

Annual Report

2018-2019



People's Access and Participation
to Democracy Rights, Justice &
Development

নাগরিক উদ্যোগ
NAGORIK UDDYOG
CITIZEN'S INITIATIVE

Annual Report

2018 - 2019



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Glossary

NAGORIK UDDYOG

Nagorik Uddyog (NU) was established in 1995 by a group of nationally and internationally renowned Bangladeshi human rights activists and academics aiming to promote good governance, access to justice and institutionalize democracy at the local and national level. Since its establishment, NU has been working to strengthen local government via the dual imperatives of, on the one hand, raising awareness among the general masses of people's basic human rights and, on the other, building people's capacity to pursue and realize these rights. In the beginning, the organization worked on a voter education program and raising awareness among the women so that they can claim their rights from local government institutions and the community. Over time, NU extended its activities across the country with a specific focus on rights of marginalized people especially access to justice of the rural communities, Dalit rights, right to information and human rights advocacy.

Afterwards, NU brought the initiatives to the notice of the international community by its networking with international rights groups including the United Nations bodies. The organization played a key role to establish a national level campaign on the issues of right to food, right to information, Dalit rights and informal sector labour rights. With regard to that, NU at first involved with some projects and later started to lead the works such as Campaign for Right to Food and Social Security (RTF&SS), Campaign on Citizen Right to Information (CCRTI), Bangladesh Dalit and Excluded Rights Movements (BDERM), and



Bangladesh Labor Rights Forum (BLRF). Subsequently, NU attained expertise on the implementation of the programs on access to justice through community mediation, legal education, referring cases to village court, strengthening arbitration council at the union level and providing legal aid at the court level. NU also specialized on promoting rights of Dalit and marginalized communities including Indigenous Peoples. Over the period, NU effectively established networks with national and international organizations working for civil and political rights as well as economic, social and cultural rights.

MISSION

Nagorik Uddyog aims for an egalitarian society based on social and gender justice. It wishes to see accountable, transparent and responsive institutions that can mobilise the community to attain their rights and entitlements. In particular, NU focuses on issues related to women, socially excluded, unprivileged, Indigenous Peoples and other minority communities.

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 social status.

The mandate of NU is to promote human rights and good governance with a particular focus on local governance. It is committed to democratizing the conventional system of mediation (Salish), so as to establish social and gender justice. It facilitates to realize the rights of women at the grassroots level through education on civil rights, human rights and women's rights and by resolving community and family dispute through mediation. NU also works on to promote the rights of the minorities, with special focus on Dalit, Linguistic Minorities and Indigenous Peoples.



OBJECTIVES

1. Improve access to justice through human rights education, community mediation and legal aid;
2. Strengthen women leadership by promoting their individual and collective capabilities to realize women's rights;
3. Protect and promote rights of Dalit, indigenous peoples, socially excluded, child and minority communities;
4. Strengthen Local Government Institutions (LGIs) by supporting local justice mechanisms, ensuring good governance and building institutional capacity;
5. Promote labour rights through awareness, mobilization and skill training, policy advocacy, campaign and networking;
6. To empower citizens through raising awareness and using the right to information act for making transparent and accountable governance;
7. To protect the environment to make it sustainable and raise awareness on climate impact and adaptation;
8. Undertake research, fact findings and investigations on socio-economic, cultural and civil and political rights;
9. Protect and promote human rights through the lobby, advocacy, networking and campaign at local, national and international level.

LEGAL STATUS

NU functions in compliance with the legal requirements of the government and NGO Affairs Bureau of Bangladesh. NU is registered with the Joint Stock Company and NGO Affairs Bureau of Bangladesh.

Joint Stock Companies Act No. (Act XVIII):

Registration Number: C 360 (17)/ 95,

Date of Registration: March 20, 1995

NGO Affairs Bureau:

Registration No. 1240

Date of Registration: February 23, 1998 (Renew

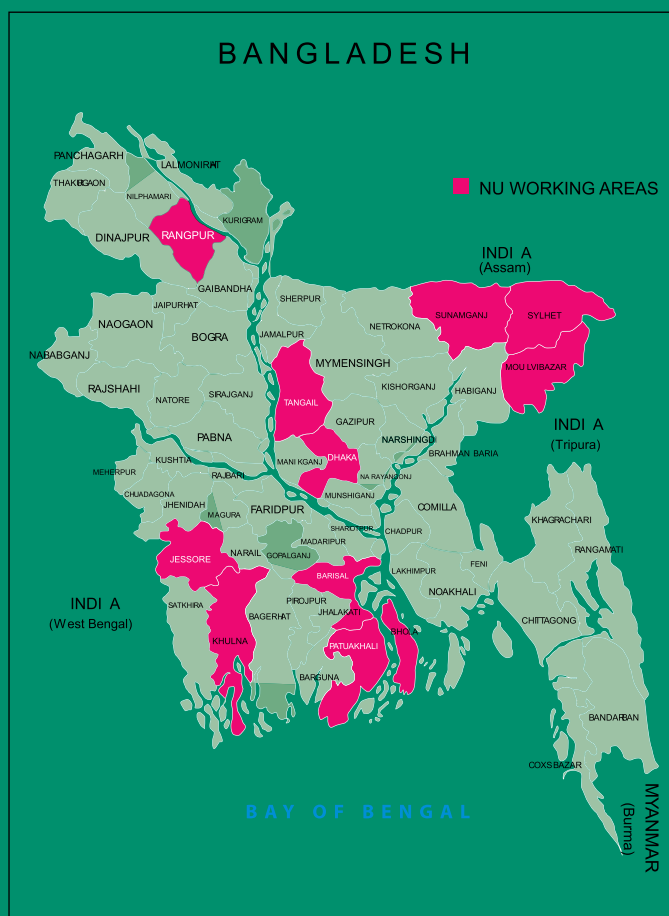
Date: February 23, 2018)

GOVERNANCE

At present, NU is run by a ten-person Executive Committee consisting of 5 men and 4 women and a Chief Executive Officer. This Committee oversees the organization's basic operation and makes decisions as to its strategic agenda.

NU operates eight distinct operational units that handle either the organization's administrative affairs or indeed carry out its projects and programs. A Central Management Committee (CMT) consisted of senior female and male staff including the Chief Executive takes the operational decisions of the organization. These six units are known as:

- Access to Justice Program
- Partnership Program
- Advocacy, Campaign a& Networking
- Research, Policy & Communication
- Legal Aid & Investigation
- Theater and Cultural
- Monitoring, Evaluation, Reporting and Documentation
- Administration and Finance out its projects and programs.



WORKING AREA

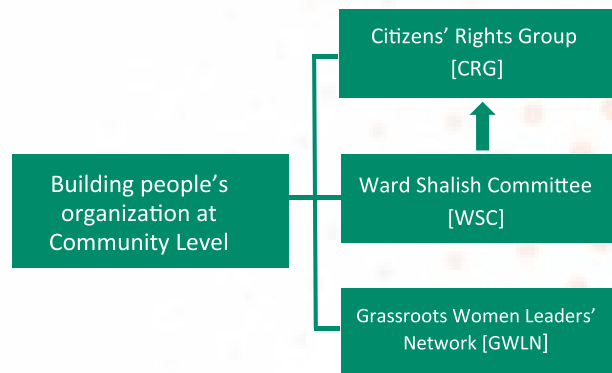
NU's head office is located at Lalmatia, Dhaka [House-8/14, Block-B, Lalmatia, Dhaka]. NU operates 4(four) Child Care and Drop-in Center in Dhaka. NU has 4 (four) field offices located at Badarganj and Rangpur Upazila at Rangpur District, Kalihati Upazila of Tangail District and Barisal Sadar and Banaripara Upazila of Barisal District. Besides, NU has partner offices at Maulavibazar, Bhola, Khulna, Jessore, Mymensingh and Nilphamari (Syedpur) district.

PROMOTING HUMAN RIGHTS & ACCESS TO JUSTICE

Informal dispute resolution remains very popular alongside formal judicial institutions in Bangladesh. Rural people usually settle disputes using traditional informal conflict resolution mechanism for its multiple benefits like quick hearing, flexibility, familiar language, environment and no cost. But the structure of this alternative dispute resolution also reflects the unequal class and gender hierarchy that characterize social relations in rural Bangladesh.

