

NAGORIK UDDYOG

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নাগরিক উদ্যোগ
NAGORIK UDDYOG
CITIZEN'S INITIATIVE



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1. COMMUNITY INSTITUTION BUILDING

If human rights mean public interest or, say, people-oriented development, this is theoretically guaranteed but pragmatically hindered in Bangladesh for many decades. Many social prejudices especially ignoring of women's participation, control of power by influential people and above all weak state run governance from grassroots to top level are the prime cause for degradation of human rights status. The people need freedom to exercise their rights in an egalitarian manner. The process of democratising society has been rather sop polluted that any headway from the plight could not be attained easily. Yet there is ample scope for improvement in the status of human rights, provided the indigenous ideas are really promoted to find out ways and means to correct the situation. Nagorik Uddyog has long been involved to promote human rights status through empowering people at various levels. One of NU's major strategies has been to create awareness of human rights, in order to generate a demand for rights and entitlements within the community and to make state institutions and duty bearers responsible for promotion, protection and prevention of human rights.

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

NU helped forming 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-

- 1.1 Ward Shalish Committee (WSC)
- 1.2 Human Rights Monitoring Group (HRMG)
- 1.3 Grassroots Women Leaders Network (GWLN)

1.1 WARD-LEVEL SHALISH COMMITTEES:

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

NU has formed 738 WSCs with 5166 members (each WSC formed with 4 male and 3 female) in 82 unions of 9 upazilas. During 2011-12 NU provided resource only 333 WSC of 37 Unions of 4 upazilas. NU withdraws direct support from the other WSC as per its strategy. Those WSCs are fully functioning with its own resource. The WSC meets on monthly basis to outline their activities, describe Shalish participation and discuss the human rights situation in the community. The members follow up on the decisions taken in the previous meetings, identify strategies for overcoming obstacles and devise future work plans. They also hold special meetings when the need arises, for instance when a Shalish session experiences complications. This year 5976 members (2896male; 3080 female) attended 444 meetings of the WSC.

1.2 HUMAN RIGHTS MONITORING GROUP (HRMG)

UNION HRMG

Human Rights Monitoring Group (HRMG) is the next tier of community institution building initiative of NU. From the beginning of the Access to Justice and Human Rights program NU helped establishing 82 Union HRMG at 89 Unions of 9 Upazila. As per the strategy NU stop direct support in terms of finance, logistic and other resource from some upazila. In the left out unions, HRMGs are fully functioning as community institutions. During 2011-2012, NU operated 37 HRMGs participated by 666 members. Each formed with selected members of the WSC who are especially interested in the community's human rights situation. Each HRMG consists of 18 members from nine wards (1 male, 1 female from each ward). Acting as a human rights "watchdog", HRMGs play an effective role in local mediation processes.

Members of HRMGs are given extensive training on human rights law as well as mediation techniques. 'Refresher courses' are given as required. Each union-level HRMG holds quarterly meetings to review and discuss the human rights situation in their respective community as well as condition of Shalish. Members share experiences and describe interesting aspects of recent Shalish hearings. They also discuss relevant State and international laws, which enables members to keep each other updated and informed. These meetings are beneficial for monitoring Shalish procedures and to help uphold human rights activism at the community level. During the reporting period a total of 74 monitoring meetings have been held and attended by 924 members.

Upazilla HRMG

NU operates four HRMGs at the upazilla level. These HRMGs function as higher level 'networks', which provide a broader discussion and awareness platform than what could otherwise be achieved from the union-level HRMGs alone. Every union provides 2 of its members (1 men, 1 woman), to their respective upazilla-level HRMG. This year each upazilla-level HRMG met 8 times. In total, upazilla-level HRMG meetings were attended by 138 members (male 84, female 54).

Activities	Target	Ached	Participant		
			female	male	total
Half yearly meeting of Union HRMG	74	74	434	491	924
Half yearly meeting of Upazila HRMG	8	8	54	84	138
Annual Conference of HRMG	4	4	253	265	518
Training on Human Rights, law and Mediation for WSC	37	37	441	720	1161
Coordination meeting among HRMG, GWLN and Union Parishad	74	74	822	859	1681
Meeting of Ward Shalish Committee	444	444	2896	3080	5976

INTERACTION OF PEOPLE'S INSTITUTION AND UNION PARISHAD

NU believes strengthening local government is major precondition for establishing good governance and democracy. And the people have such interaction with the Union Parishad (lowest tier of governance) that for the development of the society and state there is no alternative to make it skilled, functioning and a sturdy institution. As part of its mission to establish justice, accountability and democracy, NU is working at 37 unions with the Union Parishad to strengthen its capacity towards the service of people. With a view to increase interaction with community people NU organizes regular meetings among Union Parishad, HRMG and GWLN. In this meeting the participants discuss and review the law and order situation activities of Arbitration Council (Committee formed to settle divorce, maintenance and polygamy)

Activities	Target	Achived	Target	Achived	Target
Coordination meeting among HRMG, GWLN and Union Parishad	74	74	822	859	1681
Orientation of Arbitration Council for the members of Union Parishad and Municipality	17	16	34	144	178

1.3 GRASSROOTS WOMEN LEADERS NETWORK (GWLN)

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

Grassroots Women Leaders' Network-

Each of NU's 37 union-level GWLNs has 21 members. Three 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. These GWLN members are trained on a variety of issues ranging from legal rights to health care problems. Part of a GWLN's mandate is to have each GWLN member organize "Women Group Discussion" sessions in their community with their women neighbours. This has the positive effect of building participating women's social capital and building grassroots women's knowledge of their rights as Bangladeshi citizens.

Quarterly meetings of the GWLN

The GWLN meets quarterly at upazilla level where they share their experiences in working to establish women's rights, discuss the GWLN's activities in the past four months and plan the GWLN's upcoming activities for the term ahead. Three women leaders from each union participate in such a meeting, and when possible women UP members and female college students also take part. The meetings build confidence among the women leaders to

collectively work against violations of women's rights in their communities. They also play a significant role at the community level in educating people - women and men about human rights and the intrinsic value of gender equality. Over the past year the GWLN arranged 36 meetings in total, which saw 836 women leader participants.

Annual Conference of the GWLN

Four annual conferences of the GWLN have been held this year. These conferences build upon the achievements made in the quarterly meetings, helping to consolidate women leaders' power and raising hope, confidence and enthusiasm to continue pushing for a more gender equal Bangladesh. The GWLN conference saw comprehensive discussion on issues and challenges facing rural women in their communities. The conference also saw the review of existing strategies and the planning of future strategies to prevent violence against women, campaign against child marriage, promote the government's initiative to register marriages, births and deaths, ensure women remain entitled to their property rights, and promote participation in Shalish.

IMPACT OF NU'S COMMUNITY INSTITUTE BUILDING INITIATIVE

NU's effort to organize a strong community organization to help realizing the rights of deprived people seen significant improvement. The member of different committies like WSC, HRMG and GWLN at different level are very much active in ensuring social justice by meeting the rights of people irrespective of social status.

WSC, HRMG, GWLN helped 902 people in getting different services from government and non government authorities or help from their coolective initiatives. These are like resolution of family dispute, dowry, child marriage prevention; helping poor people geting medical treatment, getting loan or recovery of loan, financial help for continue study of children of poor family etc. Please see the table below for the details.

sl	Activities	Number
1.	Resistance of child marriage	54
2.	Ensuring marriage without dowry	16
3.	Prevention of hilla marriage	4
4.	Prevention of dowry	8
5.	Registration of marriage	40
6.	Prevention of oral divorce (Hilla merriage)	23
7.	Polygamy	2
8.	Realization of dower and maintenance	2
9.	financial help	69
10	Helping in getting loan back	6
11	Financial and other help for organize marriage of the poor familis	29
12	Helping in getting treatment in government hospital	254
13	Helping in safe delivery of child	145
14	Warm clothes distribution among the wretched people	37
15	helping children of poor families to continue their study and getting stipend	54
16	helpign in birth registration	32
17	Micking for creating awareness	3
18	Road repairing	3
19	building/repairing houses	26
20	Geetng due wage	71
21	keeping safe from fire	2
22	getting trees for planting	15
23	help to treat tuberclosis	1
24	to get loan	6
	Total	902

Besides, the committee members helped 1064 people in getting different services from the Union Parishad.

sl	Activities	Number
1	Elderly allowance	73
2	VGD	138
3	VGF	323
4	widow allowance	28
5	allowance for pregnant mother	45
6	financial help for the very poor from the UP	1
7	tube well	79
8	work in the karma Srijon Prokolpo (road development etc.)	302
9	helping indigenous child to get educational stipend	4
10	Card for vulnerable mother	2
11	Hose in the cluster village	1
12	warm clothes	20
13	birth registration	4
14	sanitary latrine	2
15	tree for plantation	1
16	free treatment from eye camp	4
17	Slip card	17
18	admission in school	20
	Total	1064

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 local level committees like 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 oppose 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 voice against such practices as child marriage, dowry, hilla, and unofficial divorce. In turn they are also fighting for formal change to marriage registration legislation so as to ensure that women's right to divorce is included in the marriage registration form. Further evidence of their collective empowerment can be found in the example of GWLN members protesting with local law enforcement about the bribes that police often demand from women when they look for help from police after their rights have been violated and they have been the victims of abuse of one kind or another. Other examples include the community demonstrations and protests they have undertaken and their dialogues with upazilla-level administrators on human rights issues.

