

Nagorik Uddyog

ANNUAL REPORT

2014-2015



Executive Summary

It is very glad to know that our annual efforts are compiled into characters. I hope these characters will 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

About Nagorik Uddyog

Introduction

Nagorik Uddyog (Citizen's Initiative), as a nonprofit national development organization, has been working to promote fundamental human rights for excluded poor and underprivileged minorities since its establishment in 1995. Over the period, 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.

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

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 rights focusing 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;
- 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. Due to inherited socio-economic, cultural and political deprivation, poor people particularly rural women rarely have access to justice. 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. Over the generations, due to discrimination based on caste, religion, place of birth or families/descendents place of birth and occupation, Dalit, socially excluded and linguistic minorities have been experiencing multiple forms of discriminations and human rights violations because of the social attitude towards them and lack of government facilities.

Working Area



On the other hand, Urdu-speaking communities in the country have been deprived from civil, political, socio-economic and cultural rights. 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.

In order to promote welfare for working, street children and children of garments workers in Dhaka, NU has been working **Child Rights** by establishing child care centre and drop in centre in slum areas. Through these centres, very young children are given day care facilities, 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 Forum (BHRF) Bangladesh Poribesh Andolon (BAPA) Social Action Committee Citizens' Initiatives for Domestic Violence (CIDV) Governance Advocacy Forum Citizens Alliance for Budget 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 International Dalit Solidarity Network (IDSN), Copenhagen, Denmark South Asians for Human Rights (SAHR), Colombo, Sri Lanka Asia Dalit Rights Forum (ADRF), Kathmandu, Nepal. South Asian Feminist Alliance for Economic, Social, and Cultural Rights (SAFA), Del-hi, India Network of Improved Policing in South Asia (NIPSA), New Delhi, India; Asia Pacific Forum on Women Law and Development (APWLD), Bangkok, Thailand Global Legal Empowerment Network - NAMATI

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

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 2004. Since then, NU has been working on community mediation to improve access to justice of poor rural communities. From its research and extensive working experience over the period, by analyzing social dynamics and traditional justice system at community level, NU has learnt that this informal justice system could be an effective strategy promoting human rights and changes social norms, if marginalized and disadvantaged communities particularly women have meaningful participation in the mediation process. When community people including rural housewives engaged themselves with this distinctive process, their individual and collective capabilities improved significantly. In turn, with enhance capabilities, the community mediators, as agents of change, contribute to promote human rights and change social norms.

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 strengthening community forums through facilitating meetings; assisting forum members organizing community mediation (*Salish*); providing legal support through litigation and investigation and community legal counseling; organizing capacity building trainings for both staffs and forum members; and organizing awareness raising programme at community level.

Community Forum

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)** is working at ward level, at the very lower body of union parishad, in order to ensure democratic mediation session, reduce incidence of men and women's harassment and intimidation of individual during mediation process. Based on the community needs and priorities of working areas, a 6 or 7 members committee is functioning at ward level, and NU is working at 837 wards in Barisal, Jhalakathi, Rangpur and Tangail districts. Within the reporting period, 613 meetings are organized by WSCs and around 87% of committee members participated in this meeting (women have increasing number of participation with around 59% in the reporting period).
- **Citizen Right Groups (CRGs)** is working at union and upazila level, acting as a human rights 'Watchdog' in order to play an effective role in mediation process and protecting human rights at local level. CRG organize half-yearly meeting at union and upazila level and annual conference at upazila level. In this reporting period, CRGs organize 186 half-yearly meetings at Union level and 18 meetings at Upazila level. In order to coordinate annual performed activities and share achievements with relevant stakeholders including government and non-government officials, CRGs organize annual conference at upzila level. In this reporting period, nine annual conferences are organized with the participants of forum members, LGI representatives, Government Officials and other stakeholders. A yearly action plan by CRG member is disseminated through the conferences.
- **Grassroots Women Leader Networks (GWLNs)** is functioning at Union and upazila level to ensure rural women's active participation in mediation process that improved women's access to justice. Within the reporting period, GWLNs organize 186 meetings at union level and 18 meetings at Upazila level.

NU facilitated to organize nine GWLNs conference at Upazila level. GWLNs members from Unions of respective Upazila participate in the conference. Stakeholders from government and non-governmental organizations, civil society members, and local elected representatives attended the conference. In these conferences, women leaders share their experiences, challenges and learning with forum members and relevant stakeholders.

- **Vulnerable Women's Group (VWG)** is functioning at village level in participation with the women's who have less access to credit particularly widows, single mothers, divorced women and separated women. VWGs organize meeting in each quarter at union level to raise awareness among them on their rights. By organizing themselves, members of VWGs are not only creating income generation activities (such as poultry rearing and courtyard vegetable cultivation) but also having access to information and services provided by both the government and non-government organizations. In this reporting period, VWG organized 200 meetings where 3159 rural poor women have active participation.

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

- **Coordination meeting among UP, CRG, and GWLNs:** In association with NU, forum members participate and facilitate to organize meeting in participation with LGIs elected members, CRGs, and GWLNs at Union level. Through this meeting, forum members maintain advocacy and network protecting human rights violation at local level. In this reporting period, NU facilitated 86 meeting at union level.
- **Arbitration Council (AC) and Women and Child Abuses Protection Committee (WCAPC) meeting:** In association with NU, forum members participate and facilitate to organize meeting quarterly basis in participation with Arbitration Council and Women and Child Abuses Protection Committee members at union level. The main purpose of these meetings is to create a functioning Arbitration Council and activate Women and Children Abuse Protection committee. In this reporting period, 200 meetings are organized and WSC members have active participation in these meetings.

It has been observed that forum 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 not only actively engage in preventing and protesting child marriage, dowry, illegal divorce but also involve in assisting hardcore poor to have access to government safety net programmes.

Training and Orientation

- A. **Capacity Building Training for Community Forum:** In order to strengthen community forums and ensure systematic, lawful and democratic mediations that are human rights standard, NU facilitates capacity building trainings for forum members.
- **Training of Trainers (ToT) and Orientation Session on 'Human Rights and Gender for Community Forum members:** In order build capacity among the forum members, NU facilitates three three-day-longs ToT on 'Human Rights and Gender'. 87 forum members (whose 50% are women) receive this ToT. In this ToT, forum members learn facilitation techniques and procedure along with Human Rights, Muslim Family Law, Hindu Family Law, Inheritance Law, Counseling, Mediation, Arbitration Council, Women and Children Repression Prevention Act 2000 (amended as 2003), Domestic Violence (Prevention and Protection) Act. 2010.

After receiving the ToT, trained forum members facilitate one-day-long orientation session on the same topics that organized for other forum members. In this reporting period, 50 orientation sessions, where 1364 forum members participated (whose 34% are men), are facilitated at community level.

- **Training on 'Family Law and Salish':** In this reporting period, NU organized four three-day-long trainings for GWLN members and four training for CRG members at Rangpur, Badargonj, Kalihati, and Banaripra. In training, 233 women leaders and 237 CRG members (whose 40% are women) learn on family law, leadership development, women rights, women's participation in *Salish*, and legal procedures at formal court.

Apart from these, 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 are discussed with the forum members.

- B. Capacity Building Training on 'Human Rights and State Laws' for Panel Lawyers:** A two-day-long orientation session on 'Human Rights and State Laws' is organized for panel lawyers. In this orientation session, Domestic Violence Act. 2010, Women and Children Repression Prevention Act 2000 (amended as 2003), inheritance laws, and gender and development issues are discussed among the lawyers. A refreshers training is also organized for the panel lawyers on the same topic.
- C. Capacity Building Training for Staffs:** In order to smooth project implementation, NU organizes two trainings for staffs. In this purpose, the newly recruited project staffs are provided a two-day-long orientation on 'Project Objectives and Implementation Strategy' and a two-day-long training on 'Case Studies and Report Writing'.

Box 2.1: Case Study

Prianka Rani Shil rescued from Culprit and Vested Religious Group

Md. Ismail Molla, from Razapur union of Jhalakathi district, got Prianka Rani Shil's phone number after purchasing a used phone. As Prianka is a name of Hindu religion, with an ill motive, Md. Molla often phone to Priyanka and introduced with her as Shangkar and as Hindu. Shankar used to talk with Prianka frequently even with other family members' phone numbers. After few month of chatting over phone, Md. Molla, in the name of Shangkar, proposed to marry to Prianka, although he is married.

Prianka left her house to Dhaka with her mother's gold ornaments, but poor Prianka found nobody at bus stoppage in Dhaka. After that, Prianka called Shangkar, but his phone was switched off. Prianka called every received phone numbers dialed by Shankar. Among these numbers, Md. Shajahan Molla, father of Md. Ismail Molla, received Prianka's call.

After discussing with Shajahan Molla, Prianka knew that Shankar is a fake name of Md. Ismail Molla. Even though Ismail Molla is Muslim, Prianka, as she flew from her house, wants to marry him. She requested Shajahan to take some immediate action to settle everything. Ismail's father Shajahan tried his best to convince Prianka to go back her parent. He had even discouraged Prianka saying that Ismail is living with his second wife after divorcing his first wife.

But Prianka was determined to meet Ismail and see the last end of the situation. Due to the boldness of Prianka, finally Shajan Molla was compelled to invite Prianka to his home at Razapur. Prianka Rani stayed at Md. Shajan Molla's house for 8 days, but never got the chance to meet with Ismail. By this time, news spread away that Priyanka have gold ornaments along with her. To snatch the ornaments, some local culprits spread a rumor that Priyanka converted in Muslim and now she needs to marry a Muslim. They not only restrict her to leave the village but also forcefully arrange a marriage between Prianka and blind Muslim Man.

With a great fear in mind, Prianka discussed the entire situation with Shefali Momtaz who is a neighbor of Md. Shajan Molla and school teacher of the village. Shefali Momtaz, with her own initiative, tried to send back Prianka to her home, but the local culprits and other village leaders opposed her to leave the village. Some of them were even much interested to take Prianka in their grips, make her a Muslim by changing her religion and let the Muslim blind man marry Prianka.

As there is no other way to help Prianka, Shefali Begum communicates with NU, Jhalokathi office and requests to recover Prianka from this unwanted situation. NU instantly files a case and requests the office of the Deputy Commissioner of Jhalokathi, district police office, Jhalakathi and Upazilla Administration of Razapur to recover Prianka. Finally Razapur police

invaded and freed the girl and brought Prianka with them at the Thana Custody on June 26, 2015 at seven in the evening. Next day, Razapur thana police introduced Prianka upon the court of Jhalakathi Senior Magistrate.

In the meanwhile, NU also communicated with the parents and siblings of Prianka Rani Shil. Besides, NU also provided all sorts of supports and services through its panel lawyers to deal the issue in court. Having the consents of Prianka, the honorable court handed over Prianka to her guardian. With them all, Prianka went home at Dinajpur. Now Prianka is living happily with her family and is continuing her study.

