

**Initiating Linkages between UNDP Bangladesh
and Local Knowledge Networks:
A Mapping of Women's Rights and Gender Mainstreaming Actors¹**

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¹ The views of the author do not necessarily represent the views of UNDP.

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1. INTRODUCTION AND BACKGROUND

Even though Bangladesh has seen dramatic improvements in conventional indicators of gender equality, and has been classified as a medium development country, it is clear that much remains to be done. Indicators for women's participation in the labor force, in the political sphere, in policy and decision-making and in access to justice are far from satisfactory.

Gender Equity and the Advancement of Women is one of six priorities identified in the United Nations Development Assistance Framework in Bangladesh (2006-2010). This document, published in March 2005, underscores the need to promote specific programs and policies -- at all levels of Government and society -- that safeguard the rights of women. As the document notes, this process involves bring together all relevant stakeholders to better understand the obstacles and constraints that limit women's full participation in economic life. The expected outcome is to bring about social changes that reduce discriminatory practices and to pursue equity and empowerment for women and girls. The approach provides the backdrop for the achievement of Millennium Development Goal 3 to promote gender equality and to empower women, and is in line with the Poverty Reduction Strategy of Bangladesh.

UNDP Bangladesh has recently launched a Thematic Trust Fund on Gender (TTFG) project, the aim of which is to enhance the capacity of the country office to mainstream gender in all practice areas, programs and project activities, and to benefit from the support of an effective national knowledge network. The study was designed in light of UNDP Bangladesh's commitment to gender mainstreaming and desire to enhance collaboration between like-minded civil society groups and UNDP. A primary objective was to produce a comprehensive baseline survey of gender-related actors and activities in Bangladesh, particularly as they pertain to gender equality and gender mainstreaming programs. The project aims to "take stock" of national knowledge networks on gender mainstreaming and women's rights issues, with the view of learning from and initiating linkages with such networks.

A specific objective of the survey is to review and provide a commentary on the various engendered rights related to governance, poverty, health and solidarity activities undertaken by different organizations, networks, and forums, along with their different philosophies, strategies and experiences. The matrixes included capture and summarize organizational strategies, results, experiences, lessons learnt and future plans. In addition, a primary objective is to identify possible modes of collaboration of individual groups and networks with UNDP in the future.

The ultimate goal of gender mainstreaming is to achieve gender equality. It is widely recognized that gender mainstreaming requires, among other things, building support for change through advocacy and coalition building. The country has a tradition of cooperation between civil society groups and the government and donor community. UNDP Bangladesh holds a comparative advantage not only in terms of technical expertise and on the ground experience but also with respect to the position of trust and

neutrality that has been built up over the years through a wide variety of partnerships with a range of civil society stakeholders. As such, UNDP is in an excellent position to consolidate and develop mutually rewarding relationships with civil society groups and coalitions.

2. JUSTIFICATION, SCOPE, AND METHODOLOGY OF THE STUDY

The task was vast, not least because the non government sector is so vibrant and active in the country. According to numbers provided by the NGO Bureau, as of June 2003, the total number of registered NGOs in Bangladesh was 1791. Moreover, few NGOs define their activities as exclusively gender-based. Most organizations have multiple areas of operation, while only a handful base their programming on a specific issue or area. This is not surprising, since NGO experience indicates that a holistic approach to issues is vital to ensuring the success of any program, including those related to gender. In addition, there are currently numerous networks and coalitions that work on gender-related to lesser or greater extent.

From a methodological point of view, this gave rise to certain difficulties with respect to identifying and classifying appropriate organizations and their activities. Obviously, it was not possible to cover each and every NGO, CBO or coalition in Bangladesh. As a strategic measure, in order to narrow down the scope of the study, the survey focused on gathering information about Dhaka based NGOs, civil society groups and coalitions of varying sizes; through them information on their partners in rural areas was collected.² NGOs were divided thematically into several groups: those dealing with local governance, access to justice and legal rights; those combating violence against women; those working on trade and labor rights; policy and lobby groups, and so on. However, as noted earlier, most NGOs work on more than one of these issues, therefore many of them belong to overlapping categories. The study included several research institutions.

The author, in collaboration with UNDP staff, put together a questionnaire (see Annex 1) that was distributed to selected organizations. The objective of the questionnaire was to produce a profile of individual organizations, detailing their mission and ideology, their main programs, modes of monitoring and evaluation and their approach to gender mainstreaming. In addition, the questionnaire sought to collect best practices and lessons learnt from the experiences of these organizations. Finally, NGOs were asked to suggest possible modes of collaboration with UNDP in the future.

On the basis of the information collected, a matrix is being drawn up. The data from the interviews has also been entered into a database, from which detailed information on each organization can be easily retrieved.

² Selected NGOs were drawn primarily from a directory compiled by the NGO coalition on CEDAW and the Beijing Process (NCBP), a national network which has over 700 members. See Salma Khan (edited) *NCBP Members Directory*. Dhaka: Women for Women, 2005.

The author also carried out in-depth discussions and interviews with leading feminist activists, human rights advocates and heads of NGOs and coalitions. She also interviewed officials of bilateral and multilateral organizations and officials from the Ministry of Women's and Children's Affairs.

A total of 64 organizations were contacted for this purpose. The questionnaire was fairly comprehensive and undoubtedly time-consuming to complete. Many NGOs, especially the smaller ones, expressed hesitation about their ability to generate the kind of analytical information that was sought. This hesitation may reflect the overall nature of NGO activity in Bangladesh – most are immersed in everyday practical matters and have little time for compiling data on best practices, lessons learnt etc. Not only was the collection of data through the questionnaires slow and intermittent, some of the information was missing. The larger NGOs tended to have much better documentation and analysis practices, and many possessed specific gender policies. In short, the data collected is somewhat uneven in places. Despite these limitations, the present study was wide in scope – it included a number of research organizations and women's organizations in the private sector – and can be considered to be representative of current trends in gender-focused activities in Bangladesh.

3. GENDER EQUALITY AND MAINSTREAMING: ACTORS IN BANGLADESH

Historically, the women's movement and the NGO movement in Bangladesh have been intertwined. In terms of philosophy and objectives, the two often overlap although not all autonomous feminist groups or networks are organized as NGOs. Many of the largest NGOs were set up originally with the objective of meeting the immediate needs of the very poor. These NGOs also aimed at changing underlying structures of power and domination. Indeed, the social mobilization of marginalized groups was a striking feature of NGO activity in the late 1970s and early 1980s. The initial emphasis on structural transformation was eventually abandoned by most organizations, partly as a result of financial constraints, which turned to service delivery and micro-credit as primary foci of their activities.

Those NGOs dealing specifically with women's issues have tended to complement their service delivery functions with an explicit emphasis on women's empowerment. There is also relatively new emphasis on advocacy among NGOs. The vocabulary of gender mainstreaming and of gender equality is also a prominent feature of current women's NGO programs. Another recent shift can be seen in the move towards an explicitly rights-based approach to women's issues.

Gender concerns have long been of significance to bilateral, multi-lateral and UN organizations working in Bangladesh. Indeed, various shifts in vocabulary and emphasis with the women's NGO movement reflect to a considerable extent shifts in the perspectives of the country's development partners. In the follow-up to and after the Beijing conference, women's groups succeeded in initiating a highly productive consultation process between the government and civil society groups.

3.1. National Organizations:

As stated earlier, there are close to 1800 NGOs registered with the NGO Bureau in Bangladesh. The Bureau does not provide a breakdown with respect to NGO focus. A notable trend is the rapid growth of grassroots level women's groups. In general, the organizations working on gender equality and gender mainstreaming cover an impressively diverse range of activities in Bangladesh. NGOs range from the largest one, BRAC, which along with its micro-credit activities now offers services including legal aid and adult education, to the much smaller Nijera Kori, which continues to focus on social mobilization and conscientization.

Autonomous feminist activist groups also vary widely in their scope of activities. Bangladesh Mahila Parishad is the largest, boasting a membership of over 30,000 among grassroots women, places great emphasis on producing a democratic space for women. Naripokkho and Bangladesh Nari Progoti Shongho are much smaller by comparison and emphasize, among other things, the rights of women from marginalized groups, including sex workers and ethnic minorities.

Other organizations – such as Ain o Salish Kendra and Bangladesh National Women Lawyers' Association -- began with providing legal assistance to the poor and have branched out or focused exclusively on working toward establishing women's legal rights and improving women's access to justice.

A striking feature of NGO activity is a familiarity with and desire to draw on UN frameworks of gender equality. While not all the smaller grassroots NGOs may grasp every detail, they are conversant to some degree with both the Beijing Platform for Action (PfA) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). The 700 or so members of the National Coalition for the Beijing Process (NCBP), a large majority of which operate at the grassroots level, are formally committed to working with CEDAW and the PfA.

There are numerous divisions, political and philosophical, among women's organizations. Yet, at moments of crisis, there have been formidable shows of solidarity. The many campaigns and networks, such as the current platform of 36 organizations that have come together to rally against revisions in the National Women's Advancement Policy (NWAP), have proved to be highly effective. Notably, the founders of most women's organizations share a long history in activist politics, which undoubtedly adds to their understanding of the dynamics of achieving gender equality. Women's and legal rights organizations are now at the forefront of lobbying and advocacy for legal and policy shifts.

3.2 The Government of Bangladesh

Bangladesh is one of the few countries in the world to have a Ministry dedicated exclusively to Women's and Children's Affairs (MWCA). However, in the opinion of

several experts consulted for this study, the MWCA is both an asset and a liability. It is an asset because it is a body that is directly responsible for gender matters, and so it is a place to which people can turn. However, it is a liability, in that important stakeholders feel that it does not function effectively or live up to expectations, creating a sense that its authority effectively limits what might be done.

MWCA also suffers from an internal image problem. As a women's ministry, a MWCA posting lacks prestige. The ministry is usually seen as a stepping stone for officials stationed there, most of whom do not have any direct interest in gender. The Ministry also has a very high rate of turnover of high-level personnel, which is an obstacle to its smooth and effective functioning. MWCA is also burdened by a shortfall in resources. Not surprisingly, then, its expectations exceed its performance.

3.3 International NGOs

While international NGOs (INGOs) play a significant role in shaping views on NGO activities in Bangladesh, few INGOs are exclusively oriented toward gender issues; among these are Oxfam and Action Aid, which do play a highly visible role in promoting concepts and programmatic activities related to gender mainstreaming and gender equality.

3.4 Other Institutions

A number of research organizations and foundations have begun to make their mark on debates on gender mainstreaming and in producing knowledge about women. These include Women for Women, the Freedom Foundation, and Research Initiatives, Bangladesh, all of which have commissioned research on issues relevant to women's lives and development policy.

Conclusion:

Upstream aid modalities, including the trend toward sector wide approaches to programs, offer a new opportunity to promote gender equality. This approach provides an opportunity for development partners to create a mechanism for building a broad consensus on gender related development goals. Creating linkages with existing gender knowledge networks in civil society should lead to the promotion of wider dialogue and advocacy with all related actors, including those in the private sector. UNDP is in a unique position to widen and create more spaces for dialogue between civil society and that the state in Bangladesh. It can help to promote new multi-stakeholder forums to inform and guide policy and decision making processes.

However, civil society groups need to be integrated in a meaningful mechanism, one that takes their concerns seriously. There is also a serious challenge to running multi-stakeholder forums smoothly and effectively. Different groups have different priorities which may be difficult to combine. Moreover, individual actors have very different

understandings of what constitutes mainstreaming. This means that coming to a consensus will be time-consuming as well as difficult at times.

General Recommendations

- Stakeholder consultation – UNDP can promote a platform for civil society organizations to further cooperate with National Women’s Machineries to combine their experience and voices with those who have inside knowledge of the political and bureaucratic process.
- National data collection systems should be made more gender-sensitive and easily accessible in order to overcome information and knowledge gaps.
- Capacity building support is needed to help CSOs in their documentation and analysis, so that they can present information that persuasively backs up their demands and arguments.
- UNDP can help women’s NGOs and networks to develop their lobbying and advocacy skills and support their demands to participate in policy dialogue.
- Supporting research institutions that work on gender, and encouraging those that don’t, to help build up national capacity for gender analysis and advocacy.
- UNDP can commission specialized gender analysis where this is not available.

**MAPPING LOCAL KNOWLEDGE NETWORKS ON GENDER
MAINSTREAMING AND WOMEN'S RIGHTS ISSUES**

Questionnaire for NGOs and Networks/Campaigns

1.0 Background Information

1.1 Name of NGO

Year Started:

1.2 Contact Address, email, phone

1.3 Name of Chief Functionary

1.4. Total number of people employed

1.5 Type of organization:

- International ()
- National ()
- Local ()
- Regional ()

1.6 Area of operation:

- Bangladesh as a whole ()
- Specific Districts () Please specify region and size

2.0 PHILOSOPHY, GOALS AND OBJECTIVES

2.1 What is the primary mission or broad goal of your organization/network?

2.2 What are its main objectives?

2.3 How would you describe the main activities of your program?

- Service Delivery ()
- Advocacy and Lobbying ()
- Monitoring ()
- Combination ()
- Other (please elaborate)

2.4 What is the primary programmatic focus of your activities? (eg. Health, Legal Rights, Education, employment, micro-credit, or a combination)

2.5 Organizational Approach: Are your activities primarily

- Issue Based ()
- Sector Based ()
- Target Group Based ()

Multi-sectoral ()
If multi-sectoral, please elaborate approach.

3.0 MAPPING OF WORK ON GENDER MAINSTREAMING AND GENDER EQUALITY

3.1 Do you work on issues of gender mainstreaming and/or gender rights? If yes, please describe key activities undertaken (awareness generation, advocacy and lobbying, legal service delivery, leadership training micro-credit, or a combination).

3.2 What do you understand by gender mainstreaming? How would you approach the task of mainstreaming, from a method point of view?

3.3 What are your primary areas of focus within these activities?

3.4 Do you address issues of governance and diversity in your activities? Please describe.

3.5 What are the primary tools, methods and intervention strategies that you use?

3.6 Do you work directly with target communities or do you work in a partnership? Please list any partner NGOs, CBOs, government agencies with whom you work.

3.7 In your experience, which of your partners have proved to be the most productive in terms of working on gender equality issues?

3.8 Please list any networks to which you belong. How useful do you find your association with these networks?

4.0 Experiences and Lessons Learned: Successes, Challenges and Future Plans on Gender related Activities

4.1 In your opinion, what has been the impact of your interventions on a) the target group; b) policies or law and c) the community?

4.2 Among the different tools and intervention strategies, which do you believe have achieved the most positive outcomes? In your opinion, what are the factors that have attributed to this success?

4.3 Which interventions or strategies do you believe have been the least useful? Why?

4.4 What the primary tools and techniques of Monitoring and Evaluation (M&E) that you use. Please describe any limitations and advantages of such methods. Please list any indicators or other tools of measurement you employ to assess the impact of your program activities.

4.5 What are the lessons learnt and the best practices gathered from your organization or network's experience?

4.6 What are the challenges ahead? In your opinion, how sustainable is your program? On what factors does your future sustainability depend?

3.9 What are the future plans of your organization/network in terms area of focus and future programming activities in the arena of gender mainstreaming and gender rights?

5. The Role of UNDP

5.1 Do you see any role for UNDP in enhancing your programmatic activities in the future?

5.2 If so, in what ways? (eg. Sharing and exchange of information, help in lobbying, cooperation with specific campaigns etc.)

Thank you for your time.

List of Materials Consulted:

Bangladesh: Gender, Poverty and the MDGs. (ADB Country Gender Strategy). 2004.

CARE Bangladesh Gender Policy, March 2000.

CIDA Bangladesh Country Development Programming Framework 2003-2008. Working Document. October 2003.

Supporting Gender Equality in Bangladesh, CIDA's Approach. November, 2002.

Gender Equality: Key Lessons Summary. Rural Livelihoods Evaluation Partnership. DFID. Thematic Lessons Paper Series 7, April 2005.

ICDDR, B Gender Policy, 2003.

Maxine Molyneux and Shahra Razvi "Beijing Plus Ten: An Ambivalent Record on Gender Justice" in Development and Change, Vol. 36:6, 2005.

Evaluation of the Strategy for Women and Gender Equality in Development Cooperation (1997-2005) Norad Evaluation Report 5: 2005

Oxfam Gender Policy

Rachel Waterhouse and Charlie Sever Gender Mainstreaming in Development Cooperation Ireland Country Strategy Paper.