Recognizing the potential of Shalish (community mediation) to serve as a means for accessible justice for rural people, women, in particular, NU strives to make Shalish more open, gender-sensitive and democratic. NU believes without

the development of alternative institutional structure justice will never be accessible for the poor and marginalized people. NU's method and strategy in this regard are manifold but essentially consists of building people's organization at the community level



a. Ward Shalish Committee (WSC)

WSCs are formed to ensure the appropriate practice of state law and to reduce the incidence of harassment and intimidation of individuals during mediation processes. It consists of 18 members (2 from every 9 wards of a union). The members are chosen after a thorough canvassing of local opinions. Individuals with high social acceptability and reputation for their integrity and neutrality are identified as potential members of the committees. The members are provided legal-aid training for enhancing their comprehensive understanding of existing state laws, thereby helping to ensure that Shalish verdicts conform to the State's legal framework.

b. Citizens' Rights Group [CRG]

Formation

CRG is a union level committee formed with the selected members from WSC who are more enthusiastic to work for promoting human rights situation and governance in the community. Each CRG consists of eighteen members from nine wards (1 male, 1 female from each ward) of a union. Acting as a human rights "watchdog", CRG plays an effective role in local mediation processes. Members of CRG are given extensive training on human rights law as well as mediation techniques.



Union CRG also forms an Upazila level network. This network acts as a higher-level forum which provides a broader discussion and awareness platform than what could otherwise NOT be achieved from the union-level CRG alone. All the committees have democratic (elected) structures which are instrumental in developing a better sense of ownership among the members. Most members trained and have had a preliminary understanding of human and women rights.

Functioning

Each union-level CRG holds quarterly meetings to review and discuss the human rights situation in their respective community as well as the condition of Shalish. Members share experiences and describe interesting aspects of recent Shalish hearings. They also discuss relevant State laws, which enable members to keep each other updated and informed. These meetings are beneficial for monitoring Shalish procedures and to help uphold human rights activism at the community level.

Recognition

Participation of CRG members in social activities gained acceptance in the community. Their growing relation with UP bodies has made the UP more accountable and accessible for the people. For instance, with the assistance of UP, they have identified the vulnerable people deserving the Vulnerable Group Feeding (VGF) cards, VGD cards, elderly allowance, widow allowance, and allowance for the disables and others. During natural calamities like flood and cyclone, they responded to the affected people

through distributing relief goods, giving shelter, repairing houses, educational institutions, mosque and roads with their contribution.



FROM COMMUNITY LEADERS TO LOCAL ELECTED REPRESENTATIVES

Two of the members of CRG and GWLN elected as Vice-chairman in Rangpur Sadar Upazila Parishad. NU intends to develop political empowerment and rural men and women through capacity building and community activism.

C. Grassroots Women Leaders' Network [GWLN]

NU recognizes the importance of building women leaders at the grassroots level to participate and access to decision making bodies. One of NU's key concerns is to empower rural women, including elected women members of the UPs, to build their capacity to realize their rights and assist to effective participation in the electoral process, in local development committees and institutions and community dispute resolution process. To this end, NU works to form organizations of women like the Grassroots Women Leaders Network, providing them with training and workshops on key human rights and legal issues, and helping them consolidate their power to respond to the injustices they face as a group.

Functioning

GWLN is operating at both the Union and Upazila level. Members of a GWLN are confident, active and well equipped with the knowledge and skills required to be strong women human rights advocates in their respective communities. GWLN members mobilize themselves to protest violence against women.

Recognition

Members of the GWLN once aspired to see their networks eventually achieve a level of independence and self-reliance. Their dream eventually comes true through having registration from the government as well as receiving fund from the government development project. Such autonomy would, on the one hand, evidence the goal of women's empowerment in rural Bangladesh being achieved, and also give the women greater sovereignty over their interests and their destinies as Bangladeshi citizens.



Activities of GWLN

The GWLN meets quarterly at Union and Upazila level where they share their experiences in working to establish women's rights, discuss the GWLN's activities in the past quarter and plan the GWLN's upcoming activities for the term ahead. Enlisted women leaders participate in such a meeting, and when possible women UP members and female college students also take part. The meetings build confidence among the women leaders to collectively work against violations of women's rights in their communities. They also play a significant role at the community level in educating people – women and men – about human rights and the intrinsic value of gender equality. GWLN has an annual conference each year in all working areas.

Creating Awareness among Rural Women

Part of a GWLN's mandate is to have each GWLN member organize "Women Group Discussion" sessions in their community with their women neighbours. This has the positive effect of building participating women's social capital and building grassroots women's knowledge of their rights as Bangladeshi citizens. It is to be mentioned that a remarkable number of males also participate in the group discussion. During 2018-2019, a total of 151 group discussions were organized participated by 5162 female and 916 male.

An implication of the program can best be understood from the following statement of a participant: "When my husband died his 2nd wife and her sons used to threat to oust us from the house, they often used the abusive word to me and

FUND RAISING

GWLN in different areas is receiving fund from government and non-government agencies. GWLN Tangail unit awarded 15000 BDT from the Department of Women Affairs on 31 October 2018 for women development work. The same amount of money has been received by the GWLN Rangpur unit from the Department of Women Affairs. GWLN Banaripara unit was awarded 2000 BDT from Department of Women Affairs of Barisal District.

my daughter. From the women group discussion held our village I came to know that we have equal inheritance right to my husband property, I have the right to the house we live in. Since then, I am not afraid of them and will not leave the right to my husband's property"- Mst. Senowara Begum (35) of Nagbari Union, Kalihati

Level of awareness among the village women regarding women rights, inheritance rights, domestic violence, family and marital law increased remarkably through attending women group discussion or sharing the experience and information learned from it. Being aware of the discussion, village women gained to realize their rights in the family-like inheritance right, right to

alimony etc. The remarkable improvement is that they have been able to pursue the male members to look at women with dignity and equally both in family and neighbourhood. The women group discussion encouraged many women to register complaints with NU for domestic violence or other family matters.

Human Chain

CRG and GWLN of Kokdohra Union of Kalihati Upazila organized a rally and human chain against child marriage and drug abuse on 13 October 2018. The objective of the event was to create awareness among citizens about demerits of child marriage as well as to refrain youth generation from addiction to drugs.

GWLN and CRG of Kalihati brought out a protest rally against the rape of a girl with a disability of Narandia Union of Kalihati on 23

June 2019. The rally demanded immediate arrest of the perpetrator along with protection of the victim.

CRG and GWLN of Badarganj Uapzila jointly organized a human chain protesting killing of Nusrat Jahan Rafi, a madrasa student of Sonagazi Alim Madrasa, who was burnt to death for bringing the allegation of sexual harassment by the Madrasa Principal. On 10 April 2019, they brought out a rally and human chain demanding tougher action against the perpetrators.



SOCIAL SAFETYNET SUPPORT

GWLN and CRG helped 49 women receive lactating mother's allowance, 54 persons got employment in the 40 days work, 20 received tubewell, 10 received widow allowance, 3 allowances for people with disability, 868 received VGF cards, 44 received VGD cards and 1107 received other government services. Besides, they helped 6 marriages to be registered, resisted 29 child marriage, assisted 2 marriage to be solemnized without dowry and intervened in 50 oral divorces.

FACT FINDING OF HUMAN RIGHTS VIOLATION

Both CRG and GWLN conducted a fact-finding mission on 18 incidents in four working areas. After the fact-finding, they refer the case for resolution through mediation or police station depending on the nature of the offence. The fact-finding of incidents has enhanced member's capacity to deal with human rights issues. In a few cases, where influential people were found with the incidents, the group brought out human chain, press conference as well as submit a memorandum to the administration and police to take necessary action.

We may refer to the sad incident that happened to one Madhobi. Madhobi (20) from Thakurpara village of Badarganj, got married to Khokon Das of the same village. After marriage, Madhobi faced both mental and physical torture from her husband and his family members. Khokon was addicted

to the drug and used to spend all his earning for it. After having the first child, her husband and in-laws created pressure to take her another child. Madhobi did not want her second child for the poor economic condition of the family. This created lots of dispute in the family. One day, they tortured her to death. But her husband's family claimed that she committed suicide and they tried to pursue neighbours and police in favour of them. Being informed the whole situation, the CRG and GWLN of the area investigated the incident and found that Madabi was killed by her husband's family members. The CRG and GWLN also confronted pressure for not to deal with the issue. In this circumstance, to draw the wider attention of the issue, CRG and GWLN of Badarganj along with other human rights organization organized a human chain for proper investigation of the case as well as to take the perpetrator under trial.

Advocacy Meeting with Wider Stakeholder

GWLN and CRG organized 43 Union level advocacy meetings during 2018-2019. The meetings were participated by peoples of all walks life of the union like local government representatives, Upazila Nirbani Officers, law enforcing agencies, civil society

representatives, NGOs, religious leaders, teachers, students, CBOs, Upazila level government officers, doctors, media personnel etc. The objective of the meeting was to share the status of the human rights situation of the areas, discussing gaps and identify the role of different stakeholders to uphold the situation. The issues include child marriage, violence against women, dowry, drug abuse, local dispute mechanism, access to local government services etc.