Community Mediation (*Salish*)

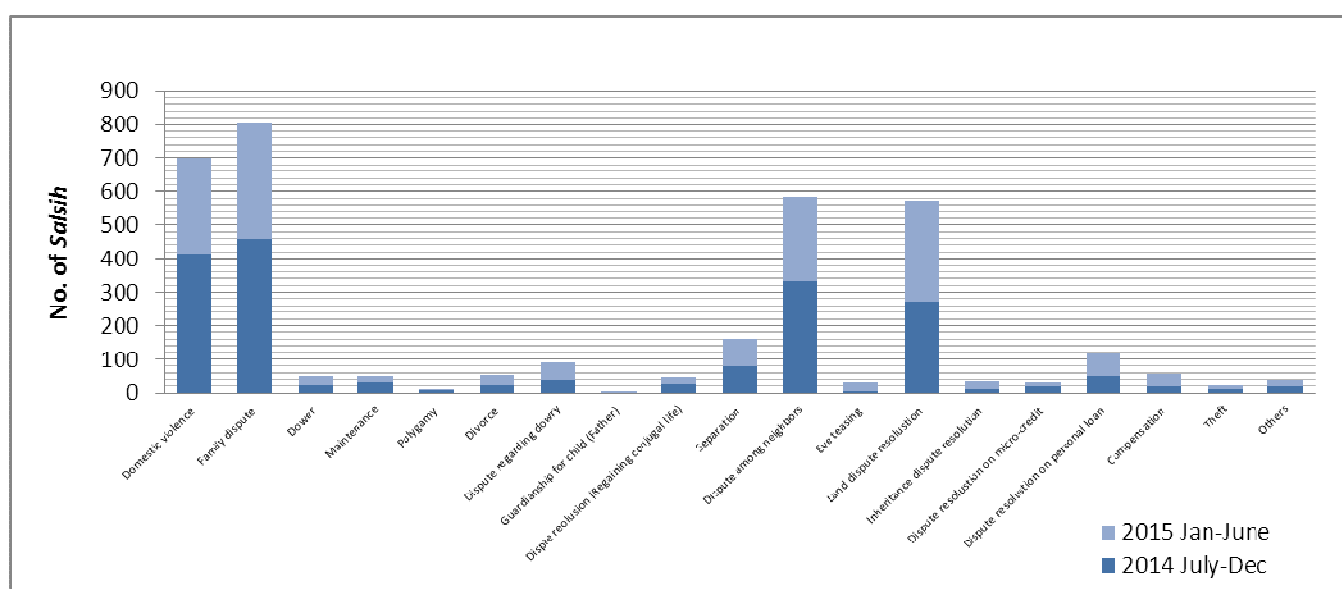
NU emphasizes to capacitate the traditional mediators for adopting systematic, lawful and democratic mediation so that people interests can be served on the basis of equality and justice. NU finds significant impact in this strategy. The mediators settled a large number of disputes that categorized with registered dispute at NU and un-registered dispute.

Status Settled *Salish*: Within the reporting period, NU settled 3446 disputes through *Salish* at community level. The natures of complaints are 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* marriage, polygamy, affair related dispute, fraud, cutting trees, theft and stalking. It has been observed that 43% of the complains settled as either dowers or maintenances. The main reason for this ratio is that at the beginning complains received as domestic violence and family disputes; however, at the end of the *Salish*, most of the received complains settled as divorce with dower or maintenance.

It has been observed that women's participation, decision-making process in *Shalish*, is increasing gradually. In this reporting period, 3039 women leaders out of 11666 *Salishder* actively participate in decision making process of community mediation process and standing for women. 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.

Salish Facilitated

(July 2014 – June 2015)



Forum members get opportunity to optimize their individual and collective capabilities when they have engaged themselves with NU facilitated *Salish*. This transformation process not only improves community mediators' individual and collective capabilities but also in turns, promotes human rights and changes social norms. Community members with improved individual social and psychological and political capabilities work as agent of change surrounding their society; moreover their collective voice and identity, representation and solidarity and political recognition assist them to generate social capital into social movement that promotes human rights and changes social norms.

Resource Realization through Salish: It has been recorded that *Salish* is not only creating a win-win situation of both parties and ensuring human rights but also resource are realized in favour of victims. All together, 1352 victims (female: 645 and male: 707) are directly benefited compensating total BDT. 17,092,375 and 3570 decimals of land. It has been recorded that most of the cases, victims use these entitled lands and money for further income generation activities including leasing and purchasing land, planting crops and rearing domestic animals.

Money and Land Realization

(July 2014 – June 2015)

SL No.	Type of Realization	2014						2015						Total
		July	August	September	October	November	December	January	February	March	April	May	June	
1	Money Realization (BDT)	1,173,200	1,544,650	1,063,050	904,350	1,403,500	1,546,125	2,112,300	1,482,300	2,102,450	1,121,000	1,344,600	1,294,850	17,092,375
2	Land Realization (Decimal)	517	80	414	118	256	669	262	121	211	217	516	189	3570

Box 2.2: Case Study

With the collaborative assistance from Local police administration, civil society members and NU facilitated community forum's Members Yesmin Akter got justice

Almost 9 years ago, Yesmin Aktar and Md. Kalam get married by following Islamic social norms. Over the time, Yesmin and Kalam are blessed of one son and two daughters. Even though they have a very happy family, Md. Kalam is not happy with his marital life, and habituated with extra marital affair with a neighbouring woman. Often Yesmin is beaten by Md. Kalam without any reason. On the night, Yesmin Akter is bitten by Md. Kalam, when she requested to give up his extramarital affairs. Eventually, Md. Kalam's maternal aunt and maternal cousin brother join with him and began to torture on her. When it was asked from Yesmin Akter, why she was beaten by them, she tearfully informed that they want to grab their homestead land.

On 24 May 2015, staffs of NU are known to a news of domestic violence when Mr. Ziaul Hassan, Officer In Charge (OC), at Banaripara Upazila, Barisal came to NU regional office and requested NU to conduct a fact finding and if possible, settle the case through community mediation. When NU staffs first met with Yesmin at General Hospital in Banaripara, Barisal, she said with tearful eyes and showing her injuries that she had lost everything.

When local police administration knows the incidence, captives – Mrs. Sufia Begum Kamal and Md. Mamun maternal aunt and and cousin brother of Md. Kalam respectively – were taken into the detention centre. As Md. Kalam escaped, it was not possible to send into detention centre.

On 28 May, in association with NU and local Police Administration, a *Salish* board is formed in participation with community forum members – Citizen Rights Groups (CRGs) and Grassroots Women Leader Networks (GWLNs). Numbers of civil society representatives – Rahat Suman, President, Press Club, Banaripara, Md. Amir Hossen, UP Member, Md. Makbul Hazari, Member, CRG, Firoza Begum, Member, GWLNs, Mossamat Sufia Begum and Nasrin Begum, Community Mobilizer, NU, Yesmin Akter– had attended in the *Salish* held at 7 pm on the day. Plaintiff and culprits also attended in *Salish*.

Salish board had given its decisions that Mossammat Sufiya Begum and Md. Mamun would pay 70,000 BDT (Seventy Thousand Taka) to Yesmin by 2.00 pm on 31 May 2015, and Md. Kalam would continue conjugal life with Yesmin. Md. Kalam would ask pardon from her Father-in-law for his offense. However, Md. Kalam denied continuing his conjugal life with Yesmin and was taken into the detention centre. On 29, May 2015 Md. Kalam was discharged when he agreed to continue conjugal life and would ask pardon from his father-in-law.

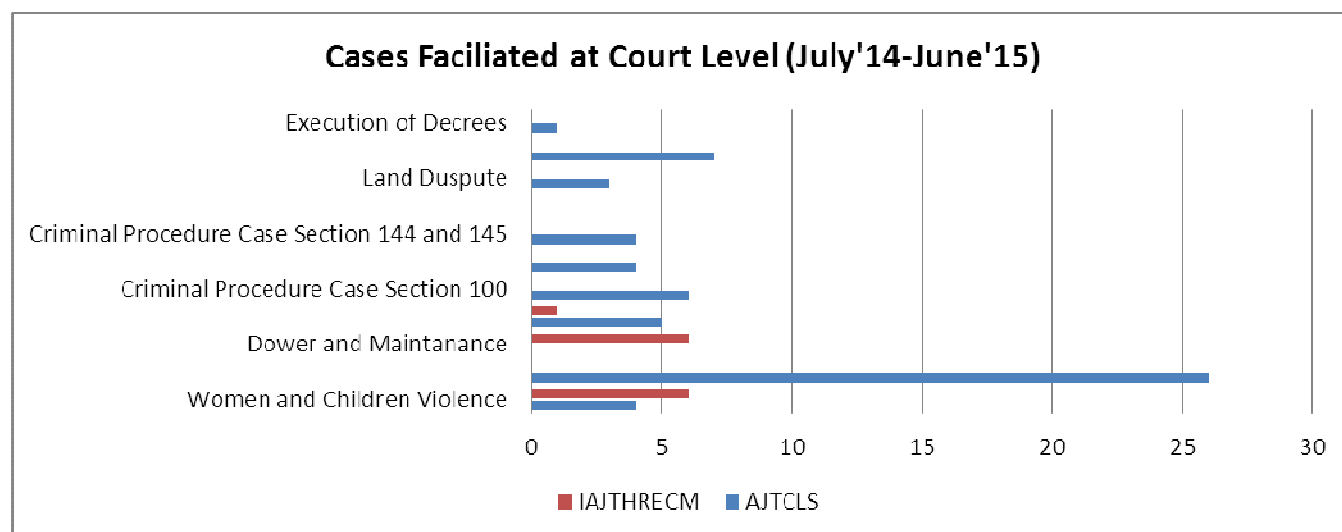
On 31 May at 10 pm, Mossammat Sufiya Begum and Md. Mamun paid 40,000 BDT (Forty Thousand Taka Only) to Yesmin in front of Yesmin's father and local Police Administration. As it was late night, this amount of money deposited to Rahat Suman, President, Press Club, Banaripara. Rest of 30,000 BDT (Thirty Thousand Taka Only) was deducted from actual amount of money considering Yesmin's medical treatment fee (25,000 BDT) and her husband's loan (5,000 BDT) from them.

During the reporting period, it is informed that Mossammat Yesmin Akter is passing conjugal life with her husband. However, victims of domestic violence in the country hardly have access to justice like Yesmin.

Legal Support

Apart from community mediation, NU provides legal support to the poor people. The cases that could not be settled through *Salish* are considered for providing legal support at the court level. In this case, at first NU investigates the matter, and later supports the victim to get justice through formal court with the help of panel lawyers. The victim also can apply for legal support from NU.

Litigation: In this reporting period, 94 new cases are lodged at formal court and total 34 cases are resolved at formal court with the support of panel lawyers. At present cases like family dispute, violence against women and children, land dispute, dowry, alimony and maintenance are litigated and supported by 36 skilled panel lawyers.



Half Yearly Coordination Meeting with Panel Lawyers and stakeholders: NU arranges half yearly coordination meeting with panel lawyers, beneficiaries and other stakeholders. Government officials, local government elected members, and group members are also invited in the meeting. This year, 10 coordination meetings are organized by NU. Lawyers' coordination meeting not only generating opportunities sharing about cases and their procedures but also creating a linkage between lawyers and stakeholders.

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 skilled panel lawyer at the union level. During the reporting period, 2961 poor community people (around 40% are women) received advice on different legal issues.

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 9 working areas 87 complain centres, which 37 centres are running without any rent allocated by community or provided room by the union council, are functioning effectively.

Box 2.3: Case Study
Merina Parveen
(A Name of Struggle and Success)

Merina Parveen, who had long struggle experience in life, has recently been awarded 'Joyeeta Award' on occasion of the 'Fortnight of International Violence against Women and Begum Rokeya Day 2014' inspiring her long struggle for education and contribution in improving women's access to justice by Upazila Administration, Banaripara. In 2002, Merina Parveen first learnt about Nagorik Uddyog from her younger sister and inspired to work for unprivileged women who have less access to justice. Nowadays, she is one of the inspiring models of many young girls at her village at Shoiyadkhathi Union, Banaripa.

Merina Parveen dropped out from her school, as she had to be married with a less educated and jobless man, when she was only 10 years old and studying at class five. Her husband and parent in law agreed to admit her school again after her request. However, she dropped out again from her school, in a logic she would not respect to her husband if she would be more educated compared to her husband. And, her husband started to physical and physiological torture on her. In that situation, she got back to her parent house, and admitted again in class nine and passed SSC and HSC in 1994 and 1997.

