

ANNUAL REPORT

2014



Nagorik Uddyog



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Forwarding Message

It is very glad to know that our annual efforts are compiled into characters. I hope these characters will be able to provide a clear sense on NU's creditable interventions and its positive consequences.

Since inception in 1995, Nagorik Uddyog (The Citizens Initiative) has been working for promoting human rights situation in Bangladesh and has gained valuable experiences and strengthened the capacity of the organization. Over the period, Nagorik Uddyog (NU), being a human rights and legal aid organization, has not only made significant positive changes individual and societal level (for example, ensured women's participation as a mediator in traditional mediation process under **Access to Justice** programme) but also able to build strong linkage between communities and relevant stakeholders (such as, with civil society members, academicians, government line department officials, and policy makers). For instance, under the **Dalit, Socially Excluded and Minority Rights** programme, Bangladesh Dalit and Excluded Rights Movement (BDREM) have created a strong network in the country and built a linkage with relevant stakeholders. Besides, NU has made significant progress on linguistic minority issues and created credible sense of belongings as a Bangladeshi and in order to be a responsive citizen among the Bihari communities.

Under **Child rights** programme, in order to promote welfare of working and street children and children of garments workers, NU has made creditable progress through establishing day-care and drop in centers in slum area in Dhaka city for young and adolescent children respectively. Along with these, apart from **Labour Rights**, NU has been contributing on **Right to Food** and **Right to Information** through **advocacy, networking and campaign** at national level.

The total process is not a single effort of us. Over the period, numbers of development allies have been enthusiastically partnering with us. I sincerely acknowledge that without assistance of our development partners, for instance donors, government line departments, local government institutions and civil society members, it is unlikely to make this journey possible.

On behalf of NU, I am very much privileged to thanks to the Board of Directors of Christian Aid, Bangladesh, Christian Aid, India, Bread for the World, Germany, European Commission, DanChurchAid, Denmark, NETZ, Germany and One World Action, UK, Namati, USA, Community Legal Services and Maxwell Stamp, UK) for their endless support. I hope that their valuable supports will be continued in future.

Along with them, I would like to give my sincere gratitude to respective line departments, Government of Bangladesh for sustaining us with their knowledge and technical supports. I would also like to gratefully acknowledge the endless contribution of concern Local Government Institutions (LGIs) representatives. It would not enough to thanks to civil society members at local and national level, and international level. Without their knowledgeable inputs during lobby, advocacy, and campaign, particularly in seminar, workshops, and human chain, our true efforts would become fruitless. We would not be perfect without endless supports.

I would also like to thank to my heartiest colleagues who carried out their responsibilities with courage. My heartfelt gratitude to the Members of the Executive Committee together with the General Board for being with NU at every stage of its struggle to stand for human rights.

Zakir Hossain
Chief Executive
Nagorik Uddyog

Chapter One

About Us

Introduction

Nagorik Uddyog (Citizen's Initiative), as a nonprofit national development organization, has been working to promote fundamental human rights of excluded poor, underprivileged minorities since its establishment in 1995. Its prime focus is on greater and effective participation of disadvantaged and marginalized citizens especially women irrespective of class, culture, or creed in its development initiatives.

Through its nature of works, NU has become a significant leading development actor in national and international level. As an active member of many national and international development forums and networks, NU involves in lobby and advocacy in order to promote human rights and good governance. About 20 years of working with and learning from the grassroots communities, NU has adapted own development approaches reflected in peoples' perception, aspiration, need, involvement and leadership for desired change in lives and livelihoods.

NU, since its intervention, has been working not only strengthening local government institutions through raising awareness on basic human rights but also building peoples capacity that they able to 'take initiative' in order to realize and pursue their rights on their own.

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

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

Vision

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

Mission

Mission of NU is to build and promote capacities of the community institutions through human resource development creating sustainable livelihood opportunities instituting and institutionalizing fundamental rights for mainstreaming the family members of excluded poor, underprivileged and ethnic minorities

Working Area



Objectives

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

Programmes:

Currently, NU is working on three core programmes (Access to Justice, Dalit, Socially Excluded and Linguistic Minority Rights, and Child Rights) along with another three advocacy, networking, and campaign based programmes (Labour Rights, Right to Food, and Right to Information) in national level.

Access to Justice is the core programme on which NU has been working since 2004. Addressed issues under access to justice programme are: poor people, particularly poor rural women rarely have access to justice due to inherited socio-economic, cultural and political deprivation. One of the good examples is that because of gender hierarchy and deprivation, rural women hardly can raise their voice during traditional mediation process. Besides, because of bureaucracy and difficulties of understanding of formal justice system, rural poor people have been deprived to have access to justice. As a consequence rural poor, more particularly rural women, have not been away out from poverty over the generations. In order to improve access to justice of poor people, NU have been working on building strong network among the communities and building linkage with Local Government institutions (LGIs) through strengthening community activism and democratizing traditional mediation.

Besides, NU has been working on **Dalit, Socially Excluded and Linguistic Minority Rights** since 2002. Because of discrimination based on caste, religion, place of birth or families/descendents place of birth and occupation, Dalit, socially excluded and linguistic minorities have been deprived. Over the generations, they have been experiencing multiple forms of discriminations and human rights violations because of the social attitude towards them and lack of government facilities. Besides, Dalit women not only have been facing multiple forms of discrimination but also experiencing human rights violations. Being Dalit women, they face heaviest burden of both gender and caste based discrimination and violence not only from men in their own society but also from wider society. Moreover, they hardly have access to basic services including education, health, water and sanitation provided by government & non-government development organizations. On the other hand, Urdu-speaking communities in the country have been deprived from both civil and political rights and socio-economic and cultural rights. Even they have less sense of belongingness with Bangladeshi nationalism. In order to improve the human rights situation of Dalit, socially excluded and linguistic minorities, NU has been working through lobby and advocacy, mobilizing minorities and community based organizations, building linkage with markets and service providers, and delivering services to poor households.

NU adopted **Child Rights** programme in November 2013. It is estimated that there are 7.4 million children (age 5-17) around the country working in different sector; among these children 1.3 million are engaged in hazardous work. 19.1% (age 5-14) of the total children in the country are working children and living in various slums in the urban areas. In order to promote welfare for working, street children and children of garments workers in Dhaka, NU established two child care centre and two drop in centre in slum areas. Through these centres, very young children are given day care, and adolescents are provided awareness and skill development trainings. Within this programme, NU organizes media campaigns, advocacy workshops at national level highlighting the problems faced by women working in the garments industry and their children.

Apart from above programmes, NU has been working in advocacy, networking, and campaign based programmes in three areas: labour rights, right to food and right to information in order to community activism at national level.

Network and Partnership:

NU is working with a range of national and international networks and coalitions.

National	International
<ul style="list-style-type: none"> • Bangladesh Human Rights Council (BHRC) • Shushasoner Jonno Nagorik (Shujan) (Citizens' Movement for Good Governance) • Bangladesh Poribesh Andolon (BAPA) • Social Action Committee • Citizens' Initiatives for Domestic Violence (CIDV) • Governance Advocacy Forum • Citizens Alliance for Budget • Moulik Odikar Surakkha Committee • Water Rights Forum • Bangladesh Water Integrity Network • National Girl Child Advocacy Forum 	<ul style="list-style-type: none"> • International Dalit Solidarity Network (IDSN), Copenhagen, Denmark • Asia Dalit Rights Forum (ADRF), Kathmandu, Nepal. • South Asian Feminist Alliance for Economic, Social, and Cultural Rights (SAFA), Delhi, India • Asia Pacific Forum on Women Law and Development (APWLD), Bangkok, Thailand • Food First International Action Network (FIAN International), Heidelberg, Germany • RTF India, Delhi, India

Legal Status

NU is registered (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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Chapter Two

Access to Justice

Introduction

Salish, a traditional alternative dispute resolution process at community level, is widely recognized in rural Bangladesh and is popular among rural poor. One of the big reasons of its popularity, community people can have easy access to *Salish* because of its dynamic and flexible nature. It could be defined as 'informal village community hearing' existing parallel to formal justice system over the generations in rural Bangladesh. *Salish* 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. On the other hand, the formal justice system, which is inherited by colonial rule, is complex in nature. Poor communities are not use to with formal justice system because it is highly bureaucratic, time and money consuming, and often corrupted.

Considering this situation, since 2004, NU has been working on **Access to Justice** programme aiming to improve access to justice of rural communities through human rights education, community mediation, and community legal services. Since then, NU has significant achievements that not only include improving poor men and women's access to justice but also include in grassroots women's mobility in *Salish* and Local Government Institutions (LGIs).

NU's Intervention for Access to Justice

In order to improve access to justice, especially to promote women's rights based on principles of equality and justice, NU has been working for access to justice considering two broad and four specific objectives:

Broad Objectives:

- To enhance access to justice for poor men and women through democratic community mediation, legal aid support and advocacy
- Further strengthen the community groups to demand better services from local institutions and make them accountable for community needs and to formulate strategy for sustainability

Specific Objectives:

- Developed and strengthen community forums, paralegal and leadership;
- Promoting gender sensitive mediation and provide legal aid to poor and women;
- Effective and functioning of local institutions by increasing people's participation;
- Increased and intensified advocacy and networking on human rights, gender and justice issues at local and national level.

In order to achieve these objectives, NU has been strengthening community forums through facilitating groups meetings; assisting groups and networks organizing community mediation (*Salish*); providing legal aid support through litigation and investigation and community legal counseling; organizing capacity building trainings for both staffs and community group members; facilitating to organize annual conference; and organizing awareness raising programme at community level.

Box 2.1 Whom NU Works With/For

Within this programme, NU works with/for poor men and women, landless groups, and vulnerable female-headed households particularly who have less access to justice. At the beginning of the project intervention, in participation of these marginalized section of communities and village leaders NU facilitated to form:

- **Ward Salish Committee (WSC)** in order to ensure democratic mediation session, reduce incidence of harassment and intimidation of individual during mediation process;
- **Citizen Right Groups (CRGs)** at union and Upazila level, acting as a human rights 'Watchdog' in order to play an effective role in local mediation process;
- **Grassroots Women Leader Networks (GWLNs)** at Union and Upazila level in order to ensure rural women's active and effective participation in mediation process;
- **Vulnerable Women's Group (VWG)** at village level in participation with vulnerable women particularly widows, divorced women, and separated women.

Apart from above committees' members, community leaders, traditional mediators, and elected local government representatives are also benefited either to be a groups/networks member or as a part of the implementing partners along with other government line department officials including Social Welfare Department and Women and Children Affairs Department.

Community Forums

In order to strengthen community forums, NU facilitates to organized meetings in participation with rural community people, groups members and elected members of LGIs.

- **Ward Salish Committee (WSC) meeting:** Within the reporting period, NU facilitated to organize 561 quarterly WSC meetings in participation with 7144 community people (women have increasing number of participation with around 57% in the reporting period).
- **Citizen Rights Group (CRG) meeting:** CRG organize half-yearly meeting at Union and Upazila level. In this reporting period, 186 half-yearly meetings at Union level and 18 meetings at Upazila level are facilitated to organize. In Union and Upazila level meetings women have around 51% and Upazila level meeting around 49% of participation respectively.
- **Grassroots Women Group (GWLN) meeting:** To improve women's access to justice, GWLNs organize half-yearly meetings at Union and Upazila level. Within the reporting period, GWLNs member organize 186 meetings at union level and 18 meetings at Upazila level.
- **Vulnerable Women Group (VWG) meeting:** NU facilitates to organize meeting for VWG to raise awareness on women's rights, share information about the services provided by both the government and non-government organizations, and enable vulnerable women to participate in income generation activities. In this reporting period, VWG organized 155 meetings where 2793 rural poor women have active participation.
- **Quarterly Arbitration Council and Women and Child Abuses Protection Committee Meeting:** NU facilitates to organize Arbitration Council and Women and Child Abuses Protection Committee Meeting quarterly basis. In this reporting period, NU facilitated 118 meetings in participation with UP members and respective committee members at union level. Around 880 women and 1545 men actively participated in these meetings. The main purpose of these meetings is to create a functioning Arbitration Council and Women and Children Abuse Protection committee.

- **Coordination meeting among Up, CRG, and GWLNs:** NU facilitates to organize a meeting in participation with LGIs elected members, CRGs, and GWLNs at Union level to intensify advocacy and networking on human rights, gender and justice issues at local level. **In this reporting period, NU facilitated 172 meeting at union level.**

It has been observed that community groups and its members particularly women leaders are active and visible to address social and human rights issues, such as preventing child marriage, dowry, illegal divorce (oral divorce). It is reported that, during the reporting period, hundreds of women leaders actively engaged in preventing and protesting child marriage, dowry, illegal divorce and other social issues.

Trainings

In order to strengthen community forums and ensure systematic, lawful and democratic mediations that are human rights standard, NU organized capacity building trainings for both staffs and community group members.

Training on 'Family Law and Salish': In this reporting period, NU organized twelve three-day-long trainings GWLNs members at Rangpur, Badargonj, Kalihati, and Banaripara. In training, 266 women leaders learnt on family law, leadership development, women rights, women's participation in *Salish*, and legal procedures at formal court.

Training on Sawing and Dress Making: In this reporting period, NU organized a forty-day long community demand driven training on Sawing and Dress Making at Banaripara, Barisal. 11 women, particularly poor and deprived women from Banaripara, Chakar, Soliabadpur, and Soidkati Union received the training.

Training on Project Management and Salish: In this reporting period, 44 staffs received three-day long training on Project Management and *Salish*. After receiving the training, it is reported that project's staffs particularly community mobilizes are more effective and efficient in their day-to-day project's activities.

Training Sessions for Community Members: During the reporting period, 78 training sessions were organized by NU on different topics. The training sessions were focused on the issues of general Human Rights, Muslim Family Law, Hindu Family Law, Inheritance Law, Counseling, Mediation, Arbitration Council, Women and Children Repression Prevention Act 2000 and 2003, Domestic Violence (Prevention and Protection) Act. 2010. Members of the WSC and elected members of Up received these training in two categories. In total, 2228 participants attended the training sessions, and among them 1062 were women and 1166 were men.

Community Mediation (*Salish*)

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. NU finds significant impact in this strategy. The mediators settled a large number of disputes that categorized with registered dispute at NU and un-registered dispute.

Status of Registered Dispute Resolution: During 2013-2014, NU received 1864 complaints of various

categories. Within these numbers, 1524 cases are peacefully settled, 257 cases were rejected, and 38 cases are filed in formal court. The natures of complaints were domestic violence, family dispute, dower money, alimony/maintenance, divorce, dispute regarding dowry, regaining conjugal life, quarrel with neighbours, land dispute, personal loan, microcredit, sexual harassments, inheritance, compensation, *Hilla* (illegal) marriage, polygamy, affair related dispute, fraud, cutting trees, theft and stalking.