School & Madrasha Campaign against Child Marriage

GWLN and CRG initiated an innovative campaign at school and madrasah for creating awareness against child marriage, domestic violence and disseminate human rights education. In the reporting period, they organized 14 sharing meeting at school and madrasah attended by 1658 participants (female student 884, male student 605, teachers and guardians 169). This event also influenced the participants in constituting the 'Child Marriage Resistance Committee' consisting of students and teachers. An avowed commitment can be traced from Liza Akter, an 8th Grade Student of Nagbari Union,

on the bad practice of early marriage: *"As a girl, we have many dreams but our family and social taboo do not allow us to reach our goal. They arrange marriage during our tender age which kills our dream to be a doctor, engineer or another successful profession. We want to grow up like the developed countries. We all girls should pledge that we will not allow any child marriage."*



Community Mediation

Nagorik Uddyog believes that people's access to justice is one of the keys to promote human rights as well as democratic development in the country. However, despite the constitutional assertion, the poor, marginalized and women, in particular, continue to suffer from lack of access to justice as well as the lack of knowledge and protection of human rights. Thus, access to justice remains one of the focused areas of Nagorik Uddyog. Over the period, by analyzing social dynamics and traditional justice system at rural area, we have designed a holistic approach and distinctive process of community mediation that not only serve the community needs and demand but also significantly establish its credibility to the community.

NU's promoting access to justice through human rights education and community mediation program aims to create an enabling environment where the poor and disadvantaged people, particularly women get better access to justice and their rights receive better protection. To this end, the emphasis is given to transform and democratization of alternative dispute resolution and providing legal aid service.

I am involved in mediation for many years. But after being involved with NU, I got more legal knowledge and I'm now more confident in awarding a decision.
- Musleh Uddin, a member of Ward Shalish Committee, Kalihati Upazila



Status of Mediation 2018-2019

During 2018-2019, NU received as many as 738 complaints of various categories. Of the total 834 cases, (newly recorded 738 and 94 pending cases of last year) 567 cases are peacefully settled and 194 cases were rejected for various reasons.

NU initiated committee members (WSC, CRG, GWLN) often made the disputants settle disputes within their family environment through pre-counselling. Some cases also got rejected as NU investigation found them false. Two cases were sent to court as the conflicting parties were not satisfied with the Shalish award. The following table shows the number of Shalishes conducted during the last year.

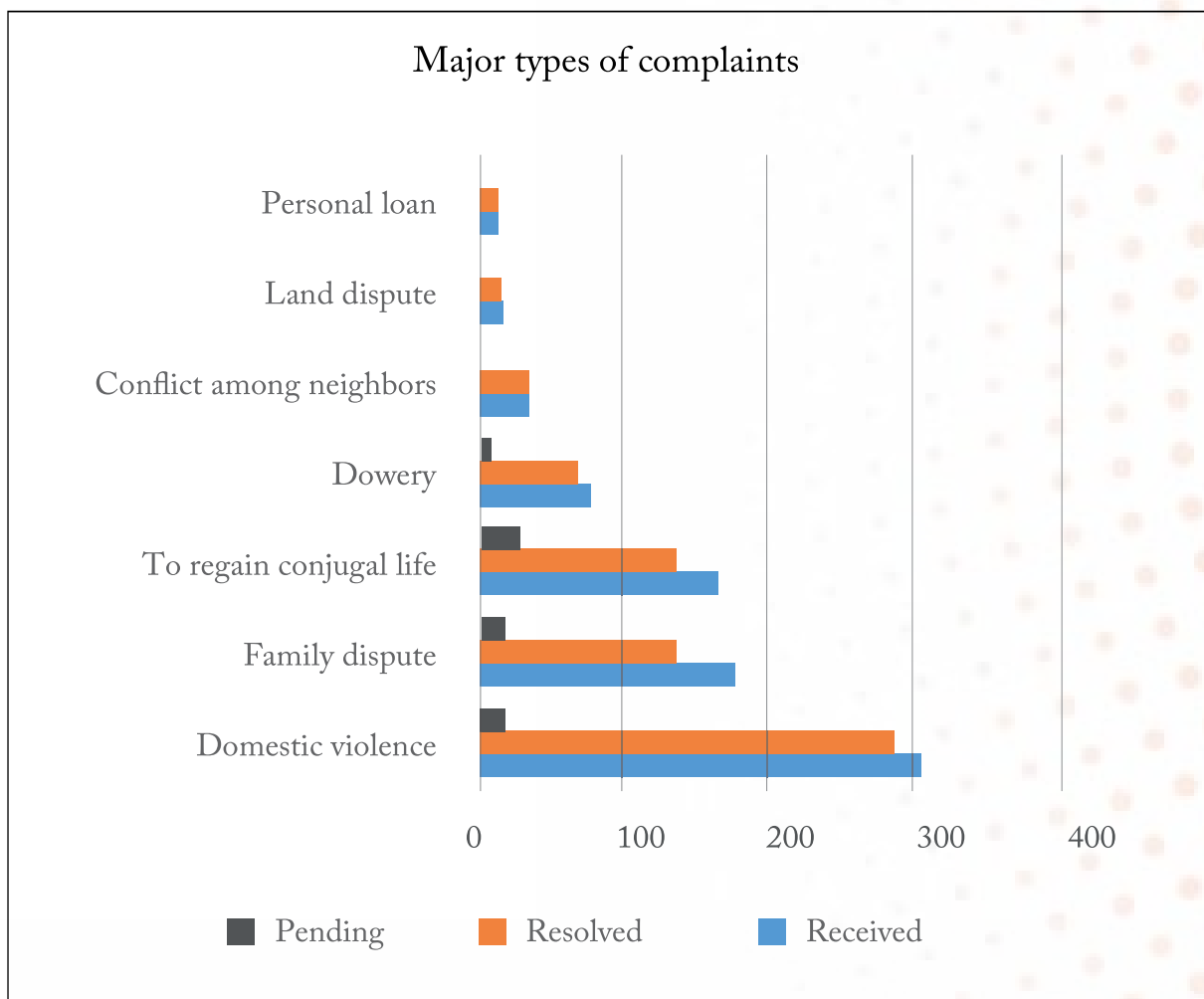
Table-A: Detail of Complaints facilitated by Nagorik Uddyog

sl	Types of complaint	Last year Pending	This year received	Resolved	Cancelled	Referred to court	Currently Pending
1	Domestic violence	20	438	377	61	0	20
2	Family dispute	21	158	133	37	1	8
3	Alimony	1	2	0	3	0	0
4	Maintenance	1	7	5	3	0	0
5	Polygamy	1	1	0	2	0	0
6	Divorce related	2	83	81	4	0	0
7	Dowry	16	62	45	23	1	9
9	Separation	0	3	3	0	0	0
10	To reinstate conjugal life	30	135	88	48	0	29
11	Conflict among neighbours	1	96	93	4	0	0
12	Sexual harassment	0	2	2	0	0	0
13	Land dispute	0	49	45	3	0	1
14	Inheritance right	1	4	3	2	0	0
15	Microcredit	0	108	107	1	0	0
16	Personal loan	0	19	18	1	0	0
17	Compensation claim	0	6	6	0	0	0
18	Stealing	0	11	11	0	0	0
19	Contract related	0	2	0	2	0	0
20	Financial	0	2	0	0	0	2
Total		94	1188	1017	194	2	69

Types of Complaints

Major complaints received were of categories of domestic violence. Two hundred and eighty-six (286) cases received in this category during the reporting period of which 225 were resolved successfully. The next major complaints are of

family disputes (156 cases of family disputes registered). One hundred and thirty-five cases are related to recovering of conjugal life. Sixty-two cases are found in dowry-related conflict. Thirty-four cases of conflict among neighbours on different matters were received and all of them were resolved through mediation.



Money realization through mediation

Through the community mediation around 7157051 BDT were recovered in favour of beneficiaries (95 female and 14 male). Besides, one decimal of land, furniture, gold ornament etc. were also recovered through mediation. In some cases, it was decided that the money may be repaid by instalments. The table shows that most of the money was realized as the return of alimony and maintenance money after divorce. NU has a compulsory follow-up mechanism of every settled dispute and in most cases, it is found that decision is strictly followed. Through the money realized in favour of women, it is

found that the majority of women started a small business or deposited them into saving accounts. Through the mediation around 763 community people got benefited directly of which 542 were female and 221 were male. Out of a hundred, the male-female ratio of the beneficiaries is 29:71.

Category	Taka	F	M
Alimony and maintenance	6627151	89	0
Alimony only	217900	3	0
Compensation	132000	3	10
Realization of due money	100000	0	1
Loan recovery	60000	0	2
Maintenance of children	20000	0	1
Total	7157051	95	14

LEGAL AID SERVICES

Legal Aid at Court Level

NU provides legal support to the disadvantaged and marginalized people particularly those who do not have the financial capacity to carry out the expenses of court and lawyers' fees. Apart from this, we refer cases to different formal institutions and District Legal Aid Committee (DLAC). In the reporting period, six new cases have been lodged. Five cases have been resolved by the court. At present, 37 cases are pending for resolution in the courts.

