



# Annual Report

2015-2016

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## Annual Report 2015-2016

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## Forwarding Message

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 of its journey, Nagorik Uddyog (NU), being a human rights and legal aid organization, has been able to make significant positive changes individual and societal level. The first chapter of this report focuses on the organization. The second part depicts on **Access to Justice**. In this programme, NU is building individual and collective capabilities in order ensure access to justice of marginalized and disadvantaged communities.

The third chapter highlights on **Dalit, Socially Excluded and Minority Rights**. 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. Under this programme, NU in collaboration with Bangladesh Dalit and Excluded Rights Movement (BDREM) and Bangladesh Dalit Women Federation (BDWF) are trying to improve their human rights situation developing a strong network across 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.

Fourth chapter of this report is focused on **Child rights**. 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 is increased and that contribute to their family wellbeing.

Fifth chapter of this report is focused on **Indigenous Rights** that NU and Kapaeeng Fundation have been working together in order to ensure of land rights of IPs in plan land. Sixth and seventh chapters focus on organizational governance, administration and financial strength respectively.

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

On behalf of NU, I am very privileged to thanks to Christian Aid, Bread for the World, European Commission, DanChurchAid, Denmark, NETZ, and One World Action, Namati, Community Legal Services and Maxwell Stamp for their endless supports. I hope their valuable supports will be continued in future.

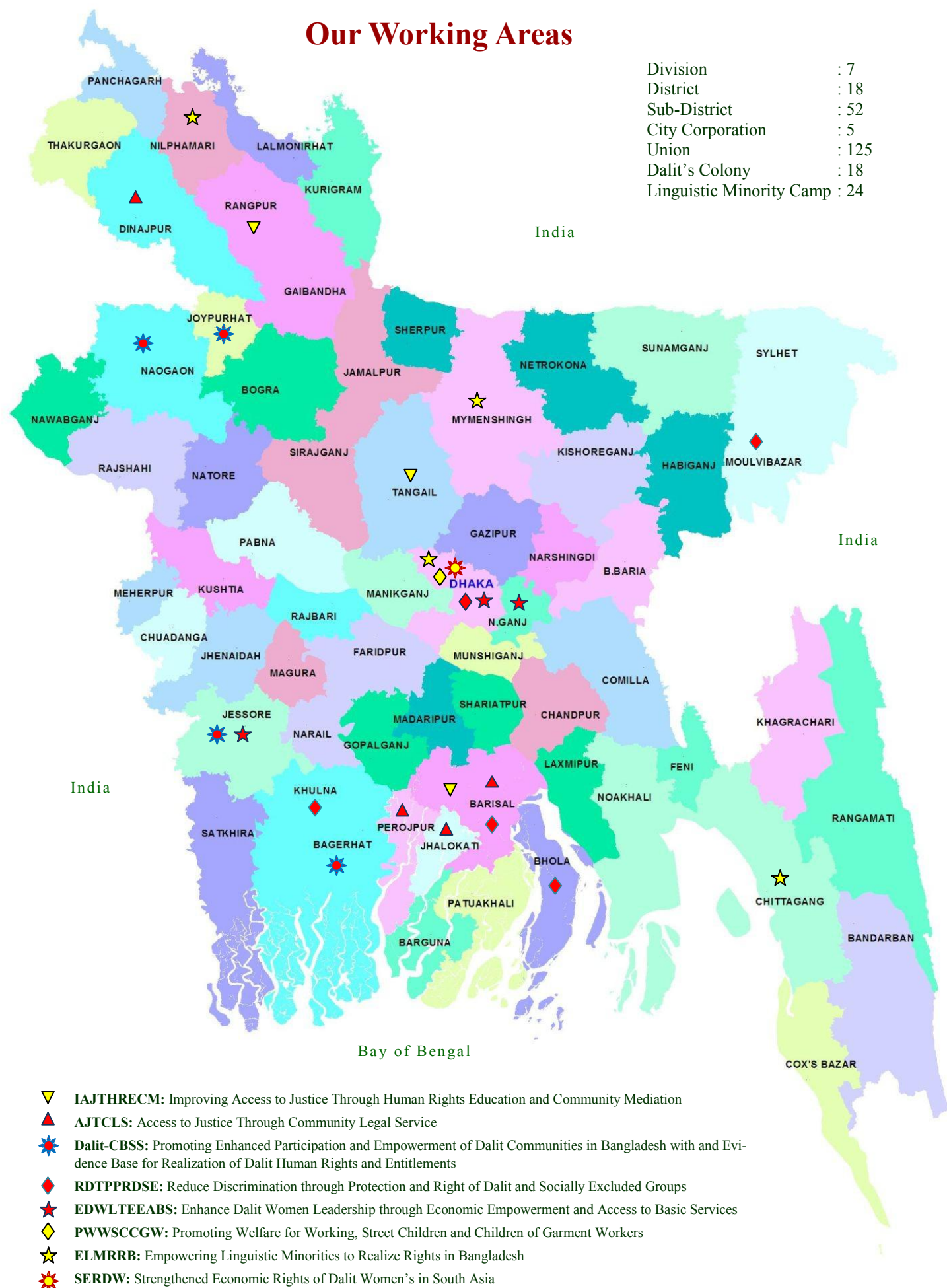
Along with them, I would like to give my sincere gratitude to respective line departments, Government of Bangladesh for sustaining us with their knowledge and technical supports. I would also like to gratefully acknowledge the endless contribution of concern Local Government Institutions (LGIs) representatives. 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.

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

## Our Working Areas

Division	: 7
District	: 18
Sub-District	: 52
City Corporation	: 5
Union	: 125
Dalit's Colony	: 18
Linguistic Minority Camp	: 24



# Chapter One

## About Us

### 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

Nagorik Uddyog (NU) envisages a poverty free nation with equal rights and dignity irrespective of race, colour, sex, language, religion, ethnic or social origin, income, birth or other opinion and status.

### Mission

A society based on social and gender justice, equality and rule of law with accountable, transparent and responsive institutions by mobilizing community people through building their own self-sustain organizations that they can realize their rights and entitlements, with special focus on women, socially excluded, unprivileged and minority communities.

### Objectives

- Improve access to justice through human rights education, community mediation and legal aid;
- Strengthen women leadership by promoting their individual and collective capabilities to realize women's rights;
- Protect and promote rights of Dalit, indigenous peoples, socially excluded, child and minority communities;
- Promote informal sectors labour rights through providing skill trainings, policy advocacy, campaign and networking;
- Empower the citizens through promoting transparency and accountability of government and non-government institutions having access to right to information;
- Strengthen Local Government Institutions (LGIs) by supporting local justice mechanisms, ensuring good governance and building institutional capacity;
- Enhance environmental sustainability by reducing adverse impact of climate change and building linkage between human rights, environment and development;
- Undertake research, fact findings and investigations on socio-economic, cultural and civil and political rights;
- Protect and promote human rights through lobby, advocacy, networking and campaign at local, national and international level.

### Programmes

Currently, NU is working on four core programmes (Access to Justice, Dalit, Socially Excluded and Linguistic Minority Rights, Child Rights and Indigenous Rights) across the county.

- **Access to Justice:** 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.
- **Dalit, Socially Excluded and Linguistic Minority Rights:** Apart from access to justice, 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.

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.

- **Child Rights:** 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 centers, 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.
- **Indigenous Rights:** In order to ensure the land rights of Indigenous Peoples' (IPs) in plan land, NU in association with Kapaeeng Fundation has been working by providing community legal service and litigation support. Further strengthening the community activism, NU is working with IPs through raising awareness, supporting Ethnic Land Rights Defenders (ELRD), organizing fact findings and advocating for a separate Land Commission for plan land IPs.

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

National	International
<ul style="list-style-type: none"> <li>• Bangladesh Human Rights Forum (BHRF)</li> <li>• Bangladesh Poribesh Andolon (BAPA)</li> <li>• Social Action Committee</li> <li>• Citizens' Initiatives for Domestic Violence (CIDV)</li> <li>• Governance Advocacy Forum</li> <li>• Citizens Alliance for Budget</li> <li>• Water Rights Forum</li> <li>• Bangladesh Water Integrity Network</li> <li>• National Girl Child Advocacy Forum</li> </ul>	<ul style="list-style-type: none"> <li>• International Dalit Solidarity Network (IDSN), Copenhagen, Denmark</li> <li>• International Dalit Solidarity Network (IDSN), Copenhagen, Denmark</li> <li>• South Asians for Human Rights (SAHR), Colombo, Sri Lanka</li> <li>• Asia Dalit Rights Forum (ADRF), Kathmandu, Nepal.</li> <li>• South Asian Feminist Alliance for Economic, Social, and Cultural Rights (SAFA), Delhi, India</li> <li>• Network of Improved Policing in South Asia (NIPSA), New Delhi, India;</li> <li>• Asia Pacific Forum on Women Law and Development (APWLD), Bangkok, Thailand</li> <li>• Global Legal Empowerment Network - NAMATI</li> </ul>

## 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).

## Contact person

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## Chapter Two

# Access to Justice

Photo: M A Akash



## Introduction

Since 2004, *Access to Justice* is one of the major areas of work of NU. Over the period, by analyzing social dynamics and traditional justice system at community level, NU designs a distinctive process of community mediation with holistic approach based on community needs and demand. From its research and extensive working experiences, NU has learnt that when community people particularly rural housewives engaged themselves with this distinctive process, their individual and collective capabilities improved significantly. In turn, with their enhanced capabilities, the community mediators are able to contribute in promoting human rights of rural victims particularly housewives and girls. Besides, as agents of change, they are also capable to uphold social norms by ensuring equal treatment for both men and women in every sphere of the society. Apart from this, NU is also very much concern ensuring accessibility of unprivileged and marginalized communities in to the formal justice system.

In order to enhance access to formal and informal justice system of these sections of communities, NU has organized capacity building trainings for both forum members and staffs, facilitate community mediation, provided legal supports at formal court and organized awareness raising on existing law and human rights at community level.

## Community Mediation

In order to improve the access to justice of marginalized disadvantaged section of communities, NU assists the trained community mediators with a distinctive process in settling the local disputes relating to family, land, financial and petty criminal matters. From NU experiences, it is mentionable that mostly the poor housewives and adolescent girls are benefited from NU facilitated community mediation related to family and petty criminal law matters by realizing social and economic entitlements.

- **Status Settled Salish:** In the reporting period, NU received a total of 3627 complaints and 749 pending *Salishes* from last year. Community mediators have settled 3092 complaints following the steps and process of NU designed *Salishes*. From the relieved *Salishes*, 561 *Salishes* have cancelled and 635 *Salishes* are yet to be settled. 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, sexual harassments, inheritance, compensation, *Hilla* marriage, polygamy, affair related dispute, fraud, cutting trees, theft and stalking.
- **Money and Land Realization:** Within the reporting period, NU has able to realized BDT 21,353,815 (twenty one million, three hundred and fifty three thousand, eight hundred and fifteen) or USD 271,093 (Two hundred seventy one thousand and ninety three) only and 2207.21 decimals of land in favour of 1535 victims (female 797 male 738). This amount of money and land realized from alimony and maintenance, compensation, inheritance. From the follow up, it has been observed that the victims are directly benefited from the money and resource realization by investing the realized money and land for further income generation activities.

## Legal Support

Apart from community mediation, NU provides legal support to the poor victims. The victims in the cases that could not be settled

### Case Study: 2.1

## Women Leader: Johora Begum



Ms. Johora Begum' born and brought up in Adorshapara village at Mominpur Union under Rangpur Sadar. When Johora was only 11 years old, her parents passed away keeping one son and two daughters. She grown up in her uncle's family and completed Secondary School Certificate (SSC) exam from a local school. After completing her SSC exam, her uncle forced her to marry Md. Aminul Islam from the same village. Johora Begum could not continue her education, as her husband was not interested her education. Now, Johora Begum is a mother of one daughter and one son.