In 2002 she joined as a teacher in a local Madrasa, a religious based school. In the same year, she started to work with Union Grassroots Women's Leader Network (GWLN) in order to protect and prevent child marriage, domestic violence in her Illuher Union. Within this time, she received training on 'Human Rights, Law and Community Mediation' that comprised with family law, Muslim inheritance rights, and gender from NU. By the time, she successfully prevents 7 child marriages and contributed get back conjugal life of many couples. Among them, Taslima (13), Sharmin (14), and Kabita Das (16) are the name who rescued from child marriage.

Even though she is working against domestic violence, Merina Parveen herself was experienced physical and psychological torture from her husband, as he wanted to get permission for second marriage. In this circumstance, in 2007, she divorced her husband. However, she is dedicated to work for unprivileged women and men who are becoming victims due to domestic violence with Union and Upazila level GWLN. Moreover, she is dedicated to work for those children who have less access to education.

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.

Awareness raising through cultural programme: In order to raise awareness, NU organizes Baul (Folk song) show and drama at community level on family violence, violence against women, dowry, divorce, and child marriage among the community people. In this reporting period, NU facilitated to organize 516 Baul Song Show at community level. It is reported that 62,675 community people (women: 23,986, men: 17,299, and children: 20,358) observe

these *Baul* Song Show. Apart from this, NU facilitates 400 dram shows at community level and around 42,156 community peoples observed the dramas, whose around 50% are men.

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 5000 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 2,272 community group discussions sessions at community level and total of 90,947 community people (women: 83,810 and men: 7,137) attended the community awareness raising sessions. These sessions are organizing 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.

What NU has made changes at community Level?

There are significant evidences that NU facilitated community mediation, with distinctive features and unique process, is not only improving community mediators' individual and collective capabilities but also in turn these capable mediators are working as change agent and promoting human rights and change social norms. Outcome of the NU facilitated community mediation are give below:

a. Promote access to justice especially for women and disadvantaged groups: From traditional community mediation, poor people especially women and disadvantage groups hardly have access to justice due to patriarchal norms and practices rooted in society. As NU facilitated community mediation maintains certain features (that include democratic space, follow existing law, gender responsive, uphold human rights standard, ensure women's and community participation, and documentation, follow-up and counseling) and follows distinctive process, people irrespective with sex, religion, ethnicity, level of income get justice without any discrimination.

There are significant evidences that rural poor women are getting access to justice from domestic violence and torture. In societal level, a great number of women are way out from child marriage, *hilla* marriage, verbal divorce, and dowry that contributing to promote human rights and change social norms. In this reporting period, forum members have resolved 700 domestic violence and 802 family disputes. Apart from these, 48 women and 50 women get dower money and maintenance cost.

b. Changed justice seeking behavior among the community: In before, if any dispute occurs at village level, whether it is civil and criminal matters, community people rely on either traditional mediation or formal justice system. However, poor community people hardly have get fair judgment from traditional mediation and have access to these justice systems in formal court. Nowadays, disputant parties are relying and habituated with NU facilitated community mediation. Moreover, in before, if any human rights violation occurs at family and village level, disadvantaged communities particularly women have a tendency to hide the matters. But, these days they are filing cases at NU against oppressor whether they are family members or village elites and getting justice without any discrimination. Among the community people justice seeking behavior has changed whenever

human rights violation occurs whether it is in family or in the society. In the reporting period, forum members have resolved 1502 family cases (700 domestic violence and 802 family disputes).

- c. *Reduced litigation ... for general disputes, changed community mediation gained acceptance:*** It is reported that disputant parties rely and are habituated with committee members' facilitated mediations that has trickle down impact in the litigation system. As committee members handle the mediation with knowledge, skills and expertise, civil matters including family disputes, land and other issues, are settled at village level. As a consequence, in the project area, people's tendency of filing cases in the formal court has reduced among the community people.
- d. *Strengthened peace and harmony at community level by increasing tolerance among the conflicting groups and in general:*** Community people are more aware on human rights and legal knowledge through networks and campaign. The human rights and legal education improve level of tolerance among the community people that in turn strengthened peace and harmony at community level prior to the project intervention.
- e. *Reduced violence against women, dowry and child marriage:*** Committee members and local government representatives admit that violence against women, dowry and child marriage have significantly reduced after project intervention, as forum members are proactive against human rights violation. Even, since community people are aware on women rights, violence against women, dowry, and child marriage reduced significantly.
- f. *Enhanced women's leadership resulting participation as mediators and other public issues:*** After project intervention, women's emergence as mediators is one of the significant social changes boomed at community level. Women's emergence as community mediators not only improve their individual and collective capabilities but also are visibly changing the dynamics of community dispute resolution. Women leaders, with their enhanced knowledge and understating, handle the mediation process with confident and can confront other mediators who might attempt to inflict a corrupt practice.

With their improved individual social belonging, relation of trust, sense of identity, values, and leadership ability, women community mediators are confident to deal with other social issues too. It is reported that women leaders are assisting poorer section of communities not only organizing self initiated issue based campaigns at community level (such as school campaign on child marriage and dowry) but also helping them in order to have access to basic services (such as, government provided safety net programme for hardcore poor).

- g. *Enhanced women's participation in political process:*** Women's individual and collective capabilities are improved when they engaged themselves in NU facilitated community mediation process. There enhanced capabilities in turn improve their participation in political process significantly. Their capacity of raising voice, representation, collective identity, solidarity and terms of recognition not only help them to overcome external social and psychological barriers but also enable them to participate in political process.

Ability to participate in political process is grown up among group members, when rural village housewife become active in NU facilitated community mediation process. This includes electing committee and networks leadership at Ward, Union and Upazila within two years of interval. Their leadership ability is sharpened up when they enjoy chair in community mediation, community level workshops and seminars that encouraged them to participate at local level political process. For instance, two women leaders - Mossamat Mohasina Khatun at Badargonj Upazila and Mossamat Manoara Begum at Kalihati Upazila – were elected as a Vice-Chairman in 2008 and 214 in Upazila elections respectively.

- h. *Improved community/local governance:*** There are significant evidences that NU facilitated community mediation could improve community/local governance system. Committee and network members act pro-

actively and organize protest rally, human chain and advocacy for justice with local authorities whenever human rights violations occur at local level. For instance, CRGs and GWLNs members at Ramnathpur Union in Rangpur district organized a human chain at the ground of Shahid Minar at Badargonj Upazila on 11 August 2014, demanding proper punishment under the law and order when an offender of a rape case was not under the custody, and a memorandum was given to Officer in Charge (OC) of Badargonj Police Station. Around 102 networks and civil society members (49 women and 53 men) were attended in this human chain, and local and national print and electronic media broadcast this news. These types of collective initiative organization by community mediators create a pressure among local police and administrative agencies to be more accountable and responsive in their responsibilities.

- i. Enhance access to government basic services:* Poor people have rights to access to government services. Government of Bangladesh has a social security and welfare fund to ensure social security among the hardcore poor in the county. Under the safety-net programme extreme poor people including widows, disable and old aged people are given cash grant and food stuffs every months. However, as local government institution (Union Parishad), the lowest body of the government, have less capability, and are politically biased, and even have the corrupt practices, in many cases extremely poor people remain out of the programme, non-deserving people received the benefits, due to patron- client political culture. Community groups' members that include CRG and GWLN members are actively monitoring distribution of this safety net support through local government. It is reported that, from July 2014 to June 2015, community groups identified 618 persons who deserve to get the benefits, and pursue with the local government's officials in getting this supports.

NU facilitated community mediation, with distinctive features and unique process, is promoting human rights and changing social norms at local level. Disadvantaged communities' particularly rural housewives individual and collective capabilities are improving significantly, when they have engaged themselves with this distinctive process. Being members of the network, the community mediators, with learned human rights and legal education, have been working as agent of change at local level. Without any discrimination that base on sex, origin and ethnicity, religion, and level of income, the community mediators are providing justice to the poor communities. Moreover, their pro-active involvement in social issues (such as child marriage, *hilla* marriage, dowry, and domestic violence) is not only promoting human rights but also changing social norms.

Dalit, Socially Excluded and Minority Rights

Introduction

It is estimated that around 6.5 million Dalits and people from socially excluded and minority communities have been living in Bangladesh. Over the years, 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.

Considering their socio-economic condition, since 2002, Nagorik Uddyog and BDERM, an organization for Dalit, are jointly working aiming to create an enabling environment where Dalit, socially excluded and minority communities would live with full respect and dignity and enable to exercise their rights fully as citizen.

Box 3.1

Whom NU Works With

- 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 aiming 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 group founded for protesting if any human rights violence happened against Dalits communities through organizing workshops, rallies, human chain and maintaining advocacy and network in/at local, national and international.
- c. Civil Society Organizations (CSOs)** is formed creating awareness among local community, civil societies, elected representatives, and local administration on Dalit human rights issues. 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 their status in the society.

A. BDERM District Committees Formation and Issue Based Discussions

In order to strengthen Bangladesh Dalit and Excluded Rights movement, BDERM, in association with NU, not only forms committees in 30 districts but also organizes district level discussion sessions across the country.

District level discussion session and committee formation: In this reporting period, BDERM district committees are formed in the following districts: Meherpur, Chuadanga, Faridpur, Rajbari, Gazipur, Manikganj, Chittagong, Comilla, Laxmipur, Chandpur, Norail, Barguna, Patuakhali, Jhalokati, Bhola, Joypurhat, Nator, Panchagarh, Habiganj, Moulvibazar, Madaripur, Shariatpur, Dhaka, Gopalganj, Bagerhat, Bogra, Kurigram, Lalmonirhat, Nilphamari, and Gaibandha. Along with BDERM central and district committee members, other key actors including policy makers, academicians, government and non-government officials showed their solidarity for Dalit rights in this discussion session. In these meetings and discussion sessions, BDERM central and district level committee members discussed and shared their issues including human rights violation with Members of Parliament, deputy commissioners, and civil society members.

B. Fact Finding and Documentation

In this reporting period, NU conducted fact finding if any human rights violation occurs against Dalit. From the fact findings, it is identified that across the country Dalit communities are becoming victims of human rights violation. In the reporting period, across the country, 19 human rights violation cases are identified. Most of the cases are either related to cast based discrimination or land grabbing. Besides, physical tortures, abduction, rape and gang rape, and murder are the happened against Dalit community.

C. Lobby, Advocacy and Campaign

At local and national level, NU and BDERM is closely working for enacting Anti-Discrimination Act and regulating government decisions and taking effective initiatives if any human rights violation occurs against the community. In international level, NU is mostly working to create pressure on government in order to take holistic measures not only for improving Dalit's live and livelihood but also ensuring human rights.

In order to end cast based discrimination and human rights violation across the country, NU and BDERM have not only conducted fact finding of human rights violation that occurs against Dalit's community but also, to get remedy, placing memorandum to the government, organize human chains, rally and workshops, arrange meetings, discussion and sharing sessions in collaboration with national and international network's partners.

a. Dialogue with Policy Makers

Meeting with Deputy Speaker, National Parliament: On 18 August, 2015 a group of representatives of NU, BDERM, and interns meet with Advocate Md. Fazle Rabbi Miah, Deputy Speaker, the National Parliament, the People's Republic of Bangladesh. In this meeting, honourable Deputy Speaker is handed in publications and leaflets on Dalit issues and is requested to pass the Anti-Decimation Act. proposed by Law Commission. The honourable Deputy Speaker is also informed about the current socio-economic situation of the Dalit, excluded and minorities in the country. In order to improve the socio-economic condition of the community, honourable Deputy Speaker give them words he would do everything within his job responsibility.

Dialogue with Parliamentary Members, Members of National Human Rights Council and Members of Law Commission: In order to inform the Dalit's human rights situation in the country, 20 August 2014, BDERM leaders meet with Mr. Israfil Alam, MP, at his office. On the same occasion, on the same day, the BDERM leaders meet with Mr. Riazul Hoque, a member of National Human Rights Council at his office.

On 21 August 2014, leaders of BDERM and members of Dalit Commission, Nepal, meet with Md, ABM Khairul Hoque, Chairman of Law Commission and Dr. Shaha Alam, member of Law Commission. In these meetings, BDERM leaders urged to them to pass the Anti-Discrimination Law.