NU has an eighteen-member panel of lawyers in three districts of its working areas. The lawyers

were trained on human rights and legal aid strategy of Nagorik Uddyog. To monitor the status of the litigation and address the issues related to them, NU holds half-yearly coordination meeting with panel lawyers, plaintiffs and other stakeholders. Government officials are also invited to the meeting. This year, 6 coordination meetings organized and participated by the panel lawyers, complainants and other relevant stakeholders. This meeting creates opportunities to share the status of cases and also strengthens communication among lawyers and stakeholders. They discuss the challenges in pursuing the case and come up with doings and the nature of further interventions in this type of meeting. A NU field level staff maintains regular contact with the lawyers as well as a follow-up the status of ongoing cases.

Meeting with Panel Lawyers

During the reporting period, three meetings have been held with the panel lawyers and clients attended by 74 participants (34 male and 40 female). The meeting mainly discussed the update of the cases, how cases can be processed effectively, any gaps between the lawyers and clients, documents maintenance of the cases etc.



Table-B

Courts	Filed	withdrawn/rejected	judgment	pending
family court	27	10	02	15
women and child tribunal	21	03	01	17
other criminals	09	03	0	06
Land related	06	02	01	03
Total	63	18	04	37

Referral Services

If any case would not be settled through community mediation or by our panel lawyers, it is referred to District Legal Aid Committee (DLAC) or other concerned legal aid organizations. Within the reporting period, 12 cases were referred to the DLAC.

Legal Counselling

During the reporting period, 20 community legal counselling sessions were organized at the Union level and in these sessions, 256 community people (women 115 and 141 men) received essential legal information such as how to lodge a General Diary (GD), a First Information Report (FIR), and how to use the family laws and avail the government legal aid support etc.

Legal and Human Rights Awareness

To raise legal and social awareness among community people, we are supporting women leaders and cultural groups that they can organize cultural shows and courtyard meetings at the community level. Apart from these, to strengthen the awareness-raising programme, we are supporting community people organizing day observations and producing and distributing different types of information kits.

Awareness through Cultural Programme

In this year, 146 Baul (folk) song shows were organized at 4 Upazilas. In these performances, around 23855 rural villagers (9245 women, 6720 men, and 7920 children) have been briefed about social issues and their consequences, including child marriage, dowry, and violence against women. The folk song serves as a traditional widely accepted mechanism to convey the community the inner teachings of law, rights and life.

Day Observations

NU celebrates national and international days with due importance. For example, NU arranges events, campaigns, awareness processions etc. to observe International Human Rights Day, Victory Day, International Mother Language Day, International Women Day, and National Independent Day. – People of all walks of life including the forum members, students, government and non-government officials, and local elected representatives attend these events.

Send issue-based SMS

To raise awareness on different issues, NU sends issue-based SMS to its project-related persons. During the project year, a message has been sent containing the Toll-Free number-999 for getting emergency services (fire services, ambulance, and police) on October 1, 2018.



RIGHTS OF THE CHILD



Considering the need and priority of the working mothers, these centres remain open for 13 hours (from 7 am to 8 pm) in a day and 6 days a week. At present 87 children (45 boy and 42 girls), whose mothers are either garments worker or non-formal sector workers, are safely provided with daycare facilities. The supported 34 children (21 girls and 13 boys) have got enrolled in formal education.

OUR DAYCARE CENTRES

NU provides secured and child-friendly daycare facilities to the children of working mothers. Currently, we are operating two daycare centres- Swapnapuri-1 and Swapnapuri-2 at Mirpur and

Adabor area of Dhaka city. During 2018-19 on an average monthly 77 children provided daycare facilities in those centres. Almost all of the mothers of the children are garment workers. These daycare centres provide care 6 (six) days (from Saturday - Thursday) in a week from 7 am to 8 pm. The mothers drop their children (2-5 years old) at the centre while going to their work and pick them after office hour. Children are provided with breakfast, lunch and evening snacks. Along with nutritious food, they are also provided with pre-primary education, health care and entertainment and thus they grow amid protection and security. During the reporting period, 30 children of the daycare centre got admission in the mainstream school. NU has a follow-up mechanism for the children who left the daycare centre.

Organize parents Meeting

To enhance awareness on child issues including child rights, child health development, and impact of domestic violence on children, NU organized 10 by-monthly parents meeting in the reporting period. On average, 36 parents attended each meeting. The meetings discuss the issue of child marriage and dowry, child care and protection, superstition, child food & nutrition, labour laws, human rights, child rights and gender equality.



Birth Registration

One of the initiatives of Child Program of NU is to ensure birth registration of children especially poor, marginalized and vulnerable families. As part of it, NU took initiative to ensure birth registration of children of the drop-in centre. During the reporting period, 46 children (23 girl child and 23 boy child) obtained their birth registration certificate. The certificates were distributed among the children through a formal event in the presence of their parents.

An awareness-raising meeting was organized on October 13, 2018, at Chaynat Bhavan in Dhaka participated by children, parents, project staff and representatives of Nagorik Uddyog. The children of the daycare centre rendered song, rhyme, play, acting etc. Four documentaries on women and children rights were projected in the event. The most attractive part of the event was the sharing of the experience of the mother of the children regarding NU support. The children were also given a birth registration certificate in the event.

OUR DROP-IN CENTER

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 responsible citizens. Two (2) Drop-in Center-Alor Mela-1 and Alor-Mela provided support to 132 children of (6-16 years) during the reporting period. These children are usually involved in informal sector work or help their family household chore. NU provides them with informal and technical education through the drop-in centres. They are allowed to come to the centre when they get the time and receive education for 2/3 hours. During the reporting period in the drop-in centre, children learn alphabets, words, counting numbers, make

sentences both in English and Bengali. The children also learn rhymes, songs, play and hygiene issues. During the reporting period 48 children, who received informal education, got admitted into formal primary education. After getting admission in formal school they children are taken under follow-up in three states and if any children drop out from the school, we consult the issue with their guardian to continue their education.

Organise Peer Group Meeting:

Generally, a street child is habituated with some bad habits like smoking. To break the bad habits of the street and working children, we support them to organize a peer group meeting. A particular topic based on the social problems generally they face in their life (such as a negative consequence of smoking, eve-teasing, dowry and child marriage) is selected and discussed in the group. There are two peer groups in





Alor Mela-1 and Alor Mela-2 Drop-in centre. Each peer group has 12 members. During the reporting period, 24 meetings of peer group were organized participated by 10 children on average in each meeting. The issue of the peer meetings was hygiene and personal cleanliness, matters related to adolescence, child marriage, dowry, child rights, human rights, women and children trafficking, roles and responsibility of children etc. Through participating in the peer meetings children benefited through developing awareness among them.

The peers' group organize awareness-raising meeting participated by all children of the drop-in centres. During the reporting period, they organize 24 awareness-raising meetings and discuss hygiene and personal cleanliness,

adolescent period, child marriage, dowry etc.

The children, aged between 14-16 years, are provided vocational training along with informal education. Two batches of 7 (seven) months-long training on sewing were organized in Mirpur and Adabor centre participated by 30 children. In line with the expected outcome of the training, 19 children bought a sewing machine after the training and working at home.

Street children have hardly had opportunities to participate in cultural events. In this regards, in participation with drop out children, NU organized a cultural event at Bishwa Sahitya Kendra in the city. In this event, 60 street children participated and showed their cultural performance: sing-song, recite poems, dance and drama performance.

PARTNERSHIP PROGRAM

RIGHTS OF DALIT AND SOCIALLY EXCLUDED

Around 6.5 million Dalits and socially excluded minorities are living in Bangladesh. Socio-cultural deprivation and discrimination based on work and descent have been forcing them to face with 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, NU in association with BDERM has been working to create an enabling environment where Dalit, socially excluded and minority communities would live with full respect and dignity and capacity to exercise their rights fully as a citizen.



Facilitating BDERM

Bangladesh Dalit & Excluded Rights Movement (BDERM) has been working with 7 divisional coordination teams and forming 54 district committees. Along with the divisional team, 2500 registered individual members,

17 Civil Society Organization's members and 65 Dalit Human Rights Defenders (DHRDs) across the country have been working with BDERM to protect human rights violation against Dalit and socially excluded minorities



National Convention of BDERM

9th National Convention of BDERM was held on 15 December 2018. The objective of the convention was to set a new strategy of its work along with getting a new committee of BDERM through direct election. The convention was divided into three parts- General discussion and placing of the organizational activity report and the election of new committees. Eminent writer Ms Selina Hossain attended as Chief Guest in the conference while Mr Abdur Razzak Hawlader, Project Director, Depart of Social Services was the Special Guest. The convention elected a new 21 members of the committee for the next two years tenure with Ms Moni Rani Das as president and Mr Uttam Kumar Bhakta as General Secretary of BDERM

Regional Conference

BDERM held two regional conferences at Jessore and Gaibandha to strengthening organizational capacity. Both the regional conference was attended by hundreds of Dalit people of the region while NGOs, human rights organizations, academic, civil society organizations and media attended the conference and express their solidarity with the rights and demands of BDERM. Deputy Commissioner of the respected districts has attended the conference as the chief guests.