Status of Un-registered dispute resolution: Un-registered dispute are those dispute which are not registered at NU but settled by group members with their learnt skills and experience. In 2013-2014 the group members settled 678 cases without direct support from NU. NU only provided a form where description of the dispute, disputants, and verdicts are written.

It has been observed that women's participation, decision-making process in *Shalish*, is increasing gradually. In July-December 2013 session 457 women leaders have active participation in *Shalish* mediation. On the other hand, in January-June 2014 session 534 women leaders have actively participated as a mediator in *Salish* mediation process. Compare to these two sessions, women's participation increased almost 16%, which is a significant success within this reporting period. Women leaders particularly GWLNs and CRGs women members are becoming change maker and idol to other rural poor women. With women's leaders inspiration other women are request to NU to enlist their name as a member with the GWLNs.

Money/materials are compensated to victims through *Salish*

Period: July 2013 – June 2014

Type of <i>Salish</i>	Total Money Realization BDT	Land and other material Realization	Beneficiary		
			F	M	Total
NU registered <i>Salish</i>	7,022,325	156.20 decimals Land, 2 cows and golden ornaments	96	32	128
Community Own initiated <i>Salish</i>	10,836,850	654.50 decimals land, 2 cows and 1 house	122	175	297
Total	17,859,175	810.70 decimals of land, 4 cows, 1 house and golden ornaments	218	207	425

It has been recorded that *Salish* is not only creating a win-win situation of both parties and ensuring human rights but also victims are getting compensation. All together, 425 victims (female:218 and male: 207) are directly benefited compensating total Tk17,859,175 and 810.70 decimals of land, 4 cows, 1 house and golden ornaments. It has been recorded that most of the cases, victims use these entitled lands and money for further income generation activities including planting chase crops and cow rearing.

Box 2.2: Case Study A Tale of a Deserted Woman

Kajoli Rani, a 28 years old woman from Chandpur village of Chandpur union of Mehendigonj upazila, got married when she was only 13 years old child. After the six months of marriage, her husband started demanding dowry, and subsequently tortured her physically and mentally. As extent of humiliation increased over time, Kajoli left for his parent's home seeing no other alternative. After knowing her unbearable sufferings, her father arranged some money and sent her back to her husband wishing a happy life for her daughter. However, this small amount of

money could not satisfy the greed of her husband. He began torturing again. Meanwhile, Kajoli conceived but humiliation by her husband remained same. She put up with all suffering silently considering the wellbeing of her expecting baby. Kajoli gave birth a baby boy at due stage and surprisingly saw little changes in her husband and torture reduced to some extent.

However, her happiness was not last longer when she saw her husband disappeared one morning without informing her. Kajol Rani heard about Nagorik Uddyog services from a member of Grassroots Women Leader Network (GWLN) in her Union. Afterwards, she registered a complaint against her husband at Nagorik Uddyog complain center. NU sent notice two times to her husband, but notice could not reach. Somehow, it was revealed that her husband fled to India.

After disappearance of her husband, it was very difficult for Kajoli to bear family expenses, as she had no income. She hardly could able to manage family expenses working at neighbors' house. However, her life becomes more miserable, as she could not able to effort basic need for their survival.

Meanwhile, Kajoli Rani came to know about the Vulnerable Women Group (VWG), which works for vulnerable and helpless women at community level. Nagorik Uddyog extends the support and guidance to improve the quality of life of these women. She joined in one VWG and attended the quarterly meeting regularly. Being motivated by the NU, She took a small amount of loan from a bank. With this amount of money, she started vegetable cultivation at her homestead. The earning from vegetable was not adequate to meet the family expenses decently. Again, she talked with the community mobilizer, a community level worker of Nagorik Uddyog, and shared her problems. This time NU linked her with Union Parishad and arranged a job for her of road maintenance and garden cleaning. Currently, Kajoli Rani is earning 4500 BDT per month. Even though it is not too much, with this amount of money, she can afford food and educational expenses for her son, and even she can save 500 BDT in each month.

Not only Kajoli Rani, hundreds of women are receiving dower money from group members facilitated *Salish*. For instance, Mitu Akter (19) from Manpasha village of Binoykathi union of Jhalokathi Sadar upazilla and Shahnaz Begum (29) from the village of Baherchar of Alimabad union of Mehendigonj upazilla are also benefited from NU associated *Salish*.

Legal Aid Support

Apart from community mediation, NU provides legal support to the poor people. Only civil cases are considered for providing legal support. In this case, if there is any human right violation, at first NU investigates the matter, and later supports the victim to get justice from formal court with the help of panel lawyers. The victim also can apply for legal support from NU. Besides, while a dispute cannot be settled through *Salish*, NU refers the case to the formal court.

Litigation: In this reporting period, 38 new cases are lodged at formal court and total 52 cases are running at formal court with the support of 18 panel lawyers. At present cases like family dispute, violence against women and children, land dispute, dowry, alimony and maintenance are litigated and supported by 18 trained panel lawyers.

Half Yearly Coordination Meeting with Panel Lawyers: NU arranges half yearly coordination meeting with panel lawyers, plaintiffs and other stakeholders. Government officials, local government elected members, and group members are also invited in the meeting. This year, 6 coordination meetings were organized, and 215 layers (male: 118 and female: 97) participated in these meetings. Lawyers'

coordination meeting not only creates opportunities to share the status of cases but also create a meaningful linkage among lawyers and stakeholders. NU field level staff maintains communication with the lawyers as well as follow-up the status of ongoing cases.

Legal Advice through Community Legal Counseling Center: NU facilitates to organize legal counseling sessions at community level. Poor people are coming at legal aid clinic to receive legal advice that provided by a qualified panel lawyer at the union level. During the reporting period, 385 poor community people (179 women and 206 men) received advice on different legal issues.

NU found that legal counseling sessions are very meaningful at community level. The village elites usually exploit poor community people by providing wrong information on laws and court procedures. Through these sessions, rural community people especially women are having direct access to legal advice from a competent panel lawyer. In the session, lawyer also responds to different questions raised by the community people beyond general information. This activity is gradually gaining popularity at community level.

Complain centre at the union level, created space for the community groups and learning point. The groups can share information on human rights violation and social injustices in the community. It also serves as a knowledge centre, having discussion on the legal issues, reading materials etc. At 4 working areas 35 complain centres are functioning effectively without any rent, allocated by community or provided room by the union council.

Annual Conference

Annual Conference of GWLNs: During the reporting period, NU facilitated to organize 5 GWLNs conference at Upazila level. 788 GWLNs member from Unions and respective Upazila have participated the conference. Stakeholders from government and non-governmental organizations, civil society members, and local elected representatives attended the conference. The main issues of these conferences were:

- Future role of GWLNs members for ensuring justice at grass roots level
- Introduce Upazila committee of grass root women leader network with local women
- To sensitized local women about mediation

The following recommendations were made from the Conference:

- At the local level, NU has developed good linkage with the local government officials as well as the elected representatives of UP are now actively collaborating with the NU. Local administration was requested to the Union representatives for activating Arbitration council to increase access to justice at grass roots level.
- Make local women more sensitized about mediation and arbitration council.

Annual Conference of CRGs: Five local level annual conferences of CRG have been organized with the participants of Chairman and Vice Chairman of Upazilas, Government Officials and other stakeholders. A total of 318 female of 638 participants have been attended in the conferences. The annual conference of CRG mainly focused on activities of CRG and the human rights situation of respective areas. A yearly

action plan by CRG member also disseminate through these conferences. The conferences draw immense attraction from government and non-government level as well as media.

Box 2.3: Case Study

Aklima Akter: A Success of Joyeeta Award

Aklima Begum first learnt about Nagorik Uddyog in 2004 when NU started IAJTHRECM project at seven Unions in Banaripara Upazila of Barisal District, and selected as a member of Grassroots Women Leader Network (GWLN) at Illuher Union. In that time within her society, *Salish* (a traditional mediation at village level) was dominated by male, and it was impossible to think women were participating and taking decisions in a *Salish*. As women hardly have access in local traditional mediation process, victims particularly women rarely got access to justice. Women who talk against male dominated *Salish* were criticized by villagers. Even Aklima Begum herself experienced physical and physiological torture from her husband, as she would not give permission for second marriage. However, her husband got second marriage and living separately from her after spreading a rumour of Aklima Begum was divorced.

Being a member of GWLN in Illuher Union, Aklima Begum got several trainings including 'Leadership and Development' and 'Human Rights, Law and Community Mediation' that comprised with family law, Muslim inheritance rights, and gender. Over the time, Aklima Begum along with other committees and networks members (Ward Salish Committees, Citizen Rights Groups, and Grassroots Women Leaders Networks) built a strong network. Within the networks, committee members are organizing meeting and building linkage with Union and Upazila Parishads' chairmen and members. Due to their long struggle, GWLNs members are becoming competent and fair *Salishder* (mediator). Every month, Aklima Begum is taking a part at least 7 or 8 *Salish* and influencing to take fair and gender sensitive decisions. Jesmin and Mahin are many of them who regained their conjugal life after direct intervention of Aklima Begum. If any family violence case occurs in Illuher Union, Aklima Begum is the first name who set beside victims. If she cannot, she informs either other group members or NU staffs.

Along with these, if any human rights violence including violence against women occurs at Upazila level, networks members where Aklima Begum playing a leading role sought together by demonstrating rally and human chain. Recently, inspiring her outstanding contribution in social development, Aklima Begum won Joyeeta Awards at upazila, district, and divisional level for 2013. After winning *Joyeeta* awards, Aklima Begum says 'I am working for a society, where every man and woman are aware not only on their own rights but also respect others rights as well. If all men and women are aware against domestic and family violence, we could build peaceful society which will be child marriage and dowry free.'

Not only Aklima Akter, thousands of community groups' members, at 100 Unions in country's rural area, are assisting poor men and women not only getting access to justice but also getting supports from government and non-government organizations. Within this reporting period, it is reported that 487 community people, from whose 65% are female and are really in need, are assisted by the groups' members getting access to 23 types of government provided safety net supports, including old age and widow allowance, sanitary latrines, and Vulnerable Group Feeding (VGF) and Vulnerable Groups Development (VGD) Cards. Along with this, 697 poor community people that include almost 67% women are assisted getting access to 18 types of non-governmental supports, for instance tube-wells, sanitary latrines, and stipend for poor students.

Raising Awareness

Raising awareness on human rights, gender and justice issues among the communities, NU facilitates to organize a range of awareness raising programmes particularly folk song show, theater performance, community group discussion, day observance, human chain, and publishing publications.

Baul (Folk) Song Show: In this reporting period, in order to create awareness on family violence, violence against women, dowry, divorce, and child marriage among the community people NU facilitated to organize 516 Baul Song Show at community level. It is reported that 89215 community people (women: 35380, men: 28680, and children: 29155) observe these Baul Song Show.

Day Observations, Rallies, Celebrations or Demonstrations: In this reporting period, NU organized day observations at community level. On occasion of 'International Human Rights Day', National Victory Day, International Mother Language Day, World Women Day, and 'National Independent Day', NU organized rallies and discussion sessions in participation with students, government and non-government officials, groups and networks members, and local elected representatives at Upazila level. Around 1500 participants attended in rallies and discussion sessions.

Community Group Discussions at the Ward level: Community group discussion is a regular activity of the project. In this reporting period, NU organized 1515 community group discussions sessions at community level and total of 61,005 community people (women: 59,257 and men: 1748) attended the community awareness raising sessions. These sessions are organized aiming to create awareness on human rights issues including violence against women and children, dowry and dower, divorce, and child marriage. The discussion also highlights how effectively the group can work to protect the rights of women and children use the mediation to settle the existing disputes.

Chapter Three

Dalit, Socially Excluded and Minority Rights

Introduction

Nagorik Uddyog (NU) has been exclusively working with socially excluded and minority rights since 2002. Although the constitution of Bangladesh stated the equal rights for all, around 6.5 million peoples of Dalits and excluded communities including linguistic minorities are experiencing the dehumanizing practices that linked with untouchability, chronic poverty, socio-cultural deprivation, and discrimination because of their profession and descent in the country.

In association with NU, minority communities, particularly Dalits and linguistic minorities, have been working for constitutional rights, and fighting against work and descent based discrimination. Besides, with the assistance of NU, minority communities are working for building leadership within excluded and minority communities, providing organizational capacity & professional skill training, and organizing awareness raising activities in international, national and local.

This Chapter is organized in three parts. First part is focused on Dalit's rights, and second part is given special emphasis on Dalit women's rights. Third part is depicted on linguistic minorities' rights, more particularly Urdu Speaking communities in the country.

Dalits' Rights

It is estimated that around 6.5 million Dalits and people from socially excluded/minority communities are living in Bangladesh. They have been experiencing multiple forms of discriminations and human rights violations because of the social attitude towards them and lack of government facilities. Most of them are excluded from employment opportunities, adequate housing, water and sanitation, health and education, and from participating in public and political life. It is very difficult to describe the squalid and inhumane housing conditions of Dalits communities in urban areas - with often three generation living in one tiny room. These living conditions act as a barrier to the development of the minds and dignity of Dalit children. Among these communities women are facing multiple types of discrimination and barriers.

In order to improve the situation, Nagorik Uddyog and BDERM are jointly working aiming to create an enabling environment where Dalit community will get all their rights as citizen and will live with dignity since January 2013 and will continue up to December 2015, comprising the following objectives

- a. Strengthening Civil Society Organizations (CSOs), networks, and Dalit Human Rights Defenders (DHRD) at the regional level;

- b. Monitoring and documenting selected cases of community based discriminations (CBD) and human rights violations against Dalits in Bangladesh;
- c. Strengthening national mechanisms in light with UN mechanisms through CSOs' engagement with National Human Rights Institutions (NHRIs), elected representatives and concerned government ministries, and best practices of state and non-state actors in addressing CBD learned and shared;
- d. Promoting a platform at the South Asia region level to share and monitor the enforcement of policies and legislations of the state, identify policy gaps and undertake national, regional and international advocacy;
- e. Protecting Dalit and excluded communities human rights and improve their livelihood involving BDERM and its associated members.

Box 3.1

Dalit and Excluded Communities in Bangladesh

Discrimination based on work and descent is a highly complex issue in Bangladesh - it results from a variety of often overlapping factors, including caste, religion, place of birth or families/descendents place of birth and occupation. In a predominantly rural and semi-urban economy traditional professions (e.g. fishing, sweeping, barber, washer, dyer, blacksmith, cobbler, weaver, butcher) play an important role in defining social, political and economic relations - these occupations are usually descent based and these communities often suffer from related practices of discrimination, segregation and untouchability.

