalish*. To this end, NU works to form organizations of women like the Grassroots Women Leaders Network, providing them with training and workshops on key human rights and legal issues, and helping them consolidate their power to respond to the injustices they face as a group.

Grassroots Women Leaders Network (GWLN)

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*.

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.

Formation of GWLN

Each of NU's 88 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

- Activities of GWLN

The GWLN meets quarterly at union and upazilla level where they share their experiences in working to establish women's rights, discuss the GWLN's activities in the past quarter and plan the GWLN's upcoming activities for the term ahead. Enlisted women leaders 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. GWLN has annual conference each year in all working areas.

NU frequently organizes training sessions and workshops for women leaders. The issues discussed in the training are as follows - Human rights, Fundamental Rights, Women's Rights, CEDAW, VAW, Gender, legal issues, Family Law (Muslim, Hindu), Good Governance, mediation, and leadership skill.

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 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 the communities and have exerted pressure on making Shalish more fair and participatory.

Event	Event done	participants
Quarterly Union level GWLN meeting	347	5478
Quarterly Upazila level GWLN meeting	18	551
Training for GWLN	18	363
Women Group Discussion	1080	32503
Community Group Discussion ²	516	17012
Annual conference of GWLN	9	1379

Annual Conference of GWLN

Nine annual conferences of the GWLN were held this year in Barisal Sadar, Swarupkhathi, Banaripara, Sreenagar, Kalihati, Tangail Sadar, Rangpur Sadar, Badarganj and Gangachara Upazila. 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.

Women Group Discussion

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

² Male also participate in this discussion

knowledge of their rights as Bangladeshi citizens.

Level of awareness among the village women regarding, women rights, inheritance rights, domestic violence, family and marital law increased remarkably through attending women group discussion or sharing the experience and information learned from it. Being aware from the discussion, village women gained to realize their rights in the family like inheritance right, right to alimony etc. The remarkable improvement is that they have been able to pursue the male members to look women with dignity and equally both in family and neighborhood. The women group discussion encouraged many women to register complaints with NU for domestic violence or other family matters. In the reporting period 27 women registered complaints instantly in the discussion. Besides 9 mother set aside from demanding dowry in their sons' marriage while 9 other mothers stooped their daughters' marriage in early age knowing the demerits of dwory and child marriage from the women group discussion.

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 an action research to comprehensively understand the level perspective and views of widows and destitute and divorced women with respect to their denied rights. NU reveals 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 each union (83 groups; 27 members each group) of its working areas.

- Activities with Vulnerable Women Group

NU arranged quarterly meeting with this vulnerable women groups to make them aware about their rights, and claim their rights from government and non-government agencies. NU also has initiative to link them with service providing organization as well as changing people's attitude towards them through its other program with community.

Event	Event done	participants
Vulnerable Women Group Discussion	311	6992
Vulnerable Women Group Training	19	513
Skill training for Vulnerable Women Group	4	79

In the reporting period 19 groups of vulnerable women received training on right based approach across NU's working areas. The aim of the training was to reinforce human dignity among them and make them to claim inheritance right, property right, social right etc. Along with right based training NU also provided income generating training for the group. NU arranged 4 candle making training participated by 79 vulnerable women. They are also provided two candle making machines in Barisal Sadar and Gangachara Upazila.

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, 236 vulnerable women were provided "Vulnerable Group Feeding cards", 67 received "Vulnerable Group Development cards", 28 received elderly allowance, 32 received widow allowance, and 7 woman received allowance for disability. 139 vulnerable women were employed in Government's 100 days employment programme. 45 women received training from Bangladesh Rural Development Board (BRDB), 7 women received micro-credit from BRAC and engaged in small scale business.

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. Level of confidence among the vulnerable women increased to an extent that they do not like to live on mercy of others any more rather they have involved in various income generating activities. Once they were denied micro-credit from NGOs but now they are allowed not only credit but also other service provision like poultry and livestock rearing, work in road development work, food for work programme etc. They are also earning livelihood through small business like vegetable selling, tea-stall, grocery shop, sewing etc. Besides, they participated in some trainings relating to above mentioned services. They are also vocal in getting their basic right such as VGF card, VGD cards, khas land, elderly allowance, and widow allowance from the UP and other government department.

2.1. RAISING HUMAN RIGHTS AWARENESS

NU uses popular theater and folk song to aware the grassroots people on a variety of issues critical to the human rights situation in Bangladesh. NU feels that without making them aware about their rights they will not be able to take steps to pursue and realize these rights. As many people in rural Bangladesh are illiterate however, 'unconventional' measures are thus often needed to cultivate a strong human rights and good governance consciousness. Popular cultural activities thus proved an effective communication medium for generating mass awareness and information dissemination at grassroots level. 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.

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 and folk songs. These performances engage issues like domestic abuse while simultaneously providing a space for rural people's entertainment.

NU's Community Cultural comprised of two units - 'Uddyog Theater Team' and other 'Uddyog Baul Team'. Both these teams are formed with local popular actors and musicians who have a strong relation with local cultural heritage, norms and liberal cultural sensitivities. The Uddyog Theater Team consists of nine performers while the Baul Team utilizes performers as per its required musical instruments at the time of the performance.