District level meeting

BDERM organized 22 district-level meetings. In this meeting, along with untouchability issues, the local level civil society representatives and Dalit leaders shared the struggle of Dalits communities including future course of actions. These meeting created an opportunity among DHRDs, CBO members and local Dalit community members to discuss the human rights and socio-economic situation of the Dalit community with respective local government officials. The most significant outcome is the opportunity to bring awareness of Dalit human rights issues to the local government representatives and create an opportunity getting access to the local government's supports and services. In this consultation workshop, the stakeholders committed to bringing more Dalit community members under the coverage of government services. The local law enforcement agencies also committed to giving special attention to the cases of human rights violations against Dalits.

Capacity Building Initiative

Partners Capacity Building on program management, finance and documentation

A capacity-building training was organized for the partners of BDERM on 7 October 2018 at Dhaka to strengthen their organizational strength in terms of program implementation, monitoring, reporting and documentation and management issues including financial issues. The training was participated by 18 representatives from the partner organization.

Another training was organized at Sreemangal Upazila of Maulavibazar on 21 October 2018 participated by teachers of 16 informal school operated by BDERM partner Maulavibazar Tea Laborer and Indigenous Front. The issues of the training were projected implementation strategy, teaching method, child education, child protection, program reporting and documentation.



Human Rights Leadership Training

A training titled “Strengthening Leadership Capacity for Dalit Rights Leaders” was held at Dhaka from 27-29 March 2019 participated by 35 Dalit leaders (female 14, male 21) from BDERM’s district committee. The 3 days training discussed the issues of caste-based discrimination in South Asia and Bangladesh, socio-economic, cultural and political rights of Dalits in Bangladesh, issues of leadership building, women empowerment etc.

Outcome and Impact Orientation

BDERM leaders and project staff participated in the Outcome and Impact Orientation held at NU Office from 30-31 March 2019. The orientation aimed at enhancing the capacity of staff and leaders to implement a program on Dalit rights effectively. The orientation discussed OIO framework of BftW, monitoring and evaluation, logical framework, reporting etc.



Local Level Awareness Initiatives

Right based Awareness Raising meeting

BDERM through its member organizations organizes awareness-raising activities at the community level with a view to aware about them about their rights; provide information where to get their rights and above all to prepare them to claim their rights through a collective voice. In 2018-19 Moulobhibazar Cha Janagosti Adivasi Front in Maulavibazar, Uddipata in Satkhira, Asrumochon Nari Unnoyon Sangstha at Jessore, BDHR in Dhaka, BDERM in Bhola, Barisal, Batiaghata and Khulna organized 61 right based awareness-raising sessions.

Issue-based Human Chain

Four issue-based human chains were organized during the reporting period. A human chain was organized at Dhaka in front of Jessore Press club on 29 July 2018 on the issue of ‘Securing Quota in the Government Job for the Dalits. On 18 August 2018 BDERM Barisal Unit organized a human chain demanding the enactment of Anti-discrimination Act. With the demand of Dalit representatives in the national parliament, BDERM organized a human chain at National Press Club Dhaka on 28 August 2018 and Sreemangal on 25 November 2019. The human chain participated by Dalit community people along with civil society representatives and human rights activists.

Advocacy Meeting

BDERM Batiaghata unit organized an Advocacy Meeting on socio-economic development of the Dalit community in Bangladesh. Upazila Nirbahi Officer, Mr Ahmed Ziaur Rahman was present as the Chief Guest of the meeting. The Chief Guest assured the allocation of khas land to the Dalit people of this area as well as promised to allow the fisherman to catch fish according to the customary law.

Day Observance

BDERM celebrated World Dignity Day on 5 December 2018 and 'International Day for the Elimination of Racial Discrimination' on 21 March 2019 in 50 districts through mass gathering, human chain and discussion meeting.

National Level Advocacy

Campaign on SDGs

BDRM actively participated in Youth Conference 2018: Agenda 2030 – Aspirations of the Youth” organized by Citizen's Platform for SDGs, Bangladesh, held on 14 October 2018 at Krishibid Institute Bangladesh, Dhaka. More than 1500 youths from across all class, sex, religion, and profession spread over the whole country participated in the conference. Centre for Policy Dialogue (CPD) as the Secretariat of the Citizen's Platform executed the event along with 87 other partner organizations of the Platform. The day-long conference was held to improve the knowledge of the youth

regarding SDGs and create a platform for them to participate in implementing SDGs. A Dalit youth Tamanna Singh Baraik was a discussant in a session of Social Exclusion. Besides Nagork Uddyog contributed to a briefing note on Dalit's Education which was launched in the inaugural session of the conference.



Campaign for people-centred National Budget

Since its establishment, BDERM has been advocating for special allocation in the national budget for Dalit and excluded the community's socio-economic development. This year BDERM in association with Democratic Budget Movement (an alliance of 21 right based organizations), organized a seminar on 28 April 2018. A paper focusing on the needs of the Dalit population presented in the paper while Dalit leaders delivered a speech in favour of special allocation for the Dalit population. A memorandum for increasing allocation for Dalit people also submitted in the finance ministry by BDERM.

Socio-Economic Support

Non-formal Education Center

BDERM and BDWF operate pre-primary schools named Uddyog Education Center intending to enhance the education level among the young Dalit boys and girls. This program has made positive change among Dalit parents and they have become interested in educating their children. Currently, with our support, BDERM and BDWF are running 25 (10 more this year) pre-primary schools across the country with necessary education materials like books, notebooks, floor-mats, pencils and flipcharts. At the moment, 750 Dalit students are studying in these pre-primary schools. The education



centres are located in Dhaka, Bhola, Barisal Sadar, Jessore (Chowgacha), Satkhira (Tala) Botiaghata (Khulna), Shreemangal, Tala and Komolganj under Maulavibazar district.

Stipend

Nagorik Uddyog facilitated a trust named 'Dalit Education Trust' to support poor Dalit students. Since 2010 the trust has been providing a stipend to College and University going Dalit students on Monthly basis. This year 10 University and College going Dalit students were provided scholarship to ensure their uninterrupted education as well as inspire others to the higher education. The stipend was distributed through a formal ceremony held at Nagorik uddyog on 20 March 2019.



Economic Support

Skill Building on Small Business

15 Dalits (9 female, 6 male) received training on small business initiative. Most of the participants are extremely poor. This training along with capital will provide them to come out from economic hardship.

Training on swing and dressmaking

One training program on sewing and dressmaking was held participated by 6 Dalit women.

Mobile Repairing

Two Dalit male received training on Mobile repairing during the reporting period.

Water and Sanitation Support

Ten Tubewells and 8 sanitary latrines were provided to the Dalit people in Sreemangal, Satkhira and Khulna region.



EMPOWERING THE LINGUISTIC MINORITIES



Introduction

Nagorik Uddyog supports the Council of Minorities to assist the community-based paralegals to work in Urdu-speaking camps across five cities in Bangladesh. The paralegals are empowering their fellow Urdu-speakers to understand their rights as citizens and to obtain and use legal identity documents. Paralegals also track each case to build an empirical understanding of how relevant laws are implemented.

Legal Empowerment

To bridge between law and real life of the Urdu speaking communities in the country, we have been providing paralegal legal support through five community-based paralegal

centres in Dhaka (Mirpur and Mohammadpur), Mymensingh, Khulna, Chittagong, and Syedpur. Camp dwellers and others who have queries or need legal support come to our paralegal centres. Fifteen youths are assigned as community-based paralegals to provide knowledge on law and government information to the community people and provide skills like negotiation, community education, approach of organizing and advocacy to seek concrete solutions to instances of injustice. Also, 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 to access to justice in future.

Fact Sheet: Community Access To Rights And Services

Fact Sheet : Community Access to Rights and Services

Birth Certificates	2502	Death Certificates	7	Councillor Certificates	191
General Diaries	60	National ID Cards	5	Health Support	501
Passport	64	Trade License	46	Education Support	93
Bank Account	35	Old Age Allowance	42	Allowance for PwD	3

A Busy Day of a Paralegal Worker

Every day paralegals are doing outreach inside the camps. During the outreach, they disseminate the message of 2008 high court judgment, importance and uses of the civil documentation like birth certificate, national identity card, passport, trade license and other many services. Every day they are assigned to visit at list 5 houses in their rotational weekly plan. Through the daily outreach, the paralegals reached 33,003 Camp dwellers and disseminated the message of 2008 High Court judgment, uses and importance of the civil documentation in their daily life.