As a struggling woman, Johora is familiar to all in the village. When NU started to work in her village in 2004, villagers mentioned her name as one of the members of the committee.

She had no knowledge on Salish and human rights when she started to work. Over the time, she not only received training on Human rights, family law, Salish and Gender but also is attending and organizing conference and seminar, celebrating different national and international days with Nagorik Uddyog. She regularly attends different local *Salishes* on child marriage and family violence and provides decisions in Salish along with men. She helps poor people getting access to social safety net programmes that provided by government line departments. She was elected as Chair for two times in her union Grassroots Women Leaders Network (GWLN). In 2011 union election, she competed for a preserve seat. In that election she lost, but she is very hopeful she will win in next election.

Johora said, 'There was a time when I cannot imagine I am going outside of my house, attending *Salish*, and taking decision like a man.' She also added, 'Nagorik Uddyog builds my confidence level up. Now, I can talk in front of mass audience without any hesitation. I am participating Union Parishad election and others social events too.'

Johora Begum is very committed to work against women violence and serve the victims in her union.





A Community Mediation (*Shalish*) Preceding at Badarganj, Rangpur, Photograph: M A Akash



## Case Study: 2.2

### Nurunnahar Begum and her daughters got possession of their Inheritance rights



Nurunnahar Begum, after 14 years of happy conjugal life, fall in extreme financial hardship with her three daughters when her husband Md. Abul Kalam Hawladar suddenly death. In order to bear the family expenses over the last ten years she had to work as maid at neighbours house.

When her husband was alive, he bought 60 decimal of land adjacent to their home which was the only property for her and her three daughters. But, after her husband death, her two brother-in-laws grabbed the land, as Nurunnahar has no son.

At the age of 40, Nurunnahar fall in great financial crisis when she was in need of a big amount of money on the occasion of her eldest daughter marriage. Nobody from her husband's family came forward and provides financial or other help for this marriage. In this circumstance, she planned to sell few of trees from her husband's land. But, her husband's elder brothers forbidden her from selling the trees and claimed she had no right over land and trees.

In such a situation, Nurunnahar become helpless when her in-laws were not convinced even neighbor create pressure on them to give her legal ownership on husband's property and started psychological torture on her.

Once she attend a group discussion that facilitated by a Grassroots Women Leaders Network (GWLN) member. After knowing the legal ownership from the group discussion, with advice of woman leader, she registered a complaint at NU.

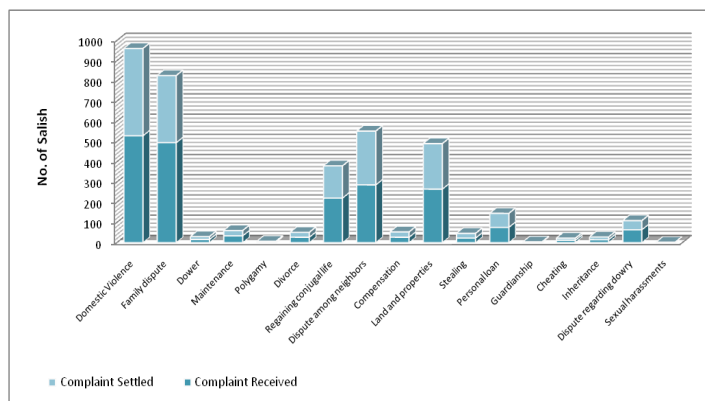
After fact finding, NU facilitated a *Shalish* committee (with participation of WSC and GWLN members, local respected people, elected UP representatives) and call for *shalish*

proceedings, but the defendant party ignored the first few proceedings.

After repeated notice, finally on May 2006, they response and attend in *Salish*. After considering all the documents, circumstances and inheritance law, mediators came to a decision with the consent of both parties that 60 decimal of land would be distributed according to Muslim family law ordinance 1961:

- Mother of Abul Kalam (1/6 of total land): 10 decimal
  - Nurunnahar Begum of Abul Kalam (1/8 of total land): 6.25 decimal
  - Nurunnahar's three daughters (3/2 of total land) : 28.30 decimal
  - Two brothers (7.73 decimal each brother): 14.46 decimal
- From the *Shalish* preceding, Nurunnahar and her three daughters got 34.55 decimal of land.

In last three follow-up, it is seen that Nurunnahar Begum and her three daughters were happy, as they got possession of their inheritance rights and legal demarking is on the process .



through *Salish* are considered for providing legal support at the court level. In this case, poor justice seeker mostly women and girls victims are given priority.

- **Litigation:** Poor victims are given legal support by NU enlisted 40 skilled panel lawyers. Over the year, 28 victims are supported getting justice and newly 20 victims are assisted filing cases at formal court. In total 77 cases are yet to be settle in formal court. Mostly the victims particularly women and girls are supported in recovering financial entitlements and compensation in family law disputes, violence against women and children, land dispute, dowry, alimony and maintenance.
- **Referral Cases at District Legal Aid Committee (DLAC):** In some cases, if any case could not be settled through community mediation or by NU panel lawyers, it is referred to District Legal Aid Committee (DLAC) or other legal aid organizations. Within the reporting period, 33 cases are referred to DLAC and 2 victims are supported through One Stop Crisis Centre (OCC).
- **District Legal Aid Committee (DLAC) Meeting:** Local representatives from Nagorik Uddyog attend the monthly District Law Enforcement Committee meeting to ensure proper justice to poor justice seeker and express their concerns when it is necessary.
- **Community Legal Counseling:** Poor people hardly have access to legal knowledge and information. NU organize community legal counseling session at union level to aware the poor section of community with legal knowledge and information. During the reporting period, 2448 poor community people are provided legal advice on different legal issues by skilled panel lawyers.

## Community Mobilization

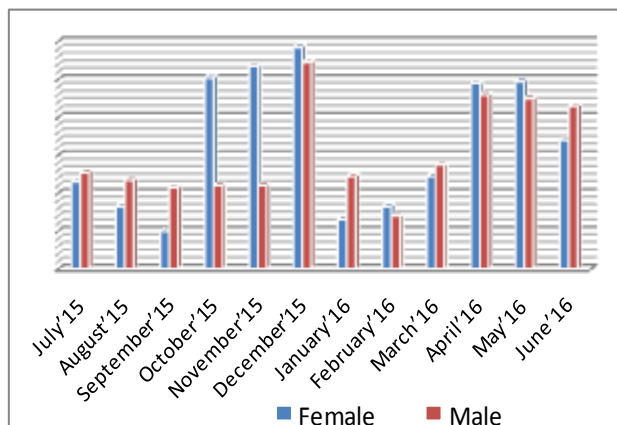
- **Half Yearly Coordination Meeting with Panel Lawyers and stakeholders:** In order to inform the update of the cases, NU facilitates to organize half yearly coordination meeting with panel lawyers and victims. In the reporting period, NU arranges 10 half yearly coordination meeting in participation with panel lawyers, beneficiaries and other stakeholders. Process and progress of the litigation, reasons for delay of hearing and necessary steps to be taken to remove the obstacles are discussed in the meetings and these meetings are also creating a linkage between lawyers and stakeholders.
- **Complain Center:** At 9 working areas 87 complain centers, which 37 centers are running without any rent allocated by community or provided room by the union council, are functioning effectively. Apart from complain receive, mediation, committee meeting and legal counseling also held in these facilities. Moreover staffs and committee members do sit regularly there.



### Money and Land Realization (July 2015 – June 2016)

SL N O	Type of Realization	2015					2016					Total		
		July	August	September	October	November	December	January	February	March	April			
													May	June
1	Money Realization (BDT)	2,032,230	2,090,950	1,565,650	3,095,725	1,805,400	1,477,300	2,172,200	10,20,150	1,931,200	1,714,300	1,993,410	455,300	21,353,815
2	Land Realization (Decimal)	142	178	229	116	252.74	234.5	178.5	255.5	19.5	133.5	370.5	97.47	2207.21

### Resource Realization (Male and Female Ratio)



## Community Awareness

In order to rich rural poor men and women with legal information, NU facilitates to organize a range of awareness raising activities particularly folk song and drama show, community group discussion, day observance, human chain, and produce and distribute information kits on legal and human rights.

- **Awareness Raising through Cultural Programme:** NU organizes Baul (Folk song) and drama show at community level on legal and human rights particularly on early marriage, dowry, family violence, violence against women, divorce, importance of girl's education, inheritance rights of land, and the benefits of mediation to resolve the local disputes.

**Baul (Folk song) show:** NU facilitated 421 Baul Song Show at community level and 69,400 community people (women: 26,645, men: 19,560, and children: 23,185) observed these Baul Song Show.



Dower and Maintenance Realization in Favour of Victim in Kalihati, Tangail





A seventy years old woman is taking legal advice in Darshana union, Rangpur

**Drama show:** NU facilitated 300 drama shows at community level and around 87150 community people (women: 25,315, men: 21,835) attended as audience in these shows.

- **Day Observations, Rallies, Celebrations or Demonstrations:** In order to raise awareness among mass people – 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 forum members, students, government and non-government officials, and local elected representatives at Upazila level.
- **Community Group Discussions at the Ward Level:** In order to raise awareness on human rights issues including violence against women and children, dowry, *hilla* marriage, and child marriage, NU mobilizes forum members to organize group discussion at community level. In this reporting period, forum members organized 1,624 community group discussion sessions at community level and total of 56,319 community people (women: 49,628 and men: 6,299) attended at the community awareness raising sessions. The discussion also highlights how effectively the group can work to protect and promote rights of women and children.



Folk (*Baul*) Song Performance for Community Awareness at Narandia Union, Kalihati



## Advocacy & Campaign

Advocacy and campaign either by NU or by mobilizing community forum is one of the major activities in access to justice programme. In that case, community forum members are mobilized to organize conferences, school campaign, and protest rally.

- **GWLNs Conference 2016:** In order to improve human rights situation through advocacy, network and campaign, in assistance with NU, upazila level GWLNs and CRG organized conference separately. Diverse stakeholders from national and local level including political leaders, government and non-government officials, journalists, and school and college teachers participated in the conferences.
- **CRG Conference 2015:** Upazila level CRGs at nine upazila (Kalihati, Rangpur, Badargonj, Banaripara, Mehendiganj, Jalakhati, Gornadi, Barisal Sadar, and Nolciti) in four districts have organized conference in order to improve human rights situation. Multilevel stakeholders including political leaders, government and non-government officials, journalists, and school and college teachers, have participated in the conference. Mr. Ahasanul Hoque Chowdury (Duke), honourable Member of Parliament, chaired as chief guest at Badargonj upazila.
- **Protest rally and human chain:** Community forums leaders of Cittyzen Rights Groups (CRGs) and Grassroots Women Leaders Networks (GWLNs) become proactive and vibrant on social issues. They are demanding justice for human rights victims by organizing protest rally and human chain.
- **School Campaign Programme on against Child Marriage:** GWLNs and CRGs members of Kalihati, Badarganj, Rangpur and Banaripara have organized twelve school campaign programme on child marriage. In this campaign programmes, around 1495 students and local people (939 boys and men and 556 girls and women) have been shared negative consequences of child marriage, dowry, hilla marriage. The most significant achievement of this reporting period is that apart from school, madrasa (Islamic religious institutions) are also covered in the campaign programme.

In this school campaign teachers, student and local peoples promise that they would protect child marriage and would not take any dowry if any incident occurs in their surroundings.