The GWLN is becoming increasingly self-reliant and self-sustaining. Their democratic (elected) structures are instrumental in developing a better sense of ownership of the

Network among its members. The GWLN's pro-active role has increased their recognition, acceptance and respect in the community, and opened doors for them in public spaces which were otherwise closed. Village women have become more enthusiastic and courageous in addressing human rights violation in their communities and have exerted pressure on making Shalish more fair and participatory.

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

2.ACCESS TO JUSTICE

2.1 TRADITIONAL MEDIATION

Shalish is widely recognized in rural Bangladesh and popular among rural poor attributing to its easy accessibility and its dynamic and flexible nature. It could be defined as an 'informal village community hearing' existing parallel to formal justice system through generations in rural Bangladesh. Shalish is supposed to lead to conciliation between the contesting parties. However, traditional Salish reflects gender hierarchy and often reinforces local power structure and religious dogmatism. Women's active participation in Salish is discouraged and their voices remain largely unheard in traditional Salish. In this backdrop NU approaches to convert traditional Salish into a more democratic means of mediation in rural Bangladesh, which will recognize poor's' especially women's rights and interests within the legal framework of the state. NU's initiative further aims at reducing the numbers of cases referred to court from the villages by providing lawful Salish verdicts through peaceful mediations at grassroots.

NU'S APPROACH FOR TRANSFORMING TRADITIONAL SHALISH

Community people irrespective of social status or sex can register complaints with NU. Union level staffs 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 staffs then undertake 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.

Status of the shalish during 2010-2011

NU emphasizes to capacitate the traditional mediators for adopting systematic, lawful and democratic mediation so that people interests can be served on the basis of equality and justice. Thus the trust and belief on the traditional mediators will be restored. NU finds significant impact in this strategy as a large number of disputes settled by the mediators without recording with NU and observation of these cases found rightly resolute. For this NU keep two types of data of dispute resolution - Dispute recorded with NU and dispute settled by mediators without record with NU.

Status of dispute Resolution (Officially recorded) - 2011-2012

During 2011-2012 NU received as many as 810 complaints of various categories. Of the total 987 cases (newly recorded 810 and 183 pending cases of last year) 607 cases are peacefully settled and 217 cases were rejected. NU initiated committee members often made the disputants to settle within their family environment through pre-counseling. Some cases also rejected as NU investigation found them false. 6 cases were sent to court as the alleged parties disobeyed the decision of Shalish. The following table shows the number of Shalishes conducted during the last year.

Status of Shalish (2011-2012)

sl.	Types of Complaint	last year's pending	Received this year	Settled	Dropped	Send to the court	pending
1	Domestic Violence	55	263	210	62	2	44
2	Family dispute	4	112	91	14	0	11
3	Alimony	3	7	6	1	0	3
4	Maintenance	32	45	29	25	1	22
5	Polygamy/2 nd Marriage	3	6	3	4	0	2
6	Divorce	6	10	7	4	0	5
7	Dispute regarding dowry	5	47	34	12	0	6
8	Guardianship	2	2	0	1	0	3
9	Regaining conjugal life	40	143	97	61	1	24
10	Separation	01	1	1	01	00	00
11	dispute among neighbors	4	63	61	5	0	1
12	eve teasing		5	4			1
13	land and properties	12	53	24	15	1	25
14	Inheritance	7	14	4	6	1	10
15	microcredit	1	5	5	1		--
16	Personal loan	1	12	10	1	0	2
17	Compensation	0	11	11	0	0	0
18	Stealing	2	1	1	1		1
19	financial	2	4	5	0	0	1
20	deception	3	6	4	3		2
Total		183	810	607	217	6	163

Of the resolute mediation NU settled 415 cases in the first sitting, 178 required twice and 26

complaints took 3rd session for resolution. Only 10 cases remained pending after the 3rd sessions as the disputants failed to reach to any decision. At total of 2045 people benefited from this mediation of which 63% is women and did not have to spend single money for Shalish. Among the disputants 535 are male and 275 are female. 4831 mediators from different level like WSC, HRMG, HRMG, UP and local elite participated in those shalish session. The table below shows the details

Groups	Female	Male	Total
WSC	206	663	869
HRMG	196	507	703
GWLN	301	-	809
UP	54	257	311
Local elite	393	1746	2139
Total	1150	3173	4831

Status of dispute Resolution (conducted by community group) - 2011-2012

In 2010-2011 the community members settled as many as 739 cases without any important support or intervention of NU. It just provide a form where description of the dispute and disputants as well as verdicts are written and NU just preserved a copy for monitoring whether the decisions are conflicting to law and human rights or not. The overall performance of local mediators provides impressive evidence of community peoples' trust, confidence and dependency over them in seeking rights and justice.

Community Mediation out of Registration with NU			
Type of complaints	Number of complaints settled	Type of complaints	Number of complaints settled
Maintenance Alimony	28	Divorce	40
Domestic Violence	120	Reganing conjugal life	20
Family dispute	166	Compensation for property damage	11
Land related	140	Dowry	3
Financial transaction		Personal loan	41
Illegal physical relation	1	case withdrawl	5
Microcredt	7	Snatching	1
Violence among the disputants		Stealing	18
eve tasing	5	Regarding love affairs	4
Road Accident	1	Dispute among neighbours	114
Inheritance	2	deception	2
Guardianship	1	others	5
Polygamy	3		
Total 739 cases settled			

Monetary realization

Registered Dispute: In the reporting period a total amount of Tk. **178, 70,330/-** was realized in favour of 128 beneficiaries through mediation as alimony, maintenance, loan recover and

compensation for various reasons. Besides the money, the beneficiaries also gained 59 decimals of lands daily or monthly compensation in terms of money and rice as well as other goods. 91 women received 16987000 taka as alimony, maintenance 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. Many of them invested the relaized money in business or save them in bank account.

Unregistered Dispute: 4309 mediators from WSC, HRMG, GWLN, UP and local elite attended in these dispute resolutions. Of them 1158 were female and 3151 were male mediators. Through the mediation settled by the mediators within their effort 234 beneficiaries received 60,32,530 taka as alimony, maintenance, dowry back, compensation and loan recovery etc. Of them 86 were women and 148 were male. Please see the table for details.

WHAT SIGNIFICANT IN NU'S MEDIATION

- At the beginning of the intervention at grassroots level, NU observed very poor participation of women either as mediator, observer or aggrieved parties in the mediation session. If they attended in the mediation they were relegated as mere silent observers. Even elected female member of UP could not participate in the decision making. For the last few years we can see increased participation of women both as mediators and decision makers. And these increases were duly credited to NU initiative. However, the remarkable achievement of Nagorik Uddyog is not in these numbers but in the quality of their participation. This year we see 978 sessions of mediation to settle registered shalish where as many as 4831 mediators including UP members, local elite, community people and NU initiated community groups attended of which 23.80% were female (2.8% increased of women participation from the previous year). Participation of vulnerable women as mediators was very significant for establishing a pro poor and gender sensitive mediation at grassroots level.
- 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 Bangladeshi's 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.
- 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.
- NU opened 34 complaints receiving center in its working areas to help people to receive their complaints as well as taking quick response for resolution. NU staff as well as HRMG, GWLN, WSC members often sit in this complaints receiving center, hear the grievance of the people and take necessary steps for resolution. of these complaint receiving center 20 were given by the UP and remaining are maintaining by the contribution of different committee members.

2.2 LEGAL AID AND INVESTIGATION

Legal Aid and Investigation Unit of NU provides legal support to the poor people who are insolvent, distressed and unable to bear the expense of court proceedings on their own as well as investigate human rights violation. 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.

Litigation

In the reporting period 12 new cases has been lodged by the unit in favor of vulnerable complainants. At present 38 cases are for resolution of the courts. The table shows the status of litigation-

Courts	Filed	withdrawn /rejected	judgment	pending
family court	27	10	02	15
women and child tribunal	21	03	01	17
other criminal	09	03	0	06
Land related	06	02	01	03
Total	63	18	04	41

NU has a panel of lawyers in five districts of its working areas where as many as 18 lawyers work as staff lawyers. The lawyers were trained on human rights and legal aid strategy of

Nagorik Uddyog. To accelerate the legal aid activities NU formed 4 Legal Aid Cell in four Districts. NU arranges half yearly coordination meeting with panel lawyers, plaintiffs and other stakeholders. Government officials are also invited in the meeting. This year 6 coordination meetings organized and participated by 122 lawyers, complainants and other relevant stakeholders. This meeting creates opportunities to share the status of cases and also build communication among lawyers and stakeholders NU field level staff maintains communication with the lawyers as well as follow-up the status of ongoing cases. Besides,

Fact Finding

In 2011-12, the Unit conducted fact-finding into 2 incidents of human rights violation that includes extensive visit on the places of occurrence for interview witnesses, victims, suspects, police and relevant government officials, local people to collect relevant information and documents for evidence. The two incidents were - 1. Torture on Happy and Sayeda in avillage mediation in broad daylight at Madhupur Union of Badarganj. 2. Investigation on a domestic violence at Lohani para and damodorpur unionof Badarganj.