This is a relatively new issue for the Government, donors and civil society in Bangladesh but existing studies and research illustrate that this is an issue of fundamental concern affecting the day to day lives of millions of people across the country. With growing visibility and awareness, communities who have been faced discrimination and experienced untouchability practices based on their work and descent, for centuries, are coming forward.

There is a critical need for more statistics and data to both inform policy and development programmes, and to understand more about caste identity in Bangladesh. The importance of securing accurate and disaggregated data on Dalits/and excluded communities affected by discrimination based on work and decent cannot be underestimated.

Though Dalit and excluded people have played a significant role in the country's development, they are most economically marginalised, deprived and excluded sections of population in the country. Dalit communities experience daily insecurity, uncertainty and violence from the public, police and officials with usually no recourse to justice. The Millennium Development Goals (MDGs) will not be achieved in Bangladesh if Dalits continue to be excluded and their human rights denied.

It is estimated that around 6.5 million Dalits and people from socially excluded/minority communities are living in Bangladesh. They have been experiencing multiple forms of discriminations and human rights violations because of the social attitude towards them and lack of government facilities. Most of them are excluded from employment opportunities, adequate housing, water and sanitation, health and education, and from participating in public and political life. It is very difficult to describe the squalid and inhumane housing conditions of Dalit communities in urban areas - with often three generation living in

one tiny room. These living conditions act as a barrier to the development of the minds and dignity of Dalit children. Among these communities women are facing multiple types of discrimination and barriers.

Strengthening Civil Society Organizations (CSOs)

Strengthening Civil Society Organizations (CSOs) at national and local level is one of the core objectives in order to build leadership among Dalit communities. In this reporting period, in association with NU, Bangladesh Dalit and Excluded Rights Movement (BDERM) formed sub-national level (Civil Society Organizations) CSOs in order to response human rights violation at local level, organized conference and trainings for Dalit Human Rights Defenders (DHRDs), provided internship opportunity for selected members of DHRDs for further capacity building, organized annual consultation meeting among the group members and and interns, and observed day observation at national and local level.

Community Based Organizations (CBOs) Formation

BDERM and DHRD, comprised with Dalit community around the country, have been actively working for Dalits' Rights at international, national, and local level. In this reporting period, Civil Society Organizations (CSOs) and Citizen Audit Group (CAG) are formed in order to promote the Dalit movements.

Civil Society Organizations (CSOs): In this reporting period, 11 CSOs at sub-national level were formed to monitor Dalit human rights situation at local level and take necessary steps. The main objective of forming CSOs at sub-national level is to create awareness among local community, civil societies, elected representatives, and local administration on Dalit human rights issues. Besides, these CSOs will provide necessary support to BDERM, NU, and DHRDs during fact finding mission.

Citizen Audit Group (CAG): Besides DHRDS and CSOs, a Citizen Audit Group (CAG), comprised with 25 members, is formed in participation with academicians, national human rights activists, lawyers, and journalists to promote Dalit human rights at national level. Over the reporting period, the CAG team members are very much active organizing press conference, human chain, discussion session, and monitoring human rights violation cases against Dalit community around the country.

Box 3.2

Whom NU Works With

Within this programme, NU works with Dalits and socially excluded communities including linguistic minorities forming several groups:

- a. **Bangladesh Dalit and Excluded Rights Movement (BDERM)** is a national platform for Dalit and excluded community in Bangladesh. This platform was formed on 22 April, 2008 with objective of diminishing any forms of discrimination based on work and descent. Apart from national committee, 43 district committees have been actively working across the country.
- b. **Dalit Human Rights Defenders (DHRD)** is a self help groups founded for protesting if any human rights violence happened against Dalits communities, to transfer knowledge among the communities through organizing workshops, rallies, human chain, and to maintain advocacy and networking with international, national, and local level.

- c. **Civil Society Organizations (CSOs)** is formed creating awareness on Dalit human rights issues among local community, civil societies, elected representatives, and local administration. Besides, CSOs provide necessary support to BDERM, NU, and DHRDs during fact finding mission.
- d. **Citizen Audit Group (CAG)** is formed in participation with academicians, national human rights activists, lawyers, and journalists to promote advocacy and networking on Dalit human rights issues at national level. The CAG team members are very much active organizing press conference, human chain, discussion session, and monitoring human rights violation cases against Dalit country level.
- e. **Bangladesh Dalit Women Federation (BDWF)** is formed comprising with 10 Dalit women lead community based organizations (CBO). This organization has been working not only for improving women's live and livelihood condition but also for changing social status in the society.

BDERM National level Conference

National Conference: BDERM organized fifth national council on 26 April 2014. The Inaugural session was presided by Mukul Sikder, Chairperson of BDERM. The BDERM grassroots level representatives from 30 districts attended in the national council. A total of 124 BDERM members from the district committees and national working committee participated in the national council. Honourable member of the parliament Mr. Israfil Alam MP was the Chief Guest in the inaugural session. Professor Mesbah Kamal, University of Dhaka, Mr. Saiful Haque, General Secretary, Revolutionary Worker's Party, Mr. Gobinda Shaha, CSS Consultant, Bread for the World, Germany, Mr. Rezwanul Karim, representative of ManusherJonno Foundation (MJF), Mr. Altaf Pervez, researcher and writer, Mr. Mazharul Islam, Dalit rights activist, Mr. Sharifuzzan Sharif, General Secretary, Nagorik Sanghoti and Zakir Hossain, Advisor, BDERM & Chief Executive, Nagorik Uddyog participated in the council and offered solidarity speeches.

Annual Consultation: In this reporting period, in association with NU, BDREM organized two annual consultation meetings to improve socio-economic condition of Dalit communities with the members of CSOs, DHRDs, and interns. Five thematic areas have been identified: rights to education, housing, water and sanitation, untouchability practices, and health and safety issues.

Capacity Building Training for Dalit and Human Rights Defenders (DHRD)

In order to building capacities among Dalits community groups, NU, in association with BDERM, facilitated to organization training for Dalit and Human Rights Defenders (DHRDs) on 'Dalit and Human Rights Issues'.

Training on Dalit and Human Rights for DHRDs: In order to enhance capacity of the Dalit Human Rights Defenders (DHRDs), NU organized a six-day-long basic training on 'Dalit and Human Rights' from 17-22 June 2013. In the training sessions, DHRDs learnt on: the Universal Declaration of Human Rights, national and international mechanism to protect and promote Human Rights, violation and discrimination against Dalit, Indigenous and socially excluded people in Bangladesh, caste system in South Asia and Dalit movement in Bangladesh, Socio-economic, political, cultural, religious, educational and health situation of Dalit, Complaint mechanism to NHRC, advocacy and networking, negotiation and communication, documentation. They also learnt roles and responsibilities of DHRDs in order to response the discussed issues.

Refreshers Training on Dalit and Human Rights for DHRDs: Afterwards, a four-day-long refresher training was organized in two batches within September and October 2013. 40 young human rights defenders from 16 districts of Bangladesh participated at this refreshers training. After receiving the training, it is reported that the trained DHRDs orientated at least 10 new DHRDs on Dalit human rights issues. The trained DHRDs have also been engaged in not only monitoring Human Rights violations in their own community and surroundings but also local level advocacy in order to access to government services.

Internship opportunity for selected DHRDs:

Among the training DHRDs, 15 trained completed six months internship at NU head office. Along with experience and knowledge, the interns are selected based on skills and commitment to work for welfare of the Dalit community. The objectives of organizing internship programme are to build up capacity of the DHRDs so that they can influence the policy makers in order to adopt necessary policies for Dalit community, and that the Interns will have opportunity to play an active role at national level advocacy. Moreover, it is expected that DHRDs, after successfully completion of internship, will able to develop a strong network with the national parliamentarians, National Human Rights Institutions (NHRIs), local administration, and civil society organizations in order to promote human rights situation of the Dalit community.

Awareness Raising Programmes

Discussion meeting at district level: 25 discussion meetings at district level have been organized during this reporting period. The meetings were held in Rangpur, Rajshahi, Moulvibazar, Faridpur, Rajbari and Narayanganj districts. About 1,094 Dalit men and women were participated in these meetings. Local Dalit community people discussed about their problems and emphasis given to organize them for their basic rights. Across the country 43 district committees of BDERM are function. These committees' members have been organizing advocacy and campaign for Dalit rights at grassroots level.

Right based awareness meeting among Dalit Community: In this reporting period, 87 rights based awareness meetings were organized with Dalit community people in association with BDERM, Bangladesh Dalit Human Rights (BDHR), Dalit Women Forum, Charoibetee Scheduled and Indigenous Welfare Sango, and Moulvibazar Tea Community Indigenous Front in Dhaka, Narayanganj, Moulvibazar, Barisal and Jessore districts. About 2089 Dalit and excluded community people had active participation in these meetings. Dalit and basic rights issues such as health, education, sanitation, water etc. were discussed among within the awareness meetings.

Box No: 3.3

CAG member Mr. Rabindranath Saren, visited the victim's family

In 2013, the CAG's members organized press conference and visited victim's family in order to response human rights violation against Dalit community. When a human rights violation occurs against a Dalit man at *Joypurhar, Bogra*, Mr. Rabindranath Saren, a CAG member and prominent human rights activist at national level, visited the victim's family and community, and met with the local journalists. As the CAG member is one of the well-known human rights activists in the country, his presence had created positive impact for the victim to get justice. The local journalists promised to be stay at the side of the victim until and unless the perpetrators punished.

Follow-up training on Human Rights and Leadership Development: BDERM and Nagorik Uddyog organized a daylong follow-up training on human rights and leadership development in 22 November 2013 at Nagorik Uddyog Conference Room. 17 Dalit leaders participated in this training. Altaf Pervez and Mazharul Islam, Dalit movement activists and researchers, facilitated the training. In the training the Dalit leaders are taught how Dalit community people can be free from social discrimination and develop leadership among the community. They are also taught about their roles and responsibilities as Dalit leaders to lead the community.

Box: 3.4:

**Advocate Khondoker Shahriar Shakir, a CAG member,
visited Nandarani Tea Garden, Moulavibazar**

On 8 February, 2013 a 14 year girls from Dalit community was raped at Nandarani Tea Garden, Moulavibazar. An abduction and rape case was filed by victim's mother at local police station against accused persons under 'Women and Children Anti-Oppression Act'. The police arrested one offender but could not arrest the other two suspects. However, the offender got bail within few days of his arrest. After getting bail, the accused started threatening victim's family to withdraw the case.

In these circumstances, Advocate Khondoker Shahriar Shakir, a CAG member, visited victim's family and local police station on 19 March, 2014 to monitor this rape case. In his visit, the CAG member expressed his concern with duty officer of local police station on the bail of offender and suggested victim's family members to file a GD against the accused in the local police station if he threatened them.

He also met with Deputy Commissioner (DC) of Moulavibazar on 20 March, 2014. He raised the human rights concerns of the tea garden workers in front of the DC.

Observation of International Day for the Elimination of Racial Discrimination: On 21 March 2014, a human chain was organized to observe the 'International Day for the elimination of Racial Discrimination' in front of national press club. Around 200 people, along with the people of Dalit community and human rights activists, participated in the human chain and raised voices against any discrimination towards Dalit community. The Dalit leaders express their concern on the discrimination based of work and descent. Along with the Dalit leaders, the human rights activists urged to the state to ensure constitutional rights for all minorities and protect them from all forms of human rights violation

Besides, BDERM observed **International Day of the Elimination of All Racial Discrimination-2013** organizing human chain across the country (in 35 districts including Dhaka, Tangail, Sherpur, Rajbari, Chandpur, Moulavibazar, Syhlet, Narayangonj, Hobigonj, Barisal, Bhola, Pirojpur, Jhalokathi, Potuakhali, Magura, Jessore, Khulna, Jheneidha, Narail, Meherpur, Chuadunga, Satkhira, Bagerhat, Rajshahi, Chapainabgonj, Sirajgonj, Joypurhat, Bogra, Gaibandha, Nilphamari, Dinajpur, Lalmonirhat, Thakurgoan, Rangpur and Panchagor). Local Dalit community representatives, political activists, civil society, media persons also participated in the human chain programme and gave solidarity speeches. BDERM leaders and Dalit community people demanded to the government to enact anti-discriminatory law to protect their human rights.

Lobby, Advocacy and Campaign

Lobby and advocacy in international, national, and local level, for both policy formulation and policy implementation, is the NU's core strategy regarding Dalits' Rights. Promoting platform in South Asian level, strengthening national mechanism, advocacy at local level for accessing government services, and fact finding of human rights violation against Dalit's community are the parts of strategies of NU for enhancing Dalit's human rights.

Promoting a Platform in South Asian Level

Even though in some cases context is different in Bangladesh, India, and Nepal, Dalit and excluded minorities are the most underprivileged section of community in the region. A platform in South Asian level is developed in order to strengthen Dalit movements and create a pressure group in regional level. In this regard, in order to develop a platform at South Asian level and share knowledge, best practices and learning on Dalit issues, three regional level parliamentarians meetings are planned to organize at Kathmandu, Nepal. On this occasion, in this reporting period, three honorable members of the national parliament, Bangladesh participated at the regional parliamentarians meet in Kathmandu, Nepal along with other parliamentarians from India and Nepal. At the meeting 'South Asian Parliamentary Forum' (SAPF) is formed. Honourable MP of Bangladesh, Mr. Israfil Alam, is the convener of the forum along with Mr. Thrumavalan from India and Mr. Ram Dayal Mandal from Nepal.

Strengthening the National mechanism

A national mechanism, in participation with parliamentarians and civil society members, can develop a strong advocacy network. In association with NU, BDERM initiated to strengthen the national mechanism in order to develop a policy framework for Dalit community.

National level meeting with Parliaments: Parliamentarians are one of the most influential groups to formulate policy and laws to ensure the rights of Dalits in Bangladesh. Thus, in this reporting period, a national level consultation with the parliamentarians was organized. A total of 60 MPs (Member of the Parliament) were invited in the event. 25 of them expressed their solidarity in Dalit movement and 6 participated physically. CSOs played the most active role in the consultation. During national level parliament meeting, the honourable members marked illiteracy is one of the main reasons for the backwardness of the community. To response this problems, they mentioned that government took necessary initiatives in order to improve socio-economic condition of the Dalit community. The honourable members appreciated to Nagorik Uddyog and BDERM for submitting the draft of anti-discrimination law and promised to be very active in passing it whenever it is in the parliamentary session. They also expressed their commitment for being involved with Dalit and Excluded Rights Movement in future.

Box No: 3.5

In Association with NU, BDERM submitted draft of Anti-Discrimination Act

Dalit community in Bangladesh does not have any specific law/special act which could give them legal support to get rid from existing discrimination and untouchability. From the beginning of Dalits right movement in Bangladesh, the community is struggling for getting anti-discrimination act for them.