### Case Study: 2.3

#### Sumaiya Got Back Dower Money

Ms. Sumaiya Begum, a 25 years old woman, lives in a village at Bolla union in Kalihati, Tangail. She got married at the age of 18 with Md. Ruhul Amin. Md. Amin proudly signed with dower money 1,00,000 BDT (around 1,300 USD) in the Kabinnama (marriage registration book).

After one year of their marriage, Md. Amin went aboard as migrant labour. After six years, he come back home. When he was in aboard, they had no problem. After coming back home, he created pressure on her to lend some money from her father to buy a piece of land in the village market. He also committed that he would return the money to his father-in-law and half of the land would be registered to Sumaiya's.

Although Sumaiya's father is a poor man, for their happiness, he handed in 3,00,000 BDT (around 3,900 USD) to his son-in-law by selling a portion of homestead land. But, how cleave Amin is! He registered all of the purchased land for his own. And, even he did not back the money landed from Sumaiya's father. When Sumaiya asked her husband about his word, he started to torture on her.

One evening, when Sumaiya asked him to back her father's money, he started to beat her and forcefully sent her to her parent's house. For the next couples of months, he neither communicated with Sumaiya nor handed in any maintenance to her.

In that situation, once Sumaiya shared her story with Md. Idrish Ali. As a member of Ward Salish Committee member in Bolla Union, Idrish Ali advised her to discuss with other CRG and GWLNs members and filed a case at nearest NU complain center. With Ali and other forum members' advice, she regis-

tered a complaint at NU. To ensure justice for Sumaiya,

NU facilitated to organize three a Salish proceedings. In the Salish proceedings, with both parties agreement, the Salish committee members came into a conclusion:

- As Sumaiya and Md. Ruhul Amin are not agreed to continue conjugal life, they would divorce each other;
- Md. Ruhul Amin would back 4,00,000 BDT (around 5,000 USD) that he took from Sumaiya's father and dower money agree in the Kabinnama (marriage registration book);

In the last follow-up it is seen that they got divorced each other and Md. Ruhul Amin back all money to Sumaiya and her father. At present Sumaiya is living at her parent's house and planning to involve in income generating activities.



Ms. Sumaiya Begum



Community forum lead human chain and protest rally demanding justice for a rape victim in Badarganj

## Training & Orientation

In order to strengthen the capabilities of individuals on the distinctive process of community mediation (that are systematic, lawful, democratic and human rights standard), NU organizes training and orientation session for Community Forum members and employees.

- **Training for Community Forum Members:** NU provided three-day-long training on 'Law and Community Mediation' and two-day-long training on 'Human Rights and Gender' among the 527 forum members (from whose 60% are women) at community level. The training sessions are designed with legal and human rights, citizens' roles and responsibilities in line with national constitutions, gender responsiveness, Muslim Family Law Act 1961, Hindu Family Law 1961, Arbitration Council Act 1961, Inheritance Law, distinctive process and steps of NU followed community mediation, and violence against women and girls.
- **Capacity Building Orientation for Staffs:** NU organized one two-day-long "Outcome and Impact Orientation" for staffs. The main objective of this orientation is to improve staffs capabilities in project planning, implementation, monitoring and evaluation. Apart from this, in association with Kapaeng Foundation, a day-long orientation session on 'Access to Justice through Community Legal Service' project was organized for the newly recruited staffs.

## 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:

- **Committee members' participation in Local Government Election:** During the reporting period, municipality election at Badarganj and Kalihati Upazila held on 30 December 2015. Seven forum members (three women and two men) participated in Kalihati election. Among the seven participants, two forum members (one woman and one man) have been elected as councilor. Apart from this, thirty five forum members in Banaripara compete for Union Parishad election held on 20 March 2016, and among them ten forum members (nine women and one male) have been elected as councilor.
- **Women leaders Joyeeta award winning:** The Government of Bangladesh gives away prizes to the women leaders under its "Joyeeta Anweshan Bangladesh" programme based on their contribution in social / philanthropic works. Four women leaders are selected as 'Joyeeta Nari' in 2015. It is one kind of recognition of the good work that they are doing for the society. The award winners are: Monowara Begum from Kalihati Upazila of Tangail, Zahanara and Morjina Yasmin from Badarganj Upazila of Rangpur and Mahinur Begum from Banaripara Upazila of Barisal District.
- **Account opening of Citizen Rights Group:** In order to smooth financial transaction and organizational sustainability, Upazila Citizen Rights Group in Kalihati opened a bank account at Bangladesh Krishi Bank. At the end of the reporting period, the committee members able to deposit 16,555 taka in their account. Upazila CRG member in Rangpur, Badarganj and Banaripara also committed to open bank account and are trying to raise fund and register their organization.





Community forum lead school campaign programme with students against child marriage, dowry and violence against women at Badarganj

- **Women's participation in Salish facilitation increased:** At the beginning of the project the percentage of women's participation at salish facilitation was 10%, it increased to the level of 40% till the reporting time. In the same project phase, within the five working areas the number women *Salishder* improves gradually. In the year of 2014, the number of women *Salishder* was 1849 against 1633 *Salishes*; in 2015, the number of women *salishdar* was 3315 against 1675 *Salishes*. In 2016 since June, the number of women *salishder* was 1050 against 1301 *Salishes* and so far they contributed a lot in the decision makings of those *Salishes*. Nowadays, women members are receiving most of the applications and facilitating *Salishes* and that process is developing women leaders capacity. Women leaders are working on awareness raising of domestic violence, early marriage, dowry and women rights elated other issues in their respected areas.
- **Rate of early marriage reduced in the working area:** The rate of child marriage is alarming in Bangladesh rate. In order to reduce the rate of child marriage, Nagorik Uddyog has been initiating mass campaign considering the fact. In all the group discussions the negative sides of early marriage is discussed. Furthermore, related stakeholders including Imams and Kazis are introduced laws and regulation against child marriage, and in association with local government and non-government institutions, forum members are organizing seminars and discussion session at schools and other institutions. The committee members are able to postponed 75 child marriage , and as a consequence, the rate of early child marriage has reduced significantly in the project area.
- **Complaint centers become hubs of information:** Currently, 86 complaint centres from which 36 are community initiated are functioning in the project area. Community people are not only having access to information on law and human rights issues but also getting solution on social injustice from this complain centres. Trained CRG and GWLNs members are voluntarily working as paralegals in these complain centres.

## Conclusion

NU, by its activities during the reporting period, has undertaken the commitment to make justice and human rights available to the rural poor particularly women who are usually excluded from accessing their rights. To conclude, effective implementation of the rights of the people is the prerequisite to establish a just society. NU is treading towards establishing such a society where every citizen, irrespective of any impediments should be able to exercise their justice and rights and live a safe, sound and dignified life.

# Chapter Three

## Dalit, Socially Excluded & Lingusitic Minority Rights





## Chapter Three

### Section One

# Dalit and Socially Excluded Community Rights

## A. Introduction

It is estimated that around 6.5 million Dalits, socially excluded and minority communities are living in Bangladesh. Over the years, they have been experiencing multiple forms of discriminations and human rights violations. For instance, they have been experiencing dehumanizing practices linked to socio-cultural deprivation and discrimination based on work and descent, such as untouchability and chronic poverty in Bangladesh. As a consequence, over the years, they have been deprived of accommodation, education, health, water and sanitation, employment opportunities and participating in social and political activities.

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

## B. Functioning BDERM District Committees

In association with NU, Bangladesh Dalit & Excluded Rights Movement (BDERM) has been working in forming 52 district committees and organizes district level discussion over the country in order to strengthen the organization. During this reporting period, BDERM district committees are reformed in the following districts: Satkhira, Jhenaidah, Magura, Khulna, Chandpur, Lakshmipur and Comilla. BDERM central and district level committee members discussed and shared their issues and opinions including human rights violation of dalit communities with Members of Parliament, deputy commissioners, and civil society members in these meetings and discussions.

## C. Fact Finding and Documentation

During this reporting period, NU conducted fact finding where any human rights violation occurred against Dalit community. From July 2015 to June 2016, we found 16 cases of human rights violation across the country. Most of these cases are related to caste based discrimination including land grabbing, physical torture, kidnapping and murder. Here, the chart shows fact finding activities and their follow-up in 2015-16:

## D. Lobby, Advocacy and Campaign

In association with NU, BDERM is 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, through lobby,

### Whom NU Works With

**a) Bangladesh Dalit and Excluded Rights Movement (BDERM)**, considered as a national platform of Dalit and excluded communities in Bangladesh, was established in 2008. The aim of BDERM is to demolish any forms of violation of human rights of the following community and diminish any forms of discrimination based on work and descent towards them. BDERM is working through its 52 district committees across the country apart from the national committee.

**b) Dalit Human Rights Defenders (DHRD)**, a self-help group was established aiming protesting any types of violation of human rights violence against Dalits communities through organizing workshops, rallies, press conferences, human chain, mass gathering, and maintaining advocacy and network in/at local, national and international.

**c) Civil Society Organizations (CSO)** has been formed to create awareness civil society, elected representatives, and local administration on Dalit Human Rights issues. Besides, CSOs help BDERM, NU and DHRDs in any fact finding missions.

**d) Citizen Audit Group (CAG)** is a formation where academicians, national human rights activists, lawyers, and journalists participate in order to promote advocacy and networking on Dalit human rights issues at national level. They organize very actively press conference, human chain, mass gathering, discussion session, and monitor the cases of violation of human rights against Dalit communities nationwide.

**e) Bangladesh Dalit Women Federation (BDWF)** has been established in association with Community Based Organizations (CBO) lead by 10 Dalit women. This organization works for improving women's live and livelihood condition as well as changing their status in the society.

## Advocacy meeting with parliamentarians

As part of its policy advocacy, Nagorik Uddyog and BDERM organized a meeting with the parliamentarians on 12 October 2015 at the Parliament Members' Club of the National Assembly. Overall objective of the meeting was to promote national parliamentarian groups on the issue of protecting human rights of Dalits and eliminating caste based discrimination. A total of 65 participants including 10 Member of the

Parliament (MPs), representatives from Civil Society Organizations, academicians, Dalit community organizers, Dalit Human Rights Defenders attended the Meeting.

The honorable Members of the Parliament (MP) were Mr. Md. Israfil Alam MP, Ms. Nurjahan Begum MP, Ms. Quazi Rosy MP, Ms. Adv. Ummekulsum Smrity MP, Mr. Md. Nobinewaz MP, Mr. Md. Golam Mostofa Biswas MP, Mr.



Meeting with the parliamentarians on 12 October 2015 at the Parliament Members' Club

Khandaker Abdul Baten MP, Mr. Manoranjan Shill Gopal MP, Shamsul Alam Dudu MP and Mr. Khalid Mahmud Chowdhury MP. Besides, leaders of BDERM, community leaders of Dalits, members from civil society and INGOs attended the meeting. Mr. Israfil Alam MP, the co-convenor of Asian Parliamentarians Forum on Dalit Concern, facilitated the meeting. The honourable MPs launched the annual thematic report on WASH during the meeting.

advocacy and campaign, NU and BDERM are closely working for an enabling environment with full respect and dignity for Dalit socially excluded and minorities. At local and national level, NU is working to improve the socio-economic condition of Dalit community and also to ensure their human rights.