Legal Aid Clinic

There is a common trend among village people to go to court for trifle mater which put them in great harassment in terms financial as well as mental anxiety. Some of the wicked people often pursue them to do so. To end such evil practice the Legal Aid and Investigation Unit of NU started Legal Aid Clinic in its working areas. On 17 March 2012 such a Clinic was held at Rangur Town where people knew remedy from expert lawyers about their problems. In the reporting period 4 Legal Aid Clinic held in the project areas of NU where 80 people received suggestion regarding legal issues.

3. STRENGTHENING LOCAL GOVERNMENT

NU involves various activities to strengthen local governance for effective delivery of public services, promotion of accountability and transparency, and capacity development of elected local government representatives. From our experience we see Union Parishad, the lowest tier of the governance, traditionally remains weak and inactive for lack of resource, accountability and corruption. All the constraints with UP has made them less accountable to their electors or community people and it affected the relation between both parties. NU believes that effective functioning of local government is vital for paving democracy and good governance and so strengthening local Government is a must for community empowerment. NU believes through people participation in different layers of activities accountability will be ensured of UP work as well as people will be the benefited according to their needs. The citizens' effective participation will also help UP in doing priority work with their available capacity which will ultimately culminate in local and national level.

Capacity Development of Union Parishad:

For increasing peoples' participation in UP activities as well as to ensure greater services to the community people NU works for activating standing committees and other committees of UP. In its working areas NU undertook initiative to activating Law and Order standing committee and other committees namely committee for resisting violence against women (Nari Nirjaton Protirodh Committee- NNPC) and Vulnerable Group Development Committee. The citizens' effective participation in the above committees will increase role of UP to the service of community people through developing law and order situation, ensuring rights of children and women and vulnerable people to get their basic services. Another initiative of NU with UP in strengthening their role and responsibility is activating arbitration council.

Training for UP

17 sessions of training organized participated by 293 members of 34 UP. Two unions are taken for each training. The contents of the training were role and responsibilities of UP duty bearers, articles of the constitution relating to local governance, power and activities of UP according to Union Parishad Act 2009, arbitration council and its application and the importance of people's participation in the Union Parishad etc.

Training for UP committees: With a view to strengthening capacity of different committee of UP, NU organized 27 sessions of training on the role of Law and Order Standing Committee participate by 457 members. 243 members of Nari o Shishu Nirjaton Protirodh Committee participated in 28 sessions of training organized this year.

UP standing committee on the law and order affairs

164 meetings of UP standing Committee for Law and Order Affairs held in 34 Unions of 5 upazilas. 2768 participants (657 female and 2111 male) attended in these meetings. The committee took special initiative in preventing eve teasing and sexual harassment to teen age girl in all working areas. They also referred many incidents regarding violence to NU for settling through community mediation.

In Vandaria Sadar Union of Pirojpur District, one Palas, son of Rustom Ali from ward no-6, used to vend drug openly. As a result youth were getting addicted alarmingly. The member of CRG raised the issue in the quarterly meeting of law and order standing committee. The committee put pressure on the local police station and they arrested him with 500 gm of Ganja. Thus they uprooted drug peddling in the locality. The law and order committee of Kawkhali Upazila caught two drug peddlers and handed over them to the police.

Nari o Shishu Nirjaton Protirodh Committee

34 UP organized 165 quarterly meeting of Nari o Shishu Nirjaton Protirodh Committee participated by 2824 members (685 female and 2139 male).

Vulnerable Group Development Committee

They organized 150 meetings participated by 2852 members (1017 female and 1841male)

UP chairman of 14 Union Parishad hang the list of people who are selected for VGD card. The VGD committee of Sutiakhathi UP of Nesarabad Upazila decided to train vulnerable women about kitchen vegetable cultivation. CRG committee identified irregularity in distribution of rice/wheat of VGD program. They informed the chairman about it and he took it seriously. No irregularity was found regarding weight of goods. The committee of all UP now informed the date of the distribution of VGD goods. CRG committee in Galua Union of Rajapur identified bribery in enlisting VGD card holder. The committee chairman held the perpetrator and compelled to return the money.

Arbitration Council

84 meetings of Arbitration Council held in 84 UP participated by 1599 members (439 female, 1160 male). In the reporting period one application seeking maintenance and two for divorce were settled through forming arbitration council. Union Parishad of Jalabari and Bolodia Union of Nesarabad Upazila decided not to settle any divorce, polygamy or maintenance cases without forming arbitration council.

Citizens' rights group (CRG)

156 meetins of 34 CRG held during the reporting period participated by 2300 members (1294 female and 1006 male).

- CRG of Bolodia, Sutiakhathi and Sohagdal Union protested murder of a child, Nipu (14) and arranged a human chain for arresting of the killers. The police immediately respond and arrested the killers.
- CRG of Jalabari Union of Nesarabad Upazila took steps to stop child labour from the Union. They listed the child involved with labour and pursued the UP chairman to allot VGD/VGF cards to their family so that they need not involve in work.

- CRG member of Chirapara Union of Kawkhali Upazila submit application to the Upazila Social Welfare office seeking information in the RTI act why a people with disability were not included in the list of disability allowance.
- CRG of Soulajalia Union helped 20 male and 10 female to get work in the government karmasrijon project.
- 26 UP provided rooms for CRG to operate their activities.
- CRG of Atghar Kuriana of Nesarabad Upazila rented a room at the Bazar to conduct their activities. The monthly rent of 1000 taka is met with the contribution of the members.

Training for CRG

Leadership and Communication Training: In order to strengthen leadership capacity and communication skill NU organized 14 sessions of training. 300 CRG from 34 Unions participated and received knowledge to sharpen their leadership and communication capability.

Coordination Meeting among CRG and UP:

In order to ensuring coordination among the activities of different committees of UP, CRG, problem identification and solution, dissemination of UP activities among citizens, NU organized regular meeting between UP and CRG. This year 67 meetings in 34 unions held participated by 1944 UP members and CRGs.

Awareness Building activities

NU believes in order to improve local governance and ensuring transparency and accountability of service providing agencies citizens' rights and their involvement is important. With this view, NU organized meetings at Upazila and Union level about service and citizens' rights and responsibility. In total 39 meetings (34 at union level and 5 at upazila level) held attended by 1685 participants. The meetings were attended by Thana Nirbahi Officer (TNO), Upazila Chairman and Vice Chairman, all the government departments at Upazila level, UP chairman, UP members and representative of major service providing agencies at upazila and union level.

NU has formed 5 cultural teams in the project areas in order to create awareness among village people about the role of UP and citizens for building a effective local governance. The team developed a drama show ' Amar Union Amar Unnayan' - My Union and My Development, and performed this street drama 40 times in different places of Unions of 5 Upazilas. It drew the huge number of spectators and they learned about many services by the UP and other government and non government agencies at village level.

ADVOCACY AND LOBBYING

Effective planning and budgeting capacity

The success of a UP's development goal or implementation of its planned activities depends on the accuracy of its budget planning. In this regard, participatory budget planning plays important role for ensuring overall development objectives of UP. With this view NU organized 5 advocacy meetings on participatory budgeting and planning attended by 1158 Upazila Chairman, Vice Chairman, Thana Nirbahi Officer, UP chairman and members, other

relevant government officers at Upazila level, member of civil society, general citizens, journalist and member of Citizens' Rights Group. Through the meeting the participants received knowledge on making effective planning and budget, identification of source of income, importance of involving community people in all planning and budgeting process etc.

Project Review and Sharing Meeting

In order to assess the project of Strengthening Local Government in operation as well as strengthening the networking with the government NU organized 5 sharing meeting with citizens and UP officials. The meeting shares the present status of the project, Status of UP, how people can effectively participate in the UP's work, UP's scope to go to the people more effectively etc. Around 171 UP officials and people participate in those meetings.

Ward based developing planning

To link the citizens' need and expectation and above all their participation to the budget planning of UP NU organized ward level meeting in its working areas. In this open meeting people learn about the process of budget planning of UP, express their need on the priority bases and their views are consolidated and placed for consideration in the practical budget planning of UP.

4. PARTNERSHIP PROGRAM

NU works in collaboration with other right based organization for greater human rights activism at local, national and international level. Some of the network established through direct initiative and effort of NU which now well known as catalyst for securing rights of most vulnerable and ignored community like informal sectors women labour and Dalit and Excluded people.

4.1 VOICE FOR DALIT AND EXCLUDED RIGHTS

Dalit and Excluded community used to live with inhuman and undignified treatment and they received it as destiny but now they have awareness, leadership, skills, rights and dignity to challenge any kind of humiliation towards them. Over the past few years the Dalit movement in Bangladesh has gone from strength to strength, and is now a growing and effective force for positive change. Despite entrenched patterns of discrimination and extreme poverty, a new generation of courageous Dalit leaders and activists are starting to organise their communities and demand justice.