Legal Education

Paralegals of the project organized community group meeting, community legal forum and community advocacy meeting. About 10-15 women, men, boys and girls attended the community group meeting. In the group meeting and forum, they discuss the importance and uses of the civil documentation in their daily life as different rights and services of the state. In every centre, they organize one community forum in each month and invite 50 community members of all spheres.

Shakhina Begum has received Old Age Allowance

Mrs Shakhina Begum is a 69 years old resident of Center Community Camp, Area-04 in Mohammadpur. She has a divorcee daughter and 2 grandchildren. Her daughter works as a handicrafts worker and she is only earning member of their family. During daily outreach of the paralegals in CC Camp, they found Mrs. Shakhina and her family living in vulnerable condition. Paralegal Kajol Rekha informed her about the old age allowance from the government and helped her applying for this allowance. Paralegal Kajol accompanied Mrs Shakhina to get to the office of the Social Welfare Department and applied for old age allowance. One month later she was included in the list of old age allowance and now she gets Taka 500/ (five hundred) every month. Although, small in its amount, the allowance has been a source of smile for Ms Shakhina.

Table: E

Center	No of Meeting	Male	Female	Boy	Girl	Total
Mohammadpur	72	37	647	104	292	1,080
Mirpur	96	46	869	121	404	1,440
Mymensingh	24	10	192	62	96	360
Saidpur	48	48	420	82	170	720
Khulna	24	22	191	50	97	360
Chittagong	96	47	854	171	368	1,440
Total	360	210	3,173	590	1,427	5,400

Community Advocacy event

In the reporting period, 6 community advocacy meetings were organized in 6 paralegal centres attended by 40 community members in each centre.

Project activities and good practices are shared in the meeting. Beneficiaries also share their experiences within the meeting. Community people expressed their gratitude to Nagorik Uddyog, Council of Minorities and NAMATI for their initiative and hard work for the camp dwellers. They also demanded to continue this project because civil documentation is one of the key elements for the camp dwellers to claim themselves as Bangladeshi Citizens.



Table: F

Center	No of meeting	Male	Female	Boy	Girl	Total
Mohammadpur	12	12	388	70	130	600
Mirpur	12	19	392	62	127	600
Mymensingh	12	10	388	89	113	600
Saidpur	12	19	382	77	132	600
Khulna	12	27	375	71	127	600
Chittagong	12	25	359	99	117	600
Total	72	112	2,284	468	746	3,600

STRENGTHENING LABOR RIGHTS



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

Exploring Violence Against Women at Workplace

NU and Bangladesh Labor Rights Forum initiated an advocacy program to protect women at the workplace against violence and harassment titled "Laboring Women and Violence: Building Workplace Free of Violence against Women". As a part of the program, NU made an extensive investigation on the issue. Based on the findings, NU is working to promote a workplace free of violence against women through building the capacity of women workers, advocacy with duty bearers, communication and networking with workers union, organizations and concerted bodies.



Training and Workshop with Women Workers

Two batches of training of garment workers, labour leaders and activists have been organized during 2018-2019. The objective of the training was to enable the participant to identify workplace violence against women workers and address the issue with their capacity and thereby improve the working environment in the garment sectors of Bangladesh. A total of 55 garment workers, labour activist and trade union leaders having firsthand experience of workplace violence participated in the training.

Stakeholder Meeting

Two stakeholder meetings were organized during the project period participated by labour leaders, garment workers, trade union leaders, labour organization representatives, academicians, civil society member, media personnel and representatives from employers. The objective of the meetings was to inform the wider sector stakeholder about the findings of the research and to find an effective strategy to combat workplace violence especially violence on women workers.

Sharing of Research Findings

On 25 June 2019, the primary findings of the research on 'Violence and Harassment against Women at Workplace: In the Perspective of Garment Sectors in Bangladesh' was shared with the stakeholders through a meeting held at CIRDAP auditorium Dhaka. The meeting was attended by garment workers, trade union leaders, politicians, employer, media and others.



LAND RIGHTS OF THE POOR

Workshop

NU organized two (2) workshops on the rights of landless and women rights. Landless women and men, agricultural worker/sharecropper, grassroots land rights activist, elected representatives, local civil society members participated in the workshop.

Achievement

- Identified Khas land occupied by land grabbers, local influential and government departments;
- Prepared case study on landless people living at char and identified the process for settlement;
- They will advocate for the inclusion of representatives from farmer organization, civil society member in khas land distribution committee;
- A decision was taken to build a strong regional platform for campaign and advocacy on land rights;
- Felt the training to understand the complexity of land legislation and other land-related laws and administration issues;
- Identified corruption in land office and harassment faces by local people.

Training

Two pieces of training were organized for landless women and men, agricultural worker/sharecropper, grassroots land and rights activist on land issues at the local level, rights of landless and women rights.

Achievement

- Participants gained the confidence to understand land management & land issues;
- Land Rights Defenders (LRD) build mutual solidarity;
- Participants realized that they need a strong platform to strengthen land rights movement in the region;
- Entrenched the necessity of grassroots level movement by the LRD; and
- A strong and regular linkage and communication have been developed between grassroots organization and national level right based related organization.



Stakeholder Meeting

NU organized 2 stakeholders meeting on 'Women's Access and Rights to Natural Resources and Khas Land' and 'Landless Poor People's Access to Khash Land, Water Body and Natural Resource'. Government official-UNO, agriculture officer, women affair officer, farmers, land rights activist and mobilizer, political activist, local civil society members, NGO and media participated and shared their opinion in the stakeholder meetings.

Achievement

- Government, NGO, politician, women's leader, civil society member, farmers organization actively participated in the meeting.
- Women's contribution to agriculture and household work was discussed in the meeting. Participants and speakers opined that women's contribution needs to be recognized.
- All discriminatory policy and laws on land distribution need to be reformed without delay. To do that advocacy and campaign need to be strengthened through networking.
- Landless women should build cooperative to claim khas land, char land in the name of the cooperative
- Need to identify undisputed khas land and to prepare a list of landless people.
- Khas land distribution committee is not inactive as expected. The UNO agreed to call meeting regularly.
- To accelerate allocating of khas land among landless groups, those who already settled in the Khas/Char land will be given priority, if there is no objection from the court.
- Some khas/char lands are occupied by the forest department. The decision was taken to identify and run advocacy with the government to release that land for distribution.
- A small group will be set up having members from a local government representative, government official and the NGO's and landless people.



Mobilization

The land rights defenders celebrated 'International Peasant struggle day' and 'International Day for Women'. They organized rally and mobilization to celebrate the day.

Achievement

- Related stakeholders became aware that women are also active, aware and organized to demand their land rights.
- Women's landless and land rights activist pledge that they will continue their struggle to demand access to khas land, food security and natural resources.
- The land rights defenders decided to meet local Member of Parliament to issue an order to allocate land for those who are living last 30 years at Sikdarer Char (Khas land). They met the Member of Parliament and were able to convince the MP to issue the order.)
- Leaflet distribution containing information on the importance of the day.

Alliance Building

The stakeholders agreed to work together under a common platform in the southern region and unanimously agreed to name the platform 'South Land Rights Forum' (SLRF). It was decided that the workshop will be conducted in 6 districts. Through district level workshop SLRF district committee will be formed.

ADVOCACY & NETWORKING



Advocacy is an integral part of NU's objective to promote and protect human rights locally and globally. NU's strategy for advocacy is to grow linkage with grassroots level organizations to international agencies for influencing government, agencies and individuals to act for the peoples' concern especially poor, marginalized and women.

National Level Network

Human Rights Forum Bangladesh

Human Rights Forum Bangladesh is a platform of 20 Human Rights Organizations in Bangladesh working to promote the human rights situation in Bangladesh. It monitors HR situation, prepare and submit a report to the UN Human

Rights Council. The report includes Universal Periodic Review, ICCPR, ICESCR, CAT and CEDAW. NU is the founding member of the platform and its Chief Executive now acts as a member of the Steering Committee. During the reporting period, NU contributed to preparing the alternative report to the Convention against Torture (CAT). Besides, NU play an active role in protesting grave human rights violation incidents through a joint press statement and a press conference.

Implementation of SDGs in Bangladesh

Since the adoption of the global agenda of SDGs, NU internalizes the goals to all its program and activities. At the local level, NU focuses its activities to achieve SDG Goals as well as

NU's Affiliation with National Level Network

Human Rights Forum, Bangladesh	Right to Food and Social Security (RtF&SS)
Citizens Platform for SDGs in Bangladesh	Water Rights Forum
Shushasoner Jonno Nagorik (Shujan)	Bangladesh Water Integrity Network
Bangladesh Poribesh Andolon (BAPA)	Bangladesh Labour Rights Forum
Citizens' Initiatives for Domestic Violence (CIDV)	Campaign on Citizens Right to Information (CCRTI)
Governance Advocacy Forum	National Girl Child Advocacy Forum
Bangladesh Dalit and Excluded Rights Movement (BDERM)	Bangladesh Shishu Adhkar Froum (BSAF)

popularize them and disseminate knowledge about the SDGs.