NU and BDERM engaged in drafting an antidiscrimination act with the support of experts to provide a constitutional legal umbrella to Dalits and excluded minorities. In association with NU, a draft Anti-Discrimination Act has been shared and discussed between Members of Parliaments and Dalit community leaders from April to June 2014. As a result of these series of discussions, the Law Commission has submitted the draft Anti-Discrimination Act to the Ministry of Law, Justice and Parliamentary Affairs on 29 April 2014. NU and BDERM are advocating with MPs to bring the draft act in cabinet through proper way.

CSOs, Law commission, and National Human Rights Institutions (NHRIs) meeting: In association with NU, BDERM organized series of meetings among the members of CSOs, Law commission, and National Human Rights Institutions. One of the major outcomes of these meetings is that an environment is created to pass the draft Anti-Discrimination Act for Dalit and Excluded minorities in the country. As these two institutes are well renowned, it is expected that Dalits in Bangladesh will get special attention to all through developing the relationship with them.

Box No. 3.6: Case Study

Civil Society Joint Action Programme to Promote Dalit Human Rights in Bangladesh *Rishi* Community at Dhalgram, Jessore successfully established their right of 'Access to Public Places'

On 18 February, the Daily Kaler Kantha published news titled "*Restaurant e Rishider Dhoka Nished*" (Rishis' are not allowed in the restaurant). The report states that the *Rishi* community of Dholgram, Jessore facing the effect of untouchability and CBD and they are forbidden entering the local restaurants. The General Secretary of BDERM Mr. Bibhutosh Roy draws attention of the EIDHR project team on the issue and a fact finding mission was conducted by the project along with *Charaibeti Topshili O Adibashi Kollayan Sangha* (CSO) and BDERM. The team found that the community facing this inhuman rights violation day after day and finds no changes in their fates. The issue is hanging around since 2013, when in response of specific application of Surja Das (*rishi* community leader) the then DC of Jessore issued an order for further investigation and the then Superintendent of Police/ Police Commissioner submitted an investigation report on the fact and informed Mr. Das on an Official Letter. But, the situation still remains unchanged. In recent time, the UNO of the locality arranged separate utensils for the *rishi* community which further stigmatized the community.

The team decided to share their views in front of civil society and get rid of this disgrace and insult in presence of the Deputy Commissioner (DC) of Jessore along with the community leaders. Thus a Consultation Meeting was organized and held on 26 February, 2014 at the Conference Hall of Circuit House, Jessore under the project where a total of 50 participants including DC Jessore Md. Mostafizur Rahman as Chief Guest, Dalit Leaders, Civil Society representatives, Journalist, Political leaders and Teachers. Due to Upozila Election Activities the venue of the event was transferred from Conference Hall of DC Office, Jessore to present one. In the consultation the DC Jessore Mr. Mostafizur Rahman stated firm stand against untouchability and CBD and also promised to take administrative actions against specific complains on untouchability in Jessore. He also proposed on Mass Circulation on the issue in newspapers. He also promised to organize a meeting to resolve the issue involving the victim community members, Dalit leaders, local perpetrators and members of civil society after Upozila election.

But, instead of a peaceful solution, some of the Dalit young created another problem. One day, a group of young Dalits suddenly entered in different restaurants and all on a sudden started eating food from

those restaurants. The owners tried to prohibit them and a fighting started among two groups. As a result law enforcement agency entered there and put some community members in Jail along with the local Union Parishad Chairman. However, the community leaders tried to mitigate the issue. On 18 April 2014, a 'Peace Building' meeting was held at the community where the Union Parishad Chairman, restaurant owners, community members, Dalit leaders, and members of civil society participated. But the meeting did not conclude with a permanent solution. The Muslim leaders highlighted this as a 'Hindu' issue and said they do not have much to do. The UP Chairman said that as it is a traditional practice, it would take time to abolish.

However, through continuous discussion and meetings, the restaurant owners agreed to create space for the *Rishi* community and on 25 June 2014, they opened the doors of their restaurants for all. Now, the members of *Rishi* community are sitting together with mainstream people at the local restaurants of Dhalgram bazar, Jessore.

National Thematic Workshop: In this reporting period, in association with NU, BDERM organized two thematic workshops on '**Right to Education for Dalits in Bangladesh**' and '**Water & Sanitation: Accessibility & Reality for Dalit Community**'. Nationally renowned university teachers, government officials and human rights activists participated as panellists in these workshops. In these sessions, it is identified that Dalit communities are the most deprived and marginalized section in the country. It is also discussed being a member of socially constructed untouchability, they rarely have access to government services including education, health, and proper housing. In order to move forward the unprivileged section of community, government should takes necessary steps not only through effective policy formulation and implementation but also providing services to the community.

Lobby and Advocacy at National and local level

Advocacy meeting at divisional level: In this reporting period, BDERM, under the auspices of NU, organized 7 divisional advocacy/discussion meetings to raise awareness Dalit issues among the government and non-government officials, local government representatives, civil society members and also Dalit community people themselves in Rangpur, Rajshahi, Moulvibazar and Chittagong.

Media Advocacy: NU and BDERM jointly organized two view exchange seminars for sensitized media on Dalit issues. These are: "**The Socio-economic Deprivation and Development Crisis of Dalit and Socially Excluded Communities in Bangladesh**" and "**Duties to Improve Education, Employment, Housing, Water and Sanitation Facilities for Dalit**". Journalists from print and electronic media and civil society representatives participated in this view exchange meeting. Experts including academics, rights activists and leaders of the Dalit community expressed their grievances regarding Dalit being deprived of their rights although this community people contribute immensely to society. Abul Maksud, a prominent right activist and columnist, stressed that all political parties need to make specific commitment for Dalit community in their election manifestos. He pointed out that although Dalit communities have been contributing in building nation, they are deprived from basic human rights including education, health, housing, water and sanitation. 'Government should take right initiatives to formulate a law in order to prevent such discrimination', he demanded.

Seminar on What Need to be Addressed in the Upcoming National Annual Budget: On 28 March 2014, BDERM organized a seminar titled "**Regarding the Development of Dalit and Excluded Communities - What needs to be address in the upcoming budget**" at Dhaka Reporters Unit. The seminar highlights

the demand of allocation in the national budget to solve the crisis of basic services (such as, education, health, employment, housing facilities, lack of sufficient water supply and hygienic sanitation) in Dalit colonies. Professor Dr. Kazi Khalikuzzaman Ahmed, a prominent economist and chairperson of Palli Karma-Sahayok Foundation (PKSF), stated that Dalit communities have been deprived from all types of basic human rights. To improve Dalit communities socio-economic condition 'GO and NGO should include Dalit issues in their inclusive poverty alleviation programmes', he added. He committed that he would try to include Dalit communities in PKSF initiated development programmes including national budget and development plan, scholarship, health and sanitation.

Box No. 3.7: A Successful Lobby

Memorandum to Abul Maal Abdul Muhith Honourable Finance Minister

Representatives BDERM leaders placed a memorandum on 7 May, 2014 demanding special allocation in national budget for Dalit and excluded community. It is mentionable that last four years, BDERM submitting memorandum for the same purpose. As result of the memorandum, government allocated around 12 core taka (around 17 million US dollar) for 2013 and 2014 for the Dalit and excluded minorities. It is expected that this year, government will allocate more than 50 core taka (around 70 million US dollars) in order to improve basic services of Dalit and excluded communities.

Human chain against attack on Dalit Communities: A human chain was organized by BDERM, Minority Rights Forum, and Nagorik Uddyogin front of Shabagh National Museum on 11 January 2014 to protest the attack and religious based repression on Dalit minorities. Human right activists, civil society members, and Dalit communities and their leaders attended in the human chain. They protested the attack and religious based repression against Dalit minorities, and asked government to take initiatives to arrest the assailants and to punish them under the law and justice. They also demand to the Minority Commission to protect the rights of the religious minority people. On the same occasion, another human chain was arranged by BDERM, Gaibandha district committee, in the front of Gaibandha Deputy Commissioner Office to protest the attack and religious based repression on Dalit minorities.

Fact Findings for lobby and Advocacy

Even though it is estimated that around 6.5 millions of Dalit people have been living in Bangladesh, it is observe that very few researches have been conducted on Dalit community. To overcome this limitation, fact findings and documentation is enclosed as a core objective of the project in order to reduce the knowledge gape.

Fact Finding Mission and Documentation: In this reporting period, NU conducted fact finding mission if any human rights violation occurs against Dalit communities. It is identified that Dalits are the victim of different types of atrocities. In the reporting period, 19 human rights violation cases are identified. Most of the cases are related to land grabbing. Besides, atrocities such as physical tortures, abduction, rape and gang rape, and murder are the happened against Dalit community.

Benchmarking study: In this reporting period, NU initiated to conduct a benchmarking study in order to identify the gaps between the national policies, legislations and practices vis-à-vis UN human rights standards. It is expected that by the end of 2014, the Benchmarking study will be completed.

Study on contemporary forms of caste based discrimination in Bangladesh: It is observed that caste based violations and discriminations are not documented. In order to study the caste based violation and

discrimination against the Dalit community, NU initiated to conduct a study on contemporary forms of caste based discrimination. It is expected that the study will be completed by August, 2014.

Skill Development and Income Generation

Training on Computer literacy and English learning: A three-month long skill development training course on 'Computer and English Learning' was started from 27 June 2014 at NU central office. 15 Dalit students participated in this 3 months long training course. Participants of this training are able to operate computer and speak in English language to develop their educational and service life.

Training on Sewing and dress making: In this reporting period 4 Skill development trainings on 'Sewing and Dress Making' were organized in Barisal, Khulna, Jessore and Moulvibazar (Sreemongal). 40 Dalit women participated in these trainings. Government Social Department Officers at district and upazila level attended in the opening ceremony of these 3 months long trainings.

Training on Professional Driving: Most of young Dalits are unemployed, since these young generations are deprived from proper education being member of untouchable community. Moreover, over the period, the rate of unemployment rate going high. To overcome this challenge, in association with NU, BDERM organized training on professional driving course. In this reporting period, 15 young Dalits received this training and successfully got Bangladesh Road Transport Authority (BRTA) certificates.

Non-formal Education Center: In February 2014, 10 non-formal schools, named with Uddyog Education Center, were established in Barisal, Dhaka, Moulvibazar, and Bhola. Around 300 children from Dalit and excluded communities have been studying in these non-formal schools. As most of the Dalit parents are not educated, these education centers created hope among the communities for an educated future generation.

Box No. 3.9: Case Study Biswajit Mridha is now a professional Driver

Biswajit Mridha is a tenant of Alinagar tea garden at Komolgonj upazilla in Moulvibazar district. His father's name is Hari Mohon Mridha. Biswajit lived an almost unwaged life. He sometimes worked as a bus helper (transports labour). He told us, he had a dream to be a professional driver but there was no opportunity. According to him, it was very difficult to get driving license from BRTA (Bangladesh Road and Transport Authority). On the other hand it was also expensive for him. In such situation Biswajit got the opportunity to participate in the professional driving training, organized by Bangladesh Dalit Human Rights (BDHR) with the help of BDERM and Nagorik Uddyog in 2013. BDERM central leader Sunil Kumar Mridha informed him about this training. Finally he participated in this training. After the training he took part in the BRTA driving examination at Savar in Dhaka and successfully passed. He got driving license from BRTA. He then rent a CNG car and started driving. Now he earns about 6000-8000 thousands taka each month through this CNG driving profession.

Annual Sports and Cultural programme held at Uddyog Education Centre: The annual sports and cultural programme was organized with the students at Uddyog Education Centre in Dhaka, Sreemongal and Komolgonj, Barisal and Bhola districts. 300 Dalit students of 10 Uddyog Education Centre (Dhaka-1, Moulvibazar-7, Barisal-1 and Bhola 1) were participated in the annual sports and cultural programme. Prizes were given in every student of these schools.

Dalit Women's Rights

Dalit women have been facing multiple forms of discrimination and violence. Being Dalit women, they face heaviest burden of both gender and caste based discrimination and violence not only from men in their own society but also from wider society. Moreover, they hardly have access to basic services including education, health, water and sanitation provided by government & non-government development organizations. To improve Dalit women's socio-economic condition, no effective measures have been taken from the government and non-government organization yet. In these circumstances, Dalit Women Forum and NU jointly organized a view exchange meeting on 27 November, 2010 at Dhaka. As an outcome of this meeting, Bangladesh Dalit Women Federation (BDWF) has been formed by 10 Dalit women lead community based organizations (CBO).

In order to improve Dalit women's socio-economic condition, BDWF, in association with Nagorik Uddyog, has been working for enhancing Dalit women's rights through promoting leadership and access to basic services aiming the following objectives:

- a. Building leadership among Dalit women through strengthening organizational capacity and enhanced understanding on caste discrimination, social exclusion, legal and institutional protection mechanism;
- b. Reducing barriers of access to entitlement of Dalit and socially excluded women;
- c. Enhancing economic empowerment and creating market access of Dalit women through providing skills training and technical support.

Building Leadership among Dalit's Women

Group Formation: In this reporting period, NU and BDWF facilitated to form 14 groups, comprised with 20-30 women in each group, to build leadership and raise awareness on human rights violation against Dalit Women.

Local Level Advocacy Meeting: In order to reduce decimation and violence based on profession and by birth, three local level advocacy meetings were organized in September, 2013 Dhaka, Narayanganj, and Jessore. Along with local elected leaders, government and non-government officials and civil society members, hundreds of Dalit women and men attended the advocacy meetings. In these advocacy meetings, guests highlighted on Dalit women's socio-economic condition particularly less schooling, early marriage, problem in access to income generating opportunities.

Annual Conference: Bangladesh Dalit Women Federation (BDWF) organized third its annual conference at CBCB Auditorium hall. This conference was chaired by Moni Rani Das, Chairperson of Dalit Women Forum. Mrs. Selina Hossen, a novelist and member of national human rights council, attended as a chief guest in this conference. Along with other honourable guests Dr. Farzana Islam, Chairperson of NU and Professor of University of Jahangirnagar, and Prof. Dr. Shadeka Halim, honourable commission, Information Commission, attended in the annual conference. Around 200 Dalit women and men, representative from civil society and mass media personals attended the conference. In this conference, the main focused was on human rights violation against Dalit's women. The honourable guests

addressed the importance of Dalit women's access to basic service including education, health facilities, and employment.

Fellowship Programme for Dalit Women: In this reporting period, NU organized a fellowship programme. Within the fellowship programme, monthly 1000 taka is given to 12 poor and unprivileged Dalit women that they can continue their studies. The main purpose of the fellowship programme is to reduce social discrimination through encouraging Dalit women to be education.