Meeting with Vice Chancellor: Due to deprivation and caste based discrimination over the generations, Dalit students hardly have access to higher education. In order to get access to higher education, central and districts leaders of BDERM meet with university Vice Chancellors. In the meeting with Vice Chancellors, the leaders urged them to take affirmative action and preserve quota for Dalit students.

Meeting with Human Rights Commission: On 22 April 2015, NU and BDERM representatives meet with Professor Dr. Mizanur Rahman, Chairman of National Human Rights Council. The representatives handed in publications and leaflets to the honourable chairman and informed him about the human rights violation against Dalit, excluded and minority communities.

b. Dialogue in District and Divisional level:

Leaders of district committees of BDERM (52 district committees out of total 64 districts) have continued the regular meetings with national and local level policy makers, government authorities and law enforcement agencies to create mass awareness on Dalits to end caste-based discrimination.

District level meeting: Along with divisional level discussion, BDERM representatives organize district level meetings in Khulna, Bogra and Jessore. These meetings are presided by either local Member of Parliaments (MPs) or government officials. Civil society representatives including local government elected representatives, retired school and college teachers have active participation in these meetings. The BDERM representatives have shared Dalit communities' socio-economic situation and human rights violations across the country. The honourable guests also showed their concerns on human rights violation against Dalit community.

Memorandum to Deputy Commissioners: In order to socio-economic and infrastructural development of the minorities' area across the country, except Chittagong Hill Tracts (CHT), the Prime Minister Office, the Government of the People's Republic of Bangladesh circulated an office letter to 36 Deputy Commissioners. Considering this office letter, in order to take effective measure to the Dalit community, the BDERM representatives organize rally and place memorandum to the respective Deputy Commissioners.

Divisional level discussion session: BDERM organizes six divisional level discussion sessions on 'Lives of Dalit community: socio-economic development and human rights' in participation with BDERM central, divisional and district level representatives in Jessore (Jessore and Magura), Khulna, Sylhet (Srimangal), Barisal (Bhola) and Dhaka (Gopalganj). These sessions have presided by either policy makers (such as parliamentary members) or government officials (such as Deputy Commissioner) or civil society members (such local leaders and academician). Through these meetings, government and non-government officials and civil society members not only showed their solidarity on Dalit and excluded communities occupational safety and security but also urged to the government to enact law urgently against discrimination that occurs due to cast and occupation.

Box 3.2

Donours and Government Official Visit

- On 23 November, 2014 Mr. Shekibur Rahaman, Deputy Director, NGO Affairs Bureau, visits NU working areas in Srimongal Upazila. During his visit, he checks NU official records and observes NU facilitated Uddyog non-formal education centres and tube-wells at Manikchara tea garden. After one-one discussion with students, the Deputy Director expressed satisfaction and order to establish more non-formal education centers for Dalit students in this area.

- On 19 April, 2015 Dr. Helal Uddin, Director, NGO Affairs Bureau, visits NU working areas in Bhola. During his visit, he observes NU facilitated Uddyog non-formal education centers at Bapata Colony and discuss with students. In his visit, he also visits NU established tube-wells and sanitary latrine the colony and talks with Mr. Sajit Lal Hela, who trained on mobile repairing and trained women on handicraft. Deputy Director expresses satisfaction and acknowledges for working with the unprivileged section of Dalit communities in Bhola.
- Mr. Utz Gundert, Chief, Asia Pacific Region, Bread for the World and Mr. Gobinda Shaha, Consultant, CSS visit Gonoktuli City Colony on 31 October, 2014. During their visit, they discuss with trained women on handicrafts.

c. Seminars at National Level:

To bring the wider civil society on board towards the rights of Dalits, NU and BDERM jointly organize numbers of issue based workshops and seminars at national level.

Seminar on ‘Dalit’s’ Right to Health: Accessibility and Reality’: NU and BDERM organize a national seminar on **‘Dalit’s’ Right to Health: Accessibility and Reality’** on 10 March 2015 at Centre on Integrated Rural Development for Asia and the Pacific (CIRDAP) auditorium. The representatives from national and international organizations working on health issues participate and share their valuable experiences and future strategic direction to improve Dalit communities’ health rights.

Seminar on ‘Right to Accommodation and Land: Dalit Communities Accessibility and Reality’: A seminar on ‘Right to Accommodation and Land: Dalit Communities Accessibility and Reality’, chaired by Mrs. Moni Rani Das, President, BDWF, is organized on 20 October, 2014 at CIRDAP auditorium. Mrs Nurzahan Begum, honourble MP and Member of Standing Committee, Ministry of Housing and Public Works honoured as Chief Guest along with other distinguish guests. The representatives from national and international organizations, national level civil society members, representatives from BDERM district and national committee share their views and demand an effective measure from government to improve the housing problem of Dalit’s communities across the country.

Seminar on ‘Context of Dalit Communities Human Rights: Role of Government, Policy Makers and Civil Society’: NU and BDERM jointly organize a seminar on **‘Context of Dalit Communities Human Rights: Role of Government, Policy Makers and Civil Society’** on 30 October 2014 at Parliamentary Member Club, National Parliament. Ten honourable Members of the Parliament – along with civil society members, academicians, national and international development partner officials and BDERM national and district level representatives – have attended in the seminar. In seminar, a newly published research book cover is unveiled by the distinguish MPs and guests.

d. Day Observance

‘Human rights Day’ 2014: On the occasion of ‘Human Rights Day’ 2014, BDERM organizes human chain and protest rally in thirty-four districts across the country: Dhaka, Narayanganj, Sherpur, Faridpur, Moulvibazar, Sylhet, Habiganj, Barisal, Pirojpur, Bhola, Rajshahi, chapainawabganj, Bogra, Joypurhat, sirajganj, Rangpur, Lalmonirhat, Gaibandha, Dinajpur, Nilphamari, Panchagarh, Khulna, Jessore, jhenaidah, Magura, Meherpur, Bagerhat, Satkhira, Patuakhali, Laxmipur, Gazipur, Munshiganj, Tangail, and Comilla.

On the same occasion, on 9 December 2014, the central committee of BDERM organizes a human chain and protest rally from the National Museum to National Press Club in the capital city. From the protest rally and human chain, along with BDERM leaders, the renowned civil society members and human rights activists in the country demand to pass the proposed Anti-Discrimination Act. immediately.

‘International Day for the Elimination of Racial Discrimination’ 2015 at 35 Districts: On occasion of ‘International Day for the Elimination of Racial Discrimination’, on 21 March 2015, BDERM central and district committees organize human chain and protest rally in thirty-five districts across the country: Dhaka, Sherpur, Faridpur, Moulvibazar,

Sylhet, Habiganj, Barisal, Pirojpur, Bhola, Barguna, Rajshahi, Chapainawabganj, Naogaong, Bogra, Sirajganj, Rangpur, Lalmonirhat, Gaibandha, Kurigram, Dinajpur, Nilphamari, Panchagarh, Khulna, Jessore, Magura, Meherpur, Chuadanga, Narail, Bagerhat, Satkhira, Patuakhali, Laxmipur, Joypurhat, Jhenaidah, and Comilla.

At central committee programme, Soiyod Abul Moksud, the convener of the human chain and protest rally, urged that through the nine-month independent war nation has adapted a constitution promising equal rights and dignity for all men and women. However, Dalit, excluded and minorities are far behind the scenario. Yet these sections of communities are struggling for access to decent job and services from government. To improve their lives and livelihood, government should pass the proposed Anti-Discrimination Act. as soon as possible.

Box 3.3

Public Hearing on

‘Discrimination and Violence against Dalit Communities’

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/descendants 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 and butcher) play an important role in social, political and economic sectors. Due to their caste, occupation, Dalit communities not only facing multiple forms of discriminations (including segregation and untouchability) but also human rights violence (land grabbing, and eviction).

Dalit women are 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. Besides, Dalit communities are experiencing daily insecurity, uncertainty and violence from the public, police and officials with usually no recourse to justice. As accused persons are from influential parties, most of the time they are not even taken under custody.

Considering discrimination and violence against Dalit Community and to get access to justice, a public hearing is organized by NU and BDERM on 21-22 December 2014 at CIRDAP. Representatives from Law Commission, national human rights council, academicians, national and international legal aid providing organizations, NU and BDERM participate in this public hearing. Nine victims that include rape, killing, false case, land grabbing and eviction share their struggling experiences in this public hearing.

e. Meeting, Sharing and Discussion Sessions with International Network:

Meeting with National Dalit Commission, Nepal: On 22 August 2014, a discussion session is organized in participation with the representative of National Dalit Commission, Nepal, national executive committee members of BDERM and NU officials. In this meeting, both parties shared respective countries Dalit human rights situation and working experiences over the period.

Meeting with Bread for the World Representatives: On 26 October, 2014, a discussion and sharing session on ‘Human Rights Situation in Bangladesh: the Contract of Dalit, Socially Excluded, and Minorities’ is organized at NGO Forum office in Dhaka, Bangladesh. In this meeting, Bread for the World (BftW) representative, national level civil society, and district and central level BDERM representatives and indigenous communities share their views and concern on human rights situation against Dalit, socially excluded community, minorities and indigenous communities.

Meeting with German Dalit Solidarity Network's Representative: On 30 March 2015, a discussion and sharing session is organized with Dalit Solidarity Network's (IDSN) representative at NU conference room. In this meeting, the IDSN representative is shared on present situation of Dalit across the country and how NU and BDERM are responding the issues over the years.

D. Strengthening Individual and Collective Capacity:

BDERM leaders' exposure visit and participation in international workshops: BDERM leaders have participated in an international workshop 'People's SAARC and Asia Dalit's Rights Forum.' The workshop was organized in Kathmandu, Nepal from 21 November to 26 November 2014. Mr. Sunil Kumar Mrida, President, BDERM, Mrs. Moni Rani Das, Vice-president, BDERM, Mr. Bivuthos Roy, General Secretary, and Mr. Vimpolli Devid Razu, Organizing Secretary attended the workshop.

Training for Dalit human rights Activist: A four-day-long training on 'Dalit Human Rights Activism' is organized from 8 to 11 August, 2014 at BACE Centre, Sonargong, Dhaka. Thirty five Dalit human rights activists from across the country received this training. Along with other discussion topics, human rights violation investigation, advocacy, campaign and networking, Universal Human Rights Declaration, National and International Laws and Treaties on human Rights, and National Human Rights Mechanism were shared in the training. T M Kumar, a human rights activist in India, shared his long struggle experience as a human rights activist at ending session of the training.

Training for Occupational Skill for Socio-economic development: It has been identified that most of young Dalits are unemployed and have no skills to get self employed. Dalit people are deprived from education over the generation being a member of so called untouchable community. Because of their caste and occupation, government and non-government organizations hardly offer skill development trainings. In order to improve their lives and livelihoods, NU offers skill development trainings:

- a. Training on Shopping Bag:** NU organizes four fifteen-day long trainings on 'Making Shopping Bag' at Jessore, Sreemangal (Moulvibazar), Batiaghata (Khulna) and Maheshpur (Jhenaidah) among forty Dalit women receive this training. Government line department officials and Local Government representatives observe these trainings.
- b. Training on Professional Driving:** NU offers professional driving course to 10 young Dalit young men that they can earn for their family. After getting training in three steps, the trainees receive driving license from Bangladesh Road Transport Authority and earning by driving CNG auto-rickshaw.
- c. Training on Stitch craft:** Twenty women from Gonoktuli city colony and Nazira Bazar city colony receive three-month long training on Stitch craft two batches. First batch receive training from 25 September at Gonoktuli, 2014 and second batch received training from 30 March 2015 at Nazirabazar.
- d. Training on Mobile Repairing:** Ten young Dalit men from Jessore, Kulna, and Moulvibazar are offered training on Mobile Repairing. It is reported that after receiving the training, the young Dalit men are repairing mobile and earning for their family.