Building and Strengthening the National Movement

BDERM now has 25 member organisations in 10 districts and has established Local Committees in 35 districts, out of 64 districts. BDERM is self financing through its members and has established democratic and inclusive governance structures based on its Constitution. Successes so far have been founded on this broad based national movement.

Capacity Building activities

June 1-3, 2011, BDERM organized a three days training on 'Human Rights Leadership Building' at Base Training Center, Sonargaon, participated by 29 leaders of Dalit and Excluded Community. From the training they learned about human rights, UDHR and fundamental rights of citizens' according to the constitution of Bangladesh. After the training session an action plan prepared to utilize their knowledge.

Lobbying and Advocacy

Success in Budget Advocacy -

BDERM submitted a Memorandum to the Finance Ministry demanding specific allocation of funds in the national budget to develop the housing facilities of Dalit communities. In response the Ministry allocated 10 crore taka (2011-2012) for this purpose. Dalits and excluded communities were also referred to in the Budget Speech made by the Finance Minister on 10th June 2011. Influencing the national Poverty Reduction Strategic Paper and the National Human Rights Commission to seriously address Dalits and excluded communities.

Quarterly Meeting

In the reporting period 4 quarterly meeting of National Executive Committee of BDERM. In the meeting they discussed about implementing activities, achievement and strategy for the upcoming quarter.

Meeting at District level

With a view to enhance organizational spirit among the leaders of Dalit and Excluded Community at district level as well as their strengthening their leadership, BDERM organized 19 meetings at district level attended by 855 persons from the community. BDERM formed full fledged committee in those districts.

National Level Seminar

5 May 2012 a national seminar on 'Development issues of Dalit and Excluded Community: What to do in the coming national Budget' was held at Dhaka Reporters' Unity. Eminent politician, Rahsed Khan Menon, MP, and president of Workers Party was the key speaker in the seminar. Members of BDERM, BDHR, Dalit Women Forum and other human rights activists participated in the seminar.

Advocacy at Division Level

BDERM undertook several advocacy activities at division level to sensitize the local government authority, municipality, civil society groups about the indignified situation of Dalit and Excluded Community as well as put pressure on them to respond to their rights.

on 12 February 2012 BDERM organized a meeting at Nagro Bhovon of Sylhet with participation of City Cooperation Mayor, politician, civil society groups and other citizens. The title of the seminar was 'Discrimination regarding birth and profession: Socio-economic impact and way of development' and the inhuman situation of Dalit and Excluded Community drew in the seminar.

30 September 2011 BDERM organized a workshop on Political Empowerment of Women of Dalit and Excluded Community. 10 members of Dalit Women Forum participated in the workshop. A student from Germany who was conducting a study on the status of Dalit and Excluded community in Bangladesh facilitated the workshop.

23 June 2012 Dalit Women Forum organized a workshop with a view to enhance organizational spirit among Dalit women as well as operational strategy of organization and professionalism. 35 Dalit women from Dhaka and Narayanganj participated in the workshop.

Research and Study:

BDERM conducted a survey on the health risk of sweeper and cleaner of Dhaka city. 34 Dalit people involved in cleaning and sweeping activities were taken as sample for the study. The study revealed most of the cleaner are at risk for lacking of preventing measurement of health risk. They are facing many problems especially skin disease. The City Cooperation do not provide them any safety instruments and they work in drain, road, toilet without any gloves or shoes.

Human Chain

BDERM organized human chain and meeting at 29 districts in observance of World Day against Racial Discrimination-2012. The slogan of the day was to formulate act prohibiting caste and profession based discrimination. BDERM published a poster and leaflet to celebrate this day.

on 5 December 2011, BDERM organized a human chain in 20 district in observance of World Human Dignity Day 2011. BDERM published a leaflet conveying 13 points demand for their rights and eliminating discrimination.

BDERM organized a human chain at the National Press club demanding allocation of specific budget for Dalit housing, sanitary and water supply in the National Budget on 21 April 2012. On 30 June 2012 BDERM organized human chain and rally at Dhaka, Jessore, Barisal, Rajshahi, Maulavibazar, Dinajpur and Chandpur District to formulate act prohibiting untouchability and discrimination based on caste and profession. A leaflet was published for their demand.

International Human Rights Day

10 December 2011 BDERM organized a rally and human chain on observance of International Human Rights in front of National Museum participated by hundreds of people from Dalit and Excluded Community.

International Women's Day

07 March 2012 Dalit Women Forum organized a human chain on observance of International Women's Day in front of National Museum participated by hundreds of women from Dalit and Excluded Community.

Protest against Discrimination

BDHR and BDERM organized a human chain and protest rally against illegal eviction of a housing of Dalit and Excluded Community. On 27 September 2011, Housing Ministry served a notice to leave the colony of Pangu Sweepers who lived there for over 30 years. Without any rehabilitation measurement Dalit and Excluded Community refused to leave their home and brought out a protest rally on 9 October 2011 participated by thousands people. When the news of the protest published in the print and electronic media, Prime Minister asked the ministry to stop eviction with proper rehabilitation of the inhabitants of the colony.

A protest rally was organized at Fultola of Khulna for demanding compensation for government occupation of land. In Fultola Gas Transmission Ltd. occupied some land for their construction but refused to pay for the occupied land to some 15 families claiming them as Orpito Sompotti. But in fact that land was not belonged to Orpito Sompotti. To protest such incident BDERM organized rally on 3 May 2012 and submit memo to Government authority. As a result of protest, government investigated the case and compensated the families for their land.

BDERM observe the mass killing on tea labourer during British period for denial of the order of British government on 20 May 2012. Besides, on 31 May 2012 the tea labourer called for a strike all over the country for increase of their daily salary.

National Council of BDERM:

Bangladesh Dalit and Excluded Rights Movement (BDERM) observed its National Council with lots of enthusiasm at Dhaka on 09 December 2011 with the slogan – *To End all kinds of Discrimination on the basis of Birth and Profession*. 75 representatives from 40 districts attended the meeting.

The meeting elected a National Working Committee of 17 members with the mandate from the general council to run activities over the next year.

Media Advocacy

In observance of World Habitat Day-2011, BDERM arranged a press conference demanding government initiative for solving housing problems of Dalit and Excluded Community. From the conference the dalit leaders demanded to the government to formulate policy for dalit housing and make it effective.

Awareness building activities

Dalit and Excluded Community are deprived of their rights mostly because of lack of awareness. BDERM took initiative to create awareness about their rights and confidence to seek rights and services like education, health etc through meeting in the community. See the table for details

Activities	Area	Target	Achievement	participants		
				Female	male	Total
Right based awareness building meeting among community	Dhaka	18	15	309	108	417
	Narayanganj	18	15	442	32	474
	Jessore	12	10	306	64	370
	Barisal	06	06	69	123	192
	Maulavibazar	18	16	330	272	602
	Total		72	62	1456	599

Skill and Capacity Building Activities

There is acute unemployment prevails among the Dalit Community. BDHR and BDERM took small initiative for income generating activities through skill building training. This year 4 types of training organized participated by 165 dalit youth and women. The table shows the details.

Training	Participant	Area
Professional Driving	15 unemployed youth of Dalit Community	Dhaka and Narayanganj
2 skill training on sewing and dress making	40 Dalit women	Barisal and Srimangal of Maulavibazar
4 block and bootique training	80 Dalit women	Jessore, Srimangal and Barisal
1 skill training on making shopping bag	30 Dalit women	Sujolpur, Jessore

Health and Sanitary

As Dalit community often fights for adequate housing facilities and privilege of drinking water and sanitation. This year BDHR with the help of NU established 8 tubewell at Dalit

community of Srimangal and Kamalganj in Maulavibazar, Jessore and Barisal. Besides, 21 sanitary latrine established at Srimangal and Kamalganj Upazila.

Education

9 informal school have been established this year with a view to providing education to the children of Dalit and Excluded community. 1 school at Ganoktuli city colony, 6 in Srimangal and Kamalganj of Maulavibazar and 2 in Barisal. 270 students are receiving education in these school. BDHR formed a trust for education of Dalit and Excluded children and got registration on 23 January 2012. The trust awarded scholarship among 23 meritorius children from poor families with the financial help of Jamil- Sarwar Trust

Networking

Asian Social Forum-2011

BDERM participated in the Asian Social Forum-2011 held University of Dhaka from 18-22 November 2011. People from Dalit community of Dhaka, Sylhet, Narayanganj, Jessore and other districts participated in the Asian Social Forum-2011. BDERM also had a stall in this program and shows and sell various books regarding Dalit community, poster, leaflet and other materials. 20 November 2011 cultural team of BDHR performed a drama 'Amra Dalit' which was enjoyed by thousand people including foreign delegates of Asian Social Forum. A phot exhibition highlighting the inferior condition of Dalit and excluded community also organized in the soicla forum. on 22 November 2011BDERM and NU jointly organized a seminar titled 'Realization of Rights of Dalit and Socially Excluded People of Bangladesh'.