List of Persons Consulted

Samia Ahmed, Gender Unit, Action Aid
Ali Akkas, PLAGE
Md. Akhter, Gender Coordinator, Oxfam
Ranjani Alexander, CIDA
Shaheen Anam, Executive Director, Manusher Jonno
Firdaus Azim, Member, Naripokkho
Ferdousi Begum Social Development and Gender Officer, ADB
Indranil Chakrabarti Social Development Adviser, DFID
Sheepa Hafiza Head of Human Resources, BRAC
Zakia Hasan, Gender Advisor, NORAD
Md. Amir Hossain, Joint Secretary, Ministry of Expatriate Welfare and Overseas
Employment
Zakir Hossain, Executive Director, Nagorik Uddyog
Tahera Jabeen, Senior Development Advisor, CIDA
Khushi Kabir, Executive Director, Nijera Kori
Ranjana Karmaker, Executive Director, Steps Toward Development
Salma Khan, Chairperson, NCBP
Shahabuddin Khan, Gender Coordinator, ILO
Shaila Khan, Social Development Adviser, DFID
Ayesha Khanam, Executive Director, Bangladesh Mahila Parishad
Hameeda Khatoon, Gender Specialist, DWA
Mashuda Khatun Shefali, Executive Director, Nari Uddyog Kendra
Maury Miloff, First Secretary, Development, CIDA
Anna Minj Gender Equity and Diversity Coordinator, CARE Bangladesh
Hameeda Khatoon, Gender Specialist, DWA
Bangladesh
Monira Rahman, Executive Director, Acid Survivors Foundation
Kaniz Siddique, North South University
Karin DANIDA Advisor to DWA

Objectives	Functions	Major Activities
<ul style="list-style-type: none"> Mainstreaming women in the development process and elevating their status in the society; Raising awareness about child rights and development of the latent potential of children. 	<ul style="list-style-type: none"> Policy formulation and implementation ; Planning, implementation and monitoring of projects; Providing legal aid. Providing guidance to the other ministries for enhancing the status of women and children in the society; Providing assistance to implement government commitments expressed in international forums towards improving status of women and children; Coordinating and guiding field level activities; Assist children to flourish their cultural creativity. 	<ul style="list-style-type: none"> Activities of the Ministry can be divided into two broad categories: Policy formulation and advocacy; Programme implementation

2 Agencies of MWCA

Department of Women Affairs (DWA)	Jatiya Mohila Sangstha (National Women Organization)
<p>Department of Women Affairs (DWA) plays an important role by implementing different programmes in 64 districts and 396 sub-districts for empowering women at the grassroots level. The main activities of the DWA are:</p> <ul style="list-style-type: none"> Project planning, implementation and monitoring; Registration and assistance to the women headed grassroots organizations; Imparting vocational training to women; Assisting distressed women by providing credit and training for self employment; Prevention of violence against women and children; Follow up its activities undertaken at district and sub-district levels; Provide all necessary support to the Ministry. 	<p>Jatiya Mohila Sangstha (JMS) started function in 1976 with the aim of improving the socio-economic status of women in the society. JMS is working in all the 64 districts of Bangladesh. The major activities of JMS are:</p> <ul style="list-style-type: none"> Raising awareness among women; Assisting women to become economically self-reliant by imparting training for income generation and providing credit facilities; Assist women to establish small scale cottage industries and co-operatives; Liaison between government and private sector/non government aid agencies; Facilitating participation of women in sports and cultural activities

PROJECTS OF MWCA

Development Partner	Projects	Implementing Agencies	Objectives
World Food Program (WFP)	Vulnerable Group Development Program	DWA	The objective is to assist approximately 500,000 ultra poor rural women. Over a two year project cycle, each woman receives food aid, training in literacy/numeracy, social awareness and accounting skills, and access to micro-credit
World Food Program (WFP)	Food Security Program	LGED and DWA	80% female participants, engage in Food for Work activities, receive training on life-skills and income generating activities, and supplementary feeding.
Japan International Cooperation Agency	Japan International Cooperation Agency (JICA) project	DWA	training in Japan on Gender Mainstreaming Policies for Government officers . The objective is to provide participants with basic knowledge to improve women's status and policy making for gender equality; improve management capability of the administration of women's affairs
DANIDA	multisectoral program on Combating Violence Against Women (MSP-VAW)	DWA and Ministry of Health, Ministry of Home Affairs, Ministry of Social Welfare and Ministry of Information	The objective of the project is to increase awareness and openness about VAW, to establish one stop crisis centers, where medical help, legal aid and psychological support are provided at one site. Support to improve investigation techniques, including DNA technology as well.
Royal Netherlands	institutional support to the	the Institute of Social Studies,	enhancing human resource capacity by stimulating the

Embassy (RNE)	Department of Women's Studies, Dhaka University	Dhaka University	development of gender expertise through the institutionalizing of women's studies at DU.
CIDA	PLAGE – currently in an interim phase between Phase 1 & 2	MWCA	The objective of PLAGE II is to provide support to MWCA to expand its base of allies, both within and outside the GoB through strategic partnerships with Line Ministries/Agencies and non-GoB groups (NGOs and Women's Organizations)
UNDP	Technical Assistance Through Gender Facility Phase II	MWCA	The objective is to promote gender responsive governance by assisting MWCA as a lead co-ordinator of development activities in the promotion of women's advancement and gender equality. This is pursued through 1) funding sub-projects with line ministries and NGOs to implement the NAP; ii) building linkages between MWCA and key line ministries to raise awareness and assist them in addressing gender concerns in their sectoral plans and policies; and iii) facilitating capacity building of government officials at the local/subnational level to supplement initiatives for NAP at the central level.

Matrix 1: Background Information						
Organization	Year Started	Contact Address, email and phone	Name of Chief Functionary	Total number of people employed	Type of organization	Area of operation:
Acid Survivors Foundation (ASF)	1999	House # 12, Road # 22 Block # K, Banani, Dhaka # 1213 Email: asf@acidsurvivors.org URL: www.acidsurvivors.org Tel: 880-2-9891314, 880-2-9862774	Monira Rahman Executive Director	78	National	Bangladesh as a whole
Association for Community Development-ACD	1989	H-41, Sagarpara, Ghoramara, Boalia, Rajshahi-6100 E-mail: rajacd@librabd.net salima_Sarwar@yahoo.com	Salima Sarwar	166	Local	3 Districts
Ain o Salish Kendra(ASK)	1986	26/3 Purana Paltan Line, Dhaka-1000, Bangladesh; ask@citechco.net 880-2-8315851 and 9360336	Sultana Kamal	178	National	Bangladesh as a whole
Bangladesh Independent Garment Workers Trade Union (BIGUF)	1993	200, Shantibug Dhaka-1217 Phone: 880-2-9346724 Email: biguf@dhaka.net	Asma, President Rabeya Aktar, General Secretary	20	National	Bangladesh as a whole
Bangladesh Society for the Enforcement of Human Rights (BSEHR)	December 10, 1977	153, Monipuri Para, Farmgate, Tejgaon, Dhaka-1215 Phone: 9138620, 8128785, Fax: 008-02-8128785 E-mail: bsehrsg@fastmail.fm , bsehr2002@yahoo.com , bsehr.sgghr@gmail.com Website: www.bangladeshngo.com/ngo/bsehr	Sigma Huda, Advocate, Secretary General Alena Khan, Advocate, Executive Director	104	National	Bangladesh as a whole
Bangladesh	1995	House- 20, Road- 11 (new) 32 (old),	Md. Zafrul Hasan, Acting	25	National	Bangladesh as

Institute of Labour Studies (BILS)		Dhanmondi, Dhaka- 1209, Ph- 8123869- 70, Fax- 8123868 e-mail: bilscgscomm.net	Secretary General and Executive Director			whole
BLAST (GKNHRIB)	2003	BLAST, 3 rd floor, 1/1, Pioneer Road, Ramna, Kakrail, Dhaka-1000 Tel: 8313689, 9349125,	Uma Chowdhury, Coordinator	8	National	Dinajpur, Tangail, Comilla, Noakhali, Laksmipur, Chittagong, Sylhet, Rajbari, Jhenidah, Jessore, Kushtia, Barisal & Pirojpur.
Bangladesh Nari Progoti Sangha(BNPS)	1986	House – 52, Road- 8a , Dhanmondi, Dhaka-1209. Phone: 8111323, 8129899 . Fax: 9120633.E-mail- bnps@bangla.net Web-www.bnps.org	Ms. Rokeya Kabir	Female: 85. Male: 56 Total:141	National	District-7, Thana-18, Union/Ward-59, Village/Para-258 Other this BNPS has covered another 16 districts
Coalition for the Urban Poor (CUP)	1989	16/19/B/B, Babor Road Mohammadour, Dhaka – 1207 Email: cup@bdmail.net URL: www.cupbd.org Phone: 880-2-9132887, 8115718, 0189-213450 (cell) Fax: 880-2-9132887	Mostafa Quaium Khan Executive Director	31	National	Dhaka, Chittagong and Khulna
INCIDIN Bangladesh	1997	9/11 Iqbal Road, Mohammadpur, Dhaka-1207	Ratan Sarkar- ED A.K.M Masud Ali- ED	27	National	Bangladesh as whole

			A.K.M. Mustaque Ali – ED			
Abdul Momen Khan Memorial Foundation (Khan Foundation)	1988	Momenbag Dhaka-1217 Email: khanfoundation@bd.drik.net , khanfoundation@hotmail.com Phone: 880-2-9330323 Fax: 880-2-9331589	Advocate Rokhsana Khondker, Executive Director	40	National	Bangladesh as whole (62 Districts)
Manusher Jonno Foundation	July 2002	House 122, Road 1, Block F, Banani Model Town Dhaka-1213	Shaheen Anam Executive Director	31	National	Bangladesh as whole (62 Districts)
Nagorik Uddyog (Citizen's Initiative)	1995	House # 8/14, Block – B Lalmatia, Dhaka – 1207 Tel: 8115868, Fax: 9141511 E-mail: nu@bdmail.net.	Zakir Hossain, Chief Executive Officer.	Total staff: 120 (Male: 70, Female: 50)		Barisal, Perojpur, Rangpur, Munshigonj, Tangail, Dhaka Number of Districts: <u>6</u> – covering 9 Upazillas having 76 Unions which includes about 800 Villages.
NARI MAITREE	1983	393/B, Malibagh Chowdhurypara, Khilgaon, Dhaka-1219 Phone # 721 3408 Fax: 88-02- 721 7486 E-mail: nm@bdonline.com Website: www.narimaitree.net	Ms.Shaheen Akter Dolly Executive Director	323 (2005)	National	Bangladesh as a whole Specific districts Mymensingh, Jamalpur, Tangail, Comilla, Feni, Chandpur

						Noakhali, Sylhet and Kishoreganj
Naripokkho	1983	House # 46, Road # 13/A Dhanmondi, Dhaka – 1209 Email: doorbar@prodeshta.net Phone: 880-2-8119917, 880-2-8153967	Mahin Sultan Convener	71	National	Bangladesh as a whole
Nari Uddug Kendra (NUK)	1992	22/18 KHILJI ROAD, BLOCK-B MOHAMMADPUR, DHAKA-1207 BANGLADESH. TEL: 0088-02-9115696, 8125804 FAX: 0088-02-9110088 E-MAIL: manager.prog@nuk-bd.org	MASHUDA KHATUN SHEFALI EXECUTIVE DIRECTOR	166	National	Bangladesh as a whole
Nijera Kori	1980	7/8, Block C, Lalmatia, Dhaka-1207, Phone: 8122199, email: nijekori@agni.com	Khushi kabir, Coordinator	Total 315 (120 are female and 195 are male)	National	17 districts (Kushtia, Meherpur, Khulna, Rangpur, Kurrigram, Bagura, Gaibandha, Natore, Sirjgonj, Dinajpur, Tangail, Sherpur, Comilla, Chandpur, Chittagong, Noakhali, Laximpur,)
Odhikar	October 10, 1994	House No. 8 (Ground Floor) Road No. 125, Gulshan Dhaka-1212, Bangladesh Tel: 880 2 9888587 Fax: 880 2 9886208	A. F. Hassan Ariff President, Odhikar	07 Full time staffs and 02 interns	National	Bangladesh as a whole

		E-mail: odhikar@citech-bd.com				
Oxfam GB, Bangladesh Programme	1971	Country Representative Oxfam GB House No.4, Road No. 3 Block- I, Banani Dhaka-1213 Phone: 88 02 8813607-09 oxfambd@oxfam.org.uk	Anil P Tambay, Country Representative	42	International	Bangladesh as a whole
PROSHIKA: A Centre for Human Development	1976	i/1-Ga, Section-2, Mirpur, Dhaka, Bangladesh, Email: idrc@proshika.bdonline.com Telephone: 9004006; 8013398, 815945-6	Qazi Faruque Ahmed	7070	National	Bangladesh as a whole
Research Initiatives, Bangladesh (RIB)	2002	House # 104, Road # 25, Block - A, Banani, Dhaka - 1213, Bangladesh Phone : 880-2- 8860830-1 Fax : 880-2- 8811962 Email : rib@citech-bd.com Website : www.rib-bangladesh.org	Dr. Shamsul Bari	18	National	Bangladesh as a whole
RUPANTAR	1995	14/1, Farazipara Lane, Khulna-9100, Bangladesh Tel: 041-731876 E-mail: rup@khulna.bangla.net rupantar@bttb.net.bd Fax: 041-810747	SWAPAN GUHA		National	12 districts with regular programs and 61 districts (excluding 3 hill districts on awareness campaign)
SAMATA	1976	9/5, Block-A, Iqbal Road Mohammadpur, Dhaka-1207 Email: samata@citechco.net snpac@accesstel.net Phone: 9131058, 8124914 Fax: 880-2-9132351 Web: www.samata-bd.org	Md. Abdul Kader, Executive Director	Total Staff: 1243 (41% Female)	National	Direct and through LAND Intervention (LAND- Land and Agrarian Network for Development.

						<p>To date Samata has formed four networks with 94 local like-minded NGOs working in 14 districts in Bangladesh namely LAND BARENDRA, LAND BWADIP, LAND-GF and LAND-RD. These NGOs are supported in replicating Samata approach/model and policy advocacy in the region.)</p> <p>Specific Districts 7 (SAMATA): Pabna, Sirajgonj, Natore, Rajshahi, Rajbari, Faridpur and Kushtia</p> <p>Specific Districts 14 (Through</p>
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						LAND intervention): Dhaka, Pabna, Sirajgonj, Natore, Chapai Nababganj, Naogaon, Bogra, Rangpur, Kurigram, Joypurhat, Kustia, Rajbari, Faridpur & Meherpur
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Matrix 2: PHILOSOPHY, GOALS AND OBJECTIVES

Organization	Primary Mission	Main Objectives	Main Activities	Programmatic Focus	Organizational Approach
Association for Community Development (ACD)	The capacity of ensuring the rights of people is developed and the disadvantaged women, children and adolescent girls are empowered socio-economically and their rights are established with increasing the community care system.	<ul style="list-style-type: none"> • Gender mainstreaming for promoting women's equitable representation and participation in local governance and social justice system for their personal security and dignity. • Establish and develop the community care system in response to promote human rights. • Socio-cultural empowerment of the most disadvantaged women, children and adolescent girls. • Sustainable development through women's participation for their contribution to agricultural economy. 	<ul style="list-style-type: none"> • Service Delivery • Advocacy and Lobbying • Monitoring <p>Other</p> <ul style="list-style-type: none"> • Networking • Research • Publication 	<ul style="list-style-type: none"> • Human Rights • Governance • Sustainable Development 	<ul style="list-style-type: none"> • Issue Based • Sector Based • Target Group Based
Acid Survivors Foundation (ASF)	Eliminate acid violence from Bangladesh society and survivors of acid violence have a respectful, dignified independent life to live in Bangladesh	<ul style="list-style-type: none"> • Ensure best available medical treatment • Assist survivors to get justice • Assist survivors in the process of social reintegration • Work with GO, NGO and civil society to end acid violence 	<ul style="list-style-type: none"> • Service Delivery • Advocacy and Lobbying <p>ASF tackle the problem of acid violence from a holistic approach that means strategies developed according to the needs of the survivors (Physical, social, emotional, economic, legal etc.)</p>	<ul style="list-style-type: none"> • Medical (clinical ...of the injured people, psychological support, leagal support, support for education, employment etc.) • Prevention • Advocacy • Research 	<ul style="list-style-type: none"> • Issue Based • Target Group Based • Multi-sectoral <p>ASF act as a coordinating agency and provide services where none are exist.</p>
Ain o Salish Kendra(ASK)	Rule of law established based on principles of democracy, human rights, justice and gender equity	<p>Increase access to justice</p> <p>Ensure accountability</p> <p>Eliminate all forms of discrimination</p>	<p>Service delivery</p> <p>Advocacy and lobbying</p>	<p>Law, Human rights and Women's rights, rights of the disenfranchised (economic, social and political) and</p>	<ul style="list-style-type: none"> • Issue Based • Target Group Based

				underprivileged children.	
Bangladesh Independent Garment Workers Trade Union (BIGUF)	<ul style="list-style-type: none"> • Protect Labor Rights • Develop over all quality of the labors • Strengthen national women's movement 	<ul style="list-style-type: none"> • Ensure minimum wage for those who are working in the industry at this moment • Give protection to those workers who are forced to leave the job without any proper explanation • Ensure the admissible benefits for the workers at the time of job quit • Ensure the job security as per law according to international labor rights • Give support to the workers to form trade union in the work premises • Ensure minimum work environment in the work place • We also feel responsible to protect the industry and its market. If we lost the RMG market then the worker will loose their job. 	<ul style="list-style-type: none"> • Service Delivery • Advocacy and Lobbying • Monitoring 	<ul style="list-style-type: none"> • Establish trade unions to promote labor rights • Give training for leadership development in the RMG sector • Organize labors to meet the goals described in the main objectives 	<ul style="list-style-type: none"> • Issue Based • Sector Based • Target Group Based
Bangladesh Institute of Labour Studies (BILS)	BILS mission is to develop the trade union movement in Bangladesh as a responsible social partner and make it act like a vanguard for the democratic development and common prosperity. BILS believes that, a united strong, capable effective and responsible TU movement can help the working people of the country to get rid of their problems and ensure their rights.	BILS main objective is to strengthen the capacity of the trade union movement to become recognised as an active partner in the social dialogue regarding the development process of Bangladesh. To contribute in the process of establishing as exploitation free society by ensuring workers fair share on the national wealth and development, ensuring equality and the integration of women in the mainstream of TU at all levels, elimination of child labour, ensure safe workplace and to introduce social safety net.	<ul style="list-style-type: none"> • Service Delivery • Advocacy and Lobbying • Monitoring 	<ul style="list-style-type: none"> • Training • Education 	<ul style="list-style-type: none"> • Issue Based • Sector Based • Target Group Based
BLAST	To understand the justice	• To develop effective human	• Service Delivery	• Human	• Issue

(GKNHRIB)	seeking behavior of individual in rural community and to develop effective intervention strategies to change such behavior and to measure the consequent changes in attitude and practices	rights program strategies (legal referral and human rights advocacy) promoting systemic improvements in the human rights environment in Bangladesh <ul style="list-style-type: none"> To strengthen networks among social actors and institutions dealing specifically with human rights issues To strengthen institutional capacity of Bangladesh's human rights organizations and ensure the perpetuation of human rights interest groups as a facet of Bangladesh society To develop a well designed action research programme, for the purpose of creating a data base on the relevant human rights violations, mapping the existing institutional intervention to promote interventions and developing verifiable indicators to evaluate human rights oriented program interventions. In addition, the objectives of the research programme include, developing documentation, research and analytical capacity of BLAST and other network partners. 	<ul style="list-style-type: none"> Advocacy and Lobbying Monitoring <p>There are three interlinked components in this project:</p> <ol style="list-style-type: none"> Action research, Networking, Advocacy. 	Rights education Program with 60 school and colleges at working areas. <ul style="list-style-type: none"> Awareness program on gender related human rights violation to the poor and the disadvantaged. 	<ul style="list-style-type: none"> Based Sector Based Target Group Based
Bangladesh Nari Progoti Sangha(BNPS)	Empowerment of women socially, politically and economically through institution building, awareness raising and mobilization	<ul style="list-style-type: none"> Raise awareness and develop analytical skills of women so that they can initiate activities to solve their problems Enhance the level of income of women and create employment opportunities Bring in a positive change in the policies that effect the life of women Promote secular and democratic environment in the society 	<ul style="list-style-type: none"> Advocacy and Lobbying Right based & Micro-credit 	<ul style="list-style-type: none"> Women Empowerment Micro-credit 	<ul style="list-style-type: none"> Issue Based (Gender, Human Rights, Governance) Sector Based (grassroots and Informal), In the advocacy and lobbying activities, women from all sectors are involved Target