At National Level, NU is the member of the Citizens' Platform for SDGs in Bangladesh, the biggest platform that works with SDGs in the country. NU jointly organized several events with this platform in the reporting period. On 14 October 2018, Citizens Platform for SDGs in Bangladesh organized a Youth Conference titled "SDG and Agenda 2030: Expectation of the Youth". NU remained a panel discussant in a session on the issue of Social Exclusion. NU also

contributed to publishing a briefing note on the education of Dalit youth.

At the international level, NU regularly participates in the United Nations High-level Political Forum (HLPF) on Sustainable Development. Ahead of Special Session on UN High-Level Political Forum (HLPF) on SDGs, under the Citizens' Platform for SDGs in Bangladesh, NU contributed to preparing a report on the implementation status of Goal-10 and Goal-16.





Business & Human Rights

In the wake of major abuses in recent decades in the business sector, NU thinks it's important to internalize the issue of human rights to corporate culture and behaviour. In these circumstances, NU took the opportunity of working on Business and Human Rights when a UK based organization, Business and Human Rights Resource Center, expressed their interest to have some consultation in Bangladesh.

From September 16-17, 2019, Nagorik Uddiyog, Business and Human Rights Resource Center and Safety and Rights jointly organized a

workshop. The objective of the workshop was to popularize the issue as well as find a strategy to work on this in Bangladesh. Thirty participants engaged with human rights and labour rights attended the workshop. A seminar also organized on 19 September 2019, on the issue of business and human rights to draw the wider section of people to the issue.

International Network

NU's Affiliation with International Network

Asia Dalit Rights Forum (ADRF). Kathmandu, Nepal	Habitat International Coalition (HIC)
A network of Improved Policing in South Asia (NIPSA)	South Asian Alliance for Poverty Eradication (SAAPE), Kathmandu, Nepal
South Asian Feminist Alliance for Economic, Social, and Cultural Rights (SAFA)	International Land Coalition (ILC)
Global Legal Empowerment Network (NAMATI)	South Asia Collective
Asia Pacific Forum on Women Law and Development (APWLD), Bangkok, Thailand	Food First International Action Network (FIAN International), Heidelberg, Germany
International Dalit Solidarity Network (IDSN)	

UN Advocacy

The Eleventh Session of the UN Forum on Minority Issues was convened on 29 and 30 November 2018 at Geneva. The theme of the session was 'Stateless People'. From Nagorik Uddyog advocate Khalid Hossain and Tamanna Singh Baraik attended the session and presented the minority situation of Bangladesh.



HLPF on SDGs

NU Chief Executive, Zakir Hossain, spoke at a side event of HLPF, July 10, 2018, at UN Building, New York on Inclusive, Resilience, of Communities Discriminated on Work and Descent including Caste and Gender in DRR through SDGs.

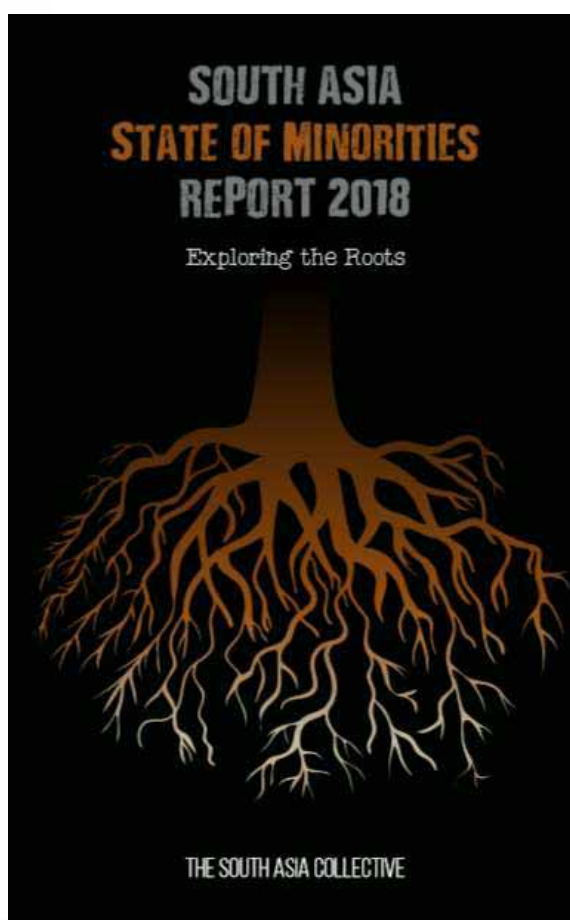
Alternative Report to CRPD

Nagorik Uddyog with the assistance of Minority Rights Group (MRG) international submitted a shadow report on the International Convention Rights of the Persons with Disability (CRPD). The thematic focus of the report was the State of Minority Persons with Disabilities.



Minority Report in South Asia

NU is a member of South Asia Collective - A forum for strengthening the voice of Minority in South Asia comprises of a group of human rights activists and organizations who dream of a just, caring and peaceful South Asia. It is formed to document the condition of region's minorities-religious, linguistic, ethnic, caste and gender, among others- hoping this would help in better outcomes for South Asia's many marginalized groups. In 2015, SAC published its 1st Minority Report while the 2nd report published in 2018 with a launching ceremony as well as a strategic meeting held in February 2018 at Kathmandu. The 2nd Minority Report 2018 focused on the socio-economic issues of the minority people across South Asia.



GOVERNANCE AND ADMINISTRATION

Board of Executives

At the top-level Board of Executive representing eminent human rights activists, educationalists and researchers oversee the function of NU. This board cares the organization's basic operation and decides about its strategic agenda. The Executive Committee sits quarterly and reviews the undertaken program and activities as well as other aspects of the organization. NU's Board of Executive consists of 9 members. New members can be included upon vacant of any membership.

Management

Organizational management is overseen by five members' Senior Management Team (SMT), headed by the Chief Executive. This committee is formed with five senior staff of the organization. SMT deals with strategic planning, fundraising and resource mobilization, program and operational process, policy and procurement, wealth and human resource, administration, financial activities as well. SMT looks after different units of NU responsible for executing activities as planned.

Administration and Finance

Administration and finance - these two wings comprise this unit headed by a Deputy Manager and 5 other staff. Administration wing carries out the day to day petty administrative task along with providing necessary logistic supports for the program and organizational purposes. The administration also performs the task of human resource management like staff recruitment, welfare, development and appraisal. This wing supports coordination within the organization through a monthly staff meeting, quarterly coordination meeting, and senior management meeting. It also maintains administrative function with NGO Bureau, Government departments and Donors. NU enjoys adequate IT facilities in performing its activities. It supports the staff with sufficient computer, scanner, photocopy machine,

multimedia projector, laptop and printer. NU has its domain name at [http://: www.nuhr.org](http://www.nuhr.org). This website contains the activities of the organization and meets the information needs of wider readers. The Finance and Accounts wing maintains the day to day financial activities. It prepares program and organizational budget, financial reports, submits periodical financial reports to the donors and NGO Bureau and concerned persons. This wing is also responsible for ensuring transparency in financial activities and to ensure reasonable usage of fund. The wing thoroughly checks all the financial documents like bill, voucher, note; maintaining of cash book, ledger book, updating of documents regularly.

Human Resource Management

Currently, NU has 166 staff, comprised of 82 male and 84 female. Among them, 138 staffs (64 male and 74 female) are based at the community level and 28 staffs (18 male and 10 female) are based at the Head Office.

The human resource of Nagorik Uddyog is managed as following a standard human resource policy. Staffs performance is evaluated every six months following a standard appraisal manual. Based on the appraisal, staffs gain increment, promotion and other benefits of the organization. NU maintains a fair and transparent system in recruitment staff. Advertisement for recruitment is rightly served

in the national or local dailies and website and the candidates are selected maintaining utmost transparency. After recruitment, the staff is given a week-long orientation that helps him/her to learn organizational, program management and behavioural practice of NU.