Participation in Development Fair

BDERM participated in a Development Fair at Gonosastho Kendra, Saver from 18-20 February 2012. In the fair BDERM raised the inhuman situation of Dalit and Excluded Community and sought assistance from the development partner to realizing their rights. BDERM organized a phot exhibition in this fair titled ' Struggle for life of Dalit and Excluded Community'. A seminar titled ' Role of the State to Secure Rights and Dignity of Dalit and Excluded Community' also organized in the Development Fair. Dalit cultural team rendered song and dance as well as staged a drama show 'Amra Dalit' at the closing of the fair.

Human Rights Forum on UPR

19-20 May 2012, BDERM members participated a Workshop on Human Rights on UPR held at CBCB center at Mohammadpur.

23 and 24, 2011 BDERM members participated a Seminar on 'Human Rights and Decent Work' at Pan Pacific Sonargaon Hotel organized by European Commission in Bangladesh.

Advocacy and Lobbying

Memorandum for specific allocation for Dalit and Excluded Community in the National Budget

BDERM submitted memorenda to Finance Ministy; Local Government, Rural Development and Cooperative Ministry, Hosing Ministry and City Cooperation seeking specific allocation in the National Budget (2012-2013) for the developemtn of Dalit and Excluded Communitiy on 23 April 2012. Besides, BDERM send a copy of memo submitted to Finance Ministry to the 339 Member of Parliament.

Sharing Meeting and Consultative Workshop with DFID

Department for International Development (DFID) organized a Consultative Workshop on 10 October 2011. Advisors and Members of BDERM, Dalit Women Forum, Representatives of One World Action and project staff participated in the workshop. Through the workshop DFID learned about the situation of Dalit and Excluded Community and assured their cooperation for their development.

Allocation for Dalit Housing at Narayanganj

With continuous lobbying with the Narayanganj City Corporation for solving housing status of Dalit and Excluded Community, NCC has submitted proposal to local government and rural development ministry for allocation money for building a five storied building at Tanbazar Swiper Colony.

Seeking Information through Right to Information Act

BDERM submitted an application to the Local Government Authority to know whether any plan was adopted to spend 10 crore taka allotted in the National Budget 2011-12 for the housing of Dalit and Excluded Community 2011-12. A copy of application also submitted in the Secretariat.

International Level:

Participation in International Consultation and IDS Council

29-30 November 2011, BDERM members and advisor and a member of National Human Rights Commission participated in International Consultation at Nepal. The representatives also participated in the IDS Council held on 1 December 2011.

Participation in Minority Forum of UN

BDERM member Sanu Rani Das attended the 4th Session (29-30 November 2011) of UN Minority Forum held at Geneva, Switzerland in response to the direct invitation from the Minority Expert of UN.

Publication:

BDERM Work Statement: BDERM published a work statement which contained its activities, achievement from April 2008- June 2011.

Dalit and Banchita Samachar: 10th and 11th issue of Dalit and Banchita Samachar was published as one issue that contained activities of BDHR and BDERM from February 2011 - December 2011.

Poster and Leaflet: BDERM published a poster and leaflet in observance of World Human Dignity Day and International Human Rights Day -2011. Another poster and leaflet were published World Day against Racial Discrimination 2012. A leaflet demanding act formulation to prevent untouchability and discrimination regarding caste and profession.

BDERM also published a calendar for Bangal year -1419 as well as a brochure of the network.

A website of BDERM now also visible in the web www.bderm.org

4.2 DALIT WOMEN FORUM

National Dalit Women's Federation

In November 2010 in Dhaka Dalit Women Forum and 9 other community based organisations working for the rights of Dalit women namely Avijan, Institute of Social Advancement, Dalit Nari Parishad, Mothers Club Forum, Auntoj Nari Parishad, Harijon Nari Kollyan Samitee, Shreemongol Upazila Indigenous Development Samitee, Young Monipuri Association, Ashru Mochon Dustho Mohila O Shishu Unnyon Sonstha held a sharing meeting. Through this meeting Ten Dalit women organizations formed 'Dalit Women Federation' – first ever alliance of Dalit and Excluded women in Bangladesh. A eleven members committee also formed of the federation headed by Mani Rani Das as convener, Prova Rani Barai as joint convener and Banani Biswas as member secretary.

Supporting the Leadership and Rights of Dalit Women.

With a view to strenghten organizational capacity, leadership skill of Dalit women, they have been a rewarded a project funded by One World Action. A brief description about their activites under the project is given herewith.

Dalit Colony Visit

Dalit women leaders regularly visited 7 colonies of Dalit and Excluded community namely Ganaktuli, Nazirabazar, Dholpur, Wari, Mitford in Dhaka and Tanbazar, Chasara and Rabidas moholla of Narayanganj. During visit the laders shared their views with dalit women, identified their interest for training or income generating activities. They also made them aware about sending their children to school, health and hygine issues etc. as well as how to face the challenge from inside and outside of the community.

Workshop on Rights of Dalit Women

Dalit Women Forum attended a workshop on the rights and responisbility of Dalit women on 4 March 2012 at the training room of BDERM. Nagorik Uddyog and BDERM jointly organized this workshop. Dalit women from Dhaka, Narayanganj, Jessore and Srimangal attended the workshop.

2-4 May 2012, Dalit women attended a training on Leadership Building and Rights of Dalit Women at PH Bhaban of Gono Shashto Kendra at Savar. 24 Dalit women from Dhaka, Narayanganj, Jessore, Rajshahi, Joypurhat, Maulavibazar, Pirojpur, Srimangal, Khulna attended the workshop.

Dalit Women Forum organized training on organizational operational strategy and professionalism on 23 June 2012 at NGO forum in Dhaka. 35 Dalit women from Dhaka and Narayanganj including 7 field organizers of the project participated in the training.

Three members of Dalit Women Forum visited Dalit colonies sat Gujrat, India from 12-25 May 2012. They leaned from the experience of Dalit and Excluded community in India. They also visited Dalit Shakti Kendra (DSK) while in India.

Income Generating Activities

Dalit Women Forum organized various IGA trainings for its members. A description of these training is given in the table below.

Area	Activities	Participants	Status
Ganaktuli	Training on sewing/block	24 (sewing) 10 (block)	The trained women are engaged in income generating activities
Wari	Training on sewing/block	25	The trained women are engaged in income generating activities
Tanbazar	Training on bootique	21	The trained women are engaged in income generating activities
Nazirabazar	Training on block	20	The trained women are engaged in income generating activities
Mitford	Training on Karchupi	16	The women are waiting for order from the businessman
Chasara	Block and bootique	20	The trained women are engaged in income generating activities
Dhalpur	Training on sewing	21	The trained women are engaged in income generating activities
Srimangal	Training on sewing	21	The trained women are engaged in income generating activities
Baganpara, Rajshahi	block, bootique and aplic	20	The trained women are engaged in income generating activities
Arabpur, Jessore	Sweing, Embroydary	20	The trained women are engaged in income generating activities

4.3 RIGHT TO FOOD AND MOVEMENT FOR SOCIAL SECURITY

Food security as a term in itself entails aspects pertaining to availability, accessibility, and proper and equitable utilization of food. Despite available enforceable legal frameworks, gross violation of the basic necessities and rights of citizens continue across the region. If seen in the context of Bangladesh, food insecurity can be linked to skewed market prices of food grains, syndication of food stocks, economic insecurity, seasonal unemployment, and other issues. The problems of persistent hunger and low nutrition levels are still major issues to be tackled, especially during the Monga period which affects the northern districts. Safe access and utilization of food requires attention to non-food factors like access to clean drinking water, sanitation, access to toilets, clean and hygienic environment and primary health care services.

Last year NU initiate a campaign on Right to Food and Social Security (RTF&SS) in Bangladesh to ensure the participation of concerned organizations and individuals, committed to work towards establishing people's fundamental entitlements. We believe that the right to food and social security is intrinsic for establishing a life free from hunger, malnutrition and poverty, thus being essential for developing the foundation of any individual's dignity.

Formal launching of the Campaign through observing the World Food Day

A human chain was organized to draw public attention to the issue of 'Food Prices: From Crisis to Stability' on the occasion of World Food Day on October 16, 2011 in front of National Press Club, Dhaka. A leaflet containing the demands including making effective

the Trading Corporation of Bangladesh (TCB) – (a government organization mainly responsible for providing fair / low price foodstuff to the low income groups, monitoring of prices of essential commodities in the local market vis-à-vis prices in the international market and market intervention during price hike in the local market). The demands also included, controlling the rate of inflation, better management of safety net programmes etc.

Joint Seminar with FIAN Nepal

On the occasion of the South Asian Social Forum (SASF)-2011, RtF&SS and FIAN Nepal jointly organized a South Asian seminar titled 'Realization of Right to Food: Challenges and Opportunities' on 21 November 2011 in Dhaka. Representatives from RTF campaign in Bangladesh and a representative from FIAN Nepal and FIAN India spoke on the occasion and highlighted the country specific issues related to Right to Food. 103 (Male-77 & Female-26) participants from Bangladesh and South Asia attended the event. The seminar discussed the challenges of the food security in Bangladesh as well as in South Asia. The speakers stressed the need for regional cooperation for food security in the South Asian countries and also suggested launching joint research regionally to look at the major challenges of realizing the right to food both in legal, policy and economic perspective. Another seminar was also organized by FIAN India on the same occasion and the Member Secretary of RTF &SS moderated the session.