		<ul style="list-style-type: none"> • Strengthen women's movement through mobilization of women for resisting violence against women • Provide legal support to the disadvantaged women and raise legal awareness • Raise health awareness and make health services available in the remote area • Protect environment and improve the capacity of women for disaster management 			Group Based (Women and poor)
Coalition for the Urban Poor (CUP)	<p>A productive, just and environmentally sound urban society conducive to the development and empowerment of the urban poor, particularly urban slum dwellers.</p> <p>Promoting, coordinating, activating and facilitating the activities of NGOs for the sustainable development of the urban poor in the major cities of the country through capacity building, resource mobilization, networking, lobbying, research, evaluation, impact study and policy advocacy in order to ensure and protect the civic and political rights of the urban poor, specially of the slum dwellers. We always try</p>	<ul style="list-style-type: none"> • To promote the exchange of information, facilities and expertise between and among members helping the urban poor • To strengthen inter-agency, sectoral collaboration with the government • To support various NGOs who are working at the field level to help the urban poor, specially women and children • TO develop working relation with government organizations which provide civic facilities for the urban people • To push through the demands for housing and other civic rights and to ensure that these facilities and rights are achieved • To conduct policy dialogue with international organizations, urban research institute, Rajuk, City Corporation, Housing and Settlement 	• Advocacy and Lobbying	Networking on urban issues	Issue Based Sector Based Target Group Based

	giving separate emphasis on poor urban women issues	<p>Department and policy making institution and carry out policy advocacy</p> <ul style="list-style-type: none"> • To liaison with different non-governmental and human rights organization, urban research institutes and the government organizations engaged in the socio-economic development of the urban poor and to develop greater cooperation among them • To provide assistance to Adult Literacy, Child Education, Health, Nutrition, Sanitation, Legal Aid, Income and Employment Generation and Skill Development Training programs for improving the life of the urban poor • To extend all sorts of supports to the urban poor in case of natural calamities • To resist anti-social activities, induce human values and provide assistance to the poor to participate in the decision making process of the main stream development program • To organize seminars, workshops, symposiums and arrange study tours to national and international and regional organizations and share their experience to identify and solve the problems of the urban poor 			
INCIDIN Bangladesh	The Mission of INCIDIN Bangladesh is the “overall development of the community”, with a special focus on balanced and “sustainable industrial development”. This is a	To achieve policy changes and strategic impact on issues, INCIDIN Bangladesh is creating knowledge through Action Research, gathering information on community experiences as examples of good practice, and developing awareness on the drawbacks and prospects of	<ul style="list-style-type: none"> • Advocacy and Lobbying • Monitoring <p>Other</p> <ul style="list-style-type: none"> • Research 	<ul style="list-style-type: none"> • Human Rights (Child Rights, Workers’ Rights, Peasants’ Rights, Women’s Rights) 	<ul style="list-style-type: none"> • Issue Based • Sector Based

	formally defined Mission; however, INCIDIN Bangladesh is acting on areas/projects that are ultimately benefiting the community as a whole in a sustainable way	<p>industrial development.</p> <p>We especially emphasis:</p> <p>§ the establishment of the rights of children,</p> <p>§ the reintegration of child workers into social safety nets, with their rights in plac,</p> <p>§ the prevention of trafficking in women and children and the assurance of the rights of survivors,</p> <p>§ Equal rights of people of the less developed world at trade policy forums and the attainment a fair share of global trade for all</p> <p>§ Sustainable livelihood and a rights-based work environment within the global regime,</p> <p>§ a humane and pro-people globalization process leading to sustainable community and economic development.</p>	<ul style="list-style-type: none"> • Campaign for people's rights in global forums on Tradeagreements etc. • Rights of livelihood of the Ready made Garment workers in Bangladesh (Capacity building for the Trade Unions of the Ready made Garment sector in Bangladesh). • Peasants right to food sovereignty and market access • Protection and Promotion of Child Rights 		
Abdul Momen Khan Memorial Foundation (Khan Foundation)	The vision of khan Foundation for the new millennium is firm in determination yet quite flexible in approach. It would like to see a future Bangladesh where Liberal Democracy flourishes and sustains along with the growth of Economic Development, where basic human rights and dignity are honored, where the millions of downtrodden Bangladeshis no longer	<ul style="list-style-type: none"> • To improve the living the conditions of the country's disadvantaged groups, in particular women, children through launching of effective social and economic development programs. • To strengthen and sustain true representative democracy in the country from the grass roots local governments through to central government level while promoting a democratic culture in the country 	<ul style="list-style-type: none"> • Service Delivery • Advocacy and Lobbying • Monitoring 	<ul style="list-style-type: none"> • Strengthen Democracy through mobilization and capacity building • Human and Legal Rights Action (focusing on women) • Poverty alleviation through Rural Credit Program • Reproductive Health Rights of Women • Raising Awareness, Advocacy 	Issue Based Sector Based Target Group Based

	suffer under the yoke of poverty, rather adapt to a life style which is simple, yet not impoverished, which is peaceful, yet not extravagant and which is descent yet not too materialistic.			and Networking for desired Change <ul style="list-style-type: none"> • Research, Monitoring and Publication Funding 	
Bangladesh Society for the Enforcement of Human Rights (BSEHR)	The identified vision of BSEHR is to create an enabling and conducive environment for the promotion and protection of human rights of poor, disadvantaged and vulnerable groups, particularly women, children and ethnic minorities. The organization seeks to realize this goal through free legal services support, investigation, research and advocacy on the various instances of violations and infringement of rights, abuse of power and negligent exercise of authorities which result in deprivation, oppression and injustice.	<ul style="list-style-type: none"> • To educate the members of the society about their basic and fundamental human rights and to educate them about the various legal remedies available if their rights are violated. • To offer investigation, legal advice and legal aid to the under-privileged and the poor citizens. • To conduct and promote research in the area of law relating to the eradication of poverty and the promotion of economic and social uplift amongst the weaker and less fortunate sections of the society and suggest reforms leading to the removal of social injustices. • To address the relevant authorities on issued of human rights abuse and its prevention. 	<ul style="list-style-type: none"> • Service Delivery • Advocacy and Lobbying • Monitoring 	<ul style="list-style-type: none"> • Legal Support • Parallel investigation • Advocacy 	<ul style="list-style-type: none"> • Issue Based • Sector Based • Target Group Based
Manusher Jonno Foundation	Mission of MJ: § Support both financially and technically a critical mass of public and private organisations working in the area of	<ul style="list-style-type: none"> • Support and promote various initiatives seeking to ensure human rights and good governance that lead to poverty reduction • Maintain and extend visibility and impact on human rights and 	§ Advocacy and Lobbying Monitoring Other MJ provides financial and technical support to NGO	<ul style="list-style-type: none"> • Human rights and governance (violence against women, child rights, rights of marginalised, workers rights, local 	<ul style="list-style-type: none"> • Issue Based • Target Group Based

	<p>increasing awareness and fulfillment of human rights and improved governance leading to poverty reduction</p> <p>§ Facilitate coherence in human rights and governance work in Bangladesh through networking and policy advocacy</p> <p>§ Monitor the human rights and governance situation in the country and make the information available publicly</p> <p>Goal: To make poor women, men and children more able to achieve their civil, political, economic, social and cultural rights and to improve their security and well-being</p>	<p>governance</p> <ul style="list-style-type: none"> • Grow as an organisation including being able to offer services to donors in grant management and capacity building to organisations in human rights and governance • Increase specialisation within the organisation appropriate to the challenge of growth 	<p>and other organisations working on human rights and governance initiatives. Involved in advocacy with partner organisations, join with other alliances and networks and also initiate some areas for advocacy for example, Right to Information.</p>	<p>governance, access to justice, access to information, governance performance monitoring and corporate governance and rights of CHT people.)</p>	
<p>Nagorik Uddyog (Citizen's Initiative)</p>	<p>Nagorik Uddyog's fundamental goal is to carry out activities to promote human rights and good governance with a particular focus on strengthening the local governance. It is also committed to democratizing the conventional system of mediation and establishing justice irrespective of gender and social status.</p>	<ul style="list-style-type: none"> • Establishing social and gender justice irrespective of gender and social status through mediation and legal aid support. • Supporting the struggle of women at the grassroots level in order to ensure their effective participation on a larger scale in the development process and in social activities. • Adopting educational programmes with a view to raising consciousness of human rights and 	<ul style="list-style-type: none"> • Advocacy and Lobbying • Monitoring <p>Other The project activities of NU are completely based on people's participation at different levels. In implementing projects, NU has effectively developed different community</p>	<p>NU's primary focus is to carry out activities in order to promote women's human rights and good governance, with a particular focus on strengthening the local governance. It is also committed to democratizing the conventional system of mediation, establishing</p>	<ul style="list-style-type: none"> • Issue Based

	<p>NU assists in empowering women at the grassroots level through educating them on political and women's human rights.</p>	<p>women's human rights at the grassroots level.</p> <ul style="list-style-type: none"> • Conducting training programmes on human rights for NGO workers, activists and community members. • Establishing a network of national and international organizations in the field of human rights. • Conducting research on various aspects of the society, economy, human rights situations and the policy of Bangladesh. 	<p>institutions such as Ward based <i>Shalish</i> committee, Human Rights Monitoring Group (HRMG) at the Union level and networks of grassroots women's leaders. The specific activities are:</p> <ul style="list-style-type: none"> • Training in family law and human rights, especially on women's rights • Effective participation of women leaders in local development and social activities • Formation and development of women's groups and building women's leadership • Women's group meetings to develop awareness of legal & human rights • Forming and building capacity of HRMG through providing training and orientation • Organize quarterly meetings with HRMG to monitor the local human 	<p>justice irrespective of gender and social status, and assisting in empowerment of women at grassroots level through educating them on political and women's human rights</p>	
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			<p>rights situation and develop human rights activism at the grassroots level</p> <ul style="list-style-type: none"> • Facilitate a more equitable dispute resolution process • Human rights education for the youth citizens 		
Nari Maitree	Our Primary mission is to establish an equitable society	<ul style="list-style-type: none"> • To establish human rights and empowering of women, children and adolescents • To help facilities to the target people particularly women & adolescent to raise their voice for social justice • Stopping the domestic violence of women • To undertake programs on preventive and curative health services • To increase education rate among the women & adolescents • To facilitate sustainable development for women • To ensure male participation in program activities • To promote volunteerism among the youth • To enhance knowledge on natural and social disaster management 	<ul style="list-style-type: none"> • Service Delivery • Advocacy and Lobbying • Monitoring <p>Other</p> <ul style="list-style-type: none"> • Networking with Gender Alliance • Networking with Nari Forum 	<ul style="list-style-type: none"> • Gender sensitization, stopping domestic violence & legal aid support • Intensive health services for children, women, adolescents, street based sex workers (both preventive and curative) • Arrange skill development training among the adolescents and sex workers and providing them with different type of jobs in various organizations and create the favorable environment for jobs • Non-formal education, reflect education for women, children & adolescent • Disbursement of micro-credit among 	<ul style="list-style-type: none"> • Issue Based • Sector Based • Target Group Based

				<ul style="list-style-type: none"> the target groups • Disbursement of micro-credit among the poor and the middlemen for small trade and create the field of awareness building on decision making process 	
Naripokkho	The goal of the project is ‘the national women’s movement strengthen’	Object is to create a ‘Strong independent and dynamic national platform of women’s organizations’	<ul style="list-style-type: none"> • Service Delivery • Advocacy and Lobbying • Monitoring 	<ul style="list-style-type: none"> • Health Violence against women • Political empowerment 	<ul style="list-style-type: none"> • Issue Based Target Group Based
Nari Uddug Kendra (NUK)	<p><u>Vision:</u> Create an enabling environment for gender mainstreaming, promotion of human rights, and socio-economic and political empowerment of women.</p> <p><u>Mission:</u> Promote gender equality, human rights and personal empowerment of women and girls, based on increased</p>	<ul style="list-style-type: none"> • Mobilizing women working in the garment industries and policy advocacy toward establishing their labor rights and assist migrant workers in adapting to an urban environment from a rural setting by providing safe housing, healthcare services and human rights, and labor and safety standards training. • Promoting women’s human rights and gender issues in rural high schools among adolescent girls and boys, their parents, teachers and managing committees as an avenue to promote girls’ empowerment • Strengthening women’s leadership at the grassroots level, increasing their organizational management capacity and leadership and network building among the Local Women NGOs, registered under the DWA. • Collaboration and partnership 	<ul style="list-style-type: none"> • Service Delivery • Advocacy and Lobbying • Monitoring 	<ul style="list-style-type: none"> • Advocacy and Lobbying: • Network and Forum formation • Training and Skill Development • Health • Education • Research • Documentation 	<ul style="list-style-type: none"> • Issue Based

<p>concern of women's vulnerability to poverty, lack of decision-making power, sufferings from violence and insecurity. Support the right of rural-and urban-based women to have equal access to control and resources and help them to participate and benefit from the economic, cultural and political lives in Bangladesh</p> <p>Promote and institutionalize gender equality, women's empowerment and equal sharing of power in all spheres of life for women and men in urban and rural settings, irrespective of income and social status.</p> <p>Advocate at the policy level reduction of gender gap in all spheres of life in Bangladesh and at all levels of society and to implement gender-balanced projects which will impact the beneficiaries and influence</p>	<p>building with thana development and local government agencies towards effectively institutionalizing women's participation in decision-making and the electoral process.</p> <ul style="list-style-type: none"> • Initiating gender-research and making information base available for input of policy formulation and action planning. 			
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	policy-makers at the same time.				
Nijera Kori	To reduce poverty and inequality and promote people's rights in Bangladesh.	<ul style="list-style-type: none"> To unite people, both women and men, who have long been the victims of exploitation, social marginalisation, oppression and poverty; To enable people thus united to understand and develop awareness about their rights, causes of their problems and their responsibilities; To empower people to take up challenges within their own spheres to create better and more meaningful lives for themselves and their immediate community. 	<ul style="list-style-type: none"> Advocacy and Lobbying Monitoring Other Organize landless people and aware them on various issues 	<ul style="list-style-type: none"> The main focus of Nijera Kori is creating autonomous, independent organizations of women and men to fight for establishing the rights of the most economically, socially and politically marginalized people on issues such as land rights, human rights, women rights, education rights, health rights etc, in all spheres of society. The basic form is empowerment and methods used include awareness raising, legal awareness and support, understanding of existing systems and their dynamics, formation of cultural groups, understanding issues of globalization and its impact on the poor. 	<ul style="list-style-type: none"> Issue Based Target Group Based
Odhikar	Odhikar's activity is limited within a selective area of human rights, primarily civil and political rights. Its activities revolve around the	<ul style="list-style-type: none"> Promotion of human rights through introducing participatory democracy and good governance; Advocacy and lobbying for incorporation and ratification of various 	<ul style="list-style-type: none"> Advocacy and Lobbying Monitoring 	<ul style="list-style-type: none"> Socio-legal rights 	<ul style="list-style-type: none"> Issue Based Sector Based Target Group

	<p>investigation, fact-finding and dissemination of information, media campaign promotion of good governance, monitoring and observation of national and local government and monitoring of abuses perpetrated within this selection, regardless of caste, creed, gender or any other category.</p> <p><i>[Odhikar gave a further detail description, see the questionnaire]</i></p>	<p>international instruments by the government and also for enactment of human rights friendly laws and its necessary amendment;</p> <ul style="list-style-type: none"> • Fighting impunity and promotion of international justice and prevention of torture; • Documentation, fact finding, monitoring, investigation and research on human rights abuses, including custodial death, rape, torture, prison situation, violation of freedom of expression political repression, and issues relating to national and local government elections. • Fostering mass awareness on rights and duties; • Mobilising and networking between the activities of its members and enhance institutional capabilities of individual groups, organisations and agencies on human rights issues; • Advocacy, lobbying and campaign for people’s participation in governance and also for introducing participatory democracy in order to ensure good governance; • Monitoring and observation of national and local government election for free and fair electoral process to ensure voter’s rights and also free and fair electoral process; • Organising seminars, workshops and symposiums on various human rights and related issues and attending such programs organised by others. 			Based
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<p>Oxfam GB, Bangladesh Programme</p>	<p>Oxfam works with others to overcome poverty and suffering.</p>	<ul style="list-style-type: none"> • Aim 1: Right to a sustainable livelihood • Aim 2: Right to a basic Social Services • Aim 3: Right t Life and Security • Aim 4: Right to be Heard • Aim 5: Right to Equity: Gender and Diversity 	<ul style="list-style-type: none"> • Service Delivery • Advocacy and Lobbying • Monitoring • Combination Other • Right Base Organisation 	<ul style="list-style-type: none"> • Gender Equality through addressing Domestic violence against women • Poverty alleviation through River Basin Development • Capacity Building of Indigenous people • Make Trade Fair to ensure garments worker’s right. • Disaster Preparedness • Humaintarian Response on Disaster 	<ul style="list-style-type: none"> • Issue Based • Sector Based
<p>PROSHIKA: A Centre for Human Development</p>	<p>PROSHIKA's mission is to conduct an extensive, intensive, and participatory process of sustainable development through empowering of the poor.</p>	<ul style="list-style-type: none"> • Structural poverty alleviation • Environmental protection and regeneration • Improvement in women's status • Increasing people's participation in public institutions • Increasing people's capacity to gain and exercise democratic and human rights. 	<ul style="list-style-type: none"> • Service Delivery • Advocacy and Lobbying • Monitoring Other • People’s Organization Building Programme • Human Development Training Programme • Practical Skill Development Training Programme 	<ul style="list-style-type: none"> • Organizing poor men and women into “Samiti” or groups; • The primary groups form group federations at village, union and upazila level with equal participation of men and women; • Providing Non-formal Education; • Providing training (Human 	<ul style="list-style-type: none"> • Issues Based • Sector Based • Target Group Based

			<ul style="list-style-type: none"> • Universal Education Programme • Urban Poor Development Programme • Institute for Development Policy Analysis and Advocacy • Employment and Income Generating Programme • Small Economic Enterprise Development Programme • Ecological Agriculture Programme • Livestock Development Programme • Fisheries Development Programme • Social Forestry Programme • Irrigation and Tilling Technology Service Programme • Sericulture Development Programme • Apiculture Development Programme • Housing Programme • Health 	<ul style="list-style-type: none"> Development and Skill Development) • Providing micro-credit for employment and income generation; • Environmental Protection and Regeneration; • Health Education; • Disaster Management; • Development Support Communication; • Providing legal aid services to poor, underprivileged men and women, social and cultural activists, journalists and development workers who needs such support; etc. 	
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			<p>Infrastructure Building Programme</p> <ul style="list-style-type: none"> • Health Education Programme • Development Support Communication Programme • People's Cultural Programme • Disaster Management and Preparedness Programme • Policies for Risk And Vulnerability Management • Integrated Multisectoral Women's Development Programme • Impact Monitoring and Evaluation Cell • Materials Development Cell • Computer in Development Programme • Information and Documentation Resource Cell • Assistance to Other Organizations Programme • Programme on the Liberation War 		
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			<ul style="list-style-type: none"> • PROSHIKA Legal Aid Services • Market Promotion Programme. 		
Research Initiatives, Bangladesh (RIB)	<ul style="list-style-type: none"> • To support research on alleviating poverty • To develop a community of barefoot researchers for poverty alleviation research • To develop capacity of the young researchers on poverty based researches 	<ul style="list-style-type: none"> • Generating new knowledge/technologies that can be used by the poor for uplifting their livelihood through supporting researches • Developing barefoot researchers from the communities who will be devoted to the causes of the poor. • Disseminating research results for the benefits of the poor 	<ul style="list-style-type: none"> • Advocacy and Lobbying • Monitoring • Other <ul style="list-style-type: none"> • Research • Capacity building • Dissemination of research findings 	<ul style="list-style-type: none"> • Research • Education • Legal Rights • Health • Marginal Communities 	<ul style="list-style-type: none"> • Issue Based • Sector Based • Target Group Based

<p>RUPANTAR</p>	<p>Establishing a Gender Equitable Democratic Society with Cultural Values, Free From Injustice and Superstitions</p>	<ul style="list-style-type: none"> • To raise awareness, mobilize community initiatives and resources towards sustainable people’s development and bio-diversity conservation • To facilitate developing and capacity building of the peoples' organizations at the grassroots level, ensuring them to undertake activities for better livelihood • To resuscitate folk culture and heritage to be used in mainstream development • To ensure social and political empowerment of women thorough their organizational approach • To ensure grassroots peoples' participation in local government activities and to strengthen the local governance • To raise awareness on gender discrimination to ensure equitable relationship between women and men • To establish the rights of the children, disables and elderly people with a view to offer them with due privileges and opportunities 	<ul style="list-style-type: none"> • Advocacy and Lobbying • Monitoring <p>Other</p> <ul style="list-style-type: none"> • Awareness campaign through folk cultural and print media • Training • Workshop, Seminar • Mass gathering and rally • Adolescents development for gender equality 	<ul style="list-style-type: none"> • Programs on democracy and governance including strengthening local government • Women empowerment through organizational approach • Rights based programs for establishing human rights including rights for the children and women • Prevention of human trafficking • Conservation of environment and disaster management • Prevention of Domestic violence • School theatre education etc. 	<ul style="list-style-type: none"> • Issue Based • Sector Based • Target • Group Based
<p>SAMATA</p>	<p>Goal Establishment of the rights of the landless poor through poverty alleviation and empowerment of the poor</p> <p>Vision Samata seeks a society, in</p>	<ul style="list-style-type: none"> • Uphold the spirit of Independence • Build up a democratic, fair and gender equality based society • Establish Human Rights • Practice and nurture folk culture and indigenous heritage 	<ul style="list-style-type: none"> • Samata believes ‘Rights based Social Development approach’, therefore it implementing following main activities of all its programmes; 	<ul style="list-style-type: none"> • The primary programmatic focuses of Samata’s activities are to establish land rights, women rights, democratic rights and other human rights of 	<ul style="list-style-type: none"> • Samata’s activities are primarily Rights based.