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

BOARD MEMBERS

1. **Dr. Farzana Islam**
Chairperson

Vice-Chancellor
Jahangirnagar University
Savar, Dhaka
2. **Mr. Shah-I-Mobin Jinnah**
Vice Chairperson

Executive Director
Community Development Association
(CDA)
House # 51, Block # 1, Upa Shahar
Dinajpur-5200
3. **Salma A. Shafi**
Treasurer

Architect
House # 27, Road # 06
Dhanmondi R/A
Dhaka
4. **Safi Rahman Khan**
Member

Chief Executive Human Resource
Apex Hotels Ltd.;
House # 05, Road # 87, Gulshan-2
Dhaka-1212
5. **Dr. Mirza M. Hassan**
Member

Senior Researcher
BDI, BRAC University
14/A Dilu Road, New Eskaton
Dhaka-1000
6. **Z. I. Khan Panna**
Member

Advocate
Bangladesh Supreme Court
J. J Tower, Apartment # B/3
1/C, Lake Circus, Kalabagan
Dhaka-1205
7. **Dr. Altaf Hossain**
Member

Director
BAPSA
House # 71, Block # C, Avenue # 5
Section # 6, Mirpur, Dhaka-1216
8. **Zakir Hossain**
Chief Executive
Nagorik Uddyog

House # 8/14, Block-B, Lalamatia,
Dhaka-1207, Bangladesh

FINANCIAL STATEMENTS



NAGORIK UDDYOG (NU)

CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2019

PARTICULARS	Notes	30-06-2019	30-06-2018
PROPERTY AND ASSETS:			
NON-CURRENT ASSETS	4.00	5,351,641	6,246,223
CURRENT ASSETS:			
Advance Deposits and Prepayments	5.00	485,535	518,325
Inter Project Loan (Contra)	6.00	0	0
Cash and Bank Balances	7.00	10,812,651	3,713,310
Total Taka:		16,649,827	10,477,858
FUND AND LIABILITIES:			
FUND ACCOUNT	8.00	16,649,827	10,452,858
CURRENT LIABILITIES:			
Inter Project Loan	9.00	0	0
Liabilities for Expenses	10.00	0	25,000
Total Taka:		16,649,827	10,477,858

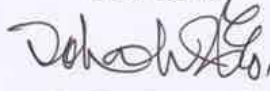
1.00 Figures have been rounded off to the nearest taka.
2.00 Annexed notes form part of the financial statements.

(Sardar )
Manager (F&A)

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

Dated, Dhaka
26 September 2019

(Zakir Hossain)
Chief Executive


(Toha Khan Zaman & Co.)
Chartered Accountants





NAGORIK UDDYOG (NU)

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2019

PARTICULARS	NOTES	2018-2019	2017-2018
INCOME:			
Fund Receipts from Donor	11.00	49,435,993	41,560,958
Office Rent Reimbursement		1,437,400	1,306,496
Overhead Reimbursement	13.00	314,607	300,228
Salary Reimbursement	14.00	3,454,611	3,376,547
Fund Received -Local Donation		46,830	43,000
Sale of Publication		500	15,000
Income from Guest House Rent		0	30,000
Meeting Room Rent		20,000	21,000
Bank Interest		184,700	127,871
Community Contribution		0	33,500
Project Office Rent, Admin Reimbursement		0	94,000
Contribution from Project Office		0	155,214
NU- Contribution		108,764	66,300
Fund Received from BfW		0	683,290
Driver Salary Reimbursement		0	100,100
Reimbursement from Vehicle Fuel Cost		163,500	137,600
Sale of Old Furniture		0	5,000
Miscellaneous Received		300	5,000
Training Registration Fees		0	816
Donation Received-Child Hope		86,771	27,885
Honorarium from LIPS		0	75,000
NU-Project Office Rent Contribution		0	55,000
Fund Received from General Fund		10,000	0
Conference on Access to Justice		0	762,000
Total Taka:		55,263,976	48,981,805
EXPENDITURE:			
Pay and Salary	15.00	25,080,550	26,063,301
Administration Cost	16.00	9,196,801	8,913,895
Activities Cost	17.00	12,009,402	11,928,319
Overhead Cost	18.00	320,138	473,429
Travel & Daily Allowances	19.00	193,014	311,219
Bank Charge		96,858	91,111
Training Registration Fees		0	36,750
Audit Fee		0	70,000
Programme Cost		297,261	3,147
Monitoring & Evaluation		67,460	999
Conference on Access to Justice		0	431,870





Toha Khan Zaman & Co.
Chartered Accountants

NAGORIK UDDYOG (NU)

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2019

PARTICULARS	NOTES	2018-2019	2017-2018
Miscellaneous Expenses		0	7,245
Discussion Meeting at Dhaka University		0	36,266
Vehicle Fuel Maintenance Cost		257,912	0
Advance Realized		2,401	0
Mother Account Maintenance Cost		10,000	0
National /Regional Level Convention		304,828	0
Discussion Meeting at Land		0	8,910
Seminar/ Conferences		0	2,930
Depreciation	4.00	1,230,383	1,440,561
Total Expenditure:		49,092,008	49,819,952
Surplus/(Deficit) of Income over Expenditure	8.00	6,171,968	(838,147)
Total Taka:		55,263,976	48,981,805

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

(Sardar Zaidul Islam)
Manager (F&A)

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

Dated, Dhaka
26 September 2019

(Zakir Hossain)
Chief Executive

(Toha Khan Zaman & Co.)
Chartered Accountants





NOGORIK UDDYOG (NU)

CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 30 JUNE 2019

Particulars	Notes	2018-2019	2017-2018
RECEIPTS:			
Opening Balance:			
Petty Cash in Hand	7.00	5,937	18,924
Cash at Bank	7.00	3,707,373	3,164,471
Advance Dep. and Prepa.	5.00	518,325	474,951
Community Contribution		0	33,500
NU- Contribution		108,764	66,300
Fund Receipts from Donor	11.00	49,435,993	41,560,958
Fund Rece. from Mother A/C to Project A/C	12.00	49,435,993	42,093,969
Fund Received from ASD		0	683,290
Fund Received from General Fund		10,000	0
Local Donation Received		46,830	43,000
Bank Interest		184,700	127,871
Overhead Reimbursement	13.00	314,607	300,228
Contrib. from Project Office		0	155,214
Sale of Old Furniture		0	5,000
Sale of Publication		500	15,000
Driver Salary Reimbursement		0	100,100
Meeting Room Rent		20,000	21,000
Office Rent Reimbursement		1,437,400	1,306,496
Salary Reimbursement	14.00	3,454,611	3,376,547
Vehicle Fuel Cost Reimbursement		163,500	137,600
Miscellaneous Received		300	5,000
Proj Office Rent, Admin Reim.		0	94,000
Training Reg. Fees		0	816
Income -Guest House Rent		0	30,000
Donation Received-Child Hope		86,771	27,885
Honorarium from LIPS		0	75,000
NU-Project Office Rent Contrib.		0	55,000
Conference to Access to Jested		0	762,000
Loan Received from GF		0	160,000
Loan Realized		0	2,074,100
Total Taka:		108,931,604	96,968,220
PAYMENTS:			
Pay and Salary	15.00	25,080,550	26,063,301
Administrative Expenditure	16.00	9,221,801	8,913,895
Activities Cost	17.00	12,009,402	11,928,319
Fund Transfer to Proj.		49,435,993	42,093,969





NOGORIK UDDYOG (NU)

CONSOLIDATED STATEMENTS OF RECEIPTS AND PAYMENTS
FOR THE YEAR ENDED 30 JUNE 2019

Particulars	Notes	2018-2019	2017-2018
Overhead Cost	18.00	320,138	473,429
Travel & Daily Allow.	19.00	193,014	311,219
Furniture/Fixture/ Equip	20.00	335,800	29,125
Training Reg. Fees		0	36,750
Bank Charge		96,858	91,111
Audit Fee		0	70,000
Programme Cost		297,261	3,147
Monitoring & Evaluation		67,460	999
Conference to Access to Justice		0	431,870
Vehicle Fuel Maintenance Cost		257,912	0
Miscellaneous Expenses		0	7,245
Discussion Meeting at Dhaka University		0	36,266
Advance Realized		2,401	0
Discussion Meeting at Land		0	8,910
Mother Account Maintenance Cost		10,000	0
National/Regional Level Convention		304,828	0
Seminar/ Conferences		0	2,930
Loan to Dalit CSP Project		0	150,000
Loan to Dalit CBSS		0	1,184,100
Loan Refund to GF		0	200,000
Loan to RDTPPR-DSEG		0	200,000
Loan Paid ICT		0	500,000
Total Payments:		97,633,418	92,736,585
Closing Balance:			
Petty Cash in Hand	7.00	10,731	5,937
Cash at Bank		10,801,920	3,707,373
Loan & Advance		65,364	0
Advance Office Rent & Food	5.00	420,171	518,325
Total Taka:		108,931,604	96,968,220

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)

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

Dated, Dhaka
26 September 2019

(Zakir Hossain)
Chief Executive

(Toha Khan Zaman & Co.)
Chartered Accountants



GLOSSARY



নাগরিক উদ্যোগ
NAGORIK UDDYOG
CITIZEN'S INITIATIVE

House no. 8/14, Block-B, lalmatia, Mohammadpur
Dhaka-1207, Bangladesh
Tel: +880 2 9143636
Tax: +880 2 9141511
E-mail: info@nuhr.org
Website: nuhr.org