Public Gathering and Human Chain

On 2010 March 2012 a human chain organized demanding to Strengthen and Make Effective Trading of Corporation of Bangladesh (TCB) In front of National Museum, Dhaka. This event was organized in response of media reporting on various mismanagement and ineffectiveness of Trading Corporation of Bangladesh (TCB) – (a government organization mainly responsible for providing fair / low price foodstuff to the low income groups, monitoring of prices of essential commodities in the local market vis-à-vis prices in the international market and market intervention during price hike in the local market). The demands raise from the event to make the TCB effective in relation to sale quality food items as per policy, to improve storage system, to stop black market selling and improve overall management and monitoring system.

Press conference

A press on Irregularities and Corruption of Safety Net Programmes & Public Food Distribution System was held on 08 May 2012 at the Dhaka Reporters Unity Roundtable Room, Dhaka Campaign for RTF & SS began press report monitoring on governance, corruption and irregularities of safety net programs and the PDS at the beginning of its journey. It prepared a report based on the news reports of 10 leading newspaper on the irregularities and corruption of safety net programmes alleged over the period of nine (9) months. Four particular programmes namely, VGD, VGF, TR and OMS were highlighted in the press conference. Serious mismanagements were alleged in the delivery of these programs. Mr. Monower Mustafa, steering committee member of the campaign briefs the press. Mr. Zakir Hossain, member Secretary of the campaign also answers the questions of reporters. Agriculture Economist Professor Muazzem Hossain and Mr Hamidur Rahman, Project Coordinator of Crop Diversification Project under Directorate of agriculture Extension also spoke in the event.

National Level Seminar

A seminar was organized titled “Political Economy of Right to Food” at CIRDAP auditorium, Dhaka on May 15, 2012 at 10:30 AM. Renowned economist Prof. M M Akash presented the keynote paper written for RTF&SS. Dr. Mizanur Rahman, Chairman of the National Human Rights Commission Bangladesh, was the Chief Guest of the seminar. Economist and Research Director of the Bangladesh Institute of Development Studies (BIDS), Dr. Binayak Sen, Advocate Sara Hossain, Honorary Director of BLAST and Member steering committee, and Campaign steering committee Member Monower Mostafa spoke as designated discussants. Academics, rights activists, NGO representatives and political leaders participated in the discussions, Steering committee member Kazi Enayet Hossain also spoke in the seminar. The Member Secretary of the Campaign, Zakir Hossain, moderated the session. A total of 112 (Male-88 & Female-24) participants attended the event.

Local Level Consultation

To assess the on-the-ground situation of VGD and Old age allowances under safety net programme, a study has been conducted by Ferdous ara Rumme, Programme officer of the campaign secretariat under the guidance of Campaign member secretary Mr. Zakir Hossain. Thirty (30) VGD beneficiaries interviewed out of 264, respondent selected on random basis. The same methodology also followed to select 30 beneficiaries from old age group. The study conducted in Laxmitari Union under Gangachara Upazial (Sub-district). Besides structured interview, three focus group discussions were conducted with beneficiaries and non-beneficiaries group. The primary objective of the study was to assess the selection bias, if any, and other irregularities related to these two programs.

To share the findings with the larger community, a consultation meeting was organized having representatives from government, local government officials beneficiaries interviewed and other relevant stakeholders including NGOs.

Local Level press conference

A press conference was also organized with the local media on the day on 28 May 2012 following the local level consultation. 12 journalists were present in the conference.

National Level Discussion

A seminar titled ‘Proposed Allocation in Social Safety net Programme for Fiscal Year 2012-13: A Critical Review’ was organized at Dhaka Reporters Unity Roundtable Room, Dhaka at 10:30 am on June 20, 2012. Campaign Steering Committee member Monower Mostafa presented the keynote paper.

Research fellow of PPRC Khandoker Shakhawat Ali, Agricultural Economist Prof. Moazzem Hossain, Member Secretary of RtF&SS Zakir Hossain, General Secretary of Vumiheen Somity Subal Sarker, Kalu Mia spoke at the seminar. Right Activist, NGO representatives and political leaders participated in the discussion

Training/Workshop

National level

Two sessions of a three-day long Training Workshop was held on 27-29 December, 2011 and 19-21 April, 2012 at the training room of NGO Forum Training Centre, Lalmatia. A total of 45 persons participated in the training programme. More than fifty percent of the participants were from the NETZ and BftW partner NGOs.

A Three-day long training/workshop titled 'Realizing Right to Food: The Role of Govt. and Civil Society' was held from 19-21 April, 2012 at NGO Forum Training Room, Dhaka. 22 (twenty two) participants attended this training programme representing different organizations from Dhaka (12) and out of Dhaka (8). Of them 14 were man and 8 were women participants presented the training. Member Secretary of RtF&SS Zakir Hossain, Executive committee member of BAPA Jahidul Islam, Steering Committee Member of RtF&SS Monower Mostafa, Programme Officer of RtF&SS Ferdous Ara Rume, and Project Coordinator of RtF&SS Amit Ranjan Dey were the resource persons of this training programme. The training was coordinated by Amit Ranjan Dey.

Local level

A two-day long regional training/workshop titled 'Realizing Right to Food: The Role of Govt. and Civil Society' was organized from 24-25 February 2012 at the Caritas Training Centre, Barisal. 28 (twenty eight) participants attended this training programme representing different organizations. Member Secretary of RtF&SS Zakir Hossain, Steering Committee Member of RtF&SS Monower Mostafa, Programme Officer of RtF&SS Ferdous Ara Rume, and Project Coordinator of RtF&SS Amit Ranjan Dey were the resource persons of this training programme. The training was coordinated by Amit Ranjan Dey.

Research, publication and case documentation:

A Research conducted on the Vulnerable Group Development program of UP. The study finds 50 percent respondent reported that they had to give bribe to get the beneficiary card. Insufficient allocation of fund, not taking into account the needs of the community, competing demands lead to bribe. Vulnerable Group Development (VGD) includes skill training, but all respondents reported that no training was provided although 14 months have already elapsed out of 24 months cycle. Survey results indicates that under VGD programme 93% beneficiarie's husband has regular income, and 50% beneficiaries has also cash source of income on regular basis. It indicates that most vulnerable groups are largely out of the programme. In response to a question, the current beneficiaries confessed that there are more vulnerable people in the community compared to the present number, but they did not secure any card as they could not give the bribe and not connected with the influential.

Media Monitoring

From the beginning of the campaign, documentation of news related to safety net programmes published in daily newspapers has been compiled on a monthly basis. Compiled reports are shared with concerned government officials and organizations/civil society groups. We are planning to organize a periodical press conference highlighting and demanding accountability re incidences of ineffective delivery or distribution of Social Safety

Net Programs. We have already organised such a Press Conference on Irregularities and Corruption in Safety Net Programmes & the Public Food Distribution System.

Legal Issue:

BLAST has begun research on the legal responsibilities of various authorities to ensure the right to food, including with respect to provision of safety nets, and disaster relief, as well as non-discriminatory access and distribution and comparative experiences. It is also engaged in analyzing the media monitoring reports to identify illustrations of breaches of such obligations or duties of state agencies and public authorities. At the inception stages of the campaign, BLAST had contributed presentations on the scope of the right to food, and related state obligations, analyzing constitutional and international law obligations, and drawing lessons from India regarding the use of public interest litigation and RTI to protect the right to food.

Coordination

Steering committee meeting: The first steering committee meeting was held on 18 February, 2012. The following organizations/individuals are members of the steering committee:

Mr. Joyanta Adhikari	Executive Director, CCDB
Mr. Shah-I-Mobin Zinnah	Executive Director, Community Development Association (CDA)
Ms Sara Hossain	Honorary Director, Bangladesh Legal Aid and Services Trust (BLAST)
Mr S.M.Harun Or Rashid Lal	Executive Director, SOLIDARITY
Ms. Momtaz Ara Begum	Executive Director, Mukti Nari-O-Shishu Unnayan Sangstha
Mr. Lenen Rahman	Executive Director, MATI
Mr. Sarwar- E-Kamal	General Secretary, Centre for Capacity Building of Voluntary Organizations (CCBVO)
Mr. Talib Basher Nayan	Director, Unnayan Dhara
Mr. Monower Mostafa	Research Director, Development Synergy Institute
Mr. Kazi Enayet Hossain	Executive Director, Save the Coastal People(SCOPE
Mr. Zakir Hossain	(Member Secretary), Cheif Executive,Nagorik Uddyog

A meeting was held on 18 February, 2012 at Savar Ganoshathya Kendra to form the steering committee. An 11-member committee was formed in this meeting. The meeting also decided that Nagorik Uddyog would be the initial secretariat of the Campaign for Right to Food and Social Security (RtF&SS) and that Zakir Hossain; Chief Executive of Nagorik Uddyog would act as the Member Secretary of the Campaign. It was also agreed that representatives of the various members would chair meetings in rotation.