	<p>which there is social justice, gender equity, real and effective democracy, and where the environment is managed sustainably for the benefit of future generations.</p>	<ul style="list-style-type: none"> • Broaden civic participation in the programmes and strengthen the unity and solidarity at all levels. • Improve the livelihoods of the development partners (the landless) • Response in disaster 	<ul style="list-style-type: none"> • Mobilization • Motivation • Khas Resource Identification, Recovery and Redistribution • Legal Support • Lobbying, Advocacy and Communication • Networking • Policy Advocacy 	<p>the deprived landless people.</p>	
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Matrix 3: MAPPING OF WORK ON GENDER MAINSTREAMING AND GENDER EQUALITY							
Organization	Undertaken key activities regarding gender mainstreaming and/or gender rights	Understanding of gender mainstreaming and its application	Primary areas of focus	Issues of governance and diversity in activities	Primary tools, methods and intervention strategies	Partnerships and their performance	Networks and their performance
Acid Survivors Foundation (ASF)	Majority of the acid survivors are women and girls. Though ASF is a human rights organization supporting both male and female victim with a particular focus on women and girls empowerment. Acid violence is a gender based violence. To address root causes it focus on raising awareness of the different section of the society on gender role and relations	ASF is women led organization. All are women who run this organization. Out of 14 board members 8 are women. 80% staffs are women. Gender sensitivity is one of the prerequisite to work at the ASF.	§ Women are at decision making level § Female friendly service rule; good combination of career and personal life § Openness and participation of all stake holders	With minimum capacity. ASF carried out a task to review its own governance system. It works in different sector (legal, health etc.) for greater accountability. It also do media advocacy as a tool for good governance.	Mass awareness raising. Sectoral approach for sensitization, media advocacy, engaging celebrities in the process etc.	Yes but also work with partner NGOs like BRAC, Agrogoti Shangstha, Barishal NGO Development network, Aid Comilla, Prottoy, Sheap, PESD, TMSS, SUMS, Paribartan, BNWLA, BSEHR, ASK, BLAST, Govt. agency like Ministry of Health, Ministry of Social Welfare, Ministry of Law, Ministry of Home Affairs, Ministry of Women and Children Affairs, Dhaka Medical Collage Hospital. Performance ASK, STEPS, Agrogoti Shangstha, Prottoy, Paribartan.....	§ Network to work with men to end violence against women (just started) § N (NACC) [very good to