In order to end caste based discrimination and human rights violation against Dalits and excluded communities, 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. Meeting, Sharing and Discussion Sessions with International Network:***

The South Asia Parliamentarians' Conference on Dalit Concerns was jointly organized by Nagorik Uddyog, BDERM, SAMATA foundation and Swadhikar-NCDHR - in collaboration with Asia Dalit Rights Forum, an emerging forum at the regional level on Dalit concerns in which all PIAs are involved, on 19 November, 2015 in Dhaka, Bangladesh. The Asia Parliamentarians Conference on Dalit Concerns was inaugurated by Md. Israfil Alam, M.P. Bangladesh and Meen Biswakarma, Convenor, Asia Parliamentarians Forum on Dalit Concerns and MP Nepal. Organized by Nagorik Uddyog in association with NCDHR-Swadhikar, Samata Foundation and Asia Dalit Right Forum (ADRF) this conference addressed the issue of rights and entitlements of Dalits in Bangladesh, India and Nepal as well as other South Asian states, which constitutes 260 million worldwide in which 210 million lives in South Asia. The Dalit communities are the most marginalized and discriminated communities in the region as well as the world. With inter-generational poverty and exclusion, the community has been halted from development and welfare because of historic practice of 'untouchability'. Dalits not only are excluded from development but also discriminated in all spheres of life, segregated, are prone to violence and caste based crimes.

- To advance efforts to address caste based discrimination, NU, BDERM and Christian Aid- Bangladesh; Swadhikar- National Campaign on Dalit Human Rights, India and SAMATA foundation, Nepal organized a regional conference on "Towards a Regional Agenda on Social Inclusion and Dalit Women's Concern" in Dhaka, Bangladesh, from 29th February to 1st March 2016. Israfil Alam, Hon'ble MP of Bangladesh and Nurjahan Begum, Hon'ble MP of Bangladesh was presented there.
- On 15 September 2015, International Dalit Solidarity Network (IDSN) participated in a meeting with dalit leaders and other organizations working for dalit improvement at NU head office in Dhaka. Representatives of 9 organizations like Bread for the World, Heks, Christian Aid and others participated there.
- Mr. Nicole Derbinski, Evaluation Consultant, Middle East and Asia Pacific region, Bread for the World participated in a



meeting with Mr. Zakir Hossain, Chief Executive, NU and BDERM leaders on 07 August, 2015 and Pamela Matchar, Programme Officer, South Asia Desk, Bread for the World participated on 29 January, 2016.

- On 17 March, 2016, NU representatives participated in regional tribunal in India.

### ***b. Dialogue with Policy Makers***

NU and BDERM organized meeting with National Human Rights Institutions (NHRIs), elected representatives and Concerned Ministries during the reporting period in order to inform the actual situation of Dalit communities across the country.

- ***Meeting with Honourable State Minister:*** On 8 September, 2015 representatives from civil society organizations submitted application to Ms. Meher Afroz Chumki, Honourable State Minister, Ministry of Women and Children. Ms. Moni Rani Das from Dalit Women Forum; Ms. Shova Rani Baroi from Ashrumochan Mohila O Shishu Kalyan Sangstha; and Ms. Prova Rani Baraik from Institute for Social Advancement represented civil society organizations during the meeting.
- ***Meeting with Mayor of Dhaka City Corporation (North and South):*** On 14 September 2015, a group of representatives of BDERM and NU met with the Mayor of Dhaka City Corporation (North) and with the Mayor of DCC (South) on 3 November 2015. Both Mayors committed to establish quota system for Dalit communities in staff recruitment of City Corporation.
- ***Meeting with the honourable Member of the Parliament:*** On 17 December, 2015 a meeting was held at Nachol, Chapinawabganj where the chief guest Mr. Golam Mostofa Biswas, Honourable Member of the Parliament committed to develop the human rights situation of Dalit people of the locality. This meeting is basically the outcome of the national parliamentarian's meet where the Honourable MP Mr. Golam Mostofa Biswas participated for the first time. He was inspired to see so many MPs working for the Dalit community. After participating in that meeting, he suggested one of

## **Box 3.3**

### **Public Hearing on 'Elimination of Discrimination and Atrocity against Dalits'**

Besides being discriminated due to work and descent, about 6.5 million Dalits in Bangladesh are also deprived of proper justice for belonging to the Dalit community. They can't strongly raise their voice to get justice as they are considered to be untouchables and socially excluded community. As a result, it becomes easier for the accused to get rid of the charges. In these circumstances, to ensure that the Dalits can get proper justice in due time Nagorik Uddyog in collaboration with BDERM organized a 'Public Hearing on Elimination of Discrimination and Atrocity against Dalits' at CIRDAP on 22-23 December, 2015. Total 8 cases of land grabbing, violence against Dalit women and children, untouchability and physical torture were presented at the public hearing and the honourable jury members came up with their valuable suggestions. Ms. Selina Hossain, Honourable Chairperson, Committee on Dalits and other Marginalized Group, National Human Rights Commission (JAMAKON), Bangladesh was present as the chief guest. Mr. Sunil Kumar Mridha, President, BDERM was present as the chair and Mr. Zakir Hossain, Chief Executive, Nagorik Uddyog facilitated the event.



### Case Study 3.1 Alpana Das is earning for her family

Alpana Das, a 23 years old Dalit women at Shoilmari village under Jolsha union in Khulna, have been living in under poverty line over years because of both of her paternal and in-laws family was very poor. Continuing the family cost along with children through the poor income of her husband became almost impossible for her. So she is trying to find any alternative income source besides her domestic works. Suddenly she got to know about training on sewing and dress making at her own village organized by Nagorik Uddyog. She communicated with the authority and showed her interested to receive the training. After receiving this training for three months long, she started sewing and making dresses there. She took orders from her neighbors and villagers to sew and make dresses when she finished her household workings. Her monthly income is about 2000-2500 BDT at present. This earning is included as a vital part of her family. Her income has brought solvency to her family. She is currently living well financially with her husband and children. Apana Das hopes that she will earn more by sewing and dress making.



Alpana Das,

the interns to organize a meeting in his constituency. Hence, that meeting was organized as per his suggestion.

#### c. Seminars at National Level:

Seminar on 'Rights to Protection from Untouchability': Untouchability is the most common phenomenon with the Dalit population in Bangladesh which perpetuates the discrimination in access to basic services, rights and entitlements. Dalits are regarded as unholy and unclean due to their work and descent. Under these circumstances Nagorik Uddyog and Bangladesh Dalit and Excluded Rights Movement (BDERM) jointly organized a seminar on 'Untouchability and Dalit Human Rights: Obligation of the State and Society' at CIRDAP Auditorium on 6 August, 2015. The overall objective of the seminar was to share the evidence of untouchability and find out way forward to eradicate untouchability. A total of 120 participants from Dalit led CSOs, member of civil society, human rights organization, Dalit community people, academician, researchers and media people attended the seminar. Professor Dr. Mizanur Rahman, Honorable Chairperson, National Human Rights Commission (NHRC), was present as chief guest in the seminar.

#### d. Dialogue in District and Divisional Level

BDERM leaders of district committees (52 district committees out of 64 districts) have been continued their meetings and knowledge sharing activities with national and local level policy makers, government administrations and law enforcement authorities to create mass awareness on Dalit issues as well as ending caste based discrimination.



Orange Day Celebration



Human chain demanding to enact Anti-discrimination Act





Meeting with Mr. Golam Mostofa Biswas, Honourable Member of the Parliament On 17 December, 2015 the meeting at Nachol, Chapainawabganj

- **District Level Committee Meeting:** Within the reporting period, 11 district level meeting were organized by BDERM representatives. The meetings were held in Jessore, Khulna, Jhinaidah, Magura, Satkhira, Comilla, Lakshmipur, Chandpur, Sherpur, Sirajganj and Tangail. All of the meetings were presided by government officials. Local government elected representatives, teachers, journalists and other civil society representatives participated there spontaneously. Issues on human rights violation against Dalit community drew the kind attention of honourable guests.
- **Local Level Advocacy Meeting at District level:** During this reporting period, 3 Local Level Advocacy Meeting have been organized by BDERM. One of them was held in Chuadanga district and others in Kamalganj and Shreemangal sub-district. District Commissioner, UNOs, sub-district Chairman, dalit leaders and other civil societies participated there. Dalit leaders highlighted their problems. Administrative officers and representatives committed to take affirmative action to protect rights of dalit communities.
- **Advocacy Meeting on Dalits women access to basic services:** On 26 August, 2015 Bangladesh Dalit Nari Federation organized an advocacy meeting at Jessore on “The role and responsibilities of dalit women in access to basic services” issue. The meeting was presided by Adv. Setara Parvin, the Vice-Chairperson, Sadar sub-district of Jessore. Mr. Shahidul Islam, Assistant Deputy Director of Department of Social Services, Jessore, Mr. Bibhutoosh Roy, General Secretary of BDERM and other representatives were also presented there. Adv. Setara Parvin committed to distribute the allocation among dalit communities whichever the Government allocates for them.

### e. Day observance:

During the reporting year, Bangladesh Dalit Women Federation, in association with NU, organized human chains and rallies to celebrate 5 Days on different special issues in national and international level. They observed 25 November 2015 as Orange Day on the fortnight of prevention of violence against women, 10 December 2015 as ‘Human Rights Day’, 16 December as ‘Victory Day’, 8 March 2016 as ‘International Women’s Day’ and 21 March 2016 as ‘International for the Elimination of Racial Discrimination’.

- **Human Chain and Mass gathering on the occasion of ‘World Dignity Day:** BDERM and NU jointly organized human chain and mass gathering in 32 districts on the occasion of ‘World Dignity Day’ on 5 December 2015.
- **International Day for the Elimination of Racial Discrimination:** On ‘International Day for the Elimination of Racial Discrimination’ on 21 March, 2016, BDERM and NU jointly organized human chain and protest rally in 40 districts across the country. The following districts are: Dhaka, Tangail, Sherpur, Faridpur, Rangpur, Gaibandha, Nilphamari, Dinajpur, Lalmonirhat, Rajshahi, Chapainawabganj, Bogra, Sirajganj, Joypurhat, Khulna, Jessore, Chuadanga, Magura, Jhenaidah, Panchagar, Thakurgaon, Bagerhat, Barisal, Patuakhali, Bhola, Pirojpur, Jhalkathi, Sylhet, Maulabhibazar, Habiganj, Comilla, Lakshmipur, Shariatpur, Meherpur, Satkhira, Borguna, Kurigram, Gopalganj, Norail and Madaripur.

## E. Skill Development Training

In order to strengthen individual and collective capacity on multiple issues, a number of workshops and trainings have been organized by NU and BDERM from 2015 to 2016.

**a. Communication Strategy Development Workshop:** Nagorik Uddyog Research in collaboration with Development Collective organized this workshop at YWCA of Bangladesh on 11 February, 2016. During this workshop, the project partners



6 August, 2015 Seminar on 'Rights to Protection from Untouchability' at CIRDAP

brought out some strategies of communications through which the target group and civil society could be sensitized about Dalit human rights. The participants underwent a group work divided into three groups namely media, website and audio-visual with a view to bring up ideas. This workshop helped identifying communication materials that would be developed under the project period.

**b. Workshop for Dalit Women's Empowerment:** Bangladesh Dalit Women Federation organized a two-day long workshop on 'Strengthen self help groups to improve socio-economic condition of Dalit women' on 30 & 31 May, 2016 at NU seminar room. BDWF leaders and members participated there.