Consultation meeting with Panchayet: 30 consultation meetings were organized by BDWF in Dhaka, Narayanganj, and Jessore. In these Panchayet meetings, Dalit women and Panchayet representatives discussed on several issues, including discrimination against Dalit women, family dispute, water and sanitation problem, and Panchayet system without women representation. Both men and women realized that women leadership is required for an educated and prosperous Dalit society. The hopeful thing is that 5 women's representation has been ensured in Gorapara Panchayet, in Jessore district. And 'Horijon Seba Songa' at Tanbazar decided to enroll 10 women representative out of 21 members committee.

Access to Government Services

Issue based discussion Session/Information sharing workshops: In November 30, 2014, NU organized an issue based seminar titled '**Government safety net program: promotion of Dalit women's human rights**' chaired by Mrs. Moni Rani Das, Chairperson of BDWF at VIP Lounge of National Press Club. Mr. S K Hafizur Rahman, Honourable Member of the Parliament and Member of the Standing Committee of Ministry of Social Welfare, attended the event as a chief guest and Mrs. Nurun Nahar Begum, Program Director, Department of Social Services, attended as the special guest. Along with other honourable guests, 65 Dalit women and men from Dhaka, Narayanganj and Jessore participated in the event. In this meeting, it is highlighted that 'Dalits, particularly Dalit women, are the most vulnerable group.

Economic Empowerment:

Consultation meeting with Business Leaders: In this reporting period, three consultation meetings were organized on 'Consultation with business leaders to create opportunity for market access of women's products'. First consultation meeting was organized by NU on 18 November 2013 at NGO Forum Dhaka. Along with Dalit community, business leaders and civil society members, Mrs. Sultana Kamal, Executive Director, Ain-O-Salish Kendra, attended in the consultation meeting as a chief guest.

Second consultation meeting was organized jointly by '*Ausrumochan Mohila and Shisu Unnayan Sangstha*' and NU on 3 June 2014 at Jessore. Along with other special guests Mrs. Deepa Mazumdar, Executive Director, Aungku Snagstha, was the Chief Guest. Another consultation meeting was organized by BDWF and NU at Narayanganj on 22 June 2014. In this consultation meeting, Mrs. Ainun Nahar, District Women Affairs Officer, Narayanganj attended this consultation meeting as a Chief Guest. The main purpose of these meeting was to seek opportunities how Dalit women's produced products could have access to Market in order to improve the socio-economic condition of Dalit women. In these consultation meetings, besides Dalit women's access to market, human rights violation against Dalit women including early child marriage is discussed.

Follow up Workshop on Socio-economic condition of Dalit's Women: A two-day long workshop on 'Socio-economic condition of Dalit's Women' was organized in May 2014. 32 Dalit women from Dhaka,

Narayanganj, Jessore, and Sylhet districts discussed and learnt the reasons why they are socio-economically poor. In these workshops Dalit women are shared on Dalit women's inclusion on Panchayet Committee, leadership and women rights, and how to access to government services.

Capacity Building Training:

In this reporting period, NU facilitated to organize two training for the Dalit women.

Training on 'Human Rights and Gender': A two-day long training on 'Human Rights and Gender' was organized in participation with 38 Dalit women from Dhaka and Narayanganj colonies. It is reported that those women who participated in the training developed their leadership skill, particularly mobilizing themselves and other men and women if any human rights violations happens against Dalit women.

Box No. 3.8: Case Study

Mousumi Rikiason have got a tailoring job

Mousumi Rikiason, daughter of Nirmol Rikiason and Sonia Rikiason lives in Bhurbhuria tea garden at Sreemongal upazilla of Moulovibazar district. She is seventeen years old and unmarried. She is the second child of her parents among fours. She studied till grade five. After then she stayed home. Her father is a tea garden labour and earns a very little. She wanted to do something for income but she had no higher education or skill. In 2012, when Mouloveebazar Tea Community Indigenous Front with the help of Nagorik Uddyog and BDERM under BftW supported project organized skill development training on sewing and dress making at Bhurbhura tea garden, Mousumi participated in this training. Receiving four months long training Mousumi became a good dress maker and got a job in a tailoring shop "Achol" at Sreemongal Upazilla. She has been working for ten months in this tailoring shop. Now she earns 2500-3000 taka in each month. She told us that she give the major portion of her income to her father for family expenditure. She also informed that her two younger brother and sister are studding in school. She provides their educational expenditure. She said "It is a great feeling that I can help my family now. I want my brother and sister will be educated. And I have a desire to set up a tailoring shop by my own earnings."

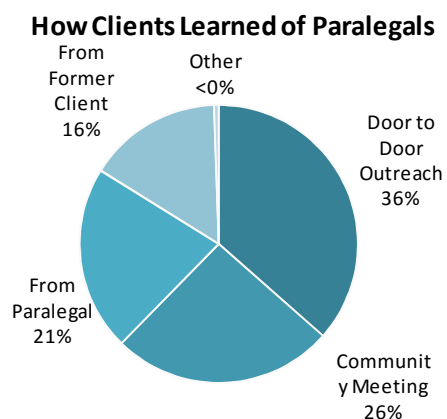
Skill Development Training: In this reporting period, NU organized two two-month long trainings on 'Stitch and Dress Making' for poor Dalit women in order to increase the households income. 100 poor Dalit's women, who rarely have access to income generating activities, received the trainings. After the training, 25 stitch machines (20 at Gonoktuli, Dhaka and 5 at Tanbazar, Narayanganj) were distributed among those who are poor and showed their skills in dress making. It is reported that among the trained Dalit women who have less mobility and income are involving in income generating activities alongside with their daily households' activities.

Adult Education Center: An adult education center was established in Gonoktuli, Narayanganj to provide formal education among the illiterate Dalit women. 20 adult Dalit women have been learning formal education in the center. The main purpose of the adult education center was to improve leadership among the Dalit women, who have less formal education.

Linguistic Minorities' Rights

The Urdu-speaking community in Bangladesh, often referred to as Biharis, is a linguistic minority, who migrated into what was then East Pakistan during the partition of the sub-continent in 1947. After independence of Bangladesh in 1971, due to majority-minority violence and blood shaded liberal war, the International Committee of the Red Cross (ICRC) established “Camps” to protect Urdu-speakers in many urban centers. Since then, ICRC has been providing certain basic services to this community. However, members of the community lost their citizenship rights and became stateless – no government (Both Bangladesh and Pakistan) accepted them as citizens. Over the last 40 years, more than 300,000 Urdu-speakers have been living in this ICRC established camp in very poor living condition. Almost all Urdu-speaking families have been living in cramped conditions, and often eight or ten family members of three generation are living in a single room without proper water or sanitation.

In 2008, the High Court of Bangladesh confirmed that the Urdu-speaking camp dwellers are Bangladeshi citizens. This landmark decision raises a hope among the young Urdu-speakers ending of decades-long struggle with statelessness. The landmark decision was the result of filing a writ petition by 11 camp residents on behalf of the whole community. After this 2008 verdict, the Election Commission complied with court orders to enroll camp residents in the national voter lists and issue national identity cards. However, the camp dwellers yet to get not only the national identities (national identity card, voter list, passport etc.) but also the basic services provided by the government, due to structural bureaucracy.



NU's Intervention

In response to the High Court verdict in 2008, in order to ensure the human rights of the Urdu-speaking community, NU, partnering with Namati, has been working to promote citizenship rights for Urdu-speaking community in Bangladesh since 2013 with three specific objectives:

- build an effective model for using legal empowerment approaches, specifically community-based paralegals, to facilitate the acquisition and use of identity documents to gain access to rights and opportunities part of the core content of citizenship;
- develop robust evidence on the relationship between identity documentation and statelessness, including current government practice and discrimination that may contribute to an ongoing lack of effective citizenship, despite the possession of identity documents;
- encourage use of this evidence for national litigation and national or international advocacy efforts related to gaining access to effective citizenship rights, if necessary.

A Legal Empowerment Approach

Community based paralegal centers: In this reporting period, Nagorik Uddyog established community-based paralegal centers in Urdu-speaking camps in Dhaka (Mirpur and Mohammadpur), Mymensingh, Khulna, Chittagong, and Syedpur. Camp dwellers and others who have questions or need support to obtain or use legal identity documents can come into the center to learn more about the law and process, start the paperwork, and schedule a time to travel with the paralegal to City Corporation, Passport Authority, or other relevant offices.

Community-based paralegals: Community-based paralegals, assigned to provide knowledge on law and government information to the community people, are providing skills like negotiation, community education, approach of organizing and advocacy to seek concrete solutions to instances of injustice. In addition, they are serving as a dynamic “frontline” of justice service providers, paralegals focus on empowerment. They are not only working for resolving client’s legal issues but also building each client capacity that they can deal with problems related with access to justice in the future.

There are 10 paralegals and 3 volunteers have been working in 74 camps not only obtaining legal identity documents but also using legal documents to have access to services including birth certificates, passports, trade licenses, and ID cards, among others.

Training for Paralegals: In this reporting period, paralegals began work in the camps in July 2013, following a training that focused on domestic and international law, workings of government, eligibility and requirements for various legal identity documents and related services, and skills such as data collection and community education. The Nagorik Uddyog and Namati organize refresher trainings on a periodic basis, reinforced through the strong system of day-to-day supervision and support the paralegals receive – “on the job” training that further builds paralegal skills through guidance and legal advice on actual cases.

Community Education

Community education group: The paralegals conduct outreach and hold community education group meetings in the camps. Sessions were focused on the importance of citizenship, legal identity documents, the eligibility and requirements of application processes, and the 2008 High Court verdict. In community group discussion, paralegals are mobilizing camp residents at least applying for necessary documents (such as birth certificates and national identity card). They are also assisting the community people to fill-up the forms and accompanying them to the government registration office.

Feeling to be a Bangladesh: The program is not just about securing proof of nationality; it is about improving access to legal identity of a minority group in Bangladesh. The paralegals are empowering their fellow community members to be believed they have legal identity in order to claim their rights government. This is a new transformational for the Urdu-speaking community being a Bangladeshi.

Achievements

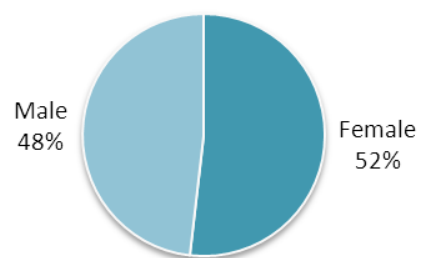
Community demand has far exceeded from initial expectations of the program. Within one year, 10 paralegals mobilized hundreds of camp residents to process for applications, opened 1475 cases, and assisted over 1370 of clients to reach the desired resolution. These successes include issuance of birth certificates, commissioner's certificates, passports, trade licenses, and national ID cards.

Record Keeping: The paralegals are rigorously tracking every case to establish an empirical understanding of how Urdu-speaking clients experience these administrative processes and how the relevant legal framework, including the 2008 court judgment, is implemented in practice. The data is compiled into an electronic database, run through the online Salesforce platform, for record keeping and analysis.

By analyzing hundreds of cases, the data depicts the current situation – client demographics, length of time required to issue a document, common requests made of clients, corruption – and can be used for high-level advocacy. Improvements to the law and practice can create change not only for all Urdu-speaking Bangladeshis, but potentially ease access to

Closed Cases: Resolved and Denied Rates Across							
Case Type	Result	Chittagong	Dhaka (Mohammadpur)	Dhaka (M)			
Birth Certificate	Resolved	188	399	63			
	Denied	0	0	53			
Commissioner's Cert.	Resolved	10	8	1			
National ID Card	Resolved	4	0	0			
Passport	Resolved	0	4	0			
	Denied	0	3	2	0	0	0
Trade License	Resolved	0	0	0	10	3	0
Totals		202	414	119	246	96	353

Clients by Gender



legal identity documents and related services for all citizens in the country.

The most common case type handled by the paralegals thus far has been birth certificate applications – explaining why the majority of clients have been children. Not only have more than half of clients been female, but it is most often mothers who bring in their children, male or female, for birth certificates. As paralegals empower clients through building their legal knowledge and confidence, Urdu-speaking women stand to benefit in particular.

Of all cases closed to date, 96 percent were resolved successfully – the client received the document that they were seeking. However, despite the best efforts of the paralegals to negotiate with government authorities, some clients have been denied legal identity documents.

Clients by Age Group	
Age Group	% of Clients
Under 5	47%
5 to 10	19%
10 to 15	10%
15 to 20	11%
20 to 30	8%
30 to 40	2%
40 to 50	1%
50+	2%

Chapter Four

Child Rights

Introduction

Nagorik Uddyog, through a research study and intense baseline survey, found chronic necessity of day-care and drop-in centre for the underprivileged female garment workers and working children. Thereby, Nagorik Uddyog started a service delivery programme through opening day-care and drop-in centre in two slums in Dhaka city. Nagorik Uddyog has done vast advocacy works on garment and domestic workers, and informal sector and labour rights. However, for the first time, the organization is directly providing services to the children of garment workers in order to promote child rights since November 2013.

This programme is intended to abet the female garment's worker in Dhaka to have a safe and motivating ambience to keep their children while they are at work. Within this programme, school drop-out working and street children are provided a place where they can attend informal education and skill training to gain competence for a better future.

NU's Intervention for Child Rights

In order to improve the child rights, at the beginning, NU is supporting approximately 200 mothers who are employed in the garment industries and informal sector to better protect, and is educating their 400 children through establishing two day-care centers and two drop-in centers. Within this programme, the specific aims are as follows:

- improving access to quality early childhood education for 2-5 years old children whose mothers are employed in the garment industries and informal sector, in order to prepare for entry into formal government primary schools;
- enhancing access to quality non-formal remedial education (basic literacy and numeracy) for street and working children who are 6 to 16 years old providing life skills training and including on child rights;
- supporting to those mothers who are working in the garment factories whose children attend the day-care and drop-in centers lobbying with their employers for improved salaries and working conditions, including the introduction of crèches at their workplace.

Day Care Centers

Within the reporting period, NU established two day-care centers at Mirpur and Mohammadpur (Adabar) located in the slum settlements. These centers are open for 13 hours (from 7 am to 8 pm). At present 82 children, whose mothers are garments worker and/or non-formal sectors workers, are attending day-care centers regularly. These children are provided lunch and snacks every day. It is expected that 49 Children whose age are 4 to 5 years old will be enrolled in formal schools in 2015

session. Besides, based on growth and nutrition level, 33 children, who are mostly 18 months to 3 years old, are given extra care in the day-care centre.

Box 4.1

Addressed Problems and NU's interventions on working, street Children and Children of Garments Workers in Bangladesh

Bangladesh is one of the rapid growing developing countries considering economic growth and crosscurrent different ideologies. This structural change of economic and ideological spheres in the country force to poor rural women comes out from home. The undeniable robust economic contribution of the women particularly in garment sector in Bangladesh has changed the old notion of women revered primarily as home makers. However, concern of taking care of children comes under the limelight while women are joining the workforce. As more women of all classes joining the workforce, which transformed old family structure into nuclear families, there is a rising demand in the childcare shelter that mothers would feel safe to keep their children while working outside home.