<p>Association for Community Development (ACD)</p>	<ul style="list-style-type: none"> • Social Mobilization • Advocacy, Networking & Lobbying • Training • Alternative Dispute Resolution (Salish) • Investigation & Legal Aid • Form Village based Peoples' Organization (PO) • Sustainable Development and Micro Credit 	<p>The gender mainstreaming signifies performance in bringing about change in increased productivity, improve social development and enhance gender equality in rights, resources and political voice that generally disadvantage women. Gender mainstreaming through women's economic and political rights are considered central point of our development works.</p>	<ul style="list-style-type: none"> • Gender and Social Justice • Women's Economic & Political Empowerment • Violence against Women 	<p>Works on issues of good governance in connection with the women's participation in democracy with local government especially emphasis to enhance the women's participation in local elected bodies and their political putting in community level to protect violence against women.</p>	<ul style="list-style-type: none"> • Build up cross-sectional People's Organization within village community, so that poor people can form association at grass root level, especially emphasizing on women participation • Provide functional literacy both to children and adults to reduce illiteracy and ignorance • Promote community capacity to initiate economic, social and cultural activities for 	<p>We are directly working with target communities.</p> <p>Performance: N/A</p>	<p>We maintain networking with 25 NGOs in the local level</p> <p>National Level</p> <ul style="list-style-type: none"> • ATSEC • Bangladesh Chapter • Bangladesh Shishu Adhikar Forum (BSAF) • BNWLA (Bangladesh National Women Lawyers Associations) • Ain-O-Salish Kendra (ASK) • Dhaka Ahsania Mission (DAM) • National Agro-Forestry Group (NAFG) • Gono Sakharota Obhijan • National Acid Control Council • Thematic Group of Trafficking Paradigms in Bangladesh • Beijing +5 <p>International</p> <ul style="list-style-type: none"> • ECPAT International • Anti-slavery International • SANLAAP • Advocacy Institute of Washington DC • Ashoka Innovation for the Public • Coalition Against Trafficking in Women (CATW) 48
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<p>Ain o Salish Kendra (ASK)</p>	<p>Awareness generation Community activism Legal Service Advocacy/ advocacy Research</p>	<p>Gender Mainstreaming is a globally accepted strategy for promoting gender equality in every sphere of life- personal, social, state and public . From a method point of view, mainstreaming is not an end in itself but a strategy, an approach, a means to achieve the goal of gender equality. Mainstreaming involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities – Training, Policy development, Research, advocacy/ dialogue, legislation, resource allocation, and planning, implementation and monitoring of programmes & projects and social information generation of women in every sector across class, caste, ethnicity, religion, gender and age etc . As a strategy for achieving gender equality, gender mainstreaming involves a process of incremental change in policies, strategies and activities. The long term objective is that attention to gender equality will pervade all policies, strategies and activities so that women and men influence,</p>	<p>Legal aid, institutional development in community ensuring women’s participation and empowerment, networking, advocacy for policy and legal reforms etc.</p>	<p>Yes , we do.</p>	<p>ASK tries to take every effort within its mandate and capacity. The strategies that ASK do use: Promote community activism for gender & social justice and human rights, create public opinion against violence and violation of human rights and women rights as well by issuing press release, holding press conference , sending representatives, issuing demand of justice</p>	<p>Both. List of Partner Organizations: Adarsha sapla Unnayan Sangstha, Naogaon Bandhan Society, Kishoreganj Gana Unnayan Kendra, Gaibandha Mukti Nari Unnayan Sangstha, Kushtia Mohila Unnayan Foundation, Faridpur Pabna Protishruti, Pabna Sabalamby Unnayan Samity, Netrokona Sirajganj Uttaran Mohila Sangtha, Sirajganj Social Association for Rural Advancement, Mymensingh Social Development Organization, Narayanganj Welfare Efforts, Jhinaida Women Development Organizations, Netrokona It is to be mentioned ASK through partnership works with the CBOS in the above mentioned areas named: Manobadhikar Sangrakhan Parishad(MSP) Manobadhikar Nari Samaj(MNS) Manobadhikar Natya</p>	<p>ASK networks with numbers of National, Regional and International organizations (Bangladesh Shishu Odhikar Forum, Coalition for Urban Poor, Samajik Protirodh Committee, Strategic Action Team for VAW, Beijing Plus Five for Women’s Rights, Asia Pacific Forum for Women, Law and Development, Asian Network for the International Criminal Court, Women’s Caucus for Gender Justice, Asian Migrants’ Forum, Forum Asia, Bangkok, International Women’s Rights Action Watch, women Living Under Muslim Laws and South Asians for Human Rights etc) for solidarity on urgent issues relating to human rights. ASK also actively participates in activist forums also. The network helps ASK and above mentioned organizations to strengthen the human rights activism, to lobby and public campaign on various legal and human rights issues. Networking is definitely very useful.</p>
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<p>Bangladesh Independent Garment Workers Trade Union (BIGUF)</p>	<p>Yes we do. Female workers are especially vulnerable to sexual harassment that takes place in the work place. We build up awareness among the workers that no one has the authority to do such things. Often in the factory, the lineman, production manager or line chief scold and slap the workers. The workers may often keep quite from resist due to shame or further harassment. If we come to that anything happened like that, we immediately go to the factory and try to resolve the matter. We also continue follow up for give protection to the worker. We inform the worker about their rights. We try to develop leadership among the workers to prevent such incidents. We also negotiate with the owner to prevent such incidents. If the owner does not listen to us then we provide legal assistance to the particular worker.</p>	<p>Gender mainstreaming means establish women's right everywhere. Trade union formation is our primary task. If we can get a platform then we can do better. Trade union is for both male and female. As the number of female labor is higher in the RMG sector then we try our level best to ensure more female participation in the training programs. We have a hidden policy to ensure at least three female participants out of five participants. We follow this in our every activities i.e. training, symposium.</p>	<p>In addition to the above issues, we give emphasis on women leadership development. Make the labors united. In our committee and in the committees of the trade unions we ensure more female participation. In our main committee is comprised of 25 members among whom 20 members are female. President and secretary are also female. In the trade union we try to keep at least one</p>	<p>Yes</p>	<p>§ Training for all workers § Leaders hip training for the women workers § Follow up visit to the factories § In some cases we also go to the workers' hoses</p>	<p>We work directly with the garment workers. We have enlisted 11 trade unions in Dhaka (7) and Chittagong (4). We get help from BLAST and BNWLA for legal aid. We get help from BILS and INCIDIN for training. Our donor is Solidarity. We also have link with International Textile Worker's Federation (ITGLWF). We are TWARO and BNC affiliated. We also have link with Clean Cloth Campaign (CCC) and ETI.</p> <p>Performance All</p>	<p>BIGUF is a small organization. All like-minded organization with which we are working is useful from different usability. Legal aid, international support, training support all these are required to run the organization</p>
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<p>Bangladesh Society for the Enforcement of Human Rights (BSEHR)</p>	<p>Our organization works on issues of gender mainstreaming such as awareness raising, generation, advocacy and lobbying, legal service delivery, leadership training.</p>	<p>Gender mainstreaming is that where equality and equity will be ensured for men and women as human beings. At the same time opportunity will be made available for the women community towards the development of the country.</p>	<p>Performing the activities for awareness raising through distributing leaflet, sticker, poster, video film, capacity building training, workshop seminar, press release, human chain to focus the primary areas.</p>	<p>Yes, we address issues of governance and diversity in our activities</p>	<p>The primary tools, methods and intervention strategies of our organization is monitoring at the police station, news scrutiny from the daily news papers, parallel investigation, creating pressure group through letters to different sectors of the government</p>	<p>We work directly with target communities and we work together with other partners also like the NGOs: Bangladesh National Women Lawyers Association (BNWLA), BILIA, Aparajeo Bangladesh, Ain O Shalish Kendra (Ask), BELA, Nijera Kori, Acid Survivors Foundation, Blast,</p> <p>Performance “Manusher Jonno” has proved to be the most productive in terms of working on gender equality issues.</p>	<p>The list of the networks that we belong Bangladesh National Women Lawyers Association (BNWLA), BILIA, BILS, Aparajeo Bangladesh, Ain O Shalish Kendra (Ask), BELA, Nijera Kori, Acid Survivors Foundation, Blast,</p> <p>We are recognized nationally and internationally for our good work and as a result we are the members of different government committees for example:</p> <ul style="list-style-type: none"> • The Secretary General of BSEHR Sigma Huda, Advocate is the UN Special Rapporteur on trafficking in Person. • The Secretary General Sigma Huda, Advocate and the Executive Director Alena Khan, Advocate are the members of the National Legal Aid Committee of the Ministry of Law, Justice and Parliamentary Affairs, Government of the Peoples Republic of Bangladesh. • The Secretary General Sigma Huda, Advocate and the Executive Director Alena Khan, Advocate are the members of the National Acid Control Committee of the Ministry of Home Affairs Government of
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<p>Bangladesh Institute of Labour Studies (BILS)</p>	<ul style="list-style-type: none"> - Capacity building training for women leadership and activists - Joint training programmes for male and female activists. - Awareness campaign on rights of women workers. <p>50% women participation in programmes.</p>	<ul style="list-style-type: none"> - Ensure more women in TU leadership - More women participation in decision making process <p>Organise more women in trade union</p>	<p>To create awareness and educate women trade union activists to act in the trade union with proper capacity and strength.</p>		<ul style="list-style-type: none"> - Manual based training - Training of the Trainers <p>Ensuring more reach out through follow-up based training</p>	<p>Reach target communities through associated NTUCs</p> <p>Performance</p> <p>Women's committees of National Trade Union Centers</p>	<ul style="list-style-type: none"> - Sramik Nirapatta Forum (National) - Global Network (Int) <p>IFWEA (int)</p>
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<p>BLAST (GKNHRIB)</p>	<p>Yes, we are working on the issues of gender mainstreaming and/or gender rights.</p> <p>Type of activity is as follows:</p> <ul style="list-style-type: none"> • Courtyard Meeting • Coordination meeting with Human Rights Watch Groups • Human Rights Fair • Human Rights Video Magazine Show • Human Rights Advocacy Film • Human Rights Advocacy Theatre 	<p>Gender mainstreaming is an approach used to integrate women's and men's needs and experiences into the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. With a view to make Shalish gender friendly and to increase women's participation in the Shalish process GKNHRIB project emphasizes the creation of women Shalishkers in the local communities. It is expected that active involvement of women Shalishkers would bring qualitative changes in the dispute resolution process in terms of women's voices being heard.</p>	<p>- To established gender friendly, women participatory and neutral shalish in the working areas and also focusing area is to create women Shalishkar in the same areas within the project period.</p>	<p>Issues of governance are not directly addressed but diversity is always strongly addressed in our intervention level.</p> <p>At the union level, our primary objective is to re-activate and energize the Arbitration Council and the Village Courts, enabling them to function effectively and according to acceptable norms of justice. Towards this, we have done:</p> <p>formed a federation from the Human Rights Watch Groups that will act as a community watchdog: observing and monitoring the UP. Given</p>	<ol style="list-style-type: none"> 1. Coordination meeting with Human Rights Watch Groups. 2. Mediation 3. Facilitating and monitoring of Traditional Dispute Resolution (TDR) 4. Legal Awareness training of the Human Rights Watch Groups Workshops to increase civic, human rights and gender related knowledge of the members of Human Rights Watch Groups 6. Creation of Federation 7. Creation of Bari- 	<p>The project works in a partnership basis.</p> <p>Name of partners organization given below:</p> <p>Come to Work, Nagorik Uddyog, SANGJOG, Bikalpa Unnayan Karmashuchi (BUK), Peoples Development Foundation(PDF), Sagorika Samaj Unnayan Sangstha, Ghashful, Sylhet Jubo Academy (SJA), Seva Manabik Unnayan Kendra, Dipti, Action in Development (AID) & Sabuj Palli Unnayan Sangstha (SPUS).</p> <p>Performance Nagorik Uddyog is more productive in terms of working on gender equality issues</p>	<p>Academy for Educational Development (AED) and Action Networking to Combat Violence Against Women (ANCVAW) organized by South Asia Partnership-Bangladesh</p> <p>It is very much useful to jointly form a network to reduce violence against women around the country.</p>
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<p>Bangladesh Nari Progoti Sangha(BNPS)</p>	<ul style="list-style-type: none"> • Institution Building : Institution Building activity is the core component of BNPS's programme. This component is designed to empower the women of both rural and urban areas , who are so for neglected and by passed. It is obvious that an institution can help to make an unambiguous steps for its people.It is obvious that an institution can help to make an unambiguous step for its people . BNPS has given emphasis to build the institution for women and by the women.The process includes : creation of primary groups ,area committee and union committee of women organisation. • Development Education:: To develop awareness and capability of women BNPS is providing necessary 	<p>Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs , in any area and at all levels.</p> <p>It is a strategy for making the concerns and experiences of women as well as evaluation of policies and programs in all political, economic, societal spheres ,so that women and men benefit equally and inequality is not perpetuated.</p> <p>The ultimate goal of mainstreaming is to achieve gender equality</p>	<p>Awareness - Governance -Education</p>	<p>Yes, we address governance issue through play catalyst role between service provider and receiver. We explore the innovative idea of grassroots and community people through involving in debates, dialogue and cultural activities</p>	<p>Workshop, sharing session, alternative theatre, training</p>	<p>Both. We work directly with target communities and partners also.</p> <p>CUP, Social Action Committee, SANGAT, Gender Justice Network, UDICHI, Samillita Samazik Andolon, Jonoudoyg etc</p> <p>Performance</p> <p>All</p>	<p>CUP, SOCIAL ACTION COMMITTEE, Gender Justice networks and others.</p> <p>It is more useful to social mobilization and advocacy imitative</p>
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<p>Coalition for the Urban Poor (CUP)</p>	<p>NGOs under CUP's network have work on issues of gender mainstreaming like advocacy and lobbying, legal service delivery, leadership training and micro credit etc</p>	<p>Eliminate gender based discriminatory processes from all ladders of the society, from urban slum dwellers to the state machinery. We view gender mainstreaming as an important task to carry out through networking with member NGOs working in the urban sector. We are trying to raise a voice that the issue of urban slum women is a separate issue that needs specific attention</p>	<p>We have some specific programs on urban slum dwellers like training on human rights, law and awareness.</p>	<p>Yes we do. We address the issue of governance along with micro credit and awareness building through our partner NGOs. We specially focus on women issues. Our program priorities are:</p> <p>Strengthen democratic process in the country Sensitize the members of civil society and ensuring peoples participation in the governance process Mobilize civil society to protect the fundamental rights of the urban poor as mentioned in the Convention of Habitat (I and II) agenda Sensitize political and legal institution to enhance good</p>	<p>Primarily we work through networking with the NGOs. CUP's activities are categorized under 7 major programs/sectors those are:</p> <p>Advocacy and Public Policy Training and Capacity Building Information, MIS, Research and Documentation Coordination and Cooperation Linkage Development and Resource Mobilization Accounts and Finance Administration</p>	<p>We work directly with the target people and with the partners. We have 53 member NGOs at this moment working in the various part of the city. The main CBO-Bastee Odhikar Surokha Committee (BOSC) is now working in Dhaka city for the slum dwellers and there are 337 BOSC committees are operation in the said area.</p> <p>Performance</p> <p>MSS, DSK, IPD, PDAP, RHDS, PRATAY, IDR etc.</p>	<p>CUP is a networking organization of more than 80 NGOs, both national and international, including donor agencies working in the urban areas in Dhaka and other major cities of the country, with especial emphasis on the interests of urban poor.</p>
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<p>INCIDIN Bangladesh</p>	<p>We conduct leadership and awareness training for women garment workers and trade union activists. We also bring together women leaders from different trade unions in the RMG sector</p>	<p>From our organizational point of view, mainstreaming is regarded as equal and equitable space and participation of both male and female in all spheres of life. [The social premise of gender relationship in Bangladesh is not equal, it's goes against Women. Consequently, the leadership of most trade unions in the RMG sector is dominated by men even though the industry consists of 85% Women workers and only 15% males. Focusing on the existing Gender based discriminatory social values and systems and putting forward the agenda of Women leadership into the Trade unions of the Ready made Garment sector in Bangladesh.]</p>	<p>Prioritizing the agenda of gender within RMG trade unions we facilitate the growth of women's leadership qualities and strengthen their capacity and skills</p>	<p>It is true that we not directly deal with governance issue but we are working with diversified ethnic groups and street children where we focus on nondiscriminatory and equitable gender relationships</p>	<p>The primary tools we use are research, consultations, workshops and other joint exercises. In terms of intervention we use campaigns, advocacy, networking, training, media activities and facilitation.</p>	<p>Yes we directly work with target communities like street children and other groups of children. we also work in a partnership with the trade unions of RMG sector.</p> <p>The list of CBOs Farmers' review committee (Northern, Southern and mid) Jatio Adivashi Parishad Trade Unions (RMG Sector)</p> <p>The list of NGOs, we are working with Oxfam GB Save the Children Sweden Denmark International Organization of Migration International Labour Organization UNESCAP UNICEF</p> <p>Performance</p> <p>The most productive Partner from our consideration Trade Unions (RMG Sector)</p>	<p>The Networks to which we belong are</p> <p>Advocacy network for ensuring safe night for the street children Make Trade Fair Alliance</p>
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<p>Abdul Momen Khan Memorial Foundation (Khan Foundation)</p>	<ul style="list-style-type: none"> • Women leadership building in the local government level to national level • Advocacy and lobbying through trained women leaders and network NGOs • Give training to the women lawyers and create women lawyers' network • Arrange training for the national level women political leaders • Create Union level 'Union Forum' that includes female ward members • Create Upozila level 'Upozila Forum' that includes female ward members • Awareness generation on health for the adolescent girls and provide treatment for them • Training program for coastal fishing community • Computer training for women 	<p>Empowerment of women in the mainstream. For example in the local government level, we work with the elected women representatives, thus they can raise women's issue in the union and upozila level. Aside from local government we also work with women lawyers and women political leaders (including MPs) at the national level, thus they raise women's issue in their areas of activities.</p>	<ul style="list-style-type: none"> • Local Government • Central Government • Lawyers • Coastal fishing areas (credit program for destitute/disadvantaged women) • Networking with the NGOs 	<p>Yes</p>	<ul style="list-style-type: none"> • Networking • Training • Seminar • Workshop • Media Coverage • Cultural program/drama • Education campaign • Election campaign (to encourage female voters) • Video presentation • Publication or use of printed material 	<ul style="list-style-type: none"> • 680 NGOs are in our network throughout the country • 720 women lawyers in the women lawyers network • 200 Upozila Committees • 400 Union Committees • 90% of the women parliamentarians are affiliated with us <p>Performance</p> <ul style="list-style-type: none"> • Female ward members of the Union Parishad • Women parliamentarians <p>Women lawyers</p>	<ul style="list-style-type: none"> • Khan Foundation NGO Network • Khan Foundation Women Lawyer Network • Khan Foundation Upozila Committee • Khan Foundation Union Committee <p>These networks are very useful in executing programs of the organization.</p>
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<p>Manusher Jonno Foundation</p>	<p>Gender is integrated into different stages of the organisation as well as partner's project for example in partner's project, beneficiary selection, activities setting, outcome, indicators setting, partner have to report with sex and or gender disaggregated data through a reporting formats etc.</p>	<p>Gender mainstreaming <i>focuses on the institutions, policies and programmes that have a broad impact in setting the conditions under which communities, households and individuals function. It seeks to ensure that these institutions, policies and programmes respond to the needs and interests of women as well as men, and distribute benefits equitably between women and men. Overall, it seeks to reduce existing disparities between women and men in incomes, resources and opportunities".</i></p>	<p>Integrate gender into MJ policies and programme Partner selection Skill development of partner organisations on gender and help partner organisations to develop gender equality policy for their organisation Staff development of MJ Keep necessary funds and human resources in the partner's budget to address the gender issues.</p>	<p>Yes. MJ has been working to improve the governance of different institutions providing services (health, education) as well as working with different level of justice system for example, activating village court, environmental justice etc. In relation to diversity MJ has policy to integrate diversity within organisation i.e recruitment of staff from different community, religion etc. and ensuing rights of different marginalised groups ie sex workers, minority through its programmes and projects.</p>	<p>Some MJ supported projects helps people to organise, building capacity to raise their voice, demand and some projects strengthen institutes, improving governance. MJ takes initiative to address governance issue in the project that addressing demand side and also include demand side within the project that addressing governance through dialogue, discussion with partners.</p> <p>MJ has programme on rights</p>	<p>MJ is working in a partnership. Partner list is attached</p> <p>Performance This has not been assessed as yet.</p>	<p>MJ is not formally a part of any network such as ADAB or FNB. However, MJ joins and supports networks advocacy campaign on specific such as the Peoples Forum on MDG, Peoples Health Coalition., , SANGAT etc.</p>
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<p>Nagorik Uddyog (Citizen's Initiative)</p>	<p>NU's primary work includes gender rights, women empowerment with particular focus on increasingly participation of women in social activities through building capacities women by organizing leadership training and facilitating them to involve public activities. NU's approach is applicable both for organizational level (internal) and with the people whom we work for (external). Recently NU is a part of a network supported by Bread for the World (Germany) to improve women in management among their partner organizations</p>	<p>NU's perception is, there is a wide lack of understanding of gender concept at the organizational level in Bangladesh. The lack is because clarity about gender as a concept, gender equality as a goal and mainstreaming as a strategy and widespread ignorance of existing gender policy formulation. Generally in most cases, the available gender policies in the organization are prepared with mechanically, without consultation with all level of stakeholders. The policies are not based on the practical detail and with specific action plan. There is confusion between gender equality and as a goal and gender mainstreaming as a strategy. This distinction needs to be clearly understood and maintain at the organizational level as well as community.</p> <p>The concept of gender mainstreaming is relatively new the paradigm of women's empowerment. However, we perceived it to see participating women in the top management level including political</p>	<p>NU is focusing to develop capacity of grassroots women to increase participation in the social activities. We also focus at the organizational level to recruit women in the management</p>	<p>Yes</p>	<ul style="list-style-type: none"> • raining • obilizati on • articipati on in the social activities particula rly mediatio n • ollective action • egal aid support • isputes resolutio n through mediatio n • ommunit y theater and folk songs • eminar, dialogue • ublicatio n <p>Networking</p>	<p>Nagorik Uddyog directly works with the target groups. We have direct project operation in 76 Unions (please see 1.6) for details. NU also works through partnership in terms of capacity building, organizing workshops, dialogues collectively. NU initiated a network titled: Access to Justice and Information Network (AJIN) since 2002. NU not yet implemented any project with the network organization. It is rather thematic partnership. However, we recently submitted a proposal to our supporter to work to implement a project with the member organization headed by female. The member organizations are:</p> <p>Ananya Samaj Kallyan Sangstha (Pabna), AVAS (Barisal), ASDDW (Khulna), Mukti Nari – O Shishu Unnayan Shangstha</p>	<p>In country networking: Madaripur Legal Aid Association (MLAA), Bangladesh Legal Aid & Services Trust (BLAST), Ain-O-Shalish Kendra (ASK), Community Development Association (CDA)-Dinajpur, Bangladesh Environment Movement (BAPA), Research Initiatives, Bangladesh (RIB) and others 14 local level NGOs (AJIN under network – NU play the key role to form this network)</p> <p>International: South Asian's for Human Rights (SAHR), World Social Forum (WSF), Peoples Decades for Human Rights Education (PDHRE), AWID, Canada, South Asian Alliances for Rivers and Peoples (SARP), Peace in South Asia (PISA) and South Asian Composite Heritage (SACH)</p> <p>This network is very useful both at home and abroad in terms of learning and sharing of ideas and work. Moreover, we have very good</p>
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<p>Nari Maitree</p>	<p>Yes! We work on Gender issues, gender rights, domestic violence of women and Gender mainstreaming.</p> <p>While working on the issues of gender mainstreaming from the grass root level to the policy formulation at the national level, we generally organize different workshops, seminars, and advocacy meeting with local level and govt. officials for establishing their rights from grass root to the national level as follows:</p> <p>Advocacy workshop on Gender with Dhaka City Corporation Mayor and Ward Commissioners Stopping domestic violence awareness build up among 22,00,000 community people Local level advocacy meeting on Gender issue with school teacher for awareness building Develop change makers for Gender mainstreaming in the</p>	<p>We understand the gender mainstreaming is to establishing the rights of women in the community from grass root level to the national level policy formulation. Women community is always neglected and oppressed by their male counter part at the family, offices, factories, and govt. machineries. They are even deprived from the decision making process even at the family level to the society. So Nari Maitree adopted different policies to empower the women and adolescents to establish their rights in the family as well as in the society:</p> <p>The Organization adopted the Gender policy and started practicing Program implementation through reflect education To aware the staff to own the organization The community people are aware to work for them To make the curriculum of the school and college with the gender Based lesson Monitoring in the family whether they are practicing the gender equality or not</p>	<ul style="list-style-type: none"> • Civil Society people • Youth groups • Adolescents • Women • Children • Male Group • Couple Group 	<p>With a view to address the issue of governance, we organized advocacy workshop on gender with the ward commissioners and Mayor of Dhaka City Corporation. In this 3 days workshop, different matters concerning the governance and gender violence were discussed. Ward Commissioners have been aware of the fact that the women community has become the prey of violence, ill practice of the male dominated society. It is, therefore, the govt. machineries whether in the grass root level or at the national level remedial</p>	<ul style="list-style-type: none"> • Single field experience • Arranging FGD • Meeting with community people • Meeting with Govt. official • Organizing Workshop and making lobbying among the Govt. machineries for better governance. 	<p><i>Nari Maitree works directly with the community and partnership with the Donor Agencies, CBOs with the target beneficiaries</i></p> <p>NM</p> <p>obtained donations/grants from the following Donor Agencies at home and abroad for implementation of different projects/programs:</p> <ul style="list-style-type: none"> ✓ Save the Children, Denmark ✓ ACTION AID Bangladesh ✓ UNESCO, Dhaka ✓ UNDP/Directorate of Social Services ✓ Asian Development Bank/City Corporation ✓ UNFPA ✓ Save the Children, U.K (Flood Emergency) ✓ OXFAM Bangladesh (on Gender Equality Program) ✓ OXFAM Bangladesh (Flood Emergency) ✓ UNICEF & Ministry of Health & World Bank ✓ NARI POKKHO <p>Performance</p> <p>OXFAM BANGLADESH, CARE, UNFPA, ACTION AID Bangladesh.</p>	<p><i>Nari Maitree has spread its multi-dimensional programs at different thanas/wards in 9 districts of the country with different target people. It is making coordination with several organizations working in the same field of activities and collaborating with each other.</i></p> <p><i>In addition to that Nari Maitree is closely associated and linked to different NGO networking organizations & apex bodies as one of the members:</i></p> <p>Gender Alliance Paribarik Nirjaton Protirodh Jote Nari Forum Voluntary Health Services Society (VHSS), Coalition for the Urban Poor (CUP), Credit and development Forum (CDF), Disadvantaged Adolescents Working NGOs Forum (DAWN), Action against Trafficking and Sexual Exportation of</p>
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Naripokkh o	Awareness generation, advocacy and lobbying, legal service delivery, leadership training and micro-credit etc.	Nil	Nil	Yes	Nil	It works with target communities. It has partnership.	Has given
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<p>Nari Uddug Kendra (NUK)</p>	<p>- Strengthening Women Rights & Representation in Local Government (SWRRLG) Project:</p> <ul style="list-style-type: none"> • Training on Gender and Human Rights and Leadership Development for the UP Women Representative, UP Chairman, newly elected Women Ward Commissioners of Municipality, City Corporation Women Ward Commissioners. • Impact assessment to assess learning and action taken as a result of training, Conduct study on Gender issues in the local government work • Forum formation and follow up of 17 District level UP Women Representatives Forums, National Forum for UP Women Representatives • Follow up of WWC of 	<p>Gender mainstreaming is strategy for promoting gender equality. Mainstreaming is not an end in itself but a strategy an approach, a means to achieve the goal of gender equality. Mainstreaming involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities and the approaches are like: policy development, research advocacy/ dialogue legislation, resource allocation, and planning and implementation and monitoring of program and projects.</p>	<ul style="list-style-type: none"> • Local Government (UP Chairman, UP Women representative, Women Ward Commissioners of Municipality, City Corporation Women Ward Commissioners) • Industrial Workers • Local Women's Organization (LWOs) • Adolescent students (male and female) in the secondary schools; • Women Group Members 	<p>We basically address the issue of local governance</p>	<p>Training & knowledge management & Advocacy are the primary tools of local governance. Intervention strategies are : conducting research, study, case study</p>	<p>Yes we do work with target communities directly and through partners' organization. Here is some name of our partners' organizations:</p> <ul style="list-style-type: none"> - RPDO- Tangail District - DRISTI - Comilla - SORNALI mohila somity- Pabna - DESH GORI- Barisal - ASROY- Khulna - ANIRBAN- Potuakhali - SRIMANGAL FOUNDATION- Sylhet - JANANEE SEBA SANGSTHA- Thakurgoan - MOTHER DEVELOPMENT SOCIETY- Narshingdi - MUKTAGACHA BOHUMUKHI SAMAG KOLLYAN MOHILA SOMITY- Kishoregonj - JAGONARI- PATUAKHALI - POLLY BADHUE KALLAN SANGSTHA- Kurigram - JIBON SANDHANI SAMAJ KALYAN SANGSTHA- Narayangong - RURAL POOR DEVELOPMENT ORGANIZATION- Jamalpur - MOHILA MONGAL SANGSTHA- Naogaon 	<ul style="list-style-type: none"> • The Bangladesh Garment Workers Protection Alliance (BGWPA) • National Coalition Committee- the national platform of Local Women Organizations • National Coalition Committee • Bangladesh Women Credit Society • Local Government Bodies • Partners Organization • Community Based Organization • Alliances <p>All the above networks are same minded , have same target group, working with same issues and this easy way for NUK to implement activities smoothly. It is noted that all the networks are women headed and this is positive way to do work in gender policy level.</p>
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<p>Nijera Kori</p>	<p>Gender inequality remains central to Nijera Kori's understanding of poverty and social injustice. We recognise that patriarchy perpetuates the disadvantages of inequality, injustice and exclusion, which are intensified in relation to women and girls. In addition, they also suffer from gender-specific forms of discrimination and domestic violence within their households, as well as restrictions on their physical movements and discrimination within labour markets, beyond the household in the larger society.</p> <p>To achieve women rights Nijera Kori starts at the grass-root level to organise them to form landless groups with the focus on awareness building on issues relating to women oppressions. Advocacy and lobbying at national and international</p>	<p>From its inception Nijera Kori believes that male/female relations need not necessarily be inherently antagonistic and that men can become women's allies in the struggle against patriarchal oppression. However for this to happen, women themselves have to be first extremely confident and strong about their position and their role in changing structures, while at the same time men need to become sensitive to women's issues and accept a stronger and dominant role for women along with asserting their commitment to changing patriarchal norms and practices. The task of mainstreaming has been mentioned elsewhere.</p>	<p>Primary areas of focus within these activities are given below:</p> <ul style="list-style-type: none"> - Organising landless men and women in the grass root level; - With a minimum of 16 and maximum 30 members primary level landless men and women's groups are formed separately; - Form village, union and thana committees where women's meaningful participation is ensured; - Providing 3 days 	<p>Nijera Kori believes the right to question and demand and answer is the basis of accountability. This is actual democracy and the pre-requisite for good governance. For this reason, Nijera Kori, in all its activities attempts to inculcate the practice of one's rights to question and demand and answer. Few examples are given below:</p> <ul style="list-style-type: none"> - During 2004-05 activity landless groups were able to organise 692 movements/struggles, against government corruption. Through these movements/struggles they were able to establish 	<p>Primary landless groups are formed separately for male and female for strategic reasons of giving space to women to empower themselves and also due to the prevailing socio-religious basis, which stresses exclusion and seclusion of women from society;</p> <ul style="list-style-type: none"> - At a later stage when men and women become more organised and are able to work as equals, committees are formed. At this stage 	<p>Nijera Kori, right now, is working 17 districts in Bangladesh and is working with some specific target communities which is given below:</p> <ul style="list-style-type: none"> - Those dependant on physical labour as their main source of livelihood: wage labourers, sharecroppers, small and marginal farmers etc; - Other vulnerable communities: indigenous communities, fisher folk, weavers, blacksmiths, barbers, cobblers, potters, small traders etc. <p>List of NGO's Nijera Kori work's with at different times on different issues at international, national and local levels:</p> <ul style="list-style-type: none"> Association for Land Reform and Development (ALRD) Bangladesh Environmental Lawyers Association (BELA) Bangladesh Legal Aid Services Trust (BLAST) Federation of NGO's in Bangladesh (FNB) Bangladesh National Women Lawyers Association (RNWI.A) 	<p>List of Networks:</p> <ul style="list-style-type: none"> ISAN et (Industrial Shrimp Action Network) FIAN (Food First, Information and Network) FNB (Federation of NGOs in Bangladesh) ALR D (Association for Land Reform and Development) Sramik Nirapotta Forum (a group of 15 organisations and bodies working towards corporate responsibility) Sama gik Protirodh Committee (a committee of 35 organisations-mainly women organisations creating social resistance for women) SAN GAT South Asia (a South Asian feminist activist network) <p>Networks are useful in increasing information access regarding specific issues, sharing ideas and taking next course of action as well as creating awareness and pressure for action on relevant issues of all</p>
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<p>Odhikar</p>	<p>No, Odhikar does not work on the issue of gender mainstreaming or gender rights.</p>	<p>Gender mainstreaming is bringing together the experience, knowledge and interests of both women and men to bear on the development agenda of a country; so that all can influence, participate in and benefit from development processes.</p> <ol style="list-style-type: none"> 1. Initial identification of issues and problems hampering gender mainstreaming. 2. Carrying out gender analysis. 3. Establishing monitoring cells/units. 	<p>Odhikar does not specifically look in the area of gender mainstreaming. However it has highlighted the plight of women in jail and police custody as part of its campaign for over all improvement of jails and law enforcement activities.</p>	<p>Yes, Odhikar deals with issues such as violence and acts of impunity carried out by law enforcement agencies, which directly affect the human rights situation of the country.</p>	<p>Fact-finding, report writing and dissemination, monitoring, advocacy, discussion meetings, press publications; issuing statements</p>	<p>Odhikar work directly with its target groups. However, in certain issues such as election monitoring and filing writ petitions, it work with like minded organizations such as UBINIG, BELA etc.</p>	<ol style="list-style-type: none"> 1. South Asia Network against Torture and Impunity (SANTI). SANTI was established in 2003 in Dhaka and it has become a co organizer of SAARC Peoples' Forum from 2005. It is addressing the human rights issues relating to torture and impunity in the South Asian region. As one of the founder of SANTI Odhikar is very positive about its effectivity. 2. Forum-Asia. Forum-Asia is a Bangkok based regional network, Odhikar became its member in 2001 and since then it is taking part in its advocacy and training programmes. <p>Network for free Elections (ANFREL). ANFREL is also a Bangkok based regional election network. Odhikar is one of the founder members. ANFREL has already earned reputation in respect of organizing election missions in the Asian region and training programmes.</p>
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<p>Oxfam GB, Bangladesh Programme</p>	<p>Yes, we do mainstreaming through awareness, training, networking and enabling legal environment in favour of violence survivors, persons facing discrimination.</p>	<p>Gender mainstreaming is a process of ensuring that all of our work, and the way we do it, contribute to gender equality by transforming the balance of power between women and men. It not a one point action, it has to be reflected whole programme management cycle that from Context Analysis to planning, implementation, monitoring/reviewing, evaluation, staffing etc.</p>	<p>Gender is non-negotiable in Oxfam. It starts to address in Recruitment, Performance Management, Programme designing, and Campaign & Advocacy.</p>	<p>- Gender and Diversity is corporate mandate within Oxfam. To ensure it, governance is culture and process but still we do not address governance as stand alone.</p>	<p>Oxfam has their own policy on it and accordingly managers are giving necessary follow up on it.</p>	<p>Oxfam works through partnership and alliance building List attached Performance Polli Sree-Dinajpur, GUK-Gaibandha, SDS Barisal, Sylhet Jubo Academy, OWDEB-Chittagong, RUPANTAR-Khulna, MMS –Sirajgonj, Nari Maitree- Dhaka, Banchte Chai Samaj Unnayan Songstha-Pabna, Borendra Unnayan Prochesta-Rajshahi, Steps Towards Development-Dhaka, Gender & Development Alliance-Dhaka etc.</p>	<p>GAD Alliance – led by Steps Towards Development. WE CAN Alliance- to end violence against Women.</p>
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<p>PROSHIKA: A Centre for Human Development</p>	<p>Yes, PROSHIKA works on issues of gender mainstreaming and gender rights. PROSHIKA's approach is to develop men and women equally. For this, PROSHIKA organizes poor men and women into primary groups and then they are federated into group federations with equal participation of men and women. Various programatic supports are provided to these people for their meaningful participation at familial, social and political level. A number of activities are in place for the creation of appropriate technology, policy, structural and systematic environment of mainstreaming gender.</p> <p>Key Activities:</p> <p>Organizing poor men and women into primary groups and federating them into group federations Offering gender</p>	<p>Gender mainstreaming is a strategy, an approach, a means to achieve the goal of gender equality ie equal participation of men and women in every sphere and activity of the society. Gender mainstreaming ensures equal participation of men and women in all activities—policy development, research, advocacy/dialogue, legislation, planning and resource allocation, implementation and monitoring of programmes or projects. PROSHIKA approaches the task of gender mainstreaming through all its programme activities. However, a separate programme is in place for the proper implementation and monitoring of gender activities. PROSHIKA has a separate gender mainstreaming policy with the following objectives: To ensure equality among male and female staff at all levels of the organization. To ensure equal rights and opportunities for male and female staff and their equal participation in all activities. To undertake affirmative</p>	<p>The primary focus is to organize the poor men and women and provide them activities for their employment and income generation . PROSHIKA also puts emphasis on building leadership quality among women and empower them both socially and economically.</p>	<p>Yes. PROSHIKA undertook a number of programme activities to ensure good governance and for strengthening local government. PROSHIKA also has activities for the hill people.</p>	<p>PROSHIKA's model of sustainable development and poverty alleviation emphasize s total empowerment - not just economic empowerment, not just social empowerment but both these combined in almost equal magnitude. PROSHIKA, therefore, follows a two-pronged approach of 'walking on two legs.' The tools and methods used by PROSHIKA are: Forming homogenous groups of the poor</p>	<p>PROSHIKA works both directly with communities and in a partnership. At the local level, PROSHIKA works in partnership with more than 400 organizations. Besides this, PROSHIKA works with Ain-O-Shalish Kendra, Steps Towards Development, IVS, Bangladesh Nari Progati Sangha, Prip Trust, USHA, The Law Associates, etc.</p>	<p>PROSHIKA belongs to the Association of Development Agencies in Bangladesh (ADAB). PROSHIKA has worked on many issues as the member of this network eg., worked on local government issues and conducted voter education programme.</p>
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<p>Research Initiatives, Bangladesh (RIB)</p>	<p>YES. The key activity is research. The list of research projects are given below: Dina Siddiqi, Salish and the Quest for Gender Justice AKM Maksud, Action Research for Human development of Bedey Community Zakir Hossain, A Participatory Action Research for Establishing Self-esteem and rights of Widows, Deserted and Divorced Women Halida Hanum Akhter , Women Health Care Promotion - Use of Mid Level Female Providers in Rural Settings M. I. Nahil, Poverty, Violence and Migration of women to Urban Areas Nasreen Khundker : The Perpetuation of Dowry as a Social Practice in Bangladesh Zobaida nasreen : Poverty and Health : Women in Tannery Amena Mohsin : Poverty and Development: A</p>	<p>For us gender is both a cross cutting issue as well as a special focus one</p>	<p>In all our research we try to address the issue of gender in the following way: Look at women's perception of issues Listen to women's voices Foreground women in decision-making processes Examine the gendered and even transgendered nature of institutions and lifestyle, Examine masculinities</p>	<p>RIB has developed a niche for researching marginalized communities (The Missing Poor) who have been socially excluded from accessing governmental and non-government services such as justice, credit, education health care etc. Some of our research covers communities such as The Mundas, Bunos, (adivasis), Bedays (snake charmers), Nagarchis (drummers), Rishis (leather workers), Kewras (pig rearers), Harijon (sweepers) and Hijras (transgendered persons)</p>	<p>Participatory Action Research (<i>Gonogobeshona</i>) and Focus Group Discussion (<i>Uthan Boithok</i>)</p>	<p>Researchers maybe individuals or local institutions, e.g. Mass Line Media, PRIP TRUST, DNet, and numerous other local level organizations like FAIR, Paritran, USS , GOUF etc.</p>
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RUPANTAR	Our activities are both gender mainstreaming and gender rights based and the key activities are awareness generating, advocacy and lobbying, leadership training, prevention of violence against women etc.	Gender mainstreaming means gender equality in all level, both at the organizational and stakeholders level. Gender mainstreaming is not a method rather is a value and behavioural outlook through changing attitudes. We have already taken up steps to practice gender mainstreaming at our organizational and activity/program level.		Rupantar is one of the organizations of the country giving due importance to governance and we do address governance and diversity issues in our activities.	Awareness towards gender sensitization through seminar, workshop, mass gathering, Day observatio ns etc. Mass awareness through cultural interventio ns using folk media and print media Taking gender violence issues seriously with due punishmen t for the staff Creating gender favourable environme nt at office and field Making avenues for Gender balance etc.	We are working directly with donor funding. In one instance we are working in partnership with Steps Towards development (STEPS)	We are working with a gender Network known as SWIFT (South Western Information Forum for Transformation). The network is working in Khulna, Bagerhat and Satkhira districts. The network is working on gender equality as well a gender mainstreaming at the networking partners level.
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<p>SAMATA</p>	<p>Yes, Samata is working on the issues of gender mainstreaming and gender rights. Gender equity is promoted in all Samata activities through following ‘Gender Policy’ and women supported to realise their social, economic and political rights.</p>	<p>Samata understands that gender mainstreaming means women and man can participate equally in decision making and resource allocation process and being able to influence development direction and choices. It means that their respective values, interests and rights are reflected in the policies, legislation, institutions and programs that affect people’s lives.</p> <p>Approach the task of mainstreaming</p> <ul style="list-style-type: none"> • Treat Gender as a cross cutting issue both in Samata and its partner organizations in terms of programme planning, benefiting and implementation • Emphasis given to recruit female staff and make gender balance in the staffing • Ensure equal participation in decision making and resource allocation process • Ensure female participation in all programme implementation 	<ul style="list-style-type: none"> • Gender balance in capacity building • Women violence especially domestic violence • Empowerment 	<p>Yes, Samata addresses the issues of governance in its activities.</p> <p>Samata takes different initiatives to establish such type of participatory governance where majority population landless people will have strong voice and active participation. The Output of the Programme is ‘Poor men and women more effectively involved and their interest represented in local institution and decision making’.</p>	<p>Awareness and Motivation</p> <p>Lobbying and Action in Support of Women’s Interests</p> <p>Women’s Action Committees</p> <p>Legal Support on Women’s Rights</p>	<p>Samata works both directly with the target communities and also work through partnership of local NGOs. Presently, Samata is working with 94 local NGOs in Northwest part of Bangladesh.</p> <p>Performance</p> <p>Samata’s partners are replicating Samata’s gender policy and programmes. Presently, they are playing very important role in reducing violence against women in the grassroots level through formation of Women Action Committee. In the meantime, they got social recognition and acceptances.</p>	<p>Samata has involved with different national and international networks in addition to its won network. These are followings;</p> <p>National Girl Child Advocacy Forum</p> <p>Platform against family violence supported by OXFAM</p> <p>Action Network to combat violence against women (ANCVAW) supported by USAID</p> <p>NCBP</p> <p>Social Action Committee by Bangladesh Mahila Parishad</p> <p>World Social Forum</p> <p>Bangladesh Eco-village Network</p> <p>FNB-Federation of NGOs in Bangladesh</p> <ol style="list-style-type: none"> 4. Association for Land Reform and Development (ALRD) 5. Northern Development Cooperation (NDC) <p>These networks are helpful in raising voice of the deprived people and creating pressure to the government to create enabling environment and policy frame work for establishment of the rights and pro-poor development of the country. In addition, useful in having the opportunity to exchange experience and opinions on right based and gender issues, creating pressure groups and conducting policy advocacy in</p>
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ix 4: Experiences and Lessons Learned: Successes, Challenges and Future Plans on Gender related Activities