For performance of drama and folk song NU develops local demand-based folk songs and scripts for dramas. A 3-4 day workshop is organized to make the performers efficient and skilled to communicate to the audience the particular human rights issue in focus. Scripts and baul songs vary in different areas as they are performed based on the types of abuses

known to be prevalent in a particular area. The scripts are specially focused on Human Rights, constitutional rights, on women's legal rights and legal provisions related to common problems such as dowry, divorce, polygamy, violence against women, etc. The performances are delivered in local dialects to maximize the effect of the messages.

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. A drama show or folksong typically draws 250-500 people including women and children.

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. After or in the middle of program, there is opportunity for audience to ask more clarification of the issues raised as well as they are asked to comments and discuss at the end. The audience's awareness through the drama show and folk song helped reducing domestic violence, child marriage, hilla marriage and other local disputes.

Event	No of Event	Participants		Total
		Female	Male	
Theater Show	51	5148	6794	11942
Folk song presentation	203	6814	7737	14551

2.2. 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 (Youth Citizen's Rights Alliance)

Jubo Nagorik Odhikar Jote ('Youth Citizen's Rights Alliance') is a voluntary youth and student alliance founded in 2004 by 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 the 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 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 awareness and law. After completing three days of preliminary training, the participating youth are invited to join the Alliance by creating own youth group units.

Activity of alliance

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.

Helping Disaster Affected People

During the cyclone 'Aila' that devastated some southern districts of Bangladesh. The Alliance members collected money and goods from people and distributed among the affected people. Besides, they helped government and nongovernmental agencies in listing the affected people.

The alliance is active in five districts of NU's working areas (viz. Rangpur, Tangail, Munshiganj, Barisal and Pirojpur) including Dhaka City.

Dalit Youth Movement

Dalits are the most disadvantaged 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 establishing 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.

GLOBAL XCHANGE PROGRAMME:

Another endeavor Nagorik Uddyog participates in involving youth in Bangladesh is Global Xchange (GX), an international volunteer exchange programme giving qualified youth aged 18-25 the unique opportunity to be a part of an international team of like-minded young people living and working for three months, first, in England, and another three months in one of three different communities in Bangladesh. First time the GX programme held in 2007-08 between Rangpur(Sadar, Gangachara, badarganj)-Hunslow (London) and the 2nd GX programme took place in 2008-2009 at Caithness- Scotland and Chitagong in Bangladesh. The team of volunteers shared skills and experiences, and made valuable contributions to local communities in such diverse areas as environment, youth leadership, elderly support, and advocacy for people with disabilities.

As a partnership programme, GX is co-managed and delivered internationally by the British Council and Voluntary Service Overseas (VSO), with Nagorik Uddyog and Young power in Social Action (YPSA) helping implement Bangladesh - level p\operations. The principles guiding GX's goal of 'developing and inspiring active Global Citizens' find their form in the GX partners' shared belief that young people have the power to make positive change in the world; building mutual understanding and respect between countries and peoples. Volunteers involved in GX learn from each other, become aware of issues facing different countries and different peoples around the globe, and put their learning into action. The theme of the UK- Bangladesh GX this year, the first year GX has operated in Bangladesh, was 'Building Youth Capacity as Leaders in the Community''. Nagorik Uddyog was a line manager in the first phase of this exchange, and looks forward to continued involvement in this valuable community development - youth development initiative.

3. Partnership Program

Partnership of Women in Action (PaWA)

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 training in order to build their capacity of economic development as well as to realize their rights. The aim of the network 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. Member organizations of the Network are as follows-

- Banchte Sikho Nari
- Bhsoman Nari Sramik Unnyon Kendra
- Mukta Shishu o Nari Sramik Forum
- PaWA Uddyog
- Dalit Nari Forum

Activities of PaWA

Coalition building

In the reporting period 1 annual review meeting 12 monthly coordination meeting and 1 strategic meeting held. Effective networking established with six (6) different organizations namely- *Social Assistance and Rehabilitation for the Physically Vulnerable (SARPV)*, *Shaishob*

Bangladesh, Bangladesh Legal Aid and Services Trust (BLAST), Research Initiative Bangladesh (RIB), Utsho and Bangladesh Rural and Urban Poor Federation.

Different kinds of meetings play an important role in the internal organization and management of partner organizations. These meetings serve the purpose of accountability and transparency of organizations and strengthen the network. It could also be seen as a learning process of leaders of the PaWA network members as they apply these organizational processes to their own organization. It has been observed that the partner organizations are now more organized in terms of their organizational planning, monitoring and documentation of activities. Leaders of PaWA network acknowledged that they bring this experiences and practices to their own organization and apply them for smooth running of their organization. However, learning varies organization to organization. Documentation of PaWA network is almost perfect. But some partner organizations seem to be struggling hard to properly document their activities and processes.

Developing effective network with other like-minded organizations seems to be one of the important aspects of PaWA process. PaWA, as part of a social movement, has successfully developed network with key civil society organizations both at home and abroad. It has given them wider exposure to the public domain. One important manifestation of this process is that PaWA is now organizing programs or events jointly with one or more of those organizations they have developed relationship with.

Institutional Strengthening of Urban Poor Women's organizations

Providing training for institutional capacity building is one of the important aspects of PaWA process. It's a continuous process as well. For capacity building of the partner organization a 2-days training on "Gender and Human Rights" was organized. PaWA members' organization regularly arranged fortnightly meeting with the members in their respective offices. One issue-based discussion meeting on "May Day and women labor" held; however, partner organization organized such issue based discussions meetings as part of observing various national and international days. One quarterly bulletin 'Sramojibi Nari Kantha' published in this period. Besides, an internal workshop held with the PaWA members.