Moreover, it is estimated that there are 7.4 million children (age 5-17) around the country working in different sector; among these children 1.3 million are engaged in hazardous work. 19.1% (age 5-14) of the total children in the country are working children and living in various slums in the urban areas. These children are either sole bread earner of the family or supplement the income of the family. Among these children majority are drop out after one or two years of schooling and the rest never went to school. Due to parallel timing of formal schooling and their working hours most of the student cannot afford to attend schools.

Child labourers are a very visible everyday life in Bangladesh: young children serve at roadside tea stalls, and move between cars selling goods to motorists. Other children work in jobs that are hidden from view, such as domestic work, which makes monitoring and regulation difficult. On average, children work 28 hours a week and earn 222 taka (3.3USD) a week.

In this circumstance, NU has initiated to bring to light in the changing phenomenon by establishing Day-Care Centers for children of working mothers. Moreover, NU initiates to provide flexible school hours for working and street children, so that they can attend school at their convenient time. Realizing the need intensity of education for the working and street children, NU has been trying to facilitate them with informal education and vocational training with flexible school timing.

Drop in Centers

Within the reporting period, NU established two drop-in centers for working and drop-out children in the slum settlements at Mirpur and Mohammadpur (Adabar). The main objective of establishing drop-in centers is that educating working and drop-out children with skills and knowledge. Children, who are either in working in informal sectors or working inside their houses helping in the households and taking care of the younger siblings when their parents are working, are enrolling in these drop-in centers. These centers are open for 9 hours (9am to 6 pm). In order to ensure regular attendance of working children, employers are negotiated to allow them to attend the centers for a minimum of three hours each day. Within this reporting period, for the working and drop-out children, NU facilitated:

Formation of Peers Group: In order to change bad habits of the working children, within this reporting period, a 10 member peer group in participation with working children and drop-out students is formed.

Skill Development Training: Skill development training was organized for working and drop-out girls on 'Purse, Bag making. 24 girl children have received the skill development training. (Purse & Bags made of artificial plastic cane) and stone show pieces. 14 children are learning to operate computer.

Working children come in drop-in center in flexible time considering their availability of free time without hampering their work. Within this reporting period, a total of 139 street and working children (80 girls and 59 boys) are benefitted from the drop-in centers. It is reported that around 250 parents and 200 people including other garment and informal sector workers are getting benefits from these drop-in centers.

Box 4.2: Case Study **Pervin's child Rasel have safety place during her working hours**

Pervin Akter, a 20 years old woman, studied up to class 3 and got married at the age of 13. She did not know about her husband's first marriage before her first son born. Over the time, her husband and his first wife became intolerable on her. She was physically and mentally tortured by both her husband and his first wife.

In this situation, she left her husband to Dhaka considering her son's future. As there was no one to take care of her son when she would be work, she left her son with one of her aunt in the village and moved to Dhaka in her mother's place. She started to work in a garment factory. After 6 months her husband came to Dhaka and started to live with her. Few months later she got pregnant again and her husband took her back to the village, promising she would never be tortured and would be given a piece of land.

Thus, she went back to village with dreams and hopes. In the mean time, her younger son, Rasel was born and after few months later her husband tortured her again. Whenever she asked for the promises, she was threatened husband.

Once again she came back to Dhaka with her younger son Rasel (18 months), but this time her mother did not keep her at her house. She moved to Adabar area to one of her aunt's place and wanted to work again in a garment factory; however, she did not have safe place to keep her child particularly when she would be in work. Her aunt informed her about NU facilitated day-care centre and suggested her to keep Rasel one of its centers during her working hours. Accordingly, Rasel is staying at Adabar day-care centre and Her mother is working in a garment factory.

Capacity Building Training for staffs

Orientation training: A four-day-long project orientation training was organized for staffs at the beginning of the project to educate worker on their rights under existing national labour laws.

Training for volunteers: Train 30 volunteer community mobilizers as 'change agents' in order to sensitize community on child rights/child protection issues. Two groups are active in each centre with 10 children (peer group), who is volunteering the community mobilizers (Counselors) to sensitize communities about child right.

Organize gender and child rights awareness campaigns: within the local communities. Regular monthly meetings are organized with the female garment workers who are keeping their children in the day-care centers to increase awareness among them. 14 guardians working in garments (two groups) were selected and several meetings were conducted to involve them as volunteer community mobilizers.

Organize regular meeting with trade unions and textile factory owners: 29 garment workers/informal sector labor organizations formed a national platform titled '**Bangladesh Labor Rights Forum**' for collective campaigns and advocacy to improve the worker rights. NU is working as secretariat of this forum.

Campaign:

Rally on World day against Child Labour: On occasion of World day against child labour, two rallies were organized at Adabor and Mirpur on 14 June 2014. NU staffs and working children and drop-out students had active attendance in these rallies.

Box 4.2: Case Study Akabar give up smoking

Three years back Akabar, a 9 years old street boy, came to Dhaka with his parents. His mother started to work as a domestic worker and father as Rickshaw puller. Akabar started to come in the drop-in centre from June. At the beginning he was restless, had less interest in learning and always had fight with other children in the centre. One day while the class was going on, he said, 'It's better to go outside and smoke rather than sitting in the class. After the incident the counselor called him separately for counseling. She tried to find her how he started to smoke, what influenced him etc. According to him some of his elder friend in his neighborhood brought him cigarette and influenced to have it. Latter, the counselor talked with him several days separately to motivate him in various ways, to quit smoking. Recently Akabar quitted smoking and is very regular in the class.

Advocacy meetings with Policy Makers

In order to facilitate a series of media campaigns, NU organized advocacy workshops at national level highlighting the problems faced by women working in the garments industry and their children. In this reopritng period, advocacy meetings with key government policy makers was organized in order to ensure improved implementation of existing laws and the introduction of new pro-poor legislation.

Seminar for One year of Rana Plaza tragedy: In associate with Labour Rights Forum Bangladesh, a national level seminar on 'One year of Rana plaza tragedy: work, security, compensation and reality' was organized at national press club on 22 April 2014. (Please see more in the section Labour Rights).

Street mobilization: A street mobilization was organized to mark the Rana Plaza Tragedy Day and visited the spot where the tragedy took place to show respect to the deceased workers. Around five thousand advocacy papers (leaflets) are distributed demanding safe and decent working environment for garments workers.

Chapter Six

Advocacy, Networking and Campaign for Rights

NU links with range of networks, alliance, and forum, as a part of its key strategy advocacy, networking and campaign for rights. In order to ensure safety workplace and decent payment for formal and informal sectors workers, NU has been working on labour rights and facilitating an advocacy, networking and campaign based programme 'Bangladesh Labour Rights Forum' since 2012. Apart from labour rights, in order to ensure food and social security and right to information, NU has been maintaining two rights based movements at national level: Right to Food and Social Security Movements (RtF&SS) and Campaign on Citizen's Rights to Information (CCRI).

This chapter focuses on three parts. First part is depicted on how NU is working on Labour Rights nationally over the year. Second part is highlighted on right to food and social security movement, and final part is focused on 'Campaign on Citizen's Rights to Information' in national level.

Labour Rights

Bangladesh Labour Rights Forum

Bangladesh is a labour intensive country. A report published by NU depicts a significant concern that among the labourers in the country 90% are involving in informal sector and working without any safety measures. The government of Bangladesh passed the 'Labour law of Bangladesh' in 2006 in order to ensure the labour rights. In this law, informal and unorganized labourers are not included. However, according to Labour Force Survey in 2010, the informal and unorganized labourers are 7 times more than the formal sector labourer. In this survey, it is noted that around 47.3 million people involve in informal sector, whereas only 6.8 million people work in formal sector. In spite of the insufficient capital, skill, education and technology, labourers in the country particularly informal sectors have been contributing national GDP. Without acknowledging a large number of informal sector workers, it would not be possible to insure labour rights in the country.

In this circumstance, Bangladesh Labour Rights Forum, a platform of 30 non-governmental organizations and leaded by NU, is formed on 9 June 2012 in order to enhance labourer rights around the country. The main objectives of this forum are to:

- Campaign for policy development of informal sectors workers;
- Accelerate the movement of enacting informal labour sector as an effective sector into formal labour sector;
- Initiate and implement different programmes raising awareness on informal sectors labours' rights;

- Create pressure to the government to initiate programmes ensuring social security for informal sectors workers;
- Build this forum as a strong platform, in collaboration with different organization that working in informal sectors.

Aiming these objectives, in this reporting period, Bangladesh Labour Rights Forum – in collaboration with associate partners and leaded by Nagorik Uddyog – organized seminars, day observance on National and international Days, and experience sharing workshops at national level.

National Level Seminar

- ***Current situation of domestic workers and legal initiatives to insure their rights:*** On 28 December 2013, a national level seminar on ‘Present situation of domestic worker and legal initiatives to insure their rights’ was organized jointly by Bangladesh Labour Rights Forum and Right to Food and Social Security (RtF&SS) Movement at Dhaka Reporters Unity. Along with other honourable special guests, Mrs. Shirin Akter, honourable Members of Parliament and Chairperson of National Labor Alliance Bangladesh, attended as Chief Guest. Mr. Syed Sultan Uddin Ahmed, Assistant Executive Director of Bangladesh Institute of Labour Studies and Coordinator of Networks of Domestic Workers Right, presented a paper on domestic workers.
- ***One year of Rana Plaza tragedy: work, security, compensation and reality of Garment worker:*** A seminar on ‘One year of Rana plaza tragedy: Work, Security, Compensation and Reality’ was organized at national press club on 22 April 2014. Mrs. Shirin Akter, honourable Members of Parliament and Chairperson of National Labour Alliance Bangladesh, attended as chief guest. Along with other special guest Dr. Pratima Pal Mazumder, a renowned Economist, Dr. Binayok Sen, Director, Bangladesh Institute of Development Studies, Dr. Bina Sikder and Mrs. Omana Gorge, Researcher, Asian Monitor Resource Center expressed their concerns after one year of Rana Plaza tragedy.

Guests in the seminar express their concern on workplace safety, minimum wages, and too much profit making tendency of the garment owner and foreign buyers. They stressed that without equal sharing responsibility of government, garment owners, trade unions, and international buyers, it is impossible to ensure garments workers’ rights. Through this seminar, labour leaders demanded to declare 24 of April as National Mourning Day and no garment worker would work on the day. The speakers made the following specific recommendations in the seminar:

- Every garment factory have to ensure six month maternity leave for female workers with full salary and have a day-care center;
- The government immediately has to publish the list of the deceased, injured and missing workers of Rana Plaza;
- Every deceased family and injured workers of Rana Plaza should be properly compensated;
- A complete database of the garment workers has to be built;
- Decent work environment need to ensured in every factory including safety and security;
- Risks of every garment factory are to be analyzed and immediate steps should be taken;
- Right to Trade-Union should be ensured;
- Proper implementation of Bangladesh Labor Act, Building Code and other related laws should be ensured to prevent accidents like Rana Plaza.

- **National Level Seminar on International Domestic Worker's Day:** On 14 June 2014, Bangladesh Labour Rights Forum and National Women Domestic Workers Union jointly organized a seminar on the occasion of International Domestic Workers' Day-2014 at Dhaka reporters' unity. Mr. Rashed Khan Menon, honourable Minister, Ministry of Civil Aviation and Tourism, Bangladesh attended as a Chief Guest. Along with other honourable guests, Dr. Uttam Kumar Das, National Project Coordinator, ILO, attended at the seminar as a special guest.

International Day Observation

- **International Social justice Day 2014:** On 19 February 2014, Labour Rights Forum organized a discussion session at Secretariat Office, Nagorik Uddyog. In this discussion session, along with other forum members Mr. Abul Hossain, Convenor of Labour Rights Forum, and Mr. Zakir Hossen, Chief Executive, NU, discussed on labour rights and consequence of Rana Plaza tragedy.
- **International Women's Day:** On 8 March, 2014, on occasion of International Women's Day-2014, a street discussion and human chain was organized demanding equal wages for women and men. The day observation was chaired by Mr. Abul Hossain, Convenor of Labour Rights Forum. Along with forum members Mrs. Lovely Yesmin and Mrs. Murshida Akter Nahar, Mrs. Shamima Akter Shirin, AsaAkter, and Mr. Khondoker Farid Uddin delivered speech in the street discussion.
- **International domestic Workers' Day:** On 16 June, 2014, on the occasion of International Domestic Workers' Day-2014, a human chain was organized in collaboration with Bangladesh Labour Rights Forum, National Women Domestic Workers Union and Domestic Workers Networks for Right at national press club.

Experience Sharing Workshop: An experience sharing workshop was organized on 24 March 2014. Mr. Cheton Chandra, who has long experience working for domestic workers in India, shared his experience, views, and way of works with the Labour Rights Forum members.

Right to Food:

Right to Food and Social Security Movement (RtF&SS)

In order to ensure food security and social security, NU has been leading a movement for right based movement from 2001. 31 local and national development organizations are involving with this campaign based network in order to securing a life for all which is free from hunger, malnutrition and poverty, and contribute developing the foundation of any individual's dignity. The overall objective of this movement is to initiate a campaign on Right to Food and Social Security (RTF&SS) in Bangladesh ensuring the participation of concerned organizations and individuals, committed to work towards establishing people's fundamental entitlements. The specific objectives of this movement are:

- To raise the voice of those affected to ensure proper access to, implementation, distribution and monitoring of Social Safety Net Program me in Bangladesh;
- To build a campaign towards proper implementation of the Public Distribution System and increase the provisions for the same;
- To raise voice against the syndication and illegal hoarding of food grains in the market;
- To monitor corruption and the beneficiary selection process for various safety nets, through using the Right to Information Act 2009;

- To advocate for policy and legal reforms related to securing the right to food, social security and disaster response;
- To undertake, as appropriate, legal action (including Public Interest Litigation) to secure the right to food and social security.

In this reporting period, RtF&SS – in collaboration with associate partners and leaded by Nagorik Uddyog – organized seminars, human chain, and day observance on national and international Days at national level.

National Level Seminar

In this reporting period, NU organized several events in order to enhance the RtF&SS movement:

General meeting for RtF&SS and Discussion meeting: On 1 July 2013, a general meeting and issue based discussion session was organized at ALRD. 40 participants of 30 institutions attended the issue based discussion session. Discussion topics in the sessions:

- Development versus People, food, cultivable land, and effect on environment
- Discussion on Voluntary guidelines on the Responsible Government of Tenure of Land, Fisheries and Forest in the context of National Food Security published by FAO;
- Presentation and discussion on Right to Food and Social Security Movement (RtF&SS) policy;
- Future action plan and strategy formulation.