**c. Skill Development Training for Dalit communities:** NU offers various types of skill development training to dalit communities of its working area. These training are conducted to improve the professional skill of Dalits as well as their socio-economic development. However, NU conducted a number of trainings to its beneficiaries:

- **Training on Block-Boutique:** From 17 May, 2016, 20 Dalit women at SujolpurJamtola in Jessore district were received a two-month long training on block and boutique on cloths. During the training sessions training materials were provided by NU.
- **Skill Training on Professional Driving:** Three young Dalits participated in skill training on professional driving during this reporting period. After the completion of training, the participants received driving license from Bangladesh Road Transport Authority and now they are earning by driving CNG auto-rickshaw.
- **Skill Training on Sewing and Dress Making:** NU organized four three-month long training on sewing and dress making in Khulna City Corporation, Botiaghata (Khulna), Bhola and Barisal district and . Total 40 Dalit women were trained.
- **Training on Strengthening Leadership Capacity for BDERM Leaders:** BDERM leaders received two trainings on Strengthening Leadership Capacity jointly organized by BDERM and NU. The trainings were held in Dhaka. Leaders from various district committees of BDERM participated there.
- **Training on Teacher's Training:** One two-day long training on teaching method was organised for informal school teachers in Shreemangal on 12-13 May, 2016. Fifteen teachers participated in this training.
- **Training on Mobile Repairing:** NU organised a three-month long training on mobile repairing in Khulna City Corporation this year. Four Dalit young people received the training. After the completion of training, they are working of mobile repairing at their local marker and earning for their families.

## F. Need Based Support

**Education Support:** There is no other alternative to education to develop the social and economic condition of Dalit communities. Only education can give them opportunities to get access to other professions excluding their traditional professions as well as reducing so-called untouchability. In order to improve the educational level of Dalit community, NU and BDERM are jointly offering education support to the community:



- **Non-formal Education Center:** NU is continuing its 15 non-formal education center named Uddyog Education Center since 2014. The education centers are located in Dhaka, Bhola, Botiaghata (Khulna), Shreemangal and Komolganj where 450 children from Dalit and excluded communities have been studying in pre-primary level. Necessary education materials like books, notebooks, floor-mats, pencils and flipcharts are distributed from NU. As most of the Dalit parents are not educated, these education centers have been able to create hope among the communities for an educated future generation.
- **Annual Sports and Cultural Programme:** Every Uddyog Education Center in association with NU organizes annual sports and cultural programme at Uddyog Education Centre every year. In this reporting period, NU organizes fifteen annual sports and cultural programmes. Along with the winners in competition, all students were given one melamine bowl to encourage everybody.
- **English Language Course:** NU organized a two-month long training on English Language Course for eight Dalit students in September, 2015 in Dhaka so that they may get better job after their education life.
- **Annual Discussion Meeting:** The annual discussion meeting between Civil Society Organizations (CBOs) and Dalit Human Rights Defenders was held on 13 March, 2016 in Joypurhat. Representatives from CBOs, DHRDs, leaders from BDERM and members Joypurhat District Committee were participated there.
- **Discussion Meeting on ‘Searching the Opportunity for the Development of Dalit Women as Small Business Entrepreneur for Economic Empowerment’:** A discussion meeting entitled ‘Searching the Opportunity for the Development of Dalit Women as Small Business Entrepreneur for Economic Empowerment’ was held on 26 April, 2016 at NU office at Dhaka. The meeting was organized aiming at emerging of Dalit women as entrepreneurs in order to improve their socio-economic condition.

## G. Issue Based Press Conference and Human Chain:

- During the reporting period, a Dalit young, Tulsi Chandra Das was beaten to death by the accusation of theft. On 4 August, 2015, NU and BDERM jointly organized human chain in front of National Press Club in Dhaka and on 11 August, 2015 in Nilphamary district in protest of this issue.
- On 29 December, 2015, NU and BDERM organized a press conference with the journalists of national newspaper at Dhaka Reporter’s Unity in protest of murder of a Dalit girl at Gazipur. Victim’s parents attended the press conference and answered the questions asked by the journalists.
- This year, a sage area experienced attacks and vandalism in Jessore as a result of protesting of harassment of a Dalit SSC examinee. On 2 February 2016, Jessore BDERM organized a human chain in protesting this issue.
- Two municipality cleaners were hacked to death in Faridpur on 8 April, 2016. BDERM organized individual human chain and mass gathering event at Dhaka, Faridpur, Jessore, Barisal, Khulna, Gaibandha, Sreemangal and Chapainowabganj district demanding for the arrest and punishment of those responsible for the murder. As a result, the accused has been arrested and the case is under trial.

## H. Overall Achievements:

- At present, ‘Dalit’ has become an important issue among civil society. Academies, parliamentarians, journalists, some political leaders, higher govt. officials and NGOs are giving their opinions regarding dalit communities in parliament, seminars, national and international conferences, newspapers, talk-shows and other media. Research and study fields about Dalit communities have been expanded. Some of our national parliament members and political leaders are



Meeting with Mayor of Dhaka City Corporation



Human chain to end violence against Dalit women



Leadership training for DHRD



Annual sports at Uddyog education center Shreemon-

showing interests to work for Dalit rights, which is a transparent reflection of considerable awareness about Dalit communities. Now-a-days, central leaders of BDERM became more active through participating in various meeting, seminar, workshop with Government, different ministries, NHRC, donors and NGOs and more enable to raise Dalit rights issues. Dalit leaders are taking part in local government elections in Dhaka, Khulna, Jessore, Jhinaidah, Hobiganj and Moulabhibazar. Among them, Niren Das elected as a member on behalf of ward 8, Teghuriya Union, Keraniganj sub-district, Dhaka in Union Parishad Election 2016.

- A continued focus on enhancing engagements with communities, partners and networks/ coalitions, parliamentarians and government officials with renewed strategies has created a sustainable impact of CSO engagement towards promoting Dalit Human Rights in the South Asia region.
- National Human Rights Commission (NHRC) effectively responses to discriminatory practices towards Dalit communities and considering the Dalit issue to be included in the coming NHRC strategic plans. For instance, two Dalit persons were qualified in the primary selection of Bangladesh Police Trainee Constable. But the recruitment was repealed through a Government notice to them on January 2016. Despite of qualifying in the primary list, they were dropped from the final recruitment list only for not having their own land which was a vital condition for getting police job in Bangladesh. BDERM drew attention to the National Human Rights Commission (NHRC) and media about this discriminatory issue and a national leading daily newspaper published this news which had a great impact. BDERM continued their lobbying with higher authorities through NHRC. At last Bangladesh Police canceled their prohibitory order in this reporting period and there is the process of recruiting them.

### Case Study 3.2

Saju Munda, 20 years old Dalit man from Ali Nagar Tea Garden in Moulabhibazar, comes from a very poor family. His father works in Ali Nagar Tea Garden. Both of Saju and his younger brother is student. He participated in HSC examination 2016. His father bears the all cost of their family with his poor income of 85 BDT per day. So, Saju wished he would help his family. But they had no deposit through which he might do any small business along with his study. He was known to the Regional Coordinator of Nagorik Uddyog, Sunil Kumar Mridha before. Saju participated in Training on Mobile Repairing through him. Saju Munda received the training for three months long in a shop of mobile repairing at ShomsherNogor local market. He could learn various types of work on mobile repairing. After completion of training, he got a job in the same shop. His salary is fixed for 4000 BDT per month including lunch. He continued the job for six months but it becomes almost impossible to continue his study along with the job. So he was bound to leave the job and opened a mobile repairing shop at his own village. The main facility of having own shop is that he can continue his workings along with study. Besides mobile repairing, he also keeps a desktop computer to download or upload songs and movies to customer's mobile phones. Excluding other costs of the shop, his monthly income is now 1500 BDT per month which he spends for their educational expenditure.



Saju Munda is repairing mobile phone



- A massive change can be observed in Dalit communities regarding educational sector. Their literacy rate is increasing day by day. Government and NGOs are taking many initiatives in order to improve their literacy rate. For an example, this year 49 dalit students from primary to higher secondary level have received scholarship of 2000 BDT per head from Social Welfare Department at Sundarganj in Gaibandha district. More educational scholarships are giving to other dalit students in many places over the country. BDERM leaders in perspective districts helped to make student lists for giving scholarship and submitted those to the Social Welfare Department. Over the period, 8 public universities have introduced quota for Dalit students as a result of continuing lobby and advocacy of BDERM.
- The great achievement came in economic context of Dalit communities. BDERM has been demanding for increasing the wage of tea-workers for a long time. As a result, the wages have been increased by 16 BDT from 69 BDT to 85 BDT. This decision was signed finally at a meeting between tea-garden owners and the representatives of tea-workers on 4 February 2016. So their economic and socio-economic condition will improve gradually.
- For the first time in Bangladesh, a special allocation has been given from Prime Minister's office for the development and various income generating projects in order to develop special areas including Dalit communities and minority groups. This order has been sent to 74 sub-district Executive Officers. Through this allocation, socio-economic situation of Dalit communities of the respected areas will be developed gradually. On 12 May, 2016, a Government circular from Prime Minister's office, was sent to all District Commissioners and also Sub-district Executive Officers except Chittagong Hill Tracts taking a project proposal under 2016-2017 fiscal years in order to develop special communities including minority groups and dalit communities.
- The final draft of Anti-discrimination Law has been submitted to Law Commission of Bangladesh. Law Commission has sent it already to the Ministry of Law, Justice & Parliamentary Affairs. Ministry of Law, Justice & Parliamentary Affairs will review it and send to the Parliament to enact the Law. BDERM and NU is continuing their lobby with the ministry strongly

## Chapter Three

### Section Two

# Linguistic Minority Rights

## Introduction

'Bihari' a term which refers approximately 300,000 non-Bengali Urdu speaking Bangladeshi who mostly remain stranded in camps popularly known as Geneva Camps in Bangladesh. Currently, they are living in 116 camps of 13 regions across Bangladesh in urban settings. Most of them originated from the north Indian state of Bihar, Uttar Pradesh and Rajasthan as internal migration in undivided India due to the fear of communal riots during partition of Indian subcontinent. After the liberation war in 1971, the Urdu speaking Biharis have been living as refugee across the country.

After the ending of statelessness, NU in partnership with Namati has been working to promote citizenship rights for Urdu-speaking community in Bangladesh since June 2013 with three specific objectives:

1. 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;
2. 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;
3. encourage use of this evidence for national litigation and national or international advocacy efforts related to gaining access to effective citizenship rights, if necessary.

## Citizenship rights through paralegal support

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:** 14 youths are assigned as community-based paralegals to provide knowledge on law and government information to the community people and 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 future. Community Education Community education group: The paralegals conduct outreach and hold community education group meetings in the camps.

**Activities within the year:** Paralegals have assisted to the camp dwellers getting 1385 birth certificates, 10 dead certificates, 74 word councilor certificates, 33 National ID cards and 48 correction ID card, 7 passport, 7 new trade license and 4 renew trade license. Apart from these, 20 dwellers are supported opening bank account, 21 dwellers are supported to get health facilities and 26 dwellers are assisted to do general dairy. And also in this reporting period, 165 community group meeting are organized through which 2397 camp dwellers (886 female, 486 male, 436 boys and 669 girls) have been empowered on community legal education.

**Flowering the National Shahed Minar:** On the occasion on 21 February International Mother language day Urdu-speaking communities flowered the national Shahed Minar with due respect to martyrs in 1952.

In 2008, the High Court of Bangladesh confirmed that the Urdu-speaking camp dwellers are Bangladeshi citizens, and 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 have not only been deprived from their civil and political rights but also from their socio-economic and cultural rights. For instance, the Urdu speaking yet to get their national identity card, enroll in voter list, passport etc. that result in have not get access to basic services provided by service providers.



## Conclusion

Through this programme, NU is trying to improve legal identity as citizen of Urdu-speaking linguistic minorities that they can their citizenship rights.



### Case Study

#### Citizenship rights on driving license changes living standard

Md. Azim Khan is a dweller of Geneva Camp in Mohammadpur, Dhaka. Although he is an auto-rickshaw driver by profession, he didn't have any driving license. As a consequence, he had to face trouble when he drive auto-rickshaw.