Organization	Impact of interventions	Intervention strategies and application	Least useful intervention strategies	Monitoring and Evaluation	Lessons learnt	Challenges ahead and Sustainability	Future Plans
ACD	<p>Gender based disparity improved NGO Networks are more pro-active to promote human rights Relevant government and other institutions and groups are actively supportive to protect human rights Increase the capacity to make the decision about their own life option Women's ability to go where and when they want to has increased Able to raise voice and fight against any forms of torture occurred in the family and community level ACD works for various caste/ethnic group/religion in general</p>	<ul style="list-style-type: none"> The community organization has become the main agent of community development efforts. This is related to important issues of women's participation in community structures. Training of women in agricultural and other technologies develops their capabilities and then they themselves ensure their rights Micro-credit and with credit plus services is an effective intervention for women's empowerment as well as for gender mainstreaming Women's mobilization is one of the important strategies in asserting women's rights, increasing their participation in decision making, reducing social and domestic violence against women 	<p>A one dimensional economic empowerment intervention is least useful e.g. only micro-credit support without holistic approaches.</p>	<p>The bottom up participatory M&E that ACD uses e.g. PRA, social problem mapping and participatory community M&E campaign. Main problem a lack of implementation skill of M&E.</p>	<p>The best lessons learnt and practices are to address gender mainstreaming intervention through caste and ethnic diversity in our working areas.</p>	<p>The lack of multi-sectoral integration of government departments and their initiatives on the issue of gender mainstreaming that create difficulties. Besides short-term project based support is one of the main constraints for the sustainability of the program. Long-term community based programs make the program sustainable</p>	<p>The social economic, cultural and political rights of women through a comprehensive program on gender mainstreaming, including:</p> <ul style="list-style-type: none"> Women's political empowerment Inheritance law and property rights The access of women to khas land

		<ul style="list-style-type: none"> The mobilization of religious, social and community leaders including men and boys in order to address the gender issues in a socio-cultural dimension is an important intervention at the grassroots level 					
Ain Shalish Kendra (ASK)	<p>a) the target groups ASK, as yet has not done any impact study as such. But has witnessed increasing number of women as seekers as well as facilitators in the delivery of justice, they felt the need of ASK's intervention. These clients approached ASK on the basis of its reputation for handling of issues with sensitivity, confidentiality and dignity. Increase in number of clients and requests seeking ASK support is an example of that. Significant achievement to rescue children women from confinement and resorting children to mother. ASK's achievement in intervening Police station from where they released remarkable number of sex workers arrested by police.</p>	<p>Motivation Dedication Commitment</p> <p>All are important to have achievement and positive outcome</p>	<p>The strategies where the government and its machinery is involved. The most disturbing part is the unbelievable apathy on the part of the government to even recognize their failure to provide protection to ordinary citizens, despite repeated efforts by concerned people to draw their attention, and denial of accountability to people. From time to time human rights activists also receive threats from the state.</p>	<p>Structurally bottom up information flow, free access of all staff to the top management without any hierarchical bar, meetings at different levels lateral and by steps of management, periodical reports, regular Executive Committee meetings, field visits by supervisors including the executive director, internal evaluation and finally external evaluation. A computerized MIS and FIS are being worked upon. The next phase of</p>	<p>To work hard and with perseverance. Being firm about working towards goal- redefining strategies according to context or if needed but not compromising on principles and goal. Being in regular consultation with the network of partners.</p>	<p>Global political economy of more emphasis on trade than developmental cooperation. Rise of extremism and fundamentalisms taking violent forms and collusion between states and reactionary forces against democratic norms and practices nationally as well as internationally. Human rights violation by states legitimized in the name of security. On the other hand no effective measure visible by states for the prevention of or remedy to violence by non state actors. Sustainability will be ensured through</p>	<p>To continue most of the current programs to work with the disenfranchised, particularly women at various levels, to extend useful networking, and to strengthen partnerships for lobbying at the policy level.</p>

	<p>Realization of significant amount of cash as dower, maintenance, compensation, reparation etc are few of the achievements ASK can claim.</p> <p>b) Policies/ ASK involves itself with Out-of-Court advocacy tools commonly used to regular monitoring the performance of Bangladesh in regard to implementation of international instruments to which country is a signatory. The instruments include CEDAW and CAT. Conducted research of a new Marriage Act, which seeks to ensure an individual's right to choose a spouse</p> <p>C) Community Created greater public awareness of rights, sensitized decision makers Incidence of domestic violence, fatwa instigated violence, police torture, arbitrary arrest documented and monitored Women leaders in the community became active to take initiatives to stop/resist under aged marriage, hilla, wife beating etc</p>			<p>programs will have a monitoring unit set.</p>		<p>members – but will be difficult to retain as many paid staff as dependency is partly on fund flow from outside. Though work will sustain in other forms.</p>	
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	For institutionalization of HR activism at the roots of civil society, CBOs are taking initiatives or monitoring to ensure fairness in mediation and dispute resolution in villages, guiding villagers through formal and informal legal processes, acting as a pressure groups for HR protection and reporting all instances or HR violations in a monthly basis.						
Acid Survivors Foundation (ASF)	Target group: Good quality plastic surgery available in country (physical rehabilitation) General awareness exists on issues related with acid violence Laws passed National Acid Control Council (NACC) formed More NGOs are interested to work on acid violence	<ul style="list-style-type: none"> § Involving media § Documentation and dissemination of different perspective of acid violence § Involving GO, NGO, Individual § Involving celebrities, students, youth § Developing survivors as an activist <p style="text-align: center;">All are equally important</p>	N/A	Develop a computerized database system, Management Information System. Log frame and quarterly reporting format. Difficult to get qualitative data. To overcome that we usually use case studies.	Participatory method for decision making Encouragement for good work Networking with likeminded organizations	<ul style="list-style-type: none"> § Work has made an impact on society to take action against acid violence. § Financially completely dependent on donor. Need to take steps for fund diversity. 	
Bangladesh Independent Garment Workers Trade	At the policy level, in setting up the minimum wage of a labor in the RMG sector, BIGUF reported playing a significant role. At the target group level, the	<ul style="list-style-type: none"> § Training for workers § Workshops § Maintaining the social networks with workers 	Nil	Cases followed up in a regular manner. Affected workers also come to BIGUF. Nurtures relationships with	Having discussion with the workers, giving legal support to those who need it, creating a trust	<ul style="list-style-type: none"> § Non-cooperation of factory owners. § In some cases, non-cooperation of BGMEA § Provide training 	<ul style="list-style-type: none"> § Work to increase the minimum wage § Push to increase