In assistance with Mr. Zakir Hossen, Mr. Monoara Mustafa, Ms. Fedous Ara Rumi, and Manobendra Deb, the sessions were facilitated by Professor Anu Muhammad.

Discussion session with mass media: On 10 July, 2014, a discussion session on ‘**Budget allocation in social safety net programmes: analysis and action to be taken**’ with mass media was organized at Dhaka Reporters Unity. Along with other members, Professor M M Akash, Dr. Abul Hossen, Research Fellow, Power and Partnership Research Centre, Mr. Rezekuzzaman Ratan, Bangladesh Socialist Party, Ms. Samia Ahmed, Director, Supra, and Mr. Ataur Rahman Mitran, Country Director, Hunger Free World, Bangladesh, attended in the discussion session. Panel of the workshop express their concern informing around 25 to 30 percent of allocated budget in social safety net programme are wasted because of system loss that include corruption, bureaucracy, and nepotism. As a consequence, those who really need assistance are not getting social safety net assistance and are not away out of poverty trap. That’s why to way out of poverty, guests of the discussion session demanded a concrete law for social safety net programme and coordination among the agencies.

National Conference on ‘the Right to Food: A Quest for Collective Action for Policy Reform’: On 25 July 2013, a national conference ‘the right to Food: A Quest for Collective Action for Policy was organized at National Press Club, Dhaka. Professor Shah Alam, acting Chairman, Human Rights Commission, attended the inaugural session of the conference. Introductory speech was presented by Zakir Hossain, Member Secretary, Campaigner for Right to Food and Social Security. Seven papers on different issue related to right to food and food security were presented and views were exchanged with others fellows.

National level discussion meeting on ‘Importance of law infrastructure and food security in Bangladesh’: On 7 October 2013, a national level discussion on ‘Importance of law infrastructure and food security in Bangladesh’ was organized at National Press Club. In the discussion session, key note

was presented by Advocate Shahidul Islam. Along with other panelists, Mr. Hasanul HoqueInu, Honourable Minister, Ministry of Information attended as a chief guest in the session. In the sessions, guests expressed their concern that as food is not included as fundamental rights in our constitution, government is not accountable to fulfill the basis needs for all of its citizens. In the sessions, panelists demanded that government should included food as a right in our national constitution.

Public Gathering and Human Chain:

The Campaign organized a demonstration titled 'Sustainable food management – ensure food security and nutrition' Gongachara, Rangpur at 03:00PM on 30 October 2013. The Campaign was organized jointly by Campaign for Right to food & social security and Nagorik Uddyog.

Observing the World Food Day:

On 31 October 2013, on the occasion of World Food Day, 2013, discussion sessions and human chain were organized in Rangpur and Barisal.

Barisal: Right to food & Social Security movement organized a seminar on 'Sustainable food management – ensure food security and nutrition on 31 October 2013.

Rangpur: Rtf&SS Rangpur unit also organized same event, human chain and citizens gathering, at the heart of the city, in front of Shapla Chattar. People from different sectors including informal sector workers, members/leaders from political party, peasant leaders, and CSO representatives participated in the event.

Right to Information

Campaign on Citizen's Right to Information (CCRTI)

Right to information is considered as the fundamental human rights across the world. The United Nations has called it 'the touchstone of all the freedoms' in first session of General Assembly Resolution 59(1) of 1946. Besides, The Constitution of Bangladesh in Article 39 (2) states: "a) the right of every citizen to freedom of speech and expression and b) freedom of the press are guaranteed." In light of this constitutional obligation the Government of Bangladesh adopted Right to Information Ordinance, 2008 and subsequently the Right to Information Act, 2009 in the first session of the 9th Parliament on May 29, 2009, marking a significant step forward in fulfilling the constitutional pledge of Bangladesh.

In this regards, all citizens have the right to access to information and the full enjoyment of this right is the most potent way to achieve individual freedoms, pro-poor allocation of resources, gender equality and pre-empt repression, distrust and corruption.

In order to promotes, protects and popularizes the Right to Information Act, 2009, NU has been actively involving in a campaign based programme Right to Information considering this campaign has the potential to transform the present relation of equivocal to congenial between citizens and state. Moreover, it will support vital steps towards good governance, transparency, decentralization, accountability and democracy.

Specific Objectives:

- 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;
- 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.)

Within the reporting period, NU initiated the following activities under Right to information:

National Seminar on Right to Know: On the occasion of international Right to Know, a fair comprised with rally and a discussion session, was organized at the National Museum on 28 September, 2014. NU and CCRTI had active participation in rally, discussion sessions. On the same day at 11 O'clock, a seminar on 'Information Act, 2009: Implementation and Progress' chaired by Mr. Mohammad Faruk, Chief Information Commissioner, was organized at Begum Sufia Kamal auditorium. Mr. Asaduzzaman Nur, honourable Members of Parliament and Minister of Cultural Affairs Ministry, attended as chief guest. Along with other special guest Mr. Murtoza Ahmed, Secretary, Ministry of Information also attended in the seminar. Mr. Jakir Hossen, Secretary of CCRTI and Chief Executive of NU, attended as one of the contributors in the discussion sessions.

Observing the International right to Know Day at local level: On 28 September 2014, on the occasion of International Rights to Know, NU organized campaign based programme at Barisal Sadar, Mehndigonj, Goranadi, Jalokati, Nolchati, and Rongpur Sadar. In these areas, NU organized colourful rallies in participation of Union and Upazila level CRGs and GWLNs members. In rallies, Banners and festoons on right to information Act. 2009 were displayed and leaflets on the significant of knowing information were distributed among the participants.

After rally, in collaboration with local administration NU organized seminar and discussion session in Goranadi, Jalokati Sadar, and Rangpur. In these seminars and discussion session, LGIs representatives, civil society members, government officials, and CRG and GWLNs members had active participation and discussed on significant of Right to Information Act. 2009.

Training session on Right to Information Act. 2009: NU organized trainings for community people on different topics. For instance, under regular project activities, community people are trained on 'Gender and Human Rights' and Community Mediation and Human Rights. In order to strengthen right to information campaign, NU integrated a session on Right to Information within this training session.

Within the reporting period, NU organized 161 training sessions for LGIs elected representatives, NU's local staffs, CRGs and GWLNs members. It is reported that 4070 community peoples (women: 2138 and men: 1932) had been informed on Right to Information Act. 2009 and its significant in the training sessions.

Chapter Seven

Governance and Administration

Governance

General Committee: A General Committee (GC), formed with human rights activists, academicians, development activists, member of civil society, and researchers, is the legal entity of NU. The GB consists of 11 members comprised with 5 female and 6 male. On behalf of GB, an Executive Committee (EC) **supervises** overall organizational operational management.

Executives Committee: An eight-member Executive Committee (EC), comprised with 2 female and 6 male, is **responsible** for overall administrative governance and supervision. Chief Executive (CE), on behalf of Executives Committee, performs organizational day-to-day operational management. The committee members meet quarterly in order to supervise the progress of undertaken program and other aspects of the organization.

Senior Management Team: A Senior Management Team (SMT), formed with 4 senior of staffs (2 male and 2 female), is responsible for supervising of day-to-day activities at program and project level. SMT deals with strategic planning, fund raising and resource mobilization, program and operational process, policy and procurement, wealth and human resource management, administration, and financial activities. Along with these, SMT looks after the different units of NU responsible for executing activities as planned.

Administration

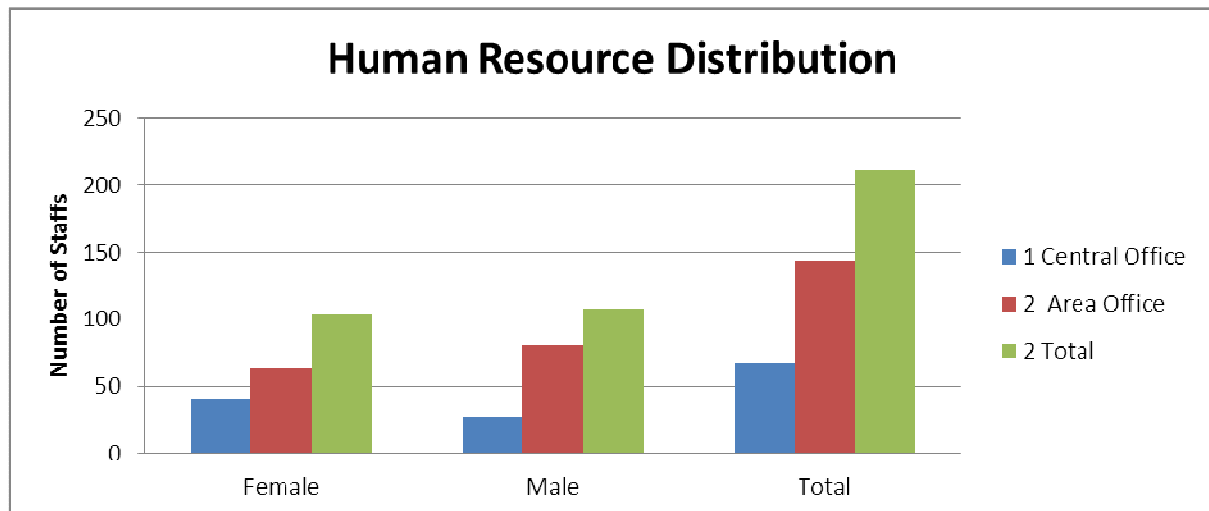
Administration and Management Unit: Under the supervision of CE, an Administration and Management unit – consisted of Finance and Office Management and headed by an Admin and Finance Manager – is responsible for overall administration and logistic supports in order to smooth programme and project implementation and other organizational affairs. This unit organizes monthly staff meeting, quarterly coordination meeting, and senior management meeting.

The Office Management wing is responsible for staff recruitment and maintaining staff development issues including remuneration through performances assessment. Along with these, this unit also maintains administrative function with NGO Bureau, Government departments and Donors.

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

Programme Unit: The programme unit, consist of projects' heads, is responsible for overall project implementation under the supervision of CE. Each Project Coordinator is responsible for respective project planning, implementation, monitoring and evaluation. Moreover, Project Coordinators are responsible for maintaining regular coordination with donors updating project progress regular basis.

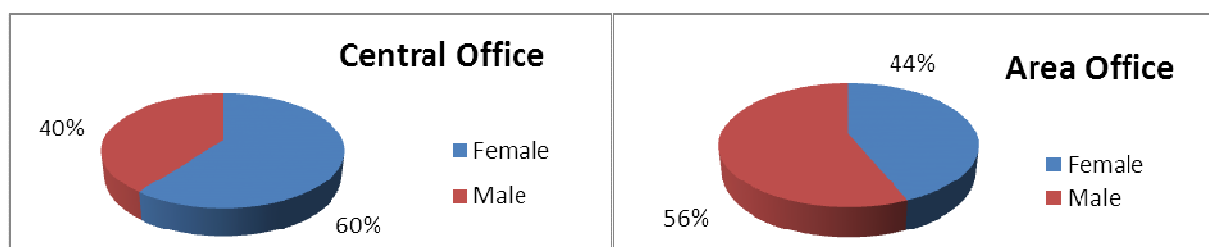
Technical Support Unit: A technical support unit – comprised with training, legal aid and investigation, advocacy, research and communication, campaign and networking, monitoring and evaluation, and theater and culture – is responsible for effective project implementation through providing regular technical support. This unit is also responsible for keeping record and presenting monthly activities at monthly central staffs’ coordination meeting.



Staffing

The human resources are distributed in central, regional and district, Upazila and Union level based on the expertise, places of residence and other factors. Employees in central office are assigned for overall planning, research, national level lobby and advocacy, and reporting and documentation. In regional and district level, staffs are employed for regular project implementation **with support of** relevant stakeholders including government and non-government officials, local level elected representatives, and civil society remember.

Among the 212 staffs, 144 staffs are deployed at regional, district, Upazila, and Union level aiming to provide assistance to the community. **In terms of gender distribution, 60% of total employees are female have been working at central office, and almost 56% of female are assigned in managerial position.** On the other hand, 55% of male employees are employed at area offices for regular project implementation.



Staff Recruitment: As per as organizational recruitment policy, staffs are recruited through transparent process. Along with skills, expertise and experience, disadvantage section of communities including

women and minorities are given preference during recruitment. NU believes a workplace which is non-violence, equality for both male and female, and racism free in order to establish free and fair and justice and egalitarian society.

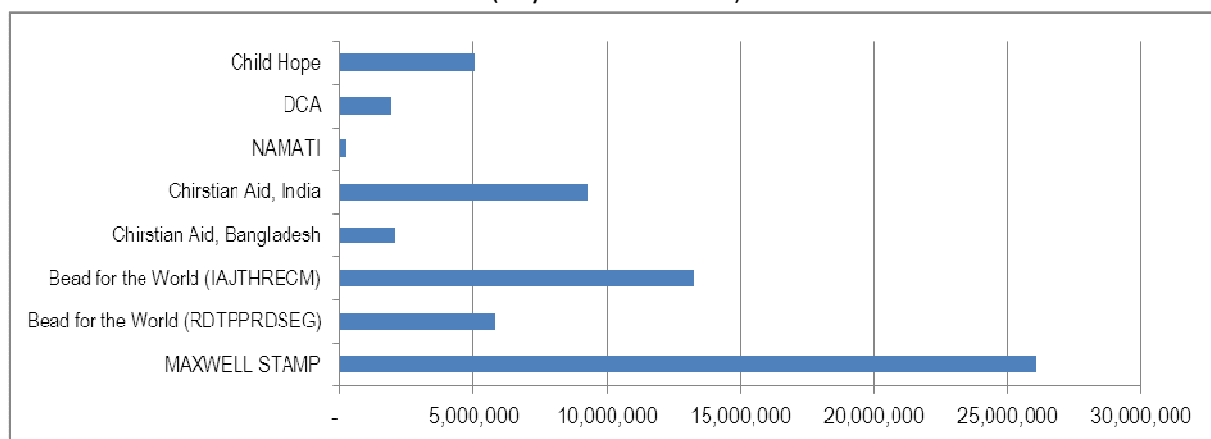
Staff Capacity Building: Staffs are given equal opportunities in order to improve their capacities regardless of position and gender discrimination. Whenever there is opportunity including training/internship, exposure visits in home and abroad, employees are selected based on their improving areas and area of interest. In this reporting period, 15 employees (11 female and 5 male) received trainings and attended workshops organized in home and overseas.

Chapter Seven

Financial Summary

Financial Source: Since 1995, NU has been working in collaboration with national and international funding agencies. As core funding agencies, Bread for the World (BftW), EED and Christian Aid (CA), Bangladesh have been funding NU since August 2004. In this reporting period, BftW, after merged with EED, has great contribution in access to justice for poor rural people and Dalit rights. Along with BftW and CA, Bangladesh, MAXWELL STAMP has great contribution for access to justice in this reporting year. Besides, NU is funded by NAMATI for improving linguistic minorities. This year, DCA has excellent contribution in improving live and livelihood condition of Dalit women. Along with other funding agencies, Child Hope's has contributed for improving street children's right. Finally, NU has been contributed by Christian Aid, India for improving enhancing Dalit human rights situation in Bangladesh.