Several times he tried to get an driving license. However, owing to be a ethnic background of Urdu-speaking linguistic minority, he had no legal documents, including birth certificate and national identity card that needed to get a driving license.

Despite the high court ruling in 2008, Urdu-speaking linguistic minority are facing trouble getting the citizenship rights not only due to legal knowledge and bureaucratic attitude of service providers but also lack of awareness of the high court ruling among the community.

As Md. Azim would not have driving license, he could not drive across the Dhaka city every day and even he had to way from driving several days. As a consequence, he was in trouble to manage family expenses. One day his wife attended a paralegal community group meeting organized by NU and Council of Minorities that focuses on citizenship rights. Through that awareness session, Azim's wife came to know about the paralegals and their assistance for the camp community to acquire and use legal identity documents to access rights and services as citizens.

Next day Azim's wife visited to the Geneva Camp paralegal center and requested the paralegals to help her husband get a driving license. Our paralegals explain the relevant law and the process, including the requirements for supporting documents needed to get a driving license. She said "My husband doesn't have a birth certificate or national identity card" then the paralegals said "don't worry we will help you and your husband to get all these documents let's start to get birth certificate first then we can get driving license for your husband."

Our paralegals start working with Azim on his birth certificate and within 15 days he received the document. After receiving the birth certificate, the next day our paralegals helped him to submit an application for his driving license in the Bangladesh Road Transport Authority (BRTA) office. Within a month Mr. Azim Khan has received his driving license.

After 3 months, our paralegals followed up with Mr. Azim's family. His wife informed that now Mr. Azim Khan is driving his auto rickshaw 6 days a week and is earning good amount of money. She also said they have admitted their son in school and she expressed hearted thanks to the paralegals and this project.



## Chapter Four

# Child Rights



## Introduction

NU has been working with working mothers' children and school drop-out working and street children since 2013 through providing service delivery programme – informal education and skill development training – by offering day-care and drop-in centre facilities in Dhaka city.

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.

## Peer Group Meeting

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. A peer group meeting is organized every month in each center. 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.

It is observed that the children who attend in the peer group meetings has developed their leadership capacity. Through this meeting, drop-out children are not only get environment to improve their awareness level but also enhance their ability to motivate their fellows to do good in their lives.

## Parents Meeting

In order to enhance awareness on child issues including child rights, child health development, and impact of domestic violence on children among the parents of the children, NU organize parents meeting by monthly. It is observed that the parents who attend in this meeting change dramatically.

## Non-formal education

*Pre-primary education day-care centers:* In day-care centers, considering the need of the children, NU provides pre-primary education and primary-healthcare facilities. Pre-primary curriculum is developed based on age and level of 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 125 birth certificates are collected for the children whose are 18 months to 3 years old.

*Basic education in drop-in centers:* Usually, children come for three to four hours study for 2 hours in drop-in centre, and the remaining hours they 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.

## Healthcare facilities

In order to ensure the good health of the children, NU provides healthcare facilities in day-care and drop-in centers. A doctor comes and do routine medical checkup once in a month in each centre. In this reporting period, children in day-care and drop-in centers are provided 737 times medical treatment.

## Day-Care and Drop-in Center Information

### 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. At present 88 children, whose mothers are garments worker and/or non-formal sectors workers, are attending in day-care centers regularly.

### Drop-in-Centers 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.



Training on Tailoring at drop-in center



Peers meeting at drop-in center



Children are learning animation Training

Bi-monthly parents meeting

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

Nowadays, a large number of women in Bangladesh 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.

On the other hand, around 7.4 million children (age 5-17) across the country are working in different labour sector, and among them 1.3 million are engaged in hazardous work. Moreover, 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.

**Skill Development Training:** In order to improve knowledge and skills, working and drop-out girls are provided trainings on showpiece making

**Tailoring:** 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 (73 in Adabar and 65 in Mirpur) are benefitted from the drop-in centers. A total 45 girl children are provided training on tailoring.

**Training on Animation:** 36 children whose age is between 3 and 16 are provided training on Animation.



Regular medical check-up



Happy parents with their children's birth certificates





Awareness raising meeting on child rights



Children are having litchi at day-care center

## Nutrition Food

In order to improve their nutrition level the children in day-care and drop-in centers, NU provided nutrition food. In day-care and drop-in centers children are provided one mid-day meal and two times snacks that contains nutrition. It is observed that children who stayed in the day-care centers are able to improve their health gradually.

## Conclusion

Considering their situation, NU has initiated to bring to light in the changing phenomenon by establishing day-care and drop-in centers for children of working mothers and drop-out street children. As more women of all classes joining the workforce, NU initiates a day-care facilities for unprivileged working mother in informal sectors that they can feel safe to keep their children while working outside home. 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.

## NU Run Day-care Centres Ray of Hope

Single mother Ms Runa Begum has seen a ray of light when she started to keep her daughter in a day-care centre run by NU. Nowadays, Ms Begum can work without any tension for her child and she is happy that she could keep her daughter in a safe environment. However, in before, she was in great difficulties with her daughter, as her husband Md. Manjurl Islam left her.

Ms Runa Begum first met with Md. Manjurl Islam in 2009 when she started to work in a garment factory. After two years of working together, in 2011, Md. Manju proposed her. She shared about Manju with her parent and told them Md. Manju wanted to marry her. But, her parent did not permit her with this relationship, as they informed Md. Manju was already married which was not known to Runa. When neither she nor her family agreed with this relationship Md. Manju started to threaten them and in 2012 Manju kidnapped Runa and forcefully married her. As she got married, she decided to stay with him and they rented a house in Dhaka. She again starts working in a garment factory. After few-days later, Manju started to beat her and denied to give any maintenance. After two year of this situation in 2014, Ms Runa Begum became a mother of baby girl. Few months before her daughter Jannat born, Manju left her and went back his former wife. She was in difficulties with her girl baby. She had to leave her job since there was no one to take care of Jannat. She decided to work as a domestic worker but in no one wanted to employ her with the child. So, she left the place and rented a room in Adabar. She started to look for new job while her new neighbour informed her about the day-care centre run by NU. Runa decided to keep her child at the day-care center and look for a job in garment factories.



In February 2016, she enrolled Jannat at NU run day-care centre. Jannat learns pre-primary education and get primary-healthcare facilities in day-care center. Runa earns around 8 to 9 thousand taka per month with over-time. After paying house rent 2200 BDT, she can spend around 6000 to 7000 taka her family expense with saving. According to her, now she can work without any tension and she is happy that she could keep her daughter in a safe environment. She told more day-care centres can help other women like her.



## Chapter Five

# Indigenous Rights





## INTRODUCTION

Plain land indigenous peoples' (IPs) of northern districts of Bangladesh are subjected to various types of violence for their indigenous identity of which eviction from land is the most common. Loss of control over their traditional land and natural resources is a common problem for the indigenous peoples in this region of Bangladesh. Grabbing of land in the name of so called public purpose or private purpose is a constant threat to the identity and survival of indigenous people of this region. According to State Acquisition and Tenancy Act, 1950 indigenous people's land cannot be taken by other population. In such a context, the perpetrators obtain illicit ways to grab IPs land which includes false land documents, file false cases against IPs and harass them, physical assault, threatening, rape, burn and damage of houses and properties, and forceful eviction from their ancestral land.

Being marginalized and oppressed for years, the IPs cannot cope with the perpetrators in legal mechanism to defend their rights. On the other hand litigation in Bangladesh takes longer time for resolution. Indigenous people, largely poor and rarely have formal education, find it hard to hang on to the court case for long. Land grabbers take this opportunity to put pressure on the helpless IPs and compelled them to sell their property. Moreover, their marginalization alienates them from the community dispute resolution. As a result, they either do not go for community mediation or if go they are deprived of justice. Ignorance on legal process and land related documents is another weakness of indigenous people. Bangladesh government ratified ILO Convention No. 107 on Indigenous and Tribal Populations in 1972; however, government did not take such arrangement to protect the rights of IPs. Moreover, lack of adequate government policy, strong CBOs, vibrant civil society, rights defenders from the community are other important factors for their vulnerability.

## NU INTERVENTION

Considering the vulnerability, NU and Kapaeeng Foundation have been working with IPs to promote access to justice of IPs in the plain land through effective participation in community legal services and litigation process as well as strengthening national policy mechanism and implementation in plain land in ten unions of Parbatipur upazila in Dinajpur district.

The intervention includes consists of dual strategies like building capacity of IPs in one hand and influences the concerned policy makers and state actors for adopting national level mechanism like formation of Land Commission, special provision in access to government legal aid services etc. The intervention is expected to ensure access to justice of affected IPs through community legal services and litigation. It aims to provide the targeted people a space where they will challenge the intention of perpetrators in regard to land grabbing and other kind of atrocity. Further, existence of land rights defenders and knowledge on land laws, documentation and court's procedure will enable the affected community people to tackle the perpetrators even after the project is over. Effectiveness of advocacy and findings of the research will bring the targeted peoples under legal and policy umbrella and state positive response as well.

### A. FORMATION OF ETHNIC LAND RIGHT DEFENDERS (ELRD):

At the very beginning of the intervention potential youth and leaders of the indigenous community who can be act as defenders are unidentified. This group is named Ethnic Land Right Defenders (ELRD). This group is aimed to equipped with legal knowledge specially land and human rights issues as well as leadership capability. A total 30 ELRDs has been identified of which 20 started to work exclusively in the 10 unions of Parbatipur upazila.

### B. CAPACITY BUILDING OF ELRD

NU finds it essential to capacitate the ELRDs in dealing with land and human rights issues as well as leadership capability. With this view it organized series of training and workshop for them.

- **Organize and facilitated capacity building Training for ELRD on human and land rights:** A three-day-long training on 'Capacity building for ELRD on protection of human and land rights' has been conducted. A total of **38** participants were present in the training session. Among them 30 were male and 8 were female. In inauguration session, Syed Zahangir Alam, Assistant Commissioner of Land (AC Land), Parbatipur upazila was present as chief guest. He said, "I have waiting for this moment for long time. I noticed that EPs were often facing land related problems. Then I searched an organization where EPs can get assistance of their land related problems. I think NagorikUddyog initiatives will help people to reduce land related problems of EPs".



A session of capacity building training for ELRD

- **Organize and facilitated capacity building Training for ELRD on mediation techniques and process:** A two-day-long training on 'Capacity building for ELRDs on mediation techniques and process' has been conducted. A total of **35**

participants were present in the training session. Among them **25** were male and **10** were female. Training sessions includes the issues on mediation techniques and process which is fit for ethnic communities in plain land.

- **Training on capacity building for ELRD on facilitation skill:** A two-day-long training on 'Capacity building for ELRD on facilitation skill' has been organized. A total of **37** participants were present in the training session. Among them **26** were male and **11** were female. Facilitation tools and techniques as well as quality of a good facilitators were discussed in the training sessions. In this training programme, Chief Executive of NU and Project Coordinator were present.

### C. CONDUCT AND FACILITATE MEDIATION (SALISH) SERVICES

NU inspires the community to resolve their conflict through village mediation. As part of it, strives to convince the community people including indigenous and non-indigenous to settle conflicting cases (excepting of criminal nature) through village mediation through publicizing its benefit and legal aspects. NU thinks this would also help establishing harmony among the IPs and non IPs community along with resolving internal conflict among the IPs. During the reporting period NU receives Nine complaints for resolving through Shalish of which three are between IPs and non IPs. Four conflicts among the IPs were resolved through village mediation.