<p>Union (BIGUF)</p>	<p>impact can be seen at in day-to-day experience. Previously BIGUG had to take legal action against garment factory owners in large numbers. Now the number has decreased.. The owners are no less interested to legal battles with them. Now owners are more we involved in resolving the matter out of court because they understand they cannot the legal battle. BGMEA also realizes their power. Previously female workers were reluctant to take action against owners. Now the workers know about BIGUF.</p>			<p>workers to help to follow up cases. Relies on social relationships that they build up.</p> <p>Every case and follow up is documented.</p>	<p>worthy relation with workers. The trust of workers is central to their work. Establishing rights is an endless task, working toward it based on relationship with workers and like-minded organizations. .</p>	<p>to mid level male employees in garment factories.</p> <p>§ The program is sustainable. As long as they work in favor of labor, they consider the organization to be sustainable.</p>	<p>the duration of maternity leave with wages</p> <p>§ Push for greater unity of labor</p> <p>§ Lobby for gender sensitive industrial legislation.</p>
<p>Bangladesh Society for the Enforcement of Human Rights (BSEHR)</p>	<p>a) All the tortured, oppressed and illiterate people who are always thinking that the police is a terrifying issue for them and they are very afraid of the police, now believe that they are not alone and there are somebody to support and cooperate them at the Thana. The fear for the police within the victims is decreasing slowly.</p> <p>Many politicians mainly the influential govt. and opposition political leaders illegally influence on the</p>	<p>Legal support, parallel investigation, lobbying, research, advocacy these are the interventions. We are able to support the victims, supplement the government through our investigation to find out the fact and through our lobbying and advocacy become successful to ensure that the government enacts relevant laws .b)We send letters to different government, semi government and non government organizations on different issues on legal steps and they send answers to us after</p>	<p>The least useful interventions or strategies are that lobbying at the government level because it is time consuming. We continue our efforts though it is time consuming as we want to protect human rights.</p>	<p>The primary tools and techniques of Monitoring and Evaluation (M&E) that we use regular meetings (weekly, monthly between different cells of the organization, Project Director and the Executive Director), use prescribed format, periodic follow up visit, monthly report. Limitations are fund constraint as our own fund is</p>	<p><i>Too big</i></p>	<p>) Fund constraint</p> <p>2) Political instability</p> <p>3) Though we have ample law, problems occur to implement those due to corruptions</p> <p>4) Some times we take donor support for some of the branches say 60 or 70, we also work with our 385 branches so that we can move forward with the support of the</p>	<p>More coverage of our program throughout the country to ensure gender mainstreaming and gender rights</p>

	<p>police and destroy many cases and they become the barriers on the way of establishing justice. It also is a challenge that many tortured women and children who are the victims of violence even can not come to the Thana to lodge a case due to the threat by the powerful.</p> <p>Police is the government human rights activists and we are the non government human rights activists. But most of the police personnel do not have a clear idea on the child rights act, Nari O Shishu Nirjatan Damon Ain and the Acid Aporadh Ain.</p> <p>The medical examination for the rape victim takes a long time and it destroys the alamot for the case which makes the case weak and the accused get rid of due to this delay of the process. The government lawyers do not provide proper legal support if they do not get money from the victims though it is illegal as they get paid from the govt. It is also true that some Govt. lawyers take money from the accused and work in favor of the accused</p>	<p>proper inquiry and investigation.</p>		<p>not adequate. For this skilled and trained staffs leave the organization after the project period. As a result it becomes problematic to continue the implementation of the project. While new staffs come to the organization the training programs for them are time consuming and it also needs fund and the project activities face slowness for the time being. The advantages are that in spite of all the problems we continue the human rights activities through voluntary services from the central office and the branches. Also maintaining the system staff of the organization will obviously develop their qualities</p>		<p>branches at the grassroots level with voluntary work by the branches while the donor funding is absent.</p> <p>Through voluntarism some portion is sustainable but to get better impact voluntarism is not enough. More active participation of philanthropic people, institution to ensure the trend of sustainability.</p>	
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	<p>and automatically it goes against the victims and it is unethical as they should work for the victims.</p> <p>The tendency of negotiation and mutual understanding between the victims and the accused for monetary benefit, political influence and the lengthy process of getting justice actually become challenges and barriers on the way to establish justice.</p> <p>Many people feel that it seems that the judiciary is less sensitive about the women and children torture issues, as a result justice is delayed or not ensured for the victims.</p> <p>The doctors do not give the certificates in right time and sometimes they do not give right certificates, as a result the investigation is hampered. They are not even interested in abiding by the law of giving it to the complainants or the victims</p> <p>b) Awareness was less in the primary stages but we have started massive awareness programs through our branches all over the country along side</p>			<p>through continuous on the job training programs.</p>			
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	<p>the existing project.</p> <p>After we have taken over the issue of the medical certificates to be given to the victim as it is the law and we are continuously lobbying on the issue along with other NGOs and we have achieved the success that the Health Ministry has issued an order and given a format so that the Doctors provide the medical certificate to the victim or to the person related to the victim.</p> <p>As the Honorable Secretary General and Executive Director of BSEHR are the members of the National Legal Aid Committee, National Acid Control Committee and they are the Non Govt. Jail visitors, the Ministry of Home Affairs and Ministry of Law, Justice and Parliamentary Affairs now seeking support from us and to ensure proper justice we are visiting the district courts and involving the branches in the process to be vigilant on the issues related to justice.</p> <p>The Ministry of Law,</p>						
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	<p>Justice and Parliamentary Affairs has committed to see to the matter of the Public Prosecutor's as there is the complain that they do not work for the poor. The Ministry is also requesting us to investigate and provide legal aid to victims at different places.</p> <p>The police administration is much more aware about the human rights issues and they feel easier to work with us comparing to the earlier stage. Moreover Institutionalization and skill development is taking place in a slow pace for which we strive hard throughout the period.</p> <p>c) While false cases are filed, the male person is convicted actually severely affects the family where the women and children are the sufferers because the convicted are the only earning members of the families and the support to the convicted in false cases help the women and children.</p> <p>It is remarkable that in the past few months we were asked to support the victims</p>						
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<p>who are suffering without being the actual culprit. For example we can share about the case of Abdul Karim who was convicted and punished for 49 years of imprisonment in a false case filed by his father-in-law that he trafficked and killed his wife, though she is still living in the same area. The Executive Director of BSEHR became the petitioner to save the victimized Abdul Karim and to confirm punishment for the persons who filed false case against him.</p> <p>The Honorable Secretary General and the Executive Director being the members of the National Legal Aid Committee was requested to take over the responsibility of the poor Karim who without being the culprit is now at the Jessore Jail. The Executive Director investigated the case and started giving legal aid to the innocent Karim, who did not kill his wife and the wife is at her own village now. BSEHR investigated the case and talked to the wife at her village and also with the</p>						
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	<p>convicted at the Jessore Jail.</p> <p>So these are the good yield of the current project and people including the Govt. offices are now seeking the support from the organization.</p>						
<p>Bangladesh Institute of Labour Studies (BILS)</p>	<p>Target Group: National Trade Unions are giving more priority on their women members</p> <p>Policies: Concerned authority of the government considers BILS views and recommendation with positive approach.</p> <p>Community: BILS activities through its associated NTUCs have in some extent changed the workplace condition for women workers. They are more aware about their rights than the earlier days.</p>	<p>The team work approach helped the project to achieve the desired goal properly</p>		<p>- Impact study Review workshop</p>	<p>Women trade union activists can play desired role in trade union if they are provided with proper knowledge</p>	<p>- The future challenge is to keep the team effort steady.</p> <p>Future sustainability depends on availability of fund</p>	<p>- Ensuring women committees at plant level</p> <p>- Bringing more women in mainstream leadership and decision making process</p> <p>- Bringing women issues in the chartered of demands for collective</p>

							<p>bargaining.</p> <p>- Ensuring women workers rights those ensured in national and international instruments like UDHR, ILO Conventions, the Constitution of Bangladesh etc.</p>
BLAST (GKNHRIB)	<p>Through our interim qualitative assessment, we have observed the following impacts of GKNHRIB during the last three years:</p> <p>§ Increased capacity, awareness and social legitimacy of the village</p>	Among the different tools and intervention strategies the Human Rights Advocacy Theatre and Courtyard meeting are the powerful intervention strategies that achieved most positive outcomes	N/A	<p>We mainly follow two types of Monitoring:</p> <p>(a). Process monitoring</p> <p>(b). Short term impact monitoring.</p> <p>Process monitoring:</p> <p>Process</p>	<p>§ Strong and pro active networking is the more effective method of advocacy program</p> <p>§ Successful advocacy program easily can change the</p>	<p>In fact we didn't have to face any remarkable challenges before or after starting intervention in our working areas.</p> <p>Considering the sustainability of the</p>	<p>Considering the gender mainstreaming and gender rights our future plan are as follows:</p> <p>Our intervention</p>

	<p>based human rights watch groups-Nagorik Odhikar Committees (NOC) and Nari Sahayata Groups (NSG):</p> <p>§ Increased institutional capacity of the local Partners NGOs</p> <p>§ Creation of Women Shalishkar:</p> <p>§ Community acceptance of the project:</p> <p>§ Formal interactions between Human Rights Watch Groups and Partners NGOs with the BLAST Units have contributed to more efficient legal aid service at the village level</p> <p>§ Gender Friendly Shalish / Modernization of Shalish:</p> <p>§ Increase in the tendency of women to seek justice in response to rights violence</p>			<p>monitoring involves the following activities:</p> <p>§ Reviewing work on a regular basis.</p> <p>§ Assessing whether the activities are carried out as planned.</p> <p>§ Identifying and dealing with problems as they come up.</p> <p>§ Building on strength and taking advantage of opportunities as they arise.</p> <p>§ Assessing whether the existing style of work and management are the best way to achieve the objectives of the work.</p> <p>Impact monitoring: Since GKNHRIB is an action research project,</p>	<p>attitudinal changes of people</p> <p>§ Attitudinal changes are most important thing considering the increase of justice seeking behavior of rural people specially women.</p>	<p>program we can say :</p> <p>§ Already we have formed 240 Human Rights Watch Groups (HRWG), have created women shaliskars and established Community Office at the 120 villages providing office space by the respective community people. The women shalishkars are trained about laws regarding dowry, alimony, violence against women etc.</p> <p>§ increasing organizational competence and awareness, related to rights (citizenship, gender rights/sensitivity), of the Human Rights Watch Groups(HRWG)</p> <p>§ building confidence and establishing wider linkages (social,</p>	<p>s are, therefore, at three levels: (1) the 'para' level, (2) the village level and (3) the Union level.</p> <p>§ At the 'para' level, we will create women leaders who will have three functions:</p> <p>§ Organizing uthan boithoks or group discussions where women's rights and questions of justice will be discussed.</p> <p>§ Encouraging other woman in the para to</p>
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				<p>there is a necessity for the understanding of the immediate impact on the target population.</p> <p>Short term impact monitoring involves the following activities: To understand;</p> <p>§ The changes in justice-seeking behavior of the target population.</p> <p>§ Whether shalish being conducted in transparent neutral and gender friendly manner.</p> <p>§ Women shalishker are being pro-active in shalish process.</p> <p>§ Whether there is an increase in awareness regarding gender related human rights issues among the target</p>		<p>political and institutional) of HRWG</p> <p>§ developing capacity of the members of HRWG to ensure accountability, transparency and responsiveness of the local elected representatives</p> <p>§ establishing larger networks of HRWG and city based civil society groups. Such civil society groups will include bar associations, NGOs, women’s groups, local media and cultural organizations.</p> <p>Development of formal and informal linkages between rural and urban civil society groups will empower rural community leadership vis-à-vis local administration.</p> <p>§ increasing rights related awareness of</p>	<p>seek justice from either the Union Parishad or the traditional shalish, if and when they need to.</p> <p>§ Follow up on cases after a verdict has been given, to ensure that justice already provided is enforced and is sustainable .</p> <p>§ Our village level interventions are very similar to existing interventions under the GKNHRIB project: § We will create</p>
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				population.		<p>common people, especially women</p> <p>§ creating leadership at the lowest unit of the village shamaj (para or neighborhood). The aim is to promote local-level women leaders who will encourage women to access justice outside the household and monitor whether or not justice is being enforced within the household.</p>	<p>NSDs and NOCs whose primary functions are to monitor the traditional shalish for human rights abuses and to refer cases to the UP.</p> <p>§ We will place an extra emphasis on creating Nari Shaliskars and we will provide extensive support in ensuring that the Nari Shalishkars can play a proactive role as shalish participants.</p>
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							<p>§ We will continue and expand our social communication programme . Our social communication programme will be focussed on questions of rights and the need for a society based on the consistent application of the rule-of-law.</p> <p>§ At the union level, our primary objective is to re-activate and energize the</p>
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							<p>Arbitration Council and the Village Courts, enabling them to function effectively and according to acceptable norms of justice. Towards this end, we will:</p> <p>§ form a federation from the NSDs and NOCs that will act as a community watchdog: observing and monitoring the UP. Given that the UP is the site of governance failures and suffers</p>
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							<p>from a lack of accountability and transparency, the role of the community watchdog, we believe, is crucial.</p> <p>§ work closely with UP representatives in identifying and addressing supply-side constraints in providing justice through the Arbitration Council or Village Courts</p> <p>§ Conduct national level advocacy for necessary policy and legislative</p>
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<p>Bangladesh Nari Progoti Sangha(BNPS)</p>	<p>a) the target group; Women were found more aware or their status and situation and they have instances if being able to transfer such awareness into action when necessary. They participated in the local level arbitration in their area specially on women issues. b) policies or law : A few number of policies and laws has created in favor of women. c) the community : The community leaders are more sensitive to the initiatives of BNPS and supportive to the involvement of women in BNPS</p>	<p>Debates, Alternative Theatre, Dialogue session and visualization. These tools are more participatory and can reach community peoples easily. One can put opinion what he/she feel</p>	<p>Speech. This is very formal and one way communication</p>	<p>Periodical report, Field visit report, Review workshop, internal and external evaluation. These techniques are well acquainted with all and these are more participatory work. Limitation is only that very few women involve in these process.</p>	<p>All the partners own the issues and can be raised voice untidily</p>	<p>Fundamentalism, Patriotic society, Decision makers are not gender sensitive Our program is more sustainable because of, Awareness is rising Women institution is developing in community level Progressive people are in favor Providing Skills development to grassroots women Micro credit program.</p>	<p>changes. Increase initiative on advocacy More sensitizes policy makers Increase networking with women headed organization</p>
<p>Cup</p>	<p>The community now can raise their voice from their platform through BOSC. In 1994, CUP writ petition against slum eviction initiated by the House Building Research Institute, Mirpur, Dhaka was filed with assistance from Dr. Kamal Hossain. In 1997 the Basantek slum eviction was stopped by the government</p>	<p>Networking, advocacy and lobbying.</p>	<p>N/A</p>	<p>Follow up the network NGOs.</p>	<p>A network can continue the same issue based movement with the like minded organizations where a network can be the focal point</p>	<p>To make leadership capacity for the slum dwellers or CBOs especially women slum dwellers.</p>	<p>We have future plans for the slum dwellers specially slum women's organization formation to achieve women's</p>

	due to a mass movement launched by the poor slum dwellers under the guidance of CUP. In 1991, CUP again writ petition in the High Court against slum eviction initiated by Home Ministry with the active support of Dr. Kamal Hossain and Barrister Amirul Islam and the verdict was in favor of the slum dwellers.						rights.
INCIDIN Bangladesh	<p>A growing number of women are in leadership positions in the RMG sector trade unions</p> <p>Awareness has been raised among the trade unions working in the RMG sector concerning women friendly labour policies.</p>	Our experience suggests that research and consultation are the most effective tools of our intervention.	Nil	<p>Reporting (Monthly, quarterly, annually)</p> <p>Auditing (self and external)</p> <p>Self Evaluation and monitoring unit</p> <p>Mid term Evaluation</p> <p>Final Evaluation</p>	<p>The challenges and potentials that exist in social value premises which is overwhelmingly dominated by patriarchal attitude [not clear\</p> <p>The women leadership in the RMG Sector Trade Unions is emerging despite diversified difficulties</p>	<p>Existing stereotypic ideas, values, norms and perception regarding women's leadership capacity.</p> <p>Non-acceptance of women leadership in mainstream society</p> <p>Our future sustainability depends on the spirited and committed teamwork of the organization and acceptance of women as an organized industrial workforce</p>	Through formulating women's leader groups in the RMG sector trade unions and at the same facilitating the group with necessary support, we are going to put forward the gender issue
Khan	We trained up women	• Training	Nil	• Uthan	It would be very	'Good	Enhance

Foundation	lawyers, political leaders and representatives in the local and central government. In the policy level, women lawyers, political leaders and representatives in the local and central government are working and advocating for women's rights. They are negotiating with the existing patriarchal society focusing on rights. In our coastal fishing community, we are building women leadership.	<ul style="list-style-type: none"> • Seminar • Follow up • Monitoring and evaluation <p>Khan Foundation does not want to work through branch offices. Khan Foundation is interested in work through NGO network. It helps local NGOs' capacity building.</p>		<p>Boithok (meeting at the household level with the target group)</p> <ul style="list-style-type: none"> • Use of questionnaire and FGD to Monitor • Follow up workshop • Follow up seminar 	<p>difficult to ensure development, if we cannot make stronger the Local Government body. Local people are the ultimate force for development. Therefore we are working through NGO network incorporating the Union and Upozila Parishad all over the country.</p>	<p>Governance' is the main challenge. Decentralization of power and active incorporation of women in power is another crucial challenge for democracy.</p> <p>We think our program is sustainable. We train up the local and national women representatives in the local and central government through network NGOs. This force will work for the women's rights advocacy. However, it is still required to enhance the programmatic activities. Lack of fund is an obstacle for the organization.</p>	<p>the existing programmatic activities to make gender mainstreaming sustainable in the democratic process.</p>
Manusher	Success: MJ has assisted to	Continuously raising the issue	Providing	All partners have	MJ has been able to	MJ will