E. Need based Supports

Education Support: Due to victims of human rights violence and being the members of so-called untouchable community, Dalit community as a whole have been depriving from education over the generations. In order to improve the educational level of Dalit community, NU and BDERM are jointly offering education support to the community:

- a. English Language course:** In competitive job market, knowing English is a precondition. Considering this, eight Dalit students are offered English Language Course from a renowned English course providing centre Sifurse

Private Lt. Among them, six students are from University of Dhaka and other two students are from Dalit human rights defenders.

- b. Non-formal Education Center:** NU established 10 non-formal schools naming Uddyog Education Center In February 2014 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 hops among the communities for an educated future generation.
- c. Annual Sports and Cultural programme held at Uddyog Education Centre:** Every year, NU organizes annual sports and cultural programme at Uddyog Education Centre. In this reporting period, NU organizes 10 annual sports and cultural programmes for the students at Uddyog Education Centre in Dhaka, Sreemongal and Komolgonj, Barisal and Bhola. Along with the winners in competition, all students are given one water pot in order to encourage in study the young student.
- d. Educational materials distribution at Uddyog Education Centre:** NU distributes education materials that include books, floor mate, note books, pencils and slat among the students. Along with this, on 2 October, 2014, NU distributes 50 school bags among the students of Gonoktuili city colony. Mrs. Moni Rani Das, vice-president of BDERM and Mr. Vimpolli Devid Razu, organizing secretary, BDERM attended in school bag distribution programme.
- e. Scholarship for talented/brainy Dalit students:** Every year, NU provides scholarship supported by Jamil-Sharwar Trust among the talented Dalit students. In this reporting period, NU provides scholarship among 40 talented Dalit students across the country.

Providing Water and Sanitation Support: Facilities of water and sanitation are most concerning issues in Dalit's colony. Although colonies of Dalit communities are in either City Corporation or Municipal areas, these colonies are given less priority in development interventions. Considering their water and sanitation facilities, NU is establishing tube-wells and sanitary latrines in Dalit colonies.

In this reporting period, NU established 10 tube-wells in Moulvibazar (Kamalgonj and Sreemangal) and Bhola. The men and women of Dalit communities are drinking water from these tube-wells. Besides, in the same sub-districts, NU established sanitary latrine.

F. Dalit Women's Rights and Leadership Development

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. They hardly have access to basic services including education, health, water and sanitation provided by government & non-government development organizations.

In order to improve the Dalit women Socio-economic condition, BDWF and NU have been working aiming to build leadership among Dalit women by strengthening their individual and collective capabilities.

Box3.2

Bangladesh Dalit Women Forum (BDWF)

In order to improve the Dalit women's socio-economic condition, Bangladesh Dalit Women Forum (BDWF) 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) was formed in participation with 10 Dalit women lead community based organizations (CBOs).

Annual Conference Bangladesh Dalit Women Federation: On 23 December, 2014, Bangladesh Dalit Women Federation (BDWF), in association with NU, organizes third annual conference at CBCB Auditorium hall. This conference is 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 Jahangir Nagar, and Prof. Dr. Shadaka Halim, honourable commissioner, Information Commission Bangladesh, attended in the annual conference. Around 200 Dalit women and men, representative from civil society and mass media persons attended the conference. In this conference, the main focus 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 order to reduce caste and gender based discrimination, Dalit women are offered fellowship programme. In this reporting period, twelve Dalit women are offered fellowship that they can continue their studies.

Case Study 3.1 Kabita Das

Kabita Das is a village girl of Vennabunia village in Batia sub-district. She married Prithish Mondol 11 years ago. But she went into separation after 4 years of marriage because of a bridal dispute. She has been living with her son at her paternal home for seven years. Kabita Das worked as a land labor before. She had to face many difficulties and slang words because of working as a land labor in the field but she had no other options. She participated in various social activities. She was a regular participant of social awareness meeting of Nagorik Uddyog. Kabita was informed through Nagorik Uddyog that there will be organized a sewing training for women and they could use sewing machines for one year. Kabita Das contacted with Assistant General Secretary, Mr. Subrata Kumar Mistry and completed all procedures to take the training. She started sewing at home after completion of three months training course. She makes ladies clothes, baby clothes, pillow cover, lungi, alters etc. Kabita is now getting lots of orders from different sides of village. She takes lower wages than local market price. At present she is earning about 1000 taka on average monthly. She uses this money for the study expenditures of her son and gives the rest money to her father for family expenditures. Kabita's life is a story of struggle. She wants to make a tailoring shop at her village market and make skilled herself by learning the other tailoring works which she doesn't know. She wants to live with dignity and honor through running her family with her own income. At present, Kabita's income is the only support for her parental family where she got the shelter to live in.



Issue based discussion Session/Information sharing workshops: On 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 honourable special guest. Along with other honourable guests, 65 Dalit women and men from Dhaka, Narayanganj and Jessore have participated in the event.

Consultation meeting with Business Leaders: On 24 July 2014, a consultation meeting with business leaders on 'Dalit women's economic empowerment: initiatives and opportunities' is organized at NU seminar room. Along with Dalit community, business leaders and civil society members, Ms. Nurun Nahar Begum, Programme Director, Department of Social Service, Md. Kamal Hosssain, Chief Executive, Joyeeta attended in consultation meeting.

Skill Development Training: In order to increase poor Dalit women households income, BDWF and NU jointly organize seven three-month long trainings on 'Stitch and Dress Making' in six districts (Jhenaidah -2, Bhola-1, Barisal-1, Khulna-1, Jessore-1, and Moulvibazar -1). Seventy poor Dalit's women, who rarely have access to income generating activities, have received the trainings. 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.

G. Over all Achievements

Government of Bangladesh allocated budget: Over the period, NU has been trying to create a pressure on government for a budgetary allocation among the Dalit community across the country. Finally, over the years of series of seminars, rallies, human chains, and advocacy meetings, the Government of Bangladesh has taken the issues of Dalits into consideration in 2010-2011 National Budgets and allocated 123,000,000 Taka (around one and half million USD) in 2013-2014 National Budget.

Public Universities Introduce Quota for Dalit Students: Within 2015, six (6) public universities have introduced quota for Dalit students for their higher education.

Good relationship between BDERM leaders and National level key stakeholders: NU able to establish a good relationship between BDERM representatives and National level key human rights stakeholders including Law Commission, National Human Rights Council and National level human rights activists and other civil society members.

BDERM networks spreader 52 districts across the country: NU able to spread BDERM networks in fifty two districts across the country. It is now a strong movement, and if any human rights violation occurs against Dalit community in any part of the country, BDERM have ability to organize protest rally, human chain, and discussion session in participation with civil society members.

Mainstreaming Dalit Issue: When NU first started to work on Dalit issue, it was less discussed and less given priority area of government and non-government agencies in Bangladesh. They had less concern about the deprivation, discrimination and human rights violation of Dalit community. However, currently, among the development agencies, Dalit is the most priority area to work in Bangladesh.

A. Linguistic Minorities' Rights

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, enroll in voter list, passport etc.) but also the basic services provided by the government, due to structural bureaucracy.

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

- a. 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;
- b. 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;
- c. 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 order to bridge between law and real life of the Urdu speaking communities in the country, NU is providing legal support through 5 community-based paralegal centers in Dhaka (Mirpur and Mohammadpur), Mymensingh, Khulna, Chittagong, and Syedpur. Camp dwellers and others who have questions or need on legal support come to the paralegal centers. Through the paralegal centers, NU provides Information about the law, paperwork to get passports, birth certificates, trade license and other relevant assistance that provided government line departments.

Community-based paralegals: 10 Community-based paralegals and 3 volunteers, 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.

Community Education

Community education group: The paralegals conduct outreach and hold community education group meetings in the camps. In this reporting period, 1062 camp dwellers (688 female and 374 male) are 90 group meetings are shared 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.

Case Study

A trade license changed Nadim's family's living standards

Nadim Hossain with his parents and three siblings live in Bihari Camp-One at Khalishpur in Khulna. His father, Md. Hasim Hossain, carry out family expenses with a very limited income working in a pharmacy. When his father suddenly suffered a stroke, his family is in deep trouble. Nadim Hossain is the only alternative for his family, as only elder brother is physically challenged, younger brother is still school going, and only sisters is in marriageable aged.

In absence of his father, Nadim Hossain started to work at the same pharmacy where his father used to work. At the beginning, he was paid very poorly that would not enough to carry out family expenses. When he asked to his employer to increase his salary, rather his employer advise him to open an own pharmacy at the camp. With his advice, Nadim opened a new pharmacy, but he could hardly manage dwellers' demand (as he could not able to store enough medicine due to lack of capital).

To expand his business he was in need a big amount of money. As he had no trade license, he could not able to secure a loan. He applied for a trade license in City Corporation Office, but rejected by the officials claiming as a Bihari he is not a citizen of Bangladesh.



When Nadim fail to get trade license, with a frustration, he came to a NU facilitated paralegal centre in Khulna. The paralegal advised him about the process of applying for a trade license. The paralegal also helped him to fill in the application form. Then they submitted the application and negotiated with the authority regarding Nadim's right to a trade license. The paralegal rooted his arguments in the fact that camp dwellers are Bangladeshi citizens that confirmed in a 2008 High Court decision. And camp residents all have national ID cards so that they can get any kind of civil documents and related services. At last, as a result of this negotiation, Nadim's application was successfully processed and he got his trade license.

After getting his trade license, Nadim applied for loan from the BRAC Bank and got 150,000Tk (around US \$1,900). He used this amount of money to expand in his medical supplies and started wholesale and retail medicine selling.

In before, he earned around 6000Tk (less than USD 100) in a month. After getting trade license, he is earning around 15,000Tk (more than USD 200) per month. With this amount of money, after affording his family expenses, Nadim could deposit 1000Tk (around USD15) per month for five years. After five years, Nadim is expected he will expand his business with this deposited amount of money. Meanwhile his younger brother started to go school and young sister has been married.

Access to Citizen's Rights

Although the High Court of Bangladesh confirms that Urdu-speaking communities are Bangladeshi and deserved all kinds of citizen's rights (including right to right to passport, national identity card and birth certificate), at the beginning camp dwellers faced rejection to get birth certificate from government authorities. Within the reporting period 641 birth certificates, 53 Commissioner's Certificates, 54 National Identity Cards, 4 Passports, and 7 Trade license have been issued to Urdu-speaking camp dwellers.

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.

Chapter Four

Child Rights

Introduction

Through research study, NU found that if the children of underprivileged female workers particularly garment workers are provided day-care facilities, their family wellbeing improve significantly. When urban poor women work either in formal or informal sectors, their households' income increase and they can effort education, health care facilities and healthy food for their children. Moreover, street and working children would have a bright future, if they are provided informal education and skill based trainings. Thereby, in order to address underprivileged child rights, since November 2013, NU has been providing a service delivery programme – informal education and skill development training – by offering day-care and drop-in centre facilities for underprivileged working mothers' children and school drop-out working and street children in two slums in Dhaka city.

Box 4.1 Addressed Issues and NU's interventions for 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.

Day-Care facilities

NU provides secured and child friendly day care facilities that include pre-primary education, nutrient food and primary healthcare facilities. Two day-care centers located in the slum settlements at Mirpur and Mohammadpur (Adabar) are successfully functioning from 2013.

Considering the need and priority of the working mothers, these centers are open for 13 hours (from 7 am to 8 pm) in a day and 6 days in a week. At present 88 children, whose mothers are garments worker and/or non-formal sectors workers, are attending in day-care centers regularly.

Considering the need of the children, pre-primary and primary curriculum is followed in this center. Along with this, children are provided nutritious meal and primary healthcare facilities based on growth and nutrition level and extra care. A doctor comes once in a month in each centre to have a routine medical checkup of all the children. In this reporting period, 50 children whose age are 6 to 8 years old are successfully enrolled in main-stream education system and 120 birth certificates are collected for the children whose are 18 months to 3 years old from the day-care centres.