During this time the most important task performed was providing ID cards among 750 members of the PaWA. It has given them a strong sense of ownership to the network. In addition, it has given them a special identity in the informal sector. This ID card has even given them access to various domains exists in the informal sector. They are now recognized by others.

Issue-based discussion and fortnightly meeting are vital components of institutional strengthening process of PaWA. The group meetings reinforced the capacity of members in implementing project's activities. The meeting also discussed the issues such as human rights, women rights and labor rights, income generating activities, business and marketing strategy etc. it serves as a platform of exchanging views and ideas of members. On the other hand, issue-based discussion meeting helped the organization to become more aware on informal sector economy, its contribution and importance of mobilization to raise the voices. Partner organizations are now holding such issue-based discussion meetings out of their own initiatives. In particular, Day observance could be seen as a vital component to enrich the understanding of the members of the organizations. Individual organizations are holding discussion meetings as part of these day observation that draws various issues before the participants. It should be regarded as one of the significant achievement of the institutional strengthening process initiated by the project.

Income Generating Activities

In order to develop sustainable self-employment scheme of the members of the organizations, PaWA started providing various skills training so that they can raise their level of income and switch to other professions, if needed. This year 5 different kinds of skills training (namely- Sewing, hand painting, ambush painting, Brush painting and making sauces) were provided to more than 300 members.

After receiving Skill Development training, all partner organizations started a small scale business. They have been selling mobile bags, candle, sarees with block-batik and embroidery. Besides skill training each organization was provided Taka 40,000 as seed money to start cooperative business. The amount loan was almost interest-free with a very minimum service-charge. And it was required to pay back in installments.

Claim-Making and Policy Influencing

This year three seminars - "Labor law for domestic workers", "Contribution of informal sector-female workers in national economy: Need for the recognition and responsibility of the state" and "National Women Development policy 2008" held. PaWA has successfully organized a number of seminars and discussion meetings on issues they concern most. It has been observed that a great number of civil society members including academics, journalists, professionals, intellectuals and experts actively took part in the discussions and made valuable comments and suggestions. Making claims and influencing policies require first and foremost, the strength and capacities of the organization to articulate the demands and mobilizing and sensitizing the stakeholders and policy makers. It has been observed that the PaWA has attained significant progress in this regard. Now it has its own identity that attracts print and electronic media. Media covers the news and events related to PaWA as it is evident from the paper clippings. It has enormous impact on shaping the public understanding about issues being fought by the PaWA. In particular, PaWA's stand on Women Development Policy has clearly portrayed in the media.

As part of observing the "International Day for Violence against women" PaWA organized a human in the capital city. PaWA and its partner organizations have observed various national and international days and as part of observing these Days they have organized discussion meetings with particular focus on the conditions of women and their role in economy and society. Among others they have successfully observed: May Day, International Women's Day, Victory Day, Independence Day, Rokeya Day and International Day for Violence against Women,

In various seminars and discussions meetings, PaWA has successfully demanded to ensure minimum wage, working hours and leave for informal sector women labors. PaWA has been relentlessly fighting for a labor policy particularly for the Domestic workers. A draft policy of the same has already been prepared by the law ministry.

Other activities

- School for the children and adults

Apart from cooperative business venture, PaWA has taken initiatives to provide education for the children and adults. To date 7 schools are being run by the 5 partner organizations including one by the PaWA Uddyog. The students of the schools are working children. Parents prefer sending their kids selling flowers or food items on the street rather than putting in the schools. Extreme poverty and economic hardship has led them to get into this business. The school teachers are aware about the situation and devised the schooling hours in a way so that they can do what they have been doing..

Exposure visit

Leaders of PaWA partner organization visited Gono Shastha Kendro, a renowned Ngo exclusively working in the field of public health. They visited Gono Shastha Kendro's hospital, university, women center, school, bakery etc.

Participation in international conference

Coordinator of Dalit Nari Forum, one of the partner organizations of PaWA attended the IDSN meeting in Geneva in March 2009.

Ensuring rights of women

Along with capacitate women labor in informal sector for economic development; the network has a remarkable stride in ensuring rights of women through traditional mediation. In July 2006- June 2008, member organizations PaWA received 16 complaints regarding alimony, domestic violence, maintenance and due payment of salary from employer. Of them 9 complaints were settled and 6 cases are waiting for resolution. PaWA helped 3 women complainants to receive alimony. Mukta Shishu o Nari Sramik Forum, one of the members of PaWA, helped 19 members to get elderly allowance and 30 members for VGD cards from Department of Social Welfare of Government.

Rights of Dalit and Excluded Community

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. Nagorik Uddyog provide this community technical and organizational support at national and international level in terms of campaign, seminar, meeting, research and publication. This year NU helped BDHR to initiate a project 'Building National Campaign to protect and promote the Rights of Dalits in Bangladesh' with the funding of One World Action. A National platform named BDERM (Bangladesh Dalit and Excluded Rights Movement) has been formed through a National consultation meeting participated by Dalit and excluded people from all over the country. BDERM has a national working committee with the representative of different Dalit and Excluded community.