### D. PROVIDE LITIGATION SUPPORT

On 19 May 2016, some indigenous Santals families were injured in an attack carried out by a gang of miscreants at Kawhatola Santal village of Mominpur Union under Parbatipur Upazila of Dinajpur District. The attack left HopnaMurm (48), Laxmiram Hansdah (55), Maloti Baskey (40) and Sorola Hembrom (65) injured. The dispute took place over demarking of land between a Santal and Bengali family. A case has been filed against the attackers. On the other hand the perpetrators also filed a case against 22 Santal people including 4 women (Case no- 123 Parbatipur Police Station). NU is supporting the victims in the court. In the meantime 18 Santals got bail from the court.

### E. CONDUCT PERIODICAL AWARENESS RAISING MEETING WITH COMMUNITY PEOPLE

Twenty court-yard meetings in ten unions were organized during the reporting period. Four hundred and twenty four beneficiaries, out of them two hundred and forty six male, one hundred and sixty four female and fourteen adolescent directly benefited from this awareness programs. The court yard meetings are usually facilitated by the ELRDs. Through the court yard meeting EPs were made aware about land related issues like importance of collecting and preserving land documents, where to go for collecting land documents, what to do if they buy or sell their lands, state laws regarding land issues relating to EPs, information about khas land, importance of education, conflict resolution through community mediation, how to get different services of the government and above all to protection

### *Strive to establish unity among ethnic community*

There remained a long dispute between the IPs of Faridpur Mission Para and Boloram Chanrapur of Mostafapur union. Though they were the same community but they did not have any communication with them rather indulged into dispute on various issues. One of the major reasons of conflict was religion. Those who were Christian did not respect others. On the other hand, non-Christian EPs used to think Christian EPs derailed from the community. Local land grabbers often take advantage from the conflict between them. For an example, despite the ethnic people are majority in this union, Luis Buskey, one of ELRD, defeated in the Union Parishad election for noncooperation of the people of Mission Para. Some people of the Mission para directly opposed to Luis and organized community against him. In this context, after the formation of ELRDs, they tried to establish a unity between the two villages. Finally, on 15 May 2016, both the communities sat in a session with the presence of Mohots (leaders and influential people of the community). They heard the allegation of Luis Buskey and defence of the opposition. The accused also realized their misdeeds and expressed apologies to Luis Buskey. People of the both villages also expressed their realization that existing dispute between two villages has been making them weaker in the unions which help Bengali community to grab their lands. So they decided not to be involved in conflict any more rather work together in establishing rights of ethnic minority.



Community mediation at Ramchandrapur, Habra



Community meeting at Barokona Fuljanpara





### Santal Rebellion Day

161<sup>st</sup> ‘Santal Rebellion Day’ or ‘Hull’ was observed at Parbatipur Upazila with dignity and enthusiasm on 30<sup>th</sup> June 2014. 161 years ago, on the same day, Santal community of northern area of Bangladesh and the then West Bengal revolted against the British regime and their associates (Jamindar, Mohajon, land grabber etc.) under the leadership of Sidhu, Kanu and others. The Santal and other small ethnic communities in this region were detached from the mainstream civilization and used to live on forest. However, the Jamindar imposed land tax on them and turned them into slave when they unable to pay taxes. Many of them had to flee from their land in the face of eviction. In such a context, thousands of Santal decided to revolt to regain their land. After long bloodshed struggle Santal community defeated the oppressors and recovered their land rights. Inspired by the spirit of ‘Hull’, the EPs of Parbatipur Upazila observed the day to unite ethnic community people against land grabbing as well as to influence the government and civil society to establish the land rights of indigenous people.

The event began with a colorful rally representing EPs culture, moved on different roads of Parbatipur Upazila and ends at the Central Saheed Minar. There EPs cultural heritage like song, dance were performed. Then the audiences were briefed about the history of the day and objectives to celebrate it. A nine point demand was placed to establish land rights and human rights of ethnic minority of this region. Later a discussion meeting held at the Municipal Auditorium. Local political personnel, members of civil society, media personnel and leaders of ethnic minority attended the meeting and expressed solidarity, commitment to the demand of ethnic minority. The event provided opportunity to raise the land situation, atrocity, violation of rights of ethnic minority in Dinajpur district especially in Parbatipur Upazila as well as drew commitment from different sector to stand by them in the struggle of their establishing land rights

of rights of EPs etc. One of the common feedback from the audience was that nobody earlier were aware about those issues. This would help them in protecting their lands effectively.

### F. FACT FINDING, INVESTIGATION AND DOCUMENTATION

One of the key interventions of the project is to fact finding and investigation on atrocity and land grabbing of indigenous people. NU team undertook fact-finding mission if there is any torture on IPs or land grabbing incident which need rapid response. Through the fact finding NU thoroughly investigate and record the case and take necessary steps like bringing the issue with the law enforcers, local administration or other concerned authorities. In case of serious issues, NU also organizes press conference, human chain and memorandum submission to press the authority to take necessary steps against the atrocity on IPs. During the reporting period NU conducted four fact findings on land issues, physical assault.

- **Life threat to an Ethnic people:** Another fact finding was conducted in the Darkamari village of Kusdoho union under Nawabganj Upazila of Dinajpur as per the allegation of life threat to Robi Soren. From the fact finding report, it was found that the perpetrators, Gaffar Ali and Azhar Ali, has been trying to evict Rabi from his 33.18 acres of land through making fake land documents. Being failed to evict him, now they are plotting to kill Robi Soren. It is to be mentioned that Robi's father Dudu Soren, Uncle Gosai Soren and Grandfather Fagu Soren were killed by the perpetrators for this land. They often entered into the orchard of Robi Soren and cut trees at their will. The villagers expressed that the perpetrators might occupy the land killing the last successor of Soren family.
- **Assault on Ethnic community following a sexual harassment incident on Ethnic woman:** Upon information of an attack on Ethnic People in Jahanpur Village of Nawabganj Upazila, NU conducted a fact finding mission. From the in-

## Land Grabbing of IPs in the name of Road Construction

Julias Soren and Simon Soren from Gopalpur village of Shibnagar Union of Fulbari Upazaila sought assistance of NU following a threat of murder by Haripad Roy of the same village. The conflict rose from a proposed road in the land of Soren brothers. On 26 May 2016, NU staff along with ELRDs investigated the case. From the fact finding report it is known that Soren brothers use to live on 0.24 acres of land. The village people used to use a road through their orchard as a short cut to go to riverside. With the course of time the villagers want to make the road permanent. From the investigation it was found that the Perpetrator Haripad Roy leads the villagers in favor of making the road. It is also known that his ultimate goal is to evict Soren brothers from the land. Meanwhile, in the name of road Haripad forcefully cut various trees worth forty five thousand taka. He also gave threat to kill them if they do not let making the road. Soren brothers went to the police station for filing a case but not taken by the police. After the investigation NU convinced different parties of the village to sit to resolve the issue. A session was scheduled to be held at the office of AC Land. However, for unknown reason the mediation was not happened. After further communication with UNO, he assigned the land officials to investigate the issue and report to his office.



Julias Soren and Simon Soren in Hospital

vestigation report it was learnt that the incident happened following an attempt to rape on a Santal woman. Omar Faruque tried to rape the woman while she was going alone to her aunt house. Hearing the scream of woman during the incident the villagers rushed to the spot and caught the perpetrator. However, some Bengali community people put pressure on the EPs and help the perpetrator to flee. In the next morning, when some EPs were going to inform the UP chairman about the incident, 40-50 Bengali people, led by the main accused Omar Faruque, attacked on them and beat them severely. They also robbed and vandalized the houses of EPs. Four Ethnic people severely injured by the attack and hospitalized. A case was lodged to the local police station (case No. 2/37, 4 April 2016). However, none of the accused was arrested so far.



## Chapter Three

### Section Six

# Governance and Administration

NU has own formal oversight mechanism. In order to maintain smooth governance of the organization, a governing body comprised with General Committee, Executive Committee, and Senior Management Committee is functioning within the organization. For Administrative purpose, Admin and Management Unit, Programme Unit and Technical Support Unit are functioning under direct supervision of the Chief Executive. The details of NU formal oversight mechanism is given below:

### 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.

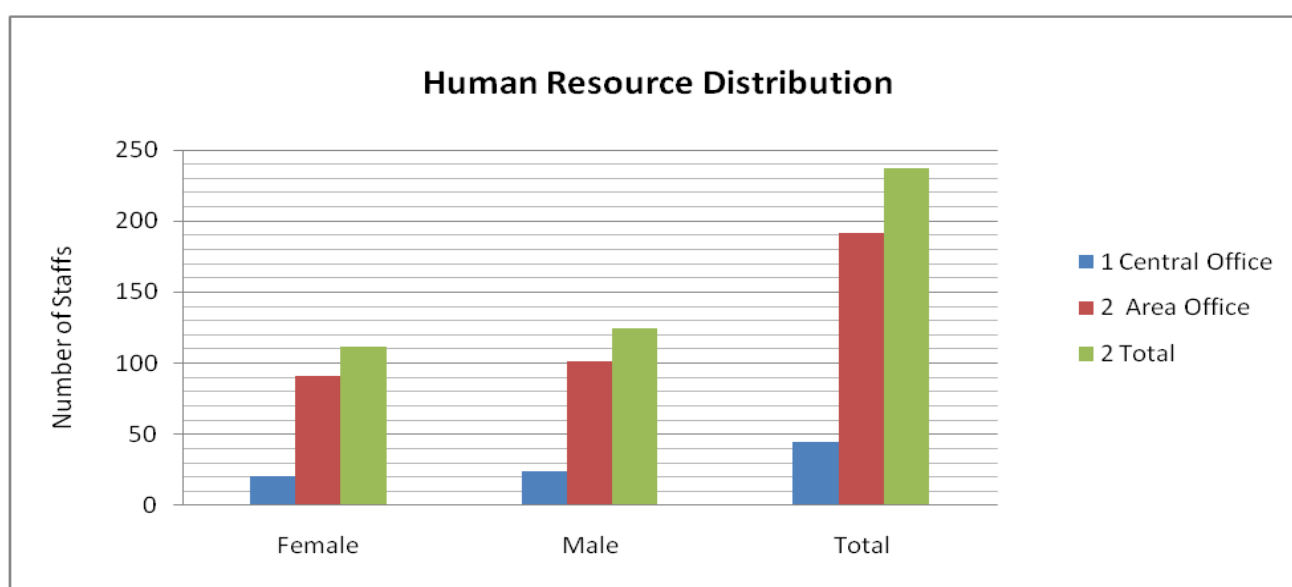
**Senior Management Team:** In order to smooth programme implementation, a Senior Management Team (SMT) is formed with 4 senior staffs (2 male and 2 female) to supervise daily activities at program and project level. SMT deals with fund raising and resource mobilization, strategic planning, programme 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.