Parent's meetings in day-care centres: In order to increase awareness among the parents, two committees with fourteen members in each committee are from in each centre. Every other month, a meeting is organized in each centre to discuss about the improvement of the centre and also raise awareness sessions are held with the committee members. Parents are invited to share their child progress, ideas and social issues once in a month. In parents meeting, awareness rising session particularly on gender and labour right issues is organized that they can change their surroundings with social justice.

Drop-in-Centres facilities

NU provides drop-in centre services that include informal education, skill development training, and health care facilities to school drop-out, working and street children. The main objective of the service is to provide informal education and vocational training to working and street children that they can brought-up to be responsive citizens. The children in the drop-in centers come in between 10:00am to 7:00pm (9hrs) to learn, relax and take part in indoor games. Every month an inspirational movie with important life lessons is shown to the children that they can well-brought-up.

Children in The drop-in centre are divided into three groups considering their age and educational background. Usually, children come in drop-in centre for three to four hours study for 2 hrs and the remaining hour to play with peers. Most of the children in the drop-in centre can write their name and learnt to read and write Bengali alphabets. The children are getting basic education, which will help them to find a job. In the drop-in centre, children learn alphabets, words, composite sentences and counting both in English and Bengali. The children also learnt rhymes, songs and made a play on 'How to oneself clean' with the help of drop-in centre counselor.

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 138 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 garment and informal sector workers are getting benefits from these drop-in centers.

Box 4.2: Case Study

Sumaiya Receiving Vocational Training

Sumaiya had a content life with her family in her village. The dispute started when Sumaiya's father found out that her mother is not getting any property from Sumaiya's maternal grandparents, as her maternal uncles took away all the property on their name depriving their sisters. Her father starts to torture on her mother to bring property. When nothing happened, one day Sumaiya's father threw them out of the house.

Sumaiya's mother migrated to Dhaka in 2011 with the help of a relative. It was very difficult for her mother to raise 2 daughters and 1 son in this expensive capital with her small income. After giving the house rent, providing food for four became very tough. Thus Sumaiya's mother sent her son to the grocery shop as sells boy and Sumaiya to a house as domestic worker at her 9 years of age.

Sumaiya started to earn 1000Taka per month to supplement her family income. As a domestic worker she had to do all the heavy and risky works. She works 18 hours a day starting from 6 am till she goes to sleep at 12am.

During the field survey NU decided to include child domestic workers in the drop-in centre through motivating their employers to allow them to come in the centre for few hours a day. As a result of that, Sumaiya started to come to the drop-in centre from August'14. Now she is taking vocational training along with 35 children of the drop-in centres. Now, Sumaiya can make bags, showpiece, and ornaments. When she was discussed about her dream, she replied 'I want to open a small showpiece shop, when I would have sufficient money'.



Peers Group: In order to break the bad habits of the street and working children, with consultation with fellows, a peer's group with fourteen members is formed in each drop-in centre. The peer group meeting is organized every month. A particular topic selected based on the social problems generally they face in their life (such as negative consequence of smoking, eve teasing, dowry and child marriage) is discussed in the group. The children learn through sharing their own experience.

Skill Development Training: In order to improve knowledge and skills, working and drop-out girls are provided trainings on showpiece making (such as, purse & bags, artificial plastic cane and stone show pieces). In this moment, 14 children are receiving training and 14 children are learning to operate computer. In this reporting period, in total 24 girl children have received the skill development trainings. 14 children are receiving training on show piece making. 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.

Advocacy, Campaign and Networking:

Seminar on "Children of the Garments Workers: Safety, Education, Health and Daycare: Reality and Action": In association with Bangladesh Labour Rights Forum, NU organizes a national seminar on Children of the Garments Workers: Safety, Education, Health and Daycare: Reality and Action on 23 April 2015. Rana Plaza injured workers and their children raise their demand through this seminar. The seminar is chaired by prominent labour leader Abul Hossain. The honourable member of the Parliamentary Standing Committee and member of the Ministry of Labour and Employment, Md Israfil Alam, MP attends as the chief guest in this seminar. Along other honourable guest Ms. Shaheena Akhter Doly, Executive Director, Nari Maitree, Ms. Omana George, Asia Monitor Resource Centers (AMRC), Mr. Mohit Gupta, Asian Network for the Rights of Occupational and Environmental Victims (ANROEV), and Garments leader Ms. Lovely Yasmin attend in the seminar along with other NGO representatives. The key note paper was present by the Zakir Hossain, Chief Executive, Nagorik Uddyog and member secretary of Bangladesh Labour rights Forum.

Video documentary on 'Growing demand of day-care centre for working and garments workers': In order to advocacy with government and other related stakeholders on growing demand of day-care centre for working and garments workers, a video documentary is made. In this video, importance and growing demand of day-care centre for working mother is well documented and shown fair and equal opportunity for men and women can improve wellbeing in poor urban family.

Street Rally: A street rally is organized on 24th April 2015 in order to mark the two years of **Rana Plaza Tragedy** and visited the spot where the tragedy took place to show respect to the deceased workers.

Challenges

- a. Due to working hours constrain in workplace, working children face difficulties in regular attendance at drop-in centre. To overcome this challenge, NU is maintaining flexible hours attending at drop in centres and also employers are negotiated to allow them to attend at the centers for a minimum of three hours each day.
- b. Due to growing demand of day-care centre, NU is facing difficulties to provide space for the all working mothers' babies. In that case, women who are in difficulties particularly, single mothers, widows and divorced mothers are given priority.
- c. Due to regular migration of street and working children for work and other business, dropout rate from drop-in centre is quite high. In order to address this issue, NU is providing skill development trainings and showing inspirational movies at drop-in centres.

Learning

As a growing developing country, a large number of women in association with men are working in formal and informal labour sectors and directly contributing in national economy. It is estimated that around one third of the labour sectors are women and a large portion of them are working in garments industry. However, when they are going out for work, their children are left in unprotected condition at home. It is not only creating burden to be a working women but also hampering creating an equal atmosphere for men and women. NU learnt that a growing demand of day-care centre for their children can only change this situation and create an equal opportunity for men and women.

Chapter Five

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 labours, 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).

A. Labour Rights

Bangladesh Labour Rights Forum

The government of Bangladesh passed the 'Labour law of Bangladesh' in 2006 in order to ensure the labour rights. However, subject of the informal and unorganized labourers rights are not included in this law. 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.

In order to address the formal, informal and unorganized labourers issues, Bangladesh Labour Rights Forum, a platform of 30 non-governmental organizations led by NU, is formed on 9 June 2012. The overall goal and objectives of the Bangladesh Labour Rights Forum are to organize a social movement in order to realize informal sector workers' rights, and to formulate laws and policies through this movement by creating pressure on government in order to ensure labour rights and their social security.

Programmes and Activities:

Aiming the overall goal and objectives, in this reporting period, Bangladesh Labour Rights:

- organizes a discussion meeting on 'Garments Sector: Safety Workplace and Workers' Compensation' on 31 October, 2014 at Dhaka Reporter Unity, Dhaka;
- organizes a seminar on 'Informal Sector Workers: Recognition, Rights and Social Security' on 25 January 2015 at Dhaka Reporter Unity, Dhaka;
- organizes a seminar on 'Garment Workers' Children Security, Education, Health and Day Care Facilities' on 23 April, 2015 at Dhaka Reporter Unity, Dhaka;

- organizes a human chain demanding that the Bangladeshi fortune seekers, who were standard in sea and detained abroad, be brought back home, human traffickers be punished and human trafficking prevention law be implemented properly on 14 May 2015 in front of National Press Club, Dhaka.

B. Right to Food:

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

In order to ensure food and social security, NU has been leading a right based movement 'Right to Food and Social Security Movement' (RtF&SS) from 2001. 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, 31 local and national development organizations are involving with this campaign based network. The overall objective of this movement is to initiate a campaign on right to food and social security in Bangladesh through ensuring the participation of concerned organizations and individuals.

Programmes and Activities:

In this reporting period, in order to promote food security and social security movement, NU maintains networks by participating and sharing own experiences at numbers of events organized by local, national and international right based organizations. The significant events that NU has participated and shared experiences are given below:

- participates at a conference on 'South Asia Food Rights' organized by Anti Poverty Platform (App) on 30 May, 2015 at Krisibid Institute Bangladesh, Khamarbari, Dhaka-1207;
- participates at a discussion session organized by Publicity for Right to Food on 29 September, 2014 at Chayanot;
- participates at a discussion session on 'Social Audit on National Social Safety Net Programmes: Present Situation and Promotion' session organized by Wave Foundation, Governance Coalition, GROW and OXFAM on 7 March, 2015 at Ajimur Rahman Conference Hall, Daily Star Bhaban, Kaoranbazar, Dhaka;
- participates a 'Review Workshop on Rapid Law and Policy Baseline of Right to Food Provisioning and Social Protection in Bangladesh, Nepal and Myanmar' organized by Dushtha Shasthya Kendra (DSK) 3 June, 2015;
- participates at a seminar on 'Citizen's right on food, water and land' organized by ALRD, Water Rights Forum and International Coalition on 21 October, 2014;
- participates at 'Public Hearing on Right to Food' organized by GROW and OXFAM on 27 October, 2014 at CIRDAP International Conference Hall, Topkhana Road, Dhaka,

C. Right to Information

Campaign on Citizen's Right to Information (CCRTI)

In order to ensure transparency and responsiveness of the government, NU has been working on Right to Information in the name of 'Access to Justice and Information Networks' (AJIN) since 2003. In 2006 AJIN transformed in to 'Campaign on Citizen's Right to Information' (CCRTI) to create pressure on government to formulate Right to Information Act. Through a successful advocacy and campaign with networks, 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.

Since then, in order to enhance good governance by ensuring transparency, accountability and responsiveness of responsive government bodies, NU has been actively involving in promoting, protecting and popularizing the Right to Information Act, 2009 through advocacy, campaign and network.

Programmes and Activities

- NU integrated Right to Information Act, 2009 in its programmes: In order to improve staffs and associated groups and networks members, NU integrated a session on Right to Information Act, 2009 with other trainings.

In this reporting period, 164 staffs (92 male and 72 female) and 1932 groups and networks members (1042 female + 890 male) in Barisal, Jalakati, Rangpur and Tangail received trainings on Right to Information Act, 2009.

- Jointly organized on 'International Right to Know Day, 2014': In this reporting period, in association with Information Commission Bangladesh, NU observes 'International Right to Know Day, 2014' by organizing rally, discussion meeting and cultural programme on 28 September , 2014 at National Museum Begum Sufia Kamal Auditorium, Shahbag, Dhaka. Mr Asaduzzaman Noor, Honorable Minister, Ministry of Cultural Affairs, is the chief guest and Mr Mohammad Faruq, Chief Information Commission, Mr Mortuza Ahmed, Secretary, Ministry of Information are the honourable guest in the discussion session.

Chapter Six

Governance, Administration and Staffing

Governance

General Committee: General Committee (GC) is the legal entity of NU. This body is formed with 11 members (5 female and 6 male) from different background including human rights activists, academicians, development activists, and researchers.

On behalf of GB, an Executive Committee (EC) supervises overall organizational operational management.

Executives Committee: An eight members 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: In order to smooth programme implementation, a Senior Management Team (SMT) is formed with 4 senior staffs (2 male and 2 female) to supervise daily activities at program and project level. SMT deals with fund raising and resource mobilization, strategic planning, programme 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 direct supervision of CE, an Administration and Management unit (A&M) – consisted with Finance and Office Management headed by an Admin and Finance Manager (AFM) – is responsible for overall administration and logistic supports in order to smooth programme and project implementation and other organizational affairs. Along with other regular activities, in order to coordinate with programme and finance, this unit organizes monthly and quarterly staff coordination meeting and senior management meeting.