Building organizational capacity of BDHR

Organizational capacity of BDHR enhanced through training, workshop, exposure visit as well as involving in various activities like campaign, advocacy meeting, human chain, demonstration, consultation with policy makers, publication etc. They are now in a position to undertake activities with their own effort. For an instance, they undertook voter awareness raising activities and succeeded in including almost all eligible people from Dalit community in the voter list. They also played role in securing their voting rights from violence and

intimidation during national parliamentary election December 2008. BDHR members now facilitate community meetings as well as organize quick mobilization or demonstration against any violation like eviction of their habitat or dismissal from job etc. However, BDHR need more assistance and time to operate activities with own strength.

National alliance and campaign

A nation wide campaign has been initiated through forming a broad platform of Dalit organizations and individuals from all over the country named Bangladesh Dalit and Excluded Rights Movement (BDERM). This is the first ever alliance of Dalit organizations in Bangladesh. BDERM has able to spread the movement of Dalit community in every corner of Bangladesh as well as organized small Dalit organizations in grassroots level. It has able to influence policy makers, political parties and draw the attention of citizens to their concern. One of the main outputs of BDERM activities is that major political parties prioritized Dalit issues in their election manifesto during 9th national parliamentary election. BDERM also developed communication with international Dalit organization especially with International Dalit solidarity Network (IDSN), Asian Dalit Right Movement (ADRM) etc.

Employment Opportunity

Dalit community people are much organized and aware about their rights. Now they are able to earn job bargaining with the official of city corporation, municipality etc. Dalit Women Forum, one of the member organizations of BDERM involved in income generating initiative like dress making, candle making in Dhaka. One of the major campaigns of BDHR is to create job opportunity for educated and unemployed Dalit people. BDHR has taken initiative to collect bio-data of educated unemployed Dalit in order to link them with employment as per their competence.

Creating influence the policy and practice of government, donors and institutions.

Dalit issues are much highlighted in the national policy and development issues this year. The government and nongovernmental agencies now has kept their concentration about the development of Dalit and excluded community.

Dalit Issues in Political Party's Election Manifesto : During 9th National Parliament Election, December 2009, BDERM placed 16 points demand to the political parties and eight front level political parties recognized their issues in the election manifesto and gave commitment to take positive measure for the development of Dalit community.

Dalit issues in PRSP: Bangladesh government has committed in Poverty Reduction Strategic Paper (PRSP) as policy agenda (FY 2009 – 11) 'Ensure housing for all disadvantaged and extreme poor including Bede, sweeper, and teagarden worker '³

Voter Registration: In previous Dalit and Excluded community people were deprived of their voting right in National and local level election facing threat from influential group. This year almost all the eligible citizen of Dalit community were enrolled in the voter list and have national ID card and cast their vote without any timidity and obstacle.

Dalit issues in UPR: The report of Universal Periodic Review, Bangladesh has included the human rights status of Dalit and excluded community in Bangladesh that would be present in the 4th session of UPR in Geneva, Switzerland in the beginning of 2009.

Research and Publication: .

The research paper 'Untouchability, Poverty and Patriarchy – Distressed Dalit Women in Bangladesh' was some effort to present the status of Dalit women in Bangladesh. The bulletin ' Banchito o Dalit Samachar' turned to be a means of creating awareness among Dalit

³ Moving Ahead – National Strategy for Accelerated Poverty Reduction (FY-2009-11), page (315)

people about their rights as well as to make the citizen thinking about eradication of caste based discrimination. The booklet 'Why Ambedkar is Needed' acts as a source of inspiration among Dalit people especially youth and student.

Dalit Human Rights Conference

The first ever national Human Rights conference of Dalit community in the history of Bangladesh held from January 16-17, 2009 in Dhaka with much enthusiasm and hope. The conference participated by around 300 representatives from Dalit and excluded communities all over Bangladesh. Besides, eminent personnel, political leaders, intellectuals, educationalist and human rights activists also attended in the conference and expressed their harmony with the movement of Dalit and excluded community rights. The conference discussed various topics regarding the discrimination against Dalit people, their rights, problem and way forward in different session in two days program. Major topics discussed in the conference are

1. Recognition of Rights Dalits and Excluded Communities: Legal and Constitutional Issues
2. Problem related to employment, housing, health care and the possible way out.
3. Ambedhkar's teaching, freedom of Dalits and international solidarity
4. Dalit Women and their deprivation and the possible way out
5. Social and political empowerment of Dalit and Excluded community
6. Poverty, Untouchable and forms of discrimination

As many as 22 papers has been presented, designated expert discussed on the paper as well as participant from the audience engaged seriously on the topics. At the end of the conference a Dhaka Dalit Rights Declaration have been adopted unanimously.

4. Advocacy, Campaign and Networking

4.1 Advocacy

Human Rights activism requires strong advocacy in terms of sensitizing citizens, policy makers and above all to press and pursue government for taking appropriate measure - so advocacy becomes an integral part of NU's work. NU is currently involved in advocating the issues related to our focus areas both local and national levels.

At the local level:

Locally, NU focuses on ensuring the implementation of existing laws and policies aimed at protecting women and improving their rights. Focus is also placed on helping ensure the provision of poor peoples access to basic services, the greater use of government legal aid support, the effective participation of women elected representatives at the union council, the activation of the arbitration council of local government, and the strengthening of the local government's standing committees. NU campaigns on the above issues through its regular program like court yard meeting; folk song; theater performance and awareness building activities by CBO members. While facing constraints in implementing its program, NU arranges advocacy meeting on specific issues with participation of community people, government administration, journalists, and civil society groups.

At the national level:

NU is actively working in conjunction with other civil society groups to promote human rights, women rights, legal development, good governance and establishing democracy.