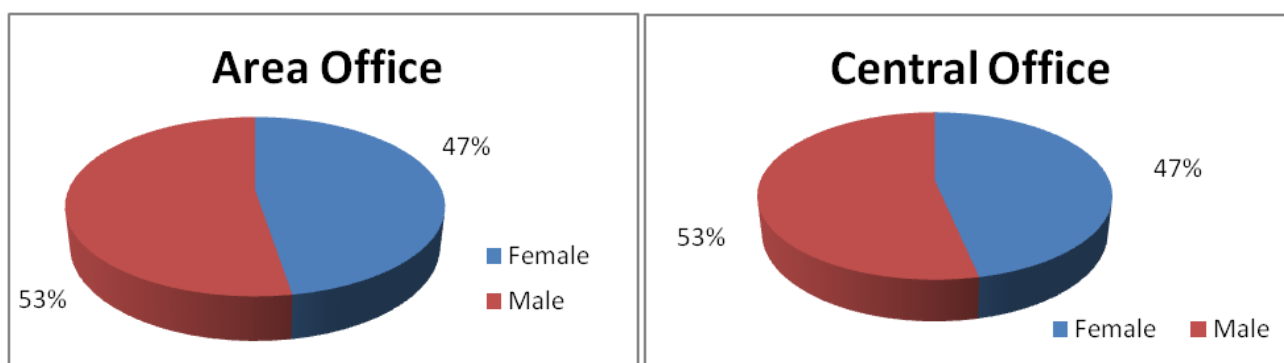
### Administration

**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.

### 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, 237 personnel, comprised with 125 male and 112 female, are working with NU. Among the total employees, 192 staffs (81% of total employees) are deployed at regional, district, Upazila, and Union level aiming to provide assistance to the community. At central office, 47% are female and among them 50% are in decision making level. On the other hand, at area offices, male and female staff ratio is 53:47 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 abroad, employees are selected based on their improving areas and area of interest.



# Chapter Seven

## Financial Summary

### Financial Source

NU has been working in collaboration with national and international funding agencies since 1995. As core funding agencies, Bread for the World (BfW), Germany and Christian Aid (CA), UK 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 BDT63, 313,416 (Sixty three million, three hundred thirteen thousand and four hundred sixteen taka, only) from funding agencies.

### 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.



NAGORIK UDDYOG (NU)				
CONSOLIDATED STATEMENT OF FINANCIAL POSITION				
AS AT 30 JUNE 2016				
Particulars	Notes	30-06-2016	30-06-2015	
<b>PROPERTY AND ASSETS:</b>				
<b>NON-CURRENT ASSETS</b>	4.00	5,539,189	6,031,824	
<b>CURRENT ASSETS:</b>				
Advance Deposits and Prepayments	5.00	457,752	1,068,925	
Inter Project Loan (Contra)	6.00	0	0	
Cash and Bank Balance	7.00	2,294,944	8,247,234	
<b>Total Taka:</b>		<b>8,291,885</b>	<b>15,347,983</b>	
<b>FUND AND LIABILITIES:</b>				
<b>FUND ACCOUNT</b>	8.00	8,266,885	15,247,983	
<b>CURRENT LIABILITIES:</b>				
Inter Project Loan (Contra)	9.00	0	0	
Liabilities for Expenses	10.00	25,000	0	
Loan Received from CEO		0	100,000	
<b>Total Taka:</b>		<b>8,291,885</b>	<b>15,347,983</b>	

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

(Sardar Zakirul 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  
03 October 2016

(Toha Khan Zaman & Co.)  
Chartered Accountants



NAGORIK UDDYOG (NU)				
CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME				
FOR THE YEAR ENDED 30 JUNE 2016				
PARTICULARS	NOTES	2015-2016	2014-2015	
<b>INCOME:</b>				
Fund Receipts from Donor	11.00	63,313,416	68,541,413	
Fund Received Direct from WF		770,000	0	
Fund Receipts from GUC		304,950	0	
Office Rent Reimbursement		1,162,700	0	
Overhead Reimbursement	13.00	2,268,130	982,205	
Salary Reimbursement	14.00	2,322,969	1,095,162	
Fund Received -Local Donation		25,300	0	
Sale of Publication		8,250	19,995	
Income from Guest House Rent		68,500	132,000	
Meeting Room Rent		27,085	35,110	
Sale of Old News Paper		2,560	1,200	
Bank Interest		175,991	137,958	
Received from Training		0	9,000	
Donation for Cold Wave Victim		0	15,500	
Research Support		0	70,600	
Disallowed Amount Received		0	299,861	
Training Registration Fees		7,300	0	
<b>Total Taka:</b>		<b>70,455,151</b>	<b>71,340,004</b>	
<b>EXPENDITURE:</b>				
Pay and Salary	15.00	39,504,737	36,108,438	
Administration Cost	16.00	10,541,573	9,414,542	
Activities Cost	17.00	19,202,955	21,012,412	
Overhead Cost	18.00	4,283,687	2,046,056	
Travel & Daily Allowances	19.00	2,428,933	2,592,046	
Local Monitoring and Evaluation		0	441,485	
Honorarium		21,095	41,500	
Printing & Publication		0	463,854	
Advocate Fee		0	30,000	
Bank Charge		9,512	41,546	
Audit Fee		0	163,000	
Meeting in New York		169,380	0	
Contingency		7,300	7,080	
Training Registration Fees		0	0	
Fund Refund to GUC		19,409	0	
Depreciation		1,222,668	1,292,412	
<b>Total Expenditure:</b>		<b>77,411,249</b>	<b>73,654,371</b>	
Surplus/(Deficit) of Income over Expenditure	8.00	(6,956,098)	(2,314,367)	
<b>Total Taka:</b>		<b>70,455,151</b>	<b>71,340,004</b>	

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

(Sardar Zakirul 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  
03 October 2016

(Toha Khan Zaman & Co.)  
Chartered Accountants

# FINANCIAL STATEMENT

## (Receipts and Payments)

(July 2015-June 2014)

NOGORIK UDDYOG (NU)			
CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS			
FOR THE YEAR ENDED 30 JUNE 2016			
Particulars	Notes	2015-2016	2014-2015
<b>RECEIPTS:</b>			
Opening Balance:			
Petty Cash	7.00	40,564	20,000
Cash in Hand	7.00	2,374	9,107
Cash at Bank	7.00	8,204,296	10,458,929
Advance Deposits and Prepayments	5.00	1,058,925	473,410
<b>Sub Total:</b>		<b>9,306,159</b>	<b>10,961,446</b>
<b>Receipts from Donor:</b>			
Fund Receipts from Donor	11.00	63,313,416	68,541,413
<b>Sub Total:</b>		<b>63,313,416</b>	<b>68,541,413</b>
<b>Received from Mother A/C:</b>			
Fund Received from Mother A/C to Project A/C	12.00	63,284,809	75,293,768
<b>Sub Total:</b>		<b>63,284,809</b>	<b>75,293,768</b>
<b>Other Received:</b>			
Fund Receipts from (GLIC)		304,950	0
Fund Received Direct from WF		770,000	0
Fund Received Local Donation		25,300	0
Fund Transfer from EDWRP/PLABS Proj.		0	43,075
Fund Transfer from SCPLG		0	295,271
Bank Interest		0	276,256
Overhead Reimbursement		173,991	137,958
Office Rent Reimbursement	13.00	2,268,130	982,205
Solar Reimbursement		1,162,700	0
Sale of Publication	14.00	2,322,969	1,095,162
Sale of Old News Paper		8,250	19,995
Meeting Room Rent		2,560	1,200
Income from Guest House Rent		27,085	35,110
Advance Office Rent Realized		68,500	132,000
Donation for Cold Wave Victim		10,000	9,000
Training Registration Fees		7,300	15,500
Research Support		0	70,600
Disallowed Amount Received		0	299,861
<b>Sub Total:</b>		<b>7,151,735</b>	<b>3,413,196</b>

NOGORIK UDDYOG (NU)			
CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS			
FOR THE YEAR ENDED 30 JUNE 2016			
Particulars	Notes	2015-2016	2014-2015
<b>Inter Project Loan:</b>			
Loan Received from General Fund		1,550,000	1,220,000
Loan Received from PWWSGCGW		0	50,000
Loan Received from NU		370,000	0
Loan Realized by General Fund		2,270,000	1,920,000
<b>Sub Total:</b>		<b>4,190,000</b>	<b>3,190,000</b>
<b>Total Tak:</b>		<b>147,246,119</b>	<b>161,399,820</b>
<b>PAYMENTS:</b>			
Pay and Salary	15.00	39,504,737	36,416,853
Administrative Expenditure	16.00	10,541,573	9,434,542
Activities Cost	17.00	19,202,955	21,012,412
Advocate Fee		0	30,000
Printing & Publication		0	463,854
Honorarium		21,095	41,500
Local Monitoring and Evaluation		0	441,485
Overhead Cost	18.00	4,283,687	2,046,056
Travel & Daily Allowances	19.00	2,428,933	2,592,046
Furniture/Fixture/Equipment	20.00	730,033	329,917
Bank Charge		9,512	41,546
Training Registration Fees		7,300	0
Audit Fee		0	163,000
Contingency		0	7,080
Meeting in New York		169,380	0
Fund Refund to GLIC		19,409	0
<b>Sub Total:</b>		<b>76,918,614</b>	<b>75,020,291</b>
<b>Fund Transfer to Project from Mother A/C</b>			
Fund Transfer to Dalit-CSP	12.00	63,284,809	75,293,768
Fund Transfer to Dalit-CSP		0	295,271
Fund Transfer to EDWL/TEEABS		0	43,075
<b>Sub Total:</b>		<b>63,284,809</b>	<b>75,632,114</b>
<b>Inter Project Loan:</b>			
Loan to Dalit CSP Project		250,000	0
Loan to Dalit CBSS		100,000	50,000
Loan to (PWWSGCGW Project)		250,000	0
Loan to (EDWL/TEEABS Project)		50,000	0
Loan to (EIMRRB Project)		200,000	0

NOGORIK UDDYOG (NU)			
CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS			
FOR THE YEAR ENDED 30 JUNE 2016			
Particulars	Notes	2015-2016	2014-2015
Loan to Local Government Project		50,000	0
Loan Paid to NU		1,170,000	0
Loan Refund to GF		750,000	1,796,256
Loan to RDTPH-DSRG Project		1,070,000	1,620,000
Loan to JATTHRECM Project		300,000	0
<b>Others Loan:</b>			
Loan Paid to CEO		100,000	0
<b>Sub Total:</b>		<b>4,290,000</b>	<b>3,466,256</b>
<b>Total Tak:</b>		<b>144,443,423</b>	<b>152,118,661</b>
<b>Closing Balance:</b>			
Petty Cash	7.00	56,071	42,938
Cash in Hand	7.00	0	0
Cash at Bank	7.00	2,338,873	8,204,296
Advance Deposits and Prepayments	5.00	457,752	1,033,925
<b>Sub Total:</b>		<b>2,752,696</b>	<b>9,281,159</b>
<b>Total Tak:</b>		<b>147,246,119</b>	<b>161,399,820</b>

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)

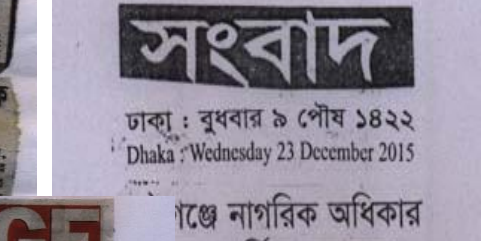
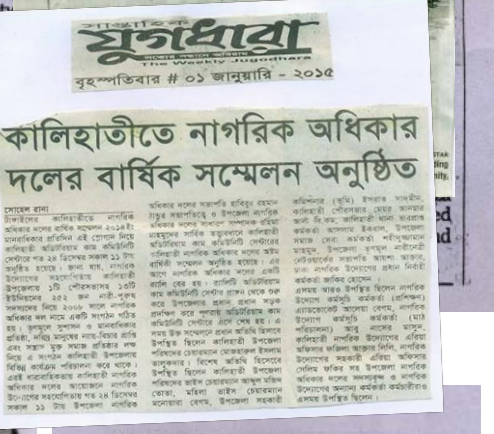
(Zakir Hossain)  
Chief Executive

(Toha Khan Zaman & Co.)  
Chartered Accountants

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

Dated, Dhaka  
03 October 2016









# **Annual Report**

**2015-2016**

**Nagorik Uddyog**

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