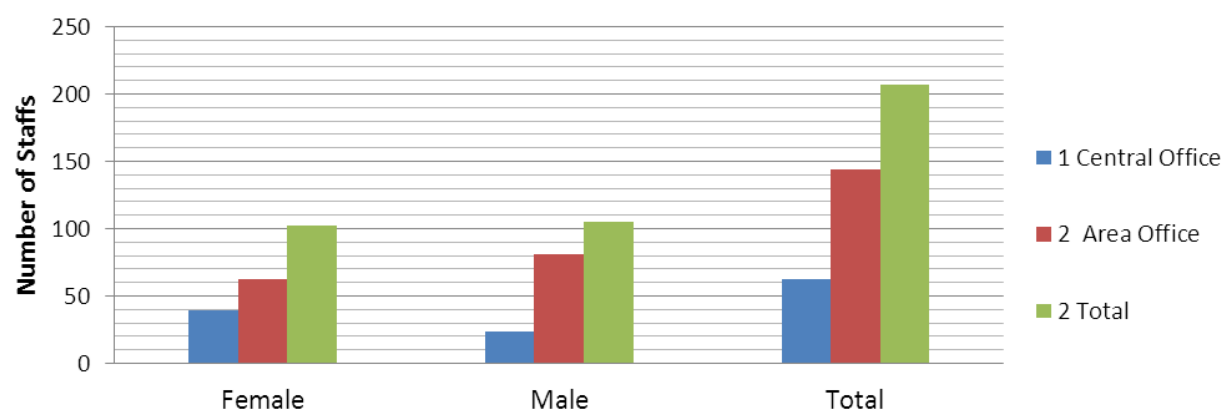
The Office Management wing headed by a Human Resource Officer is responsible for processing staff recruitment and maintaining staff development issues including remuneration through performances assessment. Along with these, this unit also maintains administrative function with NGO Bureau, Government 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. This wing is also responsible for ensuring transparency of financial activities and reasonable usage of fund.

Programme Unit: The programme unit, headed by of project coordinators, 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.

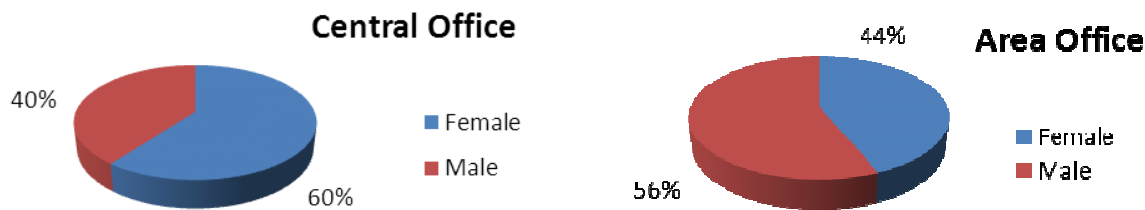
Human Resource Distribution



Staffing and Capacity Building

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 deployed for regular project implementation with support of relevant stakeholders including government and non-government officials, local level elected representatives, and civil society member.

Currently, 207 personnel, comprised with 109 male and 98 female, are working with NU. Among the total employees, 144 staffs (70% of total employees) are deployed at regional, district, Upazila, and Union level aiming to provide assistance to the community. At central office, 60% are female and among them 50% are in decision making level. On the other hand, at area offices, 44% of female are employed considering the remoteness and accessibility to the beneficiaries.



Staff Recruitment: As per as organizational recruitment policy, staffs are recruited through transparent process. NU believes a workplace with non-violence and free from racism. Along with skills, expertise and experience, disadvantage section of communities including women and minorities are given preference during recruitment. In order to establish free and fair and justice and egalitarian society, NU believes in equal rights and opportunities for both male and female not only in selecting beneficiaries and stakeholders but also in organizational recruitment process.

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 aboard, 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.

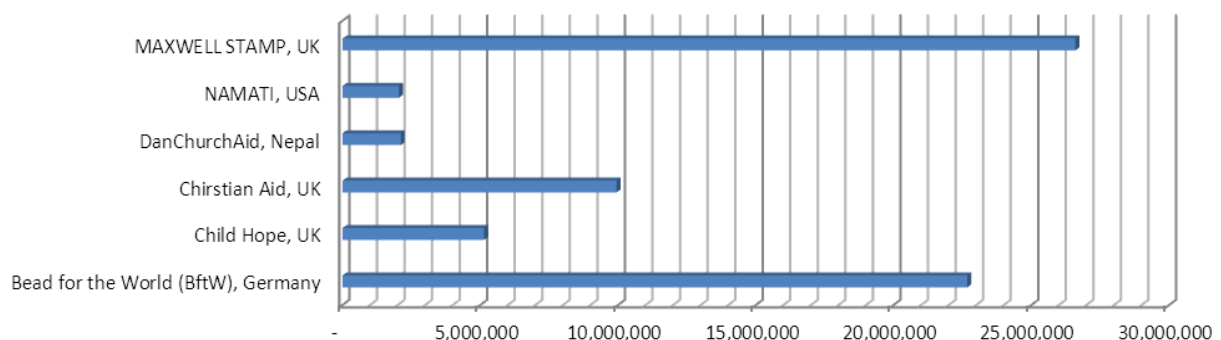
Chapter Seven

Financial Summary

Financial Source: NU has been working in collaboration with national and international funding agencies from 1995. As core funding agencies, Bread for the World (BftW) and Christian Aid (CA) have been contributing improving disadvantaged and marginalized section of communities' rights through 'Access to Justice' and Dalit, Socially Excluded and Minority Rights' programmes. It is mentionable that MAXWELL STAMP has great contribution in promoting human rights and changing social norms funding community legal service.

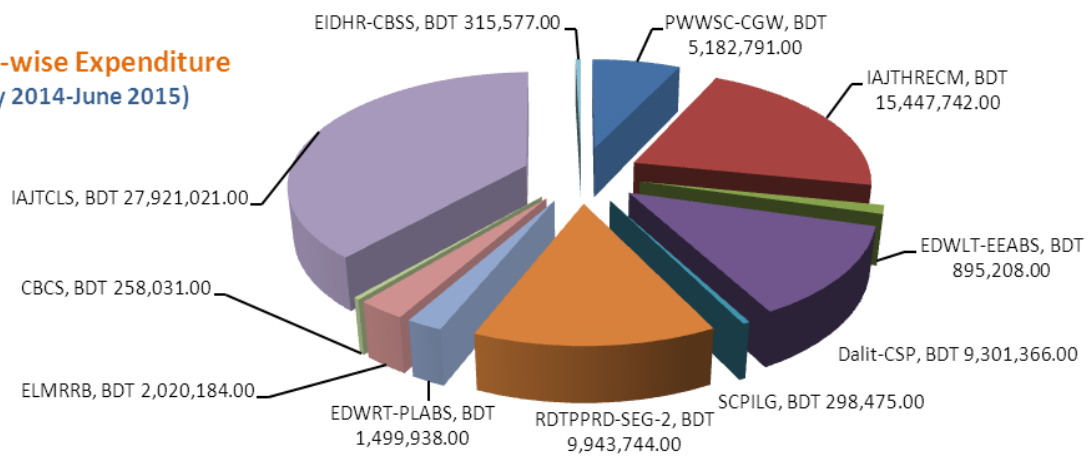
Besides, NAMATI is closely working with NU in order to improve linguistic minorities' citizen rights. This year, DCA has excellent contribution improving socio-economic condition of Dalit women. Along with other funding agencies, Child Hope's has contributed for improving street children's right. Over the year, NU has received BDT68, 541,413 (Sixty eight million, five hundred forty one thousand and four hundred thirteen taka, only) from funding agencies and overall turnover have increased around 18% compare to previous year.

Financial Contribution from Funding Agencies
(July 2014-June 2015)



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.

Project-wise Expenditure
(July 2014-June 2015)



FINANCIAL STATEMENT

(Receipts and Payments)

(July 2014-June2015)



NOGORIK UDDYOG (NU) CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 30 JUNE 2015			
Particulars	Notes	2014-2015	2013-2014
RECEIPTS:			
Opening 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
Receipts from Donor:			
Fund Receipts from Donor		68,541,413	52,440,016
Sub Total:		68,541,413	52,440,016
Received from Mother A/C:			
Fund Received from Mother A/C to Project A/C		75,293,768	52,212,985
Sub Total:		75,293,768	52,212,985
Other Received:			
Fund Transfer from EDWRPPLABS Proj.		43,075	0
Fund Transfer from SCPILG		295,271	0
Fund Transfer from Phase-1		276,256	0
Bank Interest		137,958	328,625
Overhead Reimbursement	13.00	982,205	47,673
Sale of Publication		19,995	6,850
Sale of Old News Paper		1,200	840
Meeting Room Rent		35,110	54,880
Income from Guest House Rent		132,000	85,000
Received from Training		9,000	0
Donation for Cold Wave Victim		15,500	0
Salary Reimbursement		1,095,162	0
Research Support		70,600	0
Disallowed Amount Received		299,861	0
Sub Total:		3,413,193	523,868
Inter Project Loan:			
Loan Received from General Fund		1,220,000	1,310,000
Loan Received From PWWSGCCG		50,000	0
Loan Received from RDTPPRDSEG Project		0	276,256



NOGORIK UDDYOG (NU) CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 30 JUNE 2015			
Particulars	Notes	2014-2015	2013-2014
Loan Realized by General Fund		1,920,000	1,160,000
Loan Realize from RDTPPRDSEG Project		0	1,000,000
Loan Realized from IAJTHRECM Project		0	1,000,000
Loan Received from Dalit WR Project		0	50,000
Loan Realize from-Dalit Rights		0	500,000
Sub Total:		3,190,000	5,296,256
Total Taka:		161,399,820	136,498,794
PAYMENTS:			
Pay and Salary	14.00	36,416,853	27,731,881
Activities Cost	16.00	21,012,412	19,006,156
Administrative Expenditure	15.00	9,434,542	7,736,600
Advocate Fee		30,000	51,000
Printing & Publication		463,854	927,059
Intervention Cost		0	1,251,371
Food Support to Service Staff		0	11,250
Utensil		0	137,663
NU Management, Monitoring & Coordination		0	232,200
Honorarium		41,500	0
External Evaluation		0	449,317
Local Monitoring and Evaluation		441,485	64,000
Overhead Cost	18.00	2,046,056	2,311,395
Travel & Daily Allowances	19.00	2,592,046	2,947,624
Furniture/Fixture/Equipment	20.00	329,917	4,702,766
Bank Charge		41,546	54,519
Guest House Rent		0	111,600
Audit Fee		163,000	276,203
Contingency		7,080	0
Guest House Utility and Other Expense		0	25,503
Sub Total:		73,020,291	68,028,107
Fund Transfer to Project	17.00	75,293,768	52,212,985
Fund Transfer to Dalit-CSP		295,271	0
Fund Transfer to EDWLTEEABS		43,075	0
Sub Total:		75,632,114	52,212,985
Inter Project Loan:			
Loan to Dalit Rights Project		0	500,000



NOGORIK UDDYOG (NU) CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED 30 JUNE 2015			
Particulars	Notes	2014-2015	2013-2014
Loan to Dalit Women Rights		50,000	
Loan to RDTPPRDSEG Project		0	1,200,000
Loan to Child Hope		0	50,000
Loan to RDTPPRDSEG-2 Project		0	276,256
Loan to IAJTHRECM Project		0	1,000,000
Loan Refund		1,796,256	1,660,000
Loan Refund to GF		1,620,000	610,000
Sub Total:		3,466,256	5,296,256
Total Taka:		152,118,661	125,537,348
Closing Balance:			
Petty Cash	7.00	42,938	20,000
Cash in Hand	7.00	0	9,107
Cash at Bank	7.00	8,204,296	10,458,929
Advance Deposits and Prepayments	5.00	1,033,925	473,410
Sub Total:		9,281,159	10,961,446
Total Taka:		161,399,820	136,498,794

1.00 Figures have been rounded off to the nearest taka.
2.00 Annexed notes form part of the financial statements.

(Sardar Zahidul Islam)
Manager (F&A)

(Salma A Shafi)
Treasurer

(Zakir Hossain)
Chief Executive

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

Dated, Dhaka
29 October 2015

(Toha Khan Zaman & Co.)
Chartered Accountants

Annex A: NU in Dailies



মিষ্ট, এ্যাড. শামিম আল মামুন। এ সময় উপা মো: রেজবিউল করিম, উপজেলা সমন্বয়কারী শাহজাদা হিরা, সাবিনা ইয়াসমিন প্রমুখ। এক কার্যালয়ে উল্লিখিত বিষয় নিয়ে অবহিতকরণ ও মেহেন্দীগঞ্জ নাগরিক পরিষদের আহ্বায়ক, জাতি ও ইমাম ওরিয়েন্টেশনে অংশগ্রহণ করেন। বাধ্যক আলাচনা করা হয়। এছাড়া বালাবিবাহ

ইনকিলাব

৮ শৌখ ১৪২১, ২২ ডিসেম্বর ২০১৮

আমরা কি এ দেশের নাগরিক না?