This year NU undertook several advocacy programme on implementation of Women Development Policy -2008, Strengthening Local Government issues, Formulation of policy for informal sector's women labor, establishing rights of Dalit and Excluded people and Citizen's Right to Information. NU's advocacy efforts generally consisted of the organizing of seminars and roundtables discussions targeting relevant stakeholders.

For the advocacy purpose, NU conducts research and brings out a good number of working papers regularly. Publication also play important role for advocacy, research output and information dissemination.

Organized by	Issues
Nagroik Uddyog Sreenagar Unit	`Expatriation, dowry and social problem- in the experience of Sreenagar Upazila
Nagorik Uddyog Barisal Unit	`Dowry: Social ailment, hindrance to women's right'
Nagorik Uddyog and BDERM	Dalit Community's housing problem, way forward and upcoming national budget
Nagorik Uddyog and PaWA	Informal sector's women labours' contribution in national economy: recognition by the state and its responsibility
All field office of Nagorik Uddyog	International Women Day, International Human Rights Day,

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

People's right to information is one of the key focuses of NU's advocacy efforts. 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. Since the establishment of CCRTI, it has undertaken continuous lobbying and mass awareness activities through seminar, sharing meeting and publication to press the government and policy makers to enact law on Right to Information. After the formulation of Right to Information law, NU is undertaking activities to proper implementation of the law.

To learn from the experience of implementation of the law in India, a six member's team visited MKSS, CHRI and other organization in Rajsthan. The team also met Chief Information Commissioner in India. NU has formed a full fledged unit for Right to Information. The unit observed international right to information day on 3rd may 2009 through a seminar participated by journalists, educationalist, politicians and citizens. NU plans to elaborate campaign in grassroots level to make the people aware about their right to information. Nine Upazilas from Rangpur, Barisal and Pirojpur district will be under this initiative.

4.3. Networking

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

NATIONAL LEVEL ALLIANCES

- 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. 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.

- SHUJAN - Shushashoner Janney Nagarik

SHUJAN - Shushashoner Janney Nagarik is a pioneering network working for promoting good governance and democracy in Bangladesh. NU believes that without good governance and justice, democracy cannot be ensured. 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 of this forum.

- 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. It is also committed to extensive policy advocacy and legal fights for environmental protection, suggesting law reforms and pointing out implementation flaws and representing the people in various committees formed by the government. NU is a key member in BAPA. NU's Chief Executive is Joint Secretary of BAPA, and NU is also a secretariat of BAPA's climate change group. NU participated in site demonstrations, sit-in protests, hunger strikes, rallies, seminars, workshops, and roundtable discussions by BAPA in protection of environment. In the reporting period NU, BAPA and Nobolok jointly organized seminar on Climate change issues. NU actively participate in BAPA's 'Save the Buriganga' campaign.

- Social Action Committee

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

- Citizen's Voice against Domestic Violence

To campaign against domestic violence and to pursue the government to formulate appropriate law in order to combat domestic violence, an alliance is active with 14 organizations devoted to promote Human Rights and Women Rights in Bangladesh. Nagarik

Uddyog is one of the members of the campaign 'Citizen's Voice against Domestic Violence.

- Strengthening Local Governance (Governance Coalition)

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

- Human Rights Forum on UPR

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

People's Health Movement (PHM)

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

INTERNATIONAL LEVEL ALLIANCES

World Social Forum-Bangladesh (WSFB)

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.

National and International level Network

<u>National Level</u>	<u>International Level</u>
<ul style="list-style-type: none"> ▪ Citizen's Voice against Domestic Violence ▪ Climate Change Development Forum (CCDF) ▪ CA disaster group ▪ Human Rights Information and Documentation System (HURIDOCs) ▪ HIV/AIDS Program-AITAM ▪ Voluntary Service Overseas VSO ▪ Government Alliances, World Social Forum (WSF), ▪ Global Exchange (GX) ▪ Forum on Universal Periodical Review (UPR) ▪ Local Justice and Human Rights Network, ▪ Aid Accountability and IFI work 	<ul style="list-style-type: none"> ▪ World Social Forum (WSF) ▪ South Asians for Human Rights (SAHR) ▪ Association of Women's Rights in Development (AWID) ▪ Peace in South Asia (PISA) ▪ Peoples Forum Against-ADB Women ▪ International Center for Research on (ICRW) ▪ People's Decade of Human Rights Education (PDHRE-International) ▪ South Asian for Composite Heritage (SACH) ▪ Asia Dalit Rights Movement (ADRM) ▪ International Dalit Solidarity Network (IDSN)

5. Research, Policy and Communication

- 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.

Research conducted in 2008-2009

- Women's Leadership Building as a Poverty Reduction Strategy
- Access to Justice of Marginalized Community and their sufferings
- Social problem in realizing rights of Dalit: An Ethnographic Analysis
- Pervasive dowry practice in Sreenagor Upazila: causes and consequence
- Hilla Marriage: Problem and Possible way out

Communication

This unit is responsible for all publication, printing materials and all internal and external communication of the organization. This unit is also responsible of maintaining and updating of website of the organization.