RTF&SS Website:

Construction of a web site for the campaign has begun. We will finalize this it after receiving the feedback from the steering committee member. The website addresses is www.rtfss.org and comments on this are being actively sought.

Collaboration with other partner Organizations:

Solidarity: A training workshop was organized by Solidarity in Kurigram district on 24-25 May in 2011. The training/workshop was facilitated by the RTF Secretariat and Mr. Monower Mostafa, Member, Steering Committee of the campaign.

MATI conference: An international conference on Extreme Poverty and Right to Food was organized by MATI on 29-31st October, 2011 in Mymensingh district. Nagorik Uddyog, FIAN International, FIAN Nepal and BftW were the co-organizers of the conference. The Member Secretary of the campaign facilitated few sessions.

Participation in International programs:

Project Coordinator, Campaign for RTF&SS has participated in the international case visit on right to food in Nepal on 14- 25 January 2012. FIAN–Nepal organized this programme. The visit helped to clarify how effectively the campaign can potentially intervene to secure the rights of the affected marginalized community. The guidelines prepared by FIAN –Nepal to document the problems in a particular community /issue are also relevant in our context. We have already translated the guideline. Attempts have been taken to document two cases concerning the 1) situation of tea workers, 2) the situation of people affected due to construction of the Lakutia Sluice gate at Barisal.

Programme Officer, (Advocacy & Networking), Nagorik Uddyog, currently working for RTF&SS participated in the training programme on “Leadership Institute in Women’s Economic, Social and Cultural rights” in Nepal, organized by PWESCR”. The training course was mainly focused on economic social and cultural rights of women. As part of her training programme, she conducted the study mentioned earlier.

4.4 OUR INFORMATION OUR RIGHT

An access to information has the potential to empower people especially poor by knowing their rights and services. It also ensures increased transparency and accountability in all strata of life; thus upholds good governance and human rights and reduces corruption. In 2006, NU formed another network Campaign for Citizens Right to Information (CCRTI), participated by 5 organizations based on the Dhaka City. Advocacy activity under this network got significant response by other human rights and development organizations, individuals, researchers, media, academician, policy makers as well as government of Bangladesh. In 2008, government drafted Right to Information Act which was placed in and approved by the Parliament in 2009.

After enactment of Right to Information Act by the state, NU initiate a specific project in order to disseminate and aware citizens about the Act as well as help in proper implementation. The specific goal of the project is to operate an inclusive and sustainable campaign that promotes, protects and popularizes the Right to Information in the project areas as well as at national level. Thus it sets its objectives as to achieve greater public awareness and understanding of Right to Information Act, 2009- its existence, content and potential, to create demand and use of the legislation by civil society and to support citizens to claim their right to information, to know what benefits and information they are entitled

to and to use this knowledge to take action and achieve change and to support innovative initiatives that test and implement the legislation in practice (set legal precedents, document case studies, lobby for information to access local government budgets, expose details of government contracts and corruption etc.)

Program for Popularize RTI Act

National level Workshop

RTI movement and Accountability Initiative Bangladesh jointly organized a seminar in the Asian Social Forum Conference 2011. The seminar was held on 19 November 2011 at the seminar room of Center for Advance Research in Social Science of University of Dhaka. The theme of the seminar was **Reduce Corruption, Improving Transparency and accountability through Right ti Information**. Information Commissioner Dr. Sadeka Halima presided over the seminar. The discussunts were Professor Masum Billah, Department of Law, Jagannath University, Ashok Kumar Sinha, Representative, FIAN, India. Mr. Zakir Hossain, Member Secretary, RTI Movement, presented a key note paper in the seminar.

Building capacity of RTI activists

Training Workshop

Application of Right to Information Act 2009:

National Level

One two days training workshop on Application of Right to Information Act 2009 at the training room of Nagorik Uddyog held from 24-25 July 2011 participated by 12 activists. November 26-28, 2011, March 13-15, 2012 and May 20-22, 2011, three sesions of training workshop on the same issues organized at the training room of NU. Various right based organizations and activists attended those workshop. The last training workshop was for thy youth RTI activists. Zakir Hossain, Executive Director of NU, Anonno Raihan, Executive Director of D.net, Venkotesch Nayek, Representative of CHRI, Inida, Tajul Islam, Consultant, UNDP, Tahmina Rahman, Director -South Asia, Article IX and project staffs were the facilitator in those workshop.

Divisional Level

Four training workshop on Application of Right to Information Act 2009 were organized in four divisional city - Rajshahi, Barisal, Rangpur Dhaka. Journalist, representatives from various professional group, progressive political activist, representative of civil society, retired govt officers, representatives from non-government organization, and leaders of indogenous community attended those workshop. From the workshop district committee for Right to Informaiton Movement formed in each divisional district.

District Level

January - March 2012, 7 training workshop on Application of Right to Information Act 2009 were organized at 7 districts - Sherpur, Khulna, Meherpur, Barisal, Jhalokhathi, Barguna and Dhaka. Journalist, representatives from various professional group, progressive political

activist, representative of civil society, retired govt officers, representatives from non-government organization, and leaders of indigenous community attended those workshop.

Local Level

To sensitize grassroots level citizen about right to information as well as accelerate Right to Information Movement, 4 training workshop were organized at 4 upazilas of Rajshahi Districts. The upazilas are Bagmara, Bagha, Mohanpur and Durgapur. Upazila chairmen, Upazila Vice Chairmen, Upazila Nirbahi Karmakarta, staff of other government department, UP chairmen and members, lawyers, teachers, journalists, civil society members, development activists, women leaders, human rights activists and people from other walks of life attended the meeting. The workshop discussed citizens' rights as per the RTI act and regulation, how to realize these rights etc. Besides, how RTI can ensure transparency, accountability, empowerment and eradication of corruption through making positive change in the society was also discussed.

Awareness through cultural activities

Right to Information Movement uses popular theater and cultural activities for creating mass awareness on right to information. The theater and cultural unit of NU developed a script conveying various awareness raising information of RTI Act. In the meantime the unit formed three groups at Dhaka, Rangpur and Barisal for staging the drama 'Kanamachi'. During the reporting period the unit organized a show of that drama in the South Asian Social Forum 2011 which attracted thousands of spectators. Through the play people received message about details of RTI, its benefit, how to apply for right to information and other process.

RTI Movement also showed a documentary 'Information is my right' in the SASF Conference 5 times on 19 November 2011.

Observance of International Right to Information Day 2010

Right to Information Movement observed **International Right to Information Day 2011**. It organized various program for three days at local and national level.

On 28 September 2011 RTI movement and Nagorik Uddyog jointly organized a foot rally from Shahbag to National press club with a gathering. Chief Information Commissioner Mr. Md. Jamir, inaugurated the rally.

29 September 2011, a seminar titled 'Limitation of Implementation of Right to Information Act and Our Responsibility'. Eminent columnist Syed Abul Maksud presided over the seminar while Dr. Rebayet Ferdous, Associate Professor, University of Dhaka presented the keynote paper.

At local level, RTI movement and NU jointly organized foot rally and gathering and participated in the Information Fair arranged by Transparency International Bangladesh. The districts were Rangpur, Barisal, Banaripara Upazila of Barisal and Rajshahi, Khulna and Comilla. In Banaripara, RTI movement submitted a memorandum to Prime Minister through TNO for proper implementation of the Act.

Right to Information fair 2011

Right to Information Movement of Gangachara unit in collaboration of NU organized a Right to Information fair at Gangachar Upazila of Rangpur District. 17 government and non government institution of Gangachar Upazila participated in the fair. People learnt various information and services available by these organization visiting their stall in the fair. The participating agencies were also enthusiastic to inform the citizens about their services and process of access to them. In the fair, documentary on right to information, poster, leaflet, and books were displayed and sold. A public hearing also took place where the participating organizations answered to various types of questions by the citizens about their services. Approximately 2000 people visited the fair.

Application of RTI act

Being aware by continuous campaign and advocacy activities of Right to Information Movement, people are submitting application. The details of the application and its process was given below

Area	Description	Status
Banaripara, Barisal	S. Mijanul Islam submitted two application to Ansar and VDP office and Fishery Office	The applicant receive information in one case and denied one. He has decided to appeal against the refusal
Banaripara, Barisal	Abdul Hakim applied for re-hearing of his cases	on process
Keranigang, Dhaka	Rumana Begum of Vasoman Nari Sromik Unnayan Kendra submitted application to Keraniganuj Rural Electrification Board.	on process
Gangni, Meherpur	An application submitted to Public Health Engineering Department	on process

4.5 PARTNERSHIP OF WOMEN IN ACTION

In 2006 NU formed *Partnership of Women in Action- PaWA* - an association of working women in the informal sector. Dalit Nari Forum, PaWA Uddyog, Bachte Shikho Nari, Vashaman Nari Sromik Unnayan Kendra, Mukto Shishu O Nari Sromik Forum are the founder members of PaWA network.

The network members were given inclusive training on leadership capacity, management skill as well as different rights, laws and business strategy. The ultimate aim of the network is to set in motion an autonomous movement of migrant women laborers who are able to lobby with 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.