গণতন্ত্রনামিতে দলিতদের প্রশ্ন

দলিত জনগোষ্ঠীর সমস্যা সমাধানে চাই কমিশন

■ ইকবাল হোসেন
গণতন্ত্রনামিতে দলিতদের প্রশ্ন

সেমিনারে বক্তারা

গণতন্ত্রনামিতে দলিতদের প্রশ্ন

২৫ নভেম্বর মজলব

বানারীপাড়ায় অষ্টম ছাত্রীর বালা বিয়ে ব

দিয়েছে প্রশাস

প্রতিনিধি বানারীপাড়া

বানারীপাড়ায় 'মানবাধিকার প্রতিদিন' প্রোগ্রামের সামনে রেখে নাগরিক অধিকার দলের বার্ষিক সম্মেলন অনুষ্ঠিত হয়েছে।

প্রতিনিধি বানারীপাড়ায়

বানারীপাড়ায় অষ্টম ছাত্রীর

দিয়েছে প্রশাস

প্রতিনিধি বানারীপাড়ায়

বানারীপাড়ায় অষ্টম ছাত্রীর

দিয়েছে প্রশাস

প্রথমপ্রান্ত

বৃহস্পতি, ১৮ নভেম্বর ২০১৮

এগিয়ে যাচ্ছেন দলিত নারীরা

সুপ্রাণে

গণতন্ত্রনামিতে দলিতদের প্রশ্ন

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গণতন্ত্রনামিতে দলিতদের প্রশ্ন

HRC calls to end caste discrimination

The Independent
7 August, 2015

REPORTER

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বানারীপাড়ায় আইন সহায়তা কর্মসূচীর সমন্বয় সভা অনুষ্ঠিত

বানারীপাড়ায় আইন সহায়তা কর্মসূচীর সমন্বয় সভা অনুষ্ঠিত

নিজস্ব প্রতিবেদক
নাগরিক উদ্যোগের সহযোগিতায় বানারীপাড়ায় সংগঠনের নিজস্ব কার্যালয়ে প্যানেল আইনজীবী, থানা প্রশাসন, উপকারভোগী ও কর্মীদের সমন্বয়ে আইন সহায়তা কর্মসূচীর অর্থবর্ষিক সভা অনুষ্ঠিত হয়। গতকাল সকাল ১১টার অনুষ্ঠিত সভায় সভাপতিত্ব করেন এ্যাড. দেবশীষ রায়। এতে প্রধান অতিথি হিসেবে উপস্থিত ছিলেন বানারীপাড়া থানার ভারপ্রাপ্ত কর্মকর্তা মোঃ জিয়াউল আহসান। বিশেষ অতিথি ছিলেন আইন সহায়তা ও তদন্ত ইউনিট কর্মসূচি কর্মকর্তা এ্যাড. সুবীর দেওয়ান। আইন সহায়তা কর্মসূচি কর্মকর্তা আরো বেগম কদার জন্ম বজ্জব রান্নেন সভার সভাপতি এ্যাড. দেবশীষ রায়, এ্যাড. উত্তম কুমার রায়, এ্যাড. মাহমুদা আক্তার মনি, এ্যাড. জাহিদুর রহমান রান্নেন ও উপজেলা নাগরিক অধিকার দলের সভাপতি মাস্টার আজিজুর রহমান প্রমুখ। প্রধান অতিথি তার বক্তব্যে বলেন, থানা প্রশাসন ও নাগরিক উদ্যোগ পরস্পর সহযোগিতার মাধ্যমে কাজ করলে সমস্যা সমাধানের ক্ষমতা বাড়ে।

STAFF CORRESPONDENT

Many people of the Dalit community are living under the threat of being evicted from their land by local influential quarters and the government, said leaders of the minority community yesterday.

They said land grabbers have been eyeing land of the Dalits due to the recent land value hike.

Meanwhile the government has been issuing notices to remove Dalits from khas land where they have been living for many years, they said at a seminar titled "Housing

Dalits living

FROM PAGE 3
housing problem of the Dalits. Noor Jahan Begum, member of the parliamentary standing committee on the housing

প্রথমপ্রান্ত

বৃহস্পতি, ১৮ নভেম্বর ২০১৮

দ্রুত বিচার ও পরিবারের নিরাপত্তা দাবি

দ্রুত বিচার ও পরিবারের নিরাপত্তা দাবি

দ্রুত বিচার ও পরিবারের নিরাপত্তা দাবি

দ্রুত বিচার ও পরিবারের নিরাপত্তা দাবি

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দ্রুত বিচার ও পরিবারের নিরাপত্তা দাবি

দ্রুত বিচার ও পরিবারের নিরাপত্তা দাবি

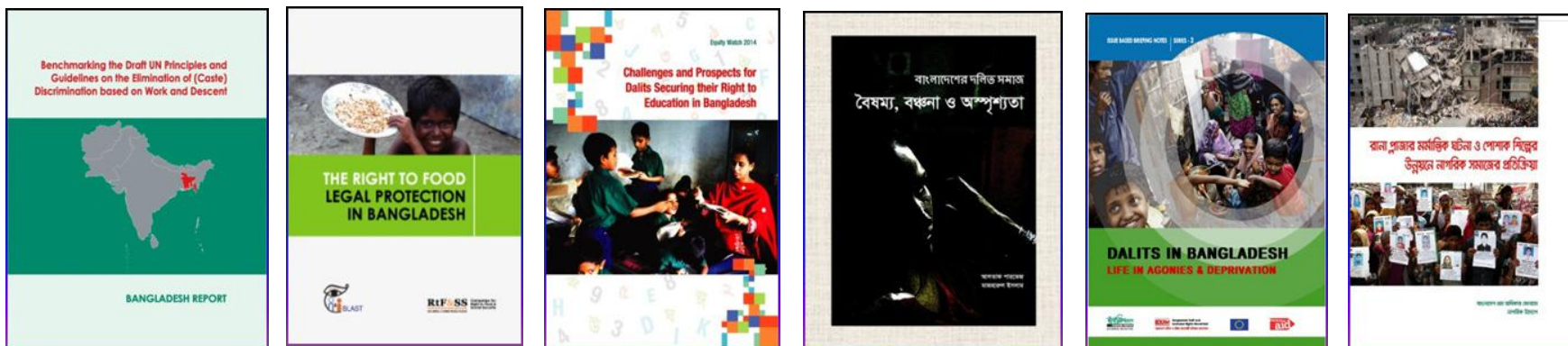
দ্রুত বিচার ও পরিবারের নিরাপত্তা দাবি

দ্রুত বিচার ও পরিবারের নিরাপত্তা দাবি

দ্রুত বিচার ও পরিবারের নিরাপত্তা দাবি

Annex B: Publications

Books



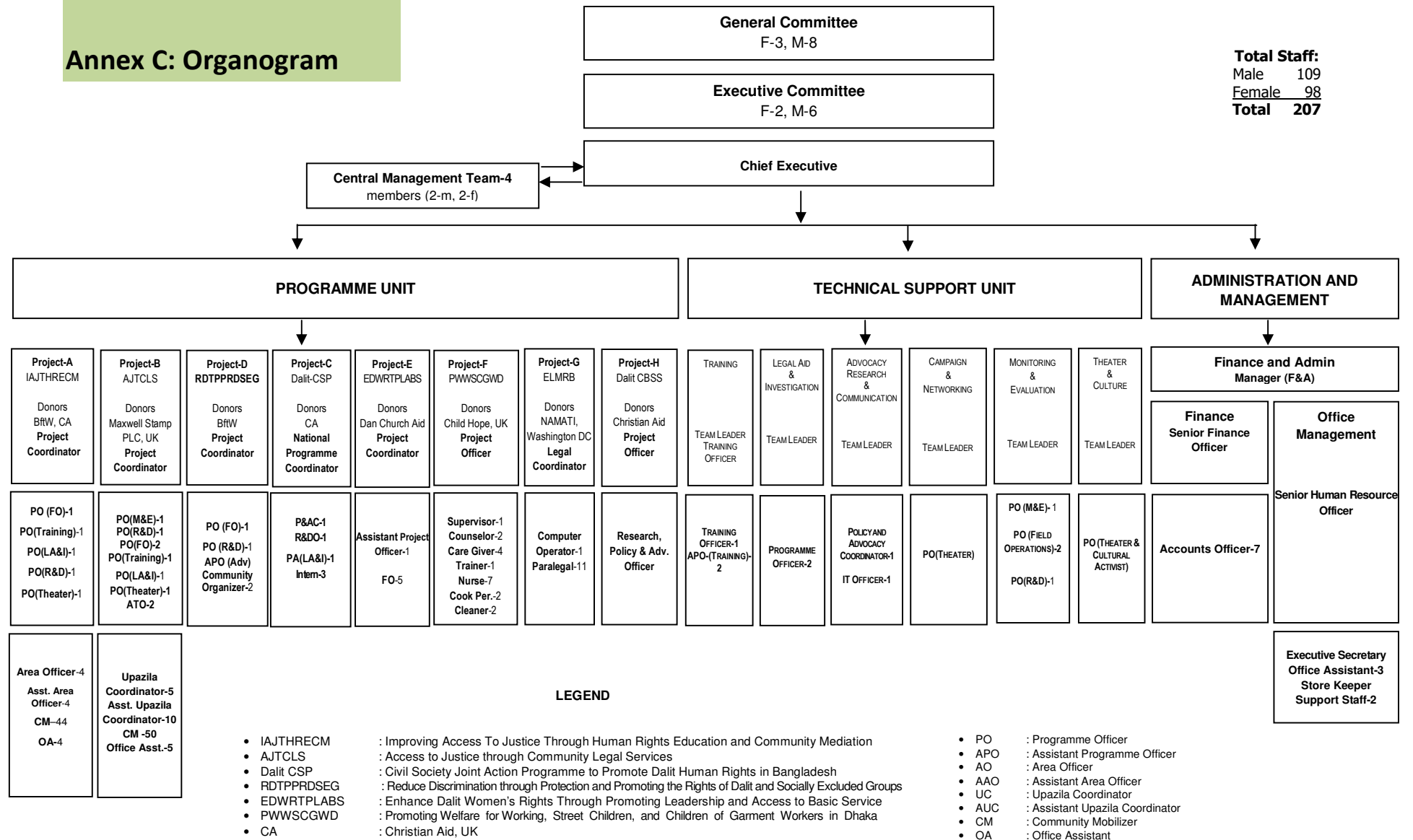
Leaflets



Posters



Annex C: Organogram



Total Staff:
Male 109
Female 98
Total 207