NU regularly publishes quarterly thematic newsletters with a view to raising people's awareness on important human rights issues. In the reporting period NU publishes 4 issues of Nagorik Uddyog Barta and Narir Swopna Pata ('Women's Dream Pages') respectively. In addition to these newsletters, Shramojibi Nari Kontha ('Women Worker's Voice') by PaWA and Banchito o Dalito Samachar (News of Dalit and Excluded) are published regularly. Each of the

newsletters engages issues central to NU's mission and mandate. The unit published three books in the reporting period. These are 'Why Ambedkar is Necessary'; 'State, liberalization, and social security for working class: Bangladesh is facing challenge' and 'Untouchability, poverty and patriarchy- distressed Dalit women in Bangladesh'. The unit also publishes a good number of posters, leaflet, and booklet for the purpose of its program. Untouchability, Poverty and Patriarchy – Distressed Dalit Women in Bangladesh

6. Environment, Climate Change & Disaster Response

Since its intervention, NU has been involved with the campaign of protecting environment; create awareness on climate change issues as well as responding to the disaster affected people. Since 2004, NU operated small scale emergency relief program for flood and cold wave affected people in Rangpur and Tangail districts. But after the cyclone Sidr that devastated the southern part of Bangladesh, NU operated large scale emergency relief operation as well as rehabilitation and awareness building program in Pirojpur and Barisal District. For relief and rehabilitation program NU draws fund from donors, friends and well wishers and from staff contribution. NU is involved with the citizens' movement to save the environment of Bangladesh and also involved with international forum working for raising awareness on climate change.

NU is a key member of Bangladesh Paribesh Andolon (BAPA). NU's Chief Executive is Joint Secretary of BAPA, and NU is also a secretariat of BAPA's climate change group. NU

participated in site demonstrations, sit-in protests, hunger strikes, rallies, seminars, workshops, and roundtable discussions by BAPA in protection of environment. In the reporting period NU, BAPA and Nobolok jointly organized seminar on Climate change issues. NU actively participated in BAPA's 'Save the Buriganga' campaign.

Rehabilitation Program for cyclone sidre affected people

On 15 November 2007, cyclone SIDR hit south-eastern part of Bangladesh and left terrible destruction of life and wealth. People in three of NU working areas were affected badly by the cyclone. NU undertook immediate relief operation in the most affected areas including its working areas providing clothing, shelter and food as well as identifying most affected people and infrastructure. After emergency relief aid, NU initiated rehabilitation program for the Sidr affected people in Bhandaria, Shawrupkhathi and Mathbarial upazila of Pirojpur with funding of Christian Aid and EcNet. The aid included full and partial support for house, school/social club, providing milking cow, fishing boat and net for the Sidr victim to involve income generating activities.

The assistance provided in the rehabilitation program

Assistance provided	Number of beneficiaries/event
Full housing support	200 families
Partial housing assistance	193 families
Boat and net	45 units (135 families)
Boat or net	21 Unit (63 families)
Milking cow	200 families
Repairing of school	60 schools
Number of schools provided with 10,000 BDT cash assistance	15 schools
Building awareness on DRR through folk song presentation	24 shows

NU follows standard mechanism for selection of beneficiaries. NU staff identified the true affected people door to door observation. The lists of selected beneficiaries were rightly shared with local government representatives, local elite and Upazila government officio. Besides, NU hold group discussions with the affected people and themselves selected the most affected people. For providing assistance NU prioritised the families who are severely affected by the cyclone and have suffered severe losses, families whose house is completely damaged, women headed families (widow, separated/divorced), physically differentiable and elderly person, Poor and hard core poor, including particularly day laborers, small & marginal farmers and people whose livelihood is dependant upon fishing, vulnerable minority groups and registered private primary and higher secondary school which were damaged by the cyclone.

The rehabilitation program has much impact over the cyclone Sidr affected people. The emergency response like housing support and assistance for income generating activities not only provide hope to start normal life but also remove awful experience as well as anxiety for survival caused by devastating Sidr. All the activities for rehabilitation closely involved members or officio of local level government and other actors in the community either direct or indirectly. Thus the accountability and transparency of the activities ensured in highest extent and a close relationship build among different actors and service providers in the working areas.

7. MONITORING & EVALUATION

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. Specific tools like monitoring and reporting format, FGD, Case study are conducted for monitoring and evaluation purposes.

Coordination meeting and progress reports are the two basic components of NU's M&E process. In the program level - achievements and constraints against the periodic target are discussed on the basis of reports submitted by the union level staff in the meeting of Upazila unit. Area officers submit the reports in the project level meeting in central office. This report is verified by the program staff, presented and discussed in the Central coordination meeting. Other units (technical support unit) also present their activity reports in the Central Coordination Meeting. All the reports are thoroughly discussed by the concerned staff in the meeting. MERD Unit validates all the reports through vilification and finalizes. This unit also conducted participatory monitoring in the field level for verification and validation of the output achieved as well as determining strategy for redressing challenges. NU maintains frequent consultation and feed backing process in every reporting stage from top to bottom. MERD unit prepares quarterly and annual reports for internal and external purpose.

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 number of documents relating to human rights, essential laws, training and workshop materials, case studies, activity report etc. Reference library possesses a comprehensive collection of books, journals, magazines, reports, newspaper clippings, audiovisual material on various issues. It catalogues books and periodicals and keeps newspaper clippings on relevant topics, including wider social and economic issues related to the real-life needs and concerns of poor people as well human rights and law issues. The documentation centre has created database of books articles indexing audiovisual material, and newspaper clippings. The resource 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 every year.