Financial Contribution from Funding Agencies
(July 2013-June 2014)



Financial Accountability: NU is financially accountable to its General Committee (GC) and implementing partners including grassroots communities, government and non-governmental organizations, and funding agencies. For greater financial accountability, every year, NU management presents its audited reports to authority.



Toha Khan Zaman & Co.

Chartered Accountants

NOGORIK UDDYOG (NU)

**CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 30 JUNE 2014**

Particulars	Notes	2013-2014	2012-2013
RECEIPTS:			
Opening Balance:			
Cash in Hand	7.00	17,292	11,338
Cash at Bank	7.00	24,675,545	5,922,588
Advance Deposits and Prepayments	5.00	1,332,832	348,425
Sub Total:		26,025,669	6,282,351
Receipts from Donor:			
Fund Receipts from Donor		52,440,016	61,430,491
Sub Total:		52,440,016	61,430,491
Received from Mother A/C:			
Fund Received from Mother A/C to Project A/C		52,212,985	55,033,852
Sub Total:		52,212,985	55,033,852
Other Received:			
Bank Interest		328,625	168,839
Overhead Received		47,673	70,000
Sale of Publication		6,850	9,085
Sale of Old News Paper		840	0
Meeting Room Rent		54,880	0
Income from Guest House Rent		85,000	101,000
NU Management & Monitoring Cost (Dalit Project)		0	37,400
NU Management & Monitoring Cost (RTF Project)		0	35,200
Advertisement Cost Realised		0	26,000
Office Rent Realized		0	40,000
Training Reg. Fee (RTI)		0	149,800
Other Income		0	48,540
Sub Total:		523,868	685,864
Inter Project Loan:			
Loan Received from CRTFSS Project		0	1,000,000
Loan Realised from AJTCLS Project		0	1,402,000
Loan Received from SLRDW		0	600,000
Loan Received from General Fund		1,310,000	662,000
Loan Received from RDTPPRDSEG Project		276,256	0
Loan Realized by General Fund		1,160,000	0
Loan Realised from IFMBSPVDB		0	110,000
Loan Realised from CRTFSS Project		0	240,000
Loan Realized from RDTPPRDSEG Project		1,000,000	150,000





Toha Khan Zaman & Co.

Chartered Accountants

NOGORIK UDDYOG (NU)

**CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 30 JUNE 2014**

Particulars	Notes	2013-2014	2012-2013
Loan Realized from IAJTHRECM Project		1,000,000	600,000
Loan Received from Dalit WR Project		50,000	0
Loan Realized from CDRSSISW Project		0	21,500
Loan Realized from-Dalit Rights		500,000	0
Sub Total:		5,296,256	4,785,500
Other Loan:			
Loan Received from CEO	11.00	0	100,000
Loan Realized from Staff		0	34,500
Sub Total:		0	134,500
Total Taka:		136,498,794	128,352,558
PAYMENTS:			
Pay and Salary	14.00	27,731,881	17,317,299
Activities Cost	16.00	19,006,156	13,666,728
Administrative Expenditure	15.00	7,736,600	5,483,083
Advocate Fee		51,000	0
Printing & Publication		927,059	249,942
Intervention Cost		1,251,371	0
Food Support to Service Staff		11,250	0
Utensil		137,663	0
NU Management, Monitoring & Coordination		232,200	0
Honorarium		0	2,110,502
External Evaluation		449,317	0
Local Monitoring and Evaluation		64,000	759,200
Overhead Cost	18.00	2,311,395	440,331
Travel & Daily Allowances	19.00	2,947,624	1,314,278
Furniture/Fixture/Equipment	20.00	4,702,766	1,025,929
Bank Charge		54,519	0
Guest House Rent		111,600	117,246
Audit Fee		276,203	0
Guest House Utility and Other Expense		25,503	0
Sub Total:		68,028,107	42,484,538
Fund Transfer to Project	17.00	52,212,985	55,033,851
Sub Total:		52,212,985	55,033,851
Inter Project Loan:			
Loan to Dalit Rights Project		500,000	0
Loan to IAJTHRECM Project		0	600,000





Toha Khan Zaman & Co.

Chartered Accountants

NOGORIK UDDYOG (NU)

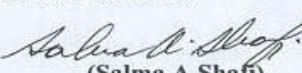
CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 30 JUNE 2014

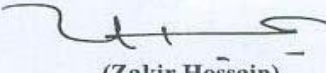
Particulars	Notes	2013-2014	2012-2013
Loan Refund SLRDW Project		0	600,000
Loan to IFMBSPWDB Project		0	110,000
Loan to RDTPPRDSEG Project		1,200,000	150,000
Loan to CDWRSSISW Project		0	10,000
Loan to Child Hope		50,000	0
Loan to AJTCLS Project		0	1,402,000
Loan to RDTPPRDSEG-2 Project		276,256	0
Loan to IAJTHRECM Project		1,000,000	0
Loan to CRTFSS Project		0	1,000,000
Loan Refund		1,660,000	0
Loan Refund to GF		610,000	902,000
Sub Total:		5,296,256	4,774,000
Others Loan:			
Loan to Staff		0	34,500
Sub Total:		0	34,500
Total Taka:		125,537,348	102,326,889
Closing Balance:			
Petty Cash	7.00	20,000	0
Cash in Hand	7.00	9,107	17,292
Cash at Bank	7.00	10,458,929	24,675,545
Advance Deposits and Prepayments	5.00	473,410	1,332,832
Sub Total:		10,961,446	26,025,669
Total Taka:		136,498,794	128,352,558

1.00 Figures have been rounded off to the nearest taka.

2.00 Annexed notes form part of the financial statements.

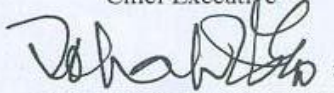

(Sardar Zahidul Islam)
Manager (F&A)


(Salma A Shafi)
Treasurer


(Zakir Hossain)
Chief Executive

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

Dated, Dhaka
10 September 2014


(Toha Khan Zaman & Co.)
Chartered Accountants



Toha Khan Zaman & Co.

Chartered Accountants


NAGORIK UDDYOG (NU)

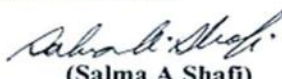
**CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2014**

Particulars	Notes	30-06-2014	30-06-2013
PROPERTY AND ASSETS:			
NON-CURRENT ASSETS	4.00	6,994,319	3,320,139
CURRENT ASSETS:			
Advance Deposits and Prepayments	5.00	508,410	1,367,832
Inter Project Loan (Contra)	6.00	500,000	4,764,000
Cash and Bank Balance	7.00	10,488,036	24,692,837
Total Taka:		18,490,765	34,144,808
FUND AND LIABILITIES:			
FUND ACCOUNT	8.00	17,562,350	29,280,808
CURRENT LIABILITIES:			
Inter Project Loan (Contra)	9.00	500,000	4,764,000
Liabilities for Expenses	10.00	328,415	0
Loan Received from CEO	11.00	100,000	100,000
Total Taka:		18,490,765	34,144,808

1.00 Figures have been rounded off to the nearest taka.

2.00 Annexed notes form part of the financial statements.

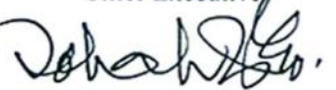

(Sardar Zahidul Islam)
Manager (F&A)


(Salma A Shafi)
Treasurer


(Zakir Hossain)
Chief Executive

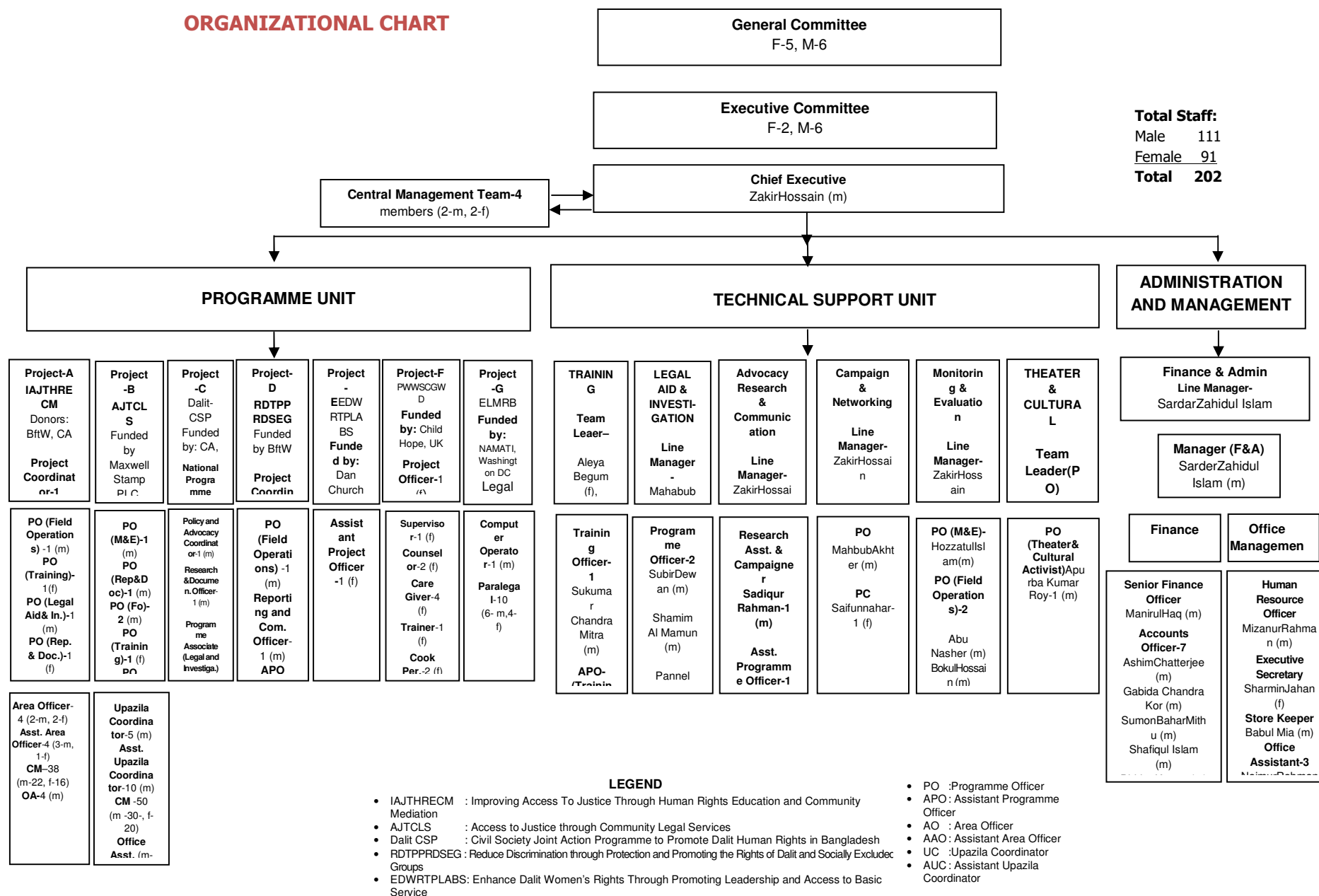
Signed in terms of our separate report of even date annexed.

Dated, Dhaka
10 September 2014


(Toha Khan Zaman & Co.)
Chartered Accountants

Annex A: Organogram

ORGANIZATIONAL CHART



Total Staff:
Male 111
Female 91
Total 202

Annex B: Staff Capacity Building
(Received Training& Workshop in Home and Aboard)

Training/Workshop Received From External sources (Home)

SL	Title of Training or Workshop	Date	Venue	Organization	Percipients
1	Mainstreaming Climate Change Adaption into Local Development	26-27 August, 2013	G.K.T Training Room, Satoria, Manikgang.	BCAS (Bangladesh Centre for Advanced Study	Md. Samim Hosen, Assistant Project Office
2	3 rd Annual Human Rights Training And Study Session	2 November, 2013	BACE Training Centre, Sonargaon	The Department of International Relations, Dhaka University, Asian Institute for Human Rights, & The Center for Human Rights Studies	Zakir Hossain, CE
3	Joint Need Assessment (JNA)	23-24 March, 2014	YWCA	Christian Aid	Md. Samim Hosen Assistant Project Office
4	Quality Standards of Humanitarian Response Program	25-27 March, 2014	YWCA	Christian Aid	Md. Samim Hosen Assistant Project Office
5	Women Leadership Institute For Economic, Social and Cultural Rights	23-30 March 2014	BRAC, CDM, Savar, Dhaka, Bangladesh	PWESCR	Joyeeta Hossain Project Office
6	Learner Programme on "Women, Poverty and Human Rights"	2-3 April, 2014	YWCA, Dhaka	SAFA Bangladesh and PWESCR	Mst. Bakia Sultana & UmmaFahmida Sultana
7	Climate Change Impacts on Women: Gender Responsive Adaptation and Equality	16-17 April	BNPS Conference Room	Bangladesh Nari Progoti Sangha	Mst. Bakia Sultana
8	Outcome and Impact Orientation (OIO)	31 May- 2 June 2014	Hope Centre, Baroipara, Savar	Bread for the World Germany	Md. Abu Nasher Programme Officer
9	Workshop on Communications Materials Development	9 – 10 June, 2014	Prokaushali Sangsad Ltd. Banani, Dh aka.	Institute of Clean Energy Training and Research (ICETR).Aushali Sangsad Ltd	Nori Khisa & Tamanna Sing Barik

10	Environment & Climate change (Legal Perspectives)	22-26 June (5 days) 2014	BELA Conference Room, Dhaka	Bangladesh Environmental Lawyers Association (BELA)	Md. Mahbub Akhter
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Training/Workshop Received From External sources (Aboard)

SL	Title of Training or Workshop	Date	Venue	Organization	Percipients
1	Workshop on PT-1 Baseline Development	2-4 July, 2013	Gust House of Dan Church Aid, South Asia, Nepal	Dan Church Aid, South Asia	Saifunnather, Project officer
2	National Coordinator's Meeting & Meeting with Swadhiker, India	12-16 July, 2013	YMCA, Jai Sing Road, New Delhi, India	Christian Aid, India	Afsana Binte Amin, Programme Coordinator, Dalit-CSP
3	Partner's Platform Meeting for PT-1 Baseline Development	16-20 September, 2013	Dhulikhel Lodge Resort, Nepal	Dan cChurch Aid South Asia	Saifunnather, Project officer Mst. Bakia Sultana, Assistant Project officer



Nagorik Uddyog

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Website: www.nuhr.org