Enhancing Organizational Capacity

16 groups with 320 members are actively working under the network at Mohammadpur, Jurain and Sanir Aktra area of Dhaka. In the reporting period 65 coordination meetings of the network held participated by core member organizations. Such a regular interaction and

process of coordination helps smooth implementation of activities of PaWA as well as intensify the bond of solidarity and cohesiveness among the partners.

Training for core groups of PaWA

In the reporting period 44 members of core organizations of PaWA network received training on various income generating activities. Of them 13 women involved in sweeping business at home, 4 women work on putting lace on dress through geeting order from Islampur market. In Mohammadpur, two trained women started a tailoring shop at Rayer Bazar area.

Business initiative of PaWA

PaWA organized skill development and income generating training on various issues in order to increase income of women labours of infomal sector and Dalit women. The ultimate goal of such training is to identify scope of income generating project, selection as well as operation. PaWA provied loan to the participants those are confident to initiate own business. In the reporting period 65 women received loan from PaWA and started small scale business. The details shown in the table

types of activities	descripton	member
business of sharee	With the loan they buy sharees and sell them going door to door	20
Sewing /tailoring	They collect order and make dress at home	19
Tailor shops	Started tailoring shops	2
shop	Tea stall, grocery shop, cake shop, vagetable selling, egg selling and restuarant business	22
block and bootique	work at block/bootiqe factory	2

Advocacy activities of PaWA

- May day observation.
- 7 June 2012 5 PaWA members participated in a mass hearing about the bill of legal rights of labour in the informal sector. Mr. Israfil Alam MP, Chairperson, Parliamentary Standing Committee for the Ministry of Labour and Employment presided over the meeting and he expressed interest about the activities of PaWA
- 22 Members of PaWA participated in a Human Chain orgnized to celebrate Internaitonal Day for Domestic Labour, on 16 June 2012.

5. PUBLICATION AND COMMUNICATION

NU regularly publishes quarterly thematic newsletter - Nagorik Uddyog Barta and Union Barta with a view to raising people's awareness on important human rights and local governance issues. Nagorik Uddyog Barta has been registered under publication act of the government. Union Barta is becoming a focal paper of Union Parishad. Besides, 2nd issue of 'Jana Angsogrohon', the yearly publication of 'Improved local government through Ensuring Citizens' Participation' project published and distributed.

The unit also publishes a good number of posters, leaflet, and booklet for the purpose of its program. This year NU published one booklet on the information of Union Parishad - 'Amader Union Parishad'. Information of 9 sector of UP included in this booklet.

The unit published a book - 'Climate Smart Disaster Risk Management'. The book contained citizens' knowledge to cope with the disaster risk in various country of the world. The unit translated the book into Bengali and published with the financial help of Christian aid.

The unit published two posters - The importance of Arbitration Council of UP and Budget of Union Parishad. Both the poster was distributed widely in the Union level and hanged them in 34 UP of the local government project area. The unit published leaflet that contained name and phone number of government officials and staff responsible for services at Union level. One thousand leaflets was published and distributed per union of local government project.

6. NETWORK AND ALLIANCE

Bangladesh Paribesh Andolon - BAPA

Bangladesh Paribesh Andolon - 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.

Shushashoner Janney Nagarik- SHUJAN

Shushashoner Janney Nagarik- SHUJAN is a pioneering network working for promoting good governance and democracy in Bangladesh. 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. The Chief Executive of NU is the Assistant Secretary of Shujan, and NU is one of the key members of this forum.

World Social Forum

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

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

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 planned to prepare a joint stakeholders' report under the UPR and submit to UN after series of national consultations with forum members and Bangladesh Government. This report will follow the guidelines adopted by the United Nations' Human Rights Council.

7. PLANNING, MONITORING & EVALUATION

Planning, Monitoring and Evaluation (PME) unit of NU works for ensuring maximum effectiveness of the activities conducted under different program. The unit brings out the actual status of NU through regular and periodical health check and suggests required remedy for improvement. PME unit assesses the performance of NU comparing planning vs. achievement on yearly or half yearly bases or frequently if required. Systematic tools (various types of reporting format and documents) for monitoring and evaluation purposes use by the unit. Monthly Coordination meeting and progress reports are other 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. PME 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. PME unit prepares quarterly and annual reports for internal and external purpose.

The unit prepare annual reports of NU and compilation report of different project if required. It also involved and play key role in fund raising initiative of NU through preparing concept not or project proposal.

Resource and Documentation Center

The resource and documentation centre of NU serves the various units and project through providing necessary information and documents. It is consists of a Documentation Unit and a reference library. It 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 centre also serves external researchers or interested persons. It also serves NU's growing research unit. The library is constantly expanding its catalogue every year.

8. THEATER, CULTURAL AND AUDIO-VISUAL UNIT

Theater, culture and Audio-visual Unit of NU deliver human rights education in rural areas by way of issue-focused popular cultural performances, including dramas, films and folk songs. These performances engage issues like domestic abuse while simultaneously providing a space for rural people's entertainment. The 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.

Formation of the cultural group

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

After having formed its Theater Group and Baul Team, NU then moves on to developing local demand-based folk songs and/or 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.

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.

In 2011-2012 the unit organized 301 shows of Darama and Folk song (Baul gan) in four wokring areas of Human Rights Education and Mediation for Justice Project. The details shown in the table

Area	Shows	Viewers		Total
		Female	male	
Badarganj	90	7305	5280	12585
Rangpur	89	10312	6767	17079
Kalihati	66	4390	3430	7820
Banaripara	56	2600	1980	4580
Total	301	24607	17457	42064

Cultural Performance for Right to Informaiton program

In September 24-28, 2011, Theater, Cultural and Audio-Visual Unit staged its street drama - Kanamachi, in different places of Dhaka city. A total of 15 shows were performed in five days. RTI informaiton seeking form and leaflet about its various contents were also distributed during the show. At the district level 81 shows of Kanamachi staged at Barisal, Pirojpur, Rangpur and Dhaka city enjoyed by 25000 viwers. Besides, in the training of government officers on Right to Information Act, the unit organized the show on invitation of a Commissioner of RTI commission.

In the Citizens' Participation in Strenghtening Local Government Project, the unit formed five cultural teams in five upazila and developed a drama - 'Amader Union, Amader Unnayaon'. The teams staged 42 shows enjoyed by 2899 viewers.

Area	Target	Achieved	Participants		
			female	male	total
Rajapur	02	02	-	-	-
Kathalia	09	09	112	1137	1249
Kaukhali	07	05	195	350	545
Swarupkahthi	15	-	-	-	-
Vandaria	09	09	400	705	1105
Total	42	25	807	2192	2899

9. ADMINISTRATION AND MANAGEMENT GOVERNANCE

9.1 MANAGEMENT

Board of EXECUTIVES

A board of executive participated by eminent human rights activists, academicians, development activists, member of civil society, and researchers. This committee is responsible for supervise overall governance of NU and contribute to basic operation. The committee examines the progress of the program undertaken and other aspects of the organization through quarterly meeting. NU's board of executive is of 9members. New members can be included upon vacant of any membership.

Senior MANAGEMENT Team

A Senior Management Team (SMT) formed with the senior level of staff active in supervising day to day activities at project and program level. SMT deals with strategic planning, fund raising and resource mobilization, program and operational process, policy and procurement, wealth and human resource, administration, financial activities as well. SMT looks after the different units of NU responsible for executing activities as planned.

8.2 ADMINISTRATION AND FINANCE

Finance and Administration is an independent unit of NU headed by a Deputy Manager. It provides necessary administrative and logistic supports for the implementation of projects as well as organizational affairs. The unit is also responsible for necessary staff recruitment and 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.

The unit supports the staff with sufficient electronic equipments like computer, scanner, photocopy machine, over head projector, multimedia etc. NU has its own domain name at [http://: www.nuhr.org](http://www.nuhr.org). This website provides details of the organization and all of NU activities.

The Finance and Accounts wing maintains day to day financial activities like preparing budget, preparing financial reports, communication with donors and NGO affairs bureau for approval of grant etc. It is also responsible for ensuring transparency in financial activities and to ensure reasonable usage of fund.

Human Resource Management

The Human Resource of Nagorik Uddyog representing altogether 171 staff at different level. Among them 144 staff work at field level while 44 supervises the activities from central office at Dhaka. The human resource of Nagorik Uddyog is managed following a standard

human resource policy. The policy is made through a participatory workshop attended by all level staff as well as assessment by external evaluators. Staffs performance is evaluated every six months following a standard appraisal manual. On the basis of appraisal, staffs gain increment, promotion and other benefits of the organization.

NU maintains a fare and transparent system in the recruitment of staff. Advertisement for recruitment is rightly served in the national or local dailies and website and the candidates are selected maintaining utmost transparency. After recruitment, staff is given a week long orientation that helps him/her to learn organizational, program management and behavioral practice of NU.

Nu operates a contributory provident fund benefits from which are given to its employees in accordance with its policies. All permanent employees of the organization are contributing monthly to the fund and amount of 5% of their basic salaries. The organization also contributes 5% of employee's basic salary to the fund each month. Interest earned from the investment is credited to the employees' accounts on a yearly basis and this fund is audited every year by a firm of chartered accountants

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.



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