8. STAFF CAPACITY BUILDING

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

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

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

Training Issues	Participants	Organization
<i>Training on Project Implementation Strategy</i>	<i>all Area Officers, Assistant Area Officer, Field orgnaizer and community mobilizerstaff</i>	<i>Nagorik Uddyog</i>
<i>ToT on Gender and Women's Rights</i>	<i>25 central and field level staff</i>	<i>Nagorik Uddyog</i>
Orientation on Mainstreaming HIV/AIDS	2 staff (Project Officer- Dalit and Area Officer Urban	AITAM Welfare Organization
Orientation on Land Reform	2 staff – legal aid and training	Association for Land Reform and Development
'Concept of Financial Management'	Accounts Officer	Manusher Jonno Foundation
Training on Documentation, Advocacy and Media	2 volunteers from Youth Citizen Rights Alliance, 11 from Global Xchange (GX) Volunteer and two from Dalit Youth Forum	Society for Environment and Human Development (SEHD)
Human Rights Training	3 members from BDERM and Project Officer from PaWA	Asian Dalit Rights Movement- ADRM, Bangkok, Thailand
South Asian Learning Event on Climate Change	Chief Executive	Christian Aid Ges DDS, India
Global Training on Human Rights	Senior Program Officer	Geneva for Human Rights, Switzerland

9. ADMINISTRATION AND MANAGEMENT

GOVERNANCE

A board of executive representing eminent human rights activists, educationalists, and researchers looks after the board of governance of NU. This committee oversees the organization's basic operation and makes decision as to its strategic agenda. The executive committee sits quarterly and reviews the undertaken program and activities as well as other aspects of the organization.

MANAGEMENT

A Senior Management Team (SMT), headed by the Chief Executive, looks after the overall management of the program. The Chief executive looks after the day to day management and while SMT deals with the following areas:

- Fund raising and resource mobilization
- Program Implantation
- Information and communication
- Partnership and Networking
- Administration and finance

The SMT also oversees the procurement process of the organization, staff recruitment and development based on requirement.

ADMINISTRATION AND FINANCE

- Administration

The unit provides necessary administrative and logistic supports for the implementation of project and organizational needs. The unit is also responsible for necessary staff recruitment as well as maintaining staff development issues, remuneration through assessment of performances. It supports coordination within the organization through monthly staff meeting, quarterly coordination meeting, and senior management meeting. It also maintains administrative function with NGO Bureau, Government departments and Donors.

NU has a full-fledged computer system based on local area network and with internet facility. NU has its own domain name at [http://: www.nuhr.org](http://www.nuhr.org). This website details the structure of the organization and all of NU activities.

- Finance and Accounts

The Finance and Accounts maintain the day to day financial activities. It prepares program and organizational budget, financial reports and submits periodical financial reports to the donors and NGO bureau and concerned persons.

LEGAL STATUS

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

Staff of NU

Designation	female	male	total
Central Office			
Chief Executive Officer	0	1	1
Project Manager	1	0	1
Deputy Manager (Finance and Admin)	0	1	1
Senior Program Officer	1	1	2
Senior Accounts Officer	0	1	1
Project Coordinator (Cyclone Sidr Rehabilitation Program)	0	2	2
Program Officer	3	5	8
Project Officer	1	2	3
Accounts Officer	0	3	3
Monitoring Officer	1	2	3
Associate Program Officer	1	0	1
Assistant Accounts Officer	0	1	1
Assistant Program Officer	1	2	3
Area Officer - Urban	1	0	1
Total	10	21	31
Area Office			
Area Officer	1	8	9
Assistant Area Officer	0	4	4
Field Organizer	1	2	3
Community Mobilizer	43	47	90
Total	45	61	106
Total			
Central and Area office	55	82	137

EXECUTIVE COMMITTEE

Sl.	Name	Position in the Executive Committee	Status
1.	Dr. Khan Sarwar Murshid	Chairperson	Prominent Educationalist
2.	Dr. Hameeda Hossain	Vice Chairperson	Imminent Human Rights Activist
3.	Mr. Safi Rahman Khan	Treasurer	Executive Director, Bangladesh Freedom Foundation
4.	Ms. Khushi Kabir	Member	Coordinator, Nijera Kori
5.	Dr. Meghna Guha Thakurta	Member	Executive Director, Research Initiative Bangladesh (RIB)
6.	Mr. Fazlul Huq	Member	Secretary, Madaripur Legal Aid Association
7.	Dr. Farzana Islam	Member	Professor, Department of Anthropology, Jahangirnagar University, Savar, Dhaka
8.	Dr. Mirza M. Hassan	Member	Independent Researcher
9.	Mr. Shah-I-Mobin Jinnah	Member	Director, CDA-Dinajpur
10.	Zakir Hossain	Ex-Officio, Member	Chief Executive, Nagorik Uddyog

10. Audited Financial Statement (July 2008-June 2009)



Toha Khan Zaman & Co.

Chartered Accountants

NAGORIK UDDYOG (NU)

CONSOLIDATED BALANCE SHEET
AS AT 30 JUNE 2009

Particulars	Notes	30-06-2009	30-06-2008
PROPERTY AND ASSETS:			
FIXED ASSETS	4.00	1,524,536	1,474,429
CURRENT ASSETS:			
Loan & Advance	5.00	71,700	76,700
Inter Project Loan (Contra)	6.00	0	1,400,000
Closing Cash and Bank Balance	7.00	3,111,443	9,757,810
Total Taka:		4,707,679	12,708,939
FUND AND LIABILITIES:			
FUND ACCOUNT	8.00	4,707,679	10,613,986
CURRENT LIABILITIES:			
Inter Project Loan (Contra)	9.00	0	1,400,000
Loan from Staff		0	4,600
Liabilities for Expenses		0	690,353
Total Taka:		4,707,679	12,708,939

1.00 Figures have been rounded off to the nearest taka.

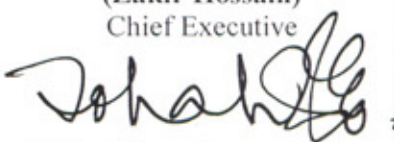
2.00 Annexed notes form part of the financial statements.


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


(Zakir Hossain)
Chief Executive

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

Dated, Dhaka
10 March 2010


(Toha Khan Zaman & Co.)
Chartered Accountants



Toha Khan Zaman & Co.

Chartered Accountants

NAGORIK UDDYOG (NU)

CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30 JUNE 2009

PARTICULARS	NOTES	2008-2009	2007-2008
INCOME:			
Fund Receipts from Donor	10.00	54,894,017	47,445,276
Fund Received from Own Initiative	11.00	43,200	111,950
Overhead Received	12.00	257,832	74,708
Sale of Publication		10,740	10,150
Rent (Multimedia)		0	2,000
Income from Guest House Rent		20,000	0
Bank Interest		99,563	70,710
Total Taka:		55,325,352	47,714,794
EXPENDITURE:			
Salary and Allowance	13.00	7,382,964	2,592,267
Honorarium		0	1,435,575
Administration Cost	14.00	5,098,651	3,671,361
Program Coat	15.00	32,626,537	18,792,495
Fund Transfer to Project	16.00	14,831,677	14,202,810
Evaluation & Reserve		0	158,031
Overhead Cost	17.00	303,292	300,222
Donation to Disaster Fund		0	10,000
Donation to (PHM)		5,000	0
Travel Loading & Per diem	18.00	461,325	386,471
Guest House Rent		31,565	0
Ladder Purchases		2,500	0
Contingency		184,710	174,985
Depreciation	4.00	303,438	255,813
Total Expenditure:		61,231,659	41,980,030
Surplus/(Deficit) of Income over Expenditure	8.00	(5,906,307)	5,734,764
Total Taka:		55,325,352	47,714,794

1.00 Figures have been rounded off to the nearest taka.

2.00 Annexed notes form part of the financial statements.

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

(Zakir Hossain)
Chief Executive

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

Dated, Dhaka
10 March 2010

(Toha Khan Zaman & Co.)
Chartered Accountants



NOGORIK UDDYOG (NU)

CONSOLIDATED RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 30 JUNE 2009

Particulars	Notes	2008-2009	2007-2008
RECEIPTS:			
Opening Balance:			
Cash in Hand	7.00	42,657	2,527
Cash at Bank	7.00	9,715,153	3,791,594
Fund Receipts from Donor	10.00	54,894,017	47,445,276
Fund Received from Own Initiative	11.00	43,200	111,950
Bank Interest		99,563	70,710
Rent (Multimedia)		0	2,000
Overhead Received	12.00	257,832	74,708
Sale of Publication		10,740	10,150
Inter Project Loan		3,320,000	1,800,000
Loan from Staff		0	4,600
Loan Realize		0	11,560
Loan & Advance		15,000	0
Received Biman Fare		37,513	0
Loan Realized from Mr. Zakir		50,000	0
Income from Guest House Rent		20,000	0
Total Taka:		68,505,675	53,325,075
PAYMENTS:			
Salary and Allowance	13.00	7,382,964	2,208,741
Outstanding Salary and Allowance Paid		383,525	0
Outstanding Honorarium for Consultancy		105,000	0
Outstanding Honorarium for CM		201,828	0
Honorarium		0	1,233,747
Administration Cost	14.00	5,098,651	3,671,361
Program Cost	15.00	32,626,537	18,792,495
Fund Transfer to Project	16.00	14,831,677	14,202,810
Evaluation & Reserve		0	53,031
Overhead Cost	17.00	303,292	300,222
Travel & Daily Allowances	18.00	461,325	386,471
Furniture/Fixture/Equipment	19.00	353,545	714,212
Loan & Advance		0	15,000
Advance for Opening Field Bank Account		10,000	0





Toha Khan Zaman & Co.

Chartered Accountants

NOGORIK UDDYOG (NU)

CONSOLIDATED RECEIPTS AND PAYMENTS ACCOUNT
FOR THE YEAR ENDED 30 JUNE 2009

Particulars	Notes	2008-2009	2007-2008
Inter Project Loan (Refund/Payment)		3,320,000	1,800,000
Loan Refund to Staff		4,600	0
Loan to Mr. Zakir		50,000	0
Biman Fare		37,513	0
Donation to Disaster Fund		0	10,000
Donation to (PHM)		5,000	0
Return to Donor		0	4,190
Guest House Rent		31,565	0
Ladder Purchases		2,500	0
Contingency		184,710	174,985
Total Payments:		65,394,232	43,567,265
Closing Balance:			
Cash in Hand	7.00	10,512	42,657
Cash at Bank	7.00	3,100,931	9,715,153
Total Taka:		68,505,675	53,325,075

1.00 Figures have been rounded off to the nearest taka.

2.00 Annexed notes form part of the financial statements.

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

(Zakir Hossain)
Chief Executive

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

Dated, Dhaka
10 March 2010

(Toha Khan Zaman & Co.)
Chartered Accountants