<p>Jonn</p>	<p>develop gender policy for – partner organisations Challenges: Partner organizations have been slow to follow up on Gender policy such as recruitment of women in senior management positions. Lack of resources, commitment of management of partner organizations etc. Future plan: Follow up the implementation of gender policy of partners</p>	<p>in different meeting with partners Put this issue in the MOU with partner Providing technical support to develop policy and provide gender training MJ's reporting format</p>	<p>instructions, or handing down a gender policy does not work. Staff of partners need to integrate gender concerns in their day to day work and into their everyday lives.</p>	<p>to submit quarterly and annual report to MJ. Two years project require post evaluation and three years project required mid term and post evaluation. Both quarterly and annual report require gender disaggregated data as well as qualitative information about condition and position of men and women. Field visit is another way of monitoring, ie all MJ programme staff visit programme activities of partner's project. Continuous dialogue with partners make more effective monitoring and management of the project. Filed visit is one of the most effective monitoring tools.</p>		<p>carve out a niche for itself and that is setting up a transparent, efficient system to fund NGO's and ensure capacity building and proper monitoring system in order to measure impact. Given that donors are pressed for time and resources this is coming up an innovative way of local funding. Donors are getting good value for money. MJ's future sustainability depends on how well this style of transparency and accountability is maintained and how MJ increases its profile and credibility among civil society, donors and government.</p>	<p>continue to support organizations targeting women, will continue to support women managers and build their capacity. Include gender consideration in its partner selection process so that women headed organizations are selected as partners. MJ will lobby with government whenever possible for reforms in policy, law etc. that enhance women's participation</p>
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				However, due to shortage of adequate number of staff MJ has been unable to organize optimal number of field trips. Future HR planning will solve this problem.			n, decision making and access to resources.
NU	<p>a) The target group: Human rights education and awareness programme created enabling conditions in which people started to use their knowledge effectively in terms of claiming their rights. Particularly the women are registering complains against injustice, abuses towards them to get justice through community mediation as well as filling litigation.</p> <p>b) Policies or Law: NU is working directly with the community people to establish their rights as per existing civil and constitutional laws. In fact NU enabled to create a favorable condition in the working areas based on</p>	There are different types of intervention provided by NU for the community women. Among them Women Leadership Training, formation of <i>Shalish</i> committees at the grassroots level and provision of legal aid are notable. These events have helped to maintain motivation, raise awareness of women's rights and increase participation in community activities. Training for women leaders covers women's rights, constitutional provisions protecting women's	All of our interventions are developed from field level experiences. The organization is growing slowly and adopting innovative approaches. It is difficult to answer these question without having a systematic evaluation	<p>Monitoring</p> <ul style="list-style-type: none"> The core concept is that the implementers of all levels are participating in monitoring process and share the responsibility of quality operation in the form of self-monitoring, peer monitoring and monitoring by management staff. Furthermore, NU would encourage/ involve community people (Target People) and 	Our assessment of the programme clearly indicate that insights into the process of change has to be gained as it is beyond doubt that without strengthening the local institutions, access of women and poor to justice is infeasible, which could not be achieved if spontaneous and active participation is not ensured and women are not emerged as leaders who can	<ul style="list-style-type: none"> Most researchers identify the failure of local governance as a primary obstacle to the promotion of human rights and access to justice in Bangladesh. The infamous corruption, bureaucratic inefficiency and nepotism of the judiciary and the police as well as the failure of the state in carrying out meaningful reforms in these domains have led to widespread cynicism toward the official justice 	Strengthening our work further, covering more areas, promoting women in management position. Establish a more networks at the national and international level. NU would like to strengthen capacity of grassroots women so that they can participate

<p>human rights framework. On the other hand the institutional responses increased significantly at all level (police station, local government and administration). NU is not in a position to effectively conducting advocacy programme to influence policies and enacting new law at the national level. However, we recently started to work on corporate social responsibility and enacting new laws to protect labor rights. We are also initiated a dialogue with informal sector labor group to formulate a policy in this sector.</p> <p>NU is capable enough to conduct advocacy and campaign at the local level to implement the existing policies and laws that protect human rights.</p> <p>c) The community: NU has successfully created several community institutions, such as HRMG, ward mediation committees and Women</p>	<p>rights, the cause of discrimination against women, women's reproductive rights, and discussion on CEDAW, family law, and the Children's act against oppression.</p> <p><i>Shalish</i> committees conduct the <i>shalishi</i> process and therefore have considerable influence over the outcome. The election of members to the committee, the ways in which decisions are taken within the committee and the extent to which existing laws are applied are crucial factors in creating more equitable dispute resolution.</p>		<p>external likeminded professionals to have views on the operational process, so that monitoring and quality implementation of the project can be improved.</p> <ul style="list-style-type: none"> The monitoring strategy includes (1) monthly reflection meetings by the staff; (2) field visit by mid and senior level management; (3) reflection workshop on quarterly/ half yearly basis where community people and external like-minded professional participation. The basic tools of monitoring are monthly plan, structured 	<p>participate in decision making process of 'shalish'. The existing norms and values, cultural construction of femininity, motherhood and womanhood will severely constraint the outcome of the project and male domination would reinforce the constraints. This situation has to be taken into account in the essence of the project.</p>	<p>system. As a consequence, local human rights organizations are increasingly turning to alternative dispute resolution mechanism in their work.</p>	<p>in social activities effectively.</p>
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	<p>leaders' network. In most cases these institutions are independent to work. NUs role is to facilitate them. However it takes about four years. In areas we need to do more work.</p>			<p>questionnaire, case studies and written reports.</p> <p>Evaluation We follow internal evaluation system. Annual evaluation includes staff performance and quality of programme implementation. The Research unit is responsible for coordinating the evaluation. NU prefers to engage and external evaluator, our current project evaluation is in progress by an external evaluator. NU conduct financial audit annually by each project and consolidate organization audit along with the management audit by a reputed external audit firm approved by our board and NGO affairs bureau.</p>			
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<p>Nari Maitree</p>	<p>We believe that NM has been able to create a considerable impact on the target groups at the grass root level/ rural areas and urban areas. They are motivated to work according to the project and benefited at the family and the society as well with regard to the gender development, gender violence and gender discrimination.</p> <p>Nari Maitree worked at the policy level in order to formulating different policies at the govt. level and safeguard the women and the adolescent girls from different repression and harassment. Not only that, Nari Maitree conducted media campaigns through campaign programs and TV spot and publishing different materials in the daily newspaper every now and then. Moreover, NM has organized a video on the workingwomen in order to exhibiting their status in the family as well as in the society.</p> <p>As a result, undertaking different interventions on the</p>	<p>Nari Maitree, in the meantime, has created an environment and atmosphere of working with the gender development and gender violence</p> <ul style="list-style-type: none"> • Change makers have been made and it is an on-going process <p>NM has owned the program of gender development issue and integrating this issue in all of the programs of Nari Maitree on a priority basis.</p> <ul style="list-style-type: none"> • Field supervision, Campaign program, monitoring and evaluation of the programs are considered to be the best practices that could bring positive outcomes. • Nari Maitree used to conduct the Project based study by the students of the Social welfare studies from different University colleges like Lalmatia Women's College, Habibullah Bahar College, Sidheswari Women's College and Jagannath University conducted the following studies: 	<ul style="list-style-type: none"> • Organizing workshop with Dhaka City Corporation (DCC) • Advocacy meeting with Schoolteacher • Counseling session among the women <p>Distribution of BCC materials</p>	<ul style="list-style-type: none"> • We usually use different type of Monitoring technique and tools in different programs mostly through questionnaire • Monitoring and evaluation is the essential criteria for proper implementation for each of the project. It ensures qualitative, quantitative and innovative evaluation in achieving the goal of a project. • Monthly monitoring and preparation of Database • Project based study • Project based field visit 	<p>The Gender issue, Gender discrimination and Gender violence are being shared with other NGOs for preventing oppression, as a result, we are getting benefits of the program on gender issues.</p> <p>The concept of change makers is a unique one and will perform a great part in this type of activities. But if we do not change the attitude and behavior of the change makers, it cannot be applicable successfully. As a result, the desired</p>	<ul style="list-style-type: none"> • To speak on the gender issue is itself a challenging • There is no specific laws against the gender violence in the family & the community • Obtaining the legal support from local thana, where the officers' in charge are transferred very often so, it hampers the works of legal action. As a result, new relationship is required to build up for getting the prompt action. 	<ul style="list-style-type: none"> • The activities of all the continuous project are required to be implemented; • To work for elimination of the family violence; • The products made by the adolescents to be marketed and involve them with the local traders; • To start the Deposit Pension Scheme;
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	<p>gender issues, the community is more aware of their daughters, sisters and wives. We can safely recommend that the violence on the women and the adolescents has decreased to a great extent in the project area.</p>	<p>1. FGD and PRA 2. Case study of the domestic child labor and domestic violence on Women 3. Mid – term evaluation of the adolescent girls receiving credits & ase Study 4. Survey on the status of the working children 4. Survey on the evaluation of the school forum of the adolescents 5. Survey on the status of reproductive health of the adolescents 6. Observation on the flood program and giving assistance</p>		<ul style="list-style-type: none"> • Monitoring by the Donors and internal monitoring & evaluation • Sharing on the progress of reporting & PIC meeting 	<p>achievement to reach the goal will not be possible.</p> <p>Couple Fair is one of the new interventions of Nari Maitree in stopping the domestic violence and establishing gender rights in the community, which is organized in different areas of the project at a certain interval to achieve a positive impact in the society.</p> <p>Most of the guardians of the project area do not send their daughter /girl children/wards to the primary</p>	<ul style="list-style-type: none"> • To increase the work of Entrepreneurship Credit Program; • To increase the awareness raising publication of poster, preparation of bill board, jingle, short film, quarterly bulletin; • To work for the disabled children; • To increase the counseling program; • To work for
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					<p>school due to their poverty and illiteracy. NM supports the cause of sending girl students to pre-schooling system and as such we are supporting the cause of gender discrimination .</p> <p>The sponsored children withdrawn by the supporters and the children who become the adolescents are integrated in the A.F.L.E groups. of Nari Maitree and involved in different development activities.</p> <p>To</p>		<p>the monitoring of the programs and undertake the studies;</p> <ul style="list-style-type: none"> • To make aware of the general public regarding the fundamental rights and the rights of the citizens; • To increase the awareness on the child trafficking program; • To hold the meeting with the elected
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					<p>make it public and make the practice of birth registration arrangement of broadcasting the advertisement in the TV & RADIO for a longer period regarding birth registration in order to listening the subject matter.</p> <p>The long-term project should be undertaken for any such program for the disadvantaged Socially Disadvantaged Women (SDW)</p> <p>It is necessary to</p>	<p>commissioners to prevent the oppression and exchange views on different matters;</p> <ul style="list-style-type: none"> • To hold discussion meetings with the Media people for exchange of views; • To impart computer training among the adolescents of the schools for the development information technology;
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					<p>impart trade based promotional training for the SDWs in place of traditional skill development training.</p> <p>To make stronger the community participation and raise the community based programs so that the projects can be implemented with the people's finance decreasing the donor's assistance.</p> <p>It should take different type of publication with regard to the reproductive</p>	<ul style="list-style-type: none"> To ensure the participation of the people of civil society with the activities of the projects.
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					health care for awareness building. of the adolescents.		
Naripokkho	§ Networking among member organizations to strengthen as women's organization § Women's organizations are more capable of working against VAW Women are developed as social and political personalities at local level	Nil	Nil	Primarily, we use 'observation' as a tool of M & E. Because we don't have sufficient resource in this area.	<ul style="list-style-type: none"> • Political Instability • Conflict of interest 	Nil	Nil
NUK	<p>a) UP Chairman, Women Ward Commissioner and Women Representative have been awarded on Gender & Human rights issue</p> <p>b) 237 NARI FORUM are formed for Women Ward Commissioner and Women Representative to establish women rights in local government and community.</p> <p>c) Two members of parliament have</p>	<p>Tools</p> <ul style="list-style-type: none"> • Training • Workshop • Seminar • Press conference • Qualision • Networking • Advocacy • Media Clipping <p>Intervention Strategies:</p> <ul style="list-style-type: none"> • Promotion of social justice and women equal access to power and resources through advocacy and lobbying with appropriate authorities • Development of 	Media Clipping has been least useful in some cases, because the information is not being collected as per expectation.	<ul style="list-style-type: none"> • Baseline survey • Follow on survey • Capacity building survey • Sample survey both qualitative and quantitative • Research Study • Case study • Progress monitoring • Qualitative assessment • Focus 	<p>Lessons learned:</p> <ul style="list-style-type: none"> - Stakeholders/beneficiaries are awarded but do not practice in practical field - Young stakeholder's (adolescent student) attitude are more positive than adult man or 	<ul style="list-style-type: none"> • The direct target beneficiaries of NUK are the women and adolescent in general through out the country. The problem of these targeted people being so extensive and some cases so severe. • Political situation (Government change) is one of the major problem to 	The mission of our organization is to promote social justice, ensure socio-economic and political empowerment of women, and their equal access to power and

	<p>been selected from NUK qualification and network.</p> <p>d) A documents is published on "Gender Dimension in Local Government Institutions" by NUK</p> <p>e) Forum of adolescent student are formed and working on stop violence for the community</p> <p>f) Police and Journalist have been awarded on gender and human rights</p> <p>g) Arranged transportation facilities only for women passenger from Azimpur to Mirpur.</p> <p>h) Taken Initiative for implementing "Metro Bus service" in Dhaka for both man and women passenger instead of female reserve seat.</p>	<p>women's capability through strengthening their institutions and forum network</p> <ul style="list-style-type: none"> • Increase socio-economic empowerment of target beneficiaries through development of their production and management skills and making a competitive financial service packages easily accessible to them for undertaking suitable multiple IGAs. • Providing housing support to rural women and suitable accommodation facilities to industrial women workers. • The following factors are attributed for the success: <ul style="list-style-type: none"> • Target group selection was good • Networking was good • Positive environment 		<p>Group Discussion</p> <p>Priority has given on qualitative information than quantitative information in aspect of all program. Different methods are used for data collection of different kind of beneficiaries . We did not find specifically any limitation of any method at the moment.</p>	<p>women for implementin g gender activities</p> <p>Best Practices :</p> <ul style="list-style-type: none"> • NUK do work on gender & human rights focused program • At present 46 % staff are female and many of them are holding key position in the organization. • Organiz ed gender orientation session for each new staff • NUK work with women headed NGOs and CBOs for implementing its program • NUK has created gender 	<p>implement the activities in policy level.</p> <p>In aspect of sustainability, capacity building on gender issue of NGOs, CBOs and Forum is important. Have to make more sensitize of all stakeholders through using different tools and strategy. Initially required financial assistance for FORUM to be organized.</p> <p>Sustainability depends on following factors:</p> <ul style="list-style-type: none"> • Required extensive financial support for capacity building of NGOs, CBOS and FORUMs in implementing gender activities • Selection 	<p>resources. Specifically our organization's mission for promotion and protection of women rights, gender mainstream ing and establishing gender equity in society. So gender and rights are already in mainstream ing of the organization</p>
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					sensitive enabling environment for all staff	of good partners considering gender and human rights issue <ul style="list-style-type: none"> • Selection of specific target beneficiaries • Effective support from NUK to partners for more strengthening. • Capacity of FORUM for implementing gender, women issue, rights in Local government 	
Nijera Kori	<p>The target groups: A realm of changes is occurring in the group level through intervention of Nijera Kori. Here given below a briefing impact of landless groups which are occurring by Nijera Kori's intervention</p> <ul style="list-style-type: none"> Groups are more aware on various issues; Groups are more strong in the grass root level as they can establish their rights at local as well as national level; Groups can participate in local 	<p>A number of positive outcomes have achieved at the grass root level as well as national level by landless groups activities. Here is given below some positive outcomes shortly:</p> <p>Achievement NK approach is an effective way for group members to exercise voice, particularly in terms of lobbying and organized protest. Over a period of more than twenty years, social mobilisation of landless men and women has</p>					.

	<p>mediation;</p> <ul style="list-style-type: none"> Groups can participate local power structure such as union parishad, bazar committees, school committees, sugarcane committees; Groups can access to natural resources; Groups get justice at local and national level (please see the annual report). <p>b) Policies or Laws</p> <p>Nijera Kori thinks that people can put pressure on government policies and can change the policies when they will be organised and getting aware on concerning issues. Nijera Kori's landless group members are continuing pressure along with other players to bring positive changes in the government policies i.e., need for land reform particularly in khas land and water bodies distribution, in trying to put pressure and bring changes in women development policies, especially in changing family law, creating environment awareness at policy level etc. through putting pressure,</p>	<p>opened up new political spaces through which more equitable relationships and resource allocation may be achieved. At a local level, through the group, landless men and women have created a space, which both challenges existing power relations and provides a platform from which to make claims and seek redress against rights violations.</p> <p>Challenging norms</p> <p>NK's approach has had impacts within the Nijera Kori organisational structure, within the household and within the wider society. Within the group, members have consistently reported increased capacity to identify issues, plan together and take collective action. Being a member of the group has changed their perception of themselves and for them, more importantly, how more powerful people perceive them. Whilst, previously, their status as landless and poor legitimated their oppression and disenfranchisement, membership of the group gives them identity as citizens</p>					
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	<p>demonstrating, discussing with government official and civic body etc.</p> <p>c) The Community</p> <p>Groups activities inspire other communities if groups can establish their rights at the grass root level;</p> <p>Sometimes groups get assistance from other communities if groups can motivate other people; Through this process it will be possible to incorporate other as yet unorganised and marginalised people, involving them in groups' activities and further strengthening groups' position in their areas.</p>	<p>deserving respect and attention.</p> <p>Within the community, NK women members, with support from male groups, are more likely to take action against a violation of their rights than are non-members. Women from Non-NK discussion groups felt powerless in the face of attacks on themselves and emphasised the futility of challenging the violators. . Women members' understanding and internalisation of their rights is providing the impetus for challenging the legitimacy of entrenched and discriminatory modes of behaviour.</p> <p>Voice-Led Claims: Demanding Accountability</p> <p>Group members have participated in a long history of struggle to secure their rights to khas land and more equitable provision of services. Voice-led claims such as protests, rallies, and struggles for entitlements have brought group members into direct confrontation with those responsible for delivery of services and goods.</p> <p>Key impacts include:</p> <p>- A positive trend of increase</p>					
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		<p>in successful claims to registration of khas land, lease and possession of khas lands by landless members resulting in increased livelihood security.</p> <ul style="list-style-type: none"> - NK members increasingly involved in successful strike actions for equal pay for men and women and fair wages for day labourers - A reduction in sexual harassment in schools in NK areas where girls and their supporters have protested against the cultural acceptance of “eve-teasing”. - Successful and increasing actions or “gherao” to ensure fair treatment and payment of wages under government public works and food-for-work schemes. <p>Raising Voice against Extremism</p> <p>In NK, group members have raised their voice to confront the power of extremists and local religious leaders who seek to use fatwas to give their edicts religious credibility or sanction. Sometimes this takes the form of speaking out publicly against misinterpretations or biases in their religion.</p>					
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		<p>Creating space for Voice at the national level At the national level, there is evidence that NK is beginning to open up spaces in which landless groups can raise voice and influence national policy processes. Its federated structure and emphasis on group members speaking for themselves has enabled both women and male members to be heard on national platforms.</p> <p>Power and Transformation: Relationship and Linkages NK works to bring government and other power holders to account through informed demand and social pressure. Mobilisation, around issue-based movements/straggles or actions to claim entitlements such as access to land and water bodies and entitlements to legally-set wages and government food for work programmes, can be seen as part of a broader struggle to make power-holders in the community and the public sector accountable to poorer constituents.</p> <p>Trends in Power sharing</p>					
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		<p>NK actively implements its policy of supporting members for election to the Union Parishad and other decision-making committees. NK members are also increasingly part of multi-stakeholder committees such as health watch, school and bazaar committees. This means poor and marginalised people have representative voice in local decision-making and can ensure that issues which affect poor people's lives are constantly on the agenda. This is highly valuable since it raises the voice and status of hitherto marginalised people and contributes to a process of more equitable decision-making.</p> <p>Reducing Social Exclusion The presence of NK group provides a public platform for hitherto excluded landless people to challenge existing power relations and negotiate more equitable levels of access.</p> <p>Gender Equity NK group has a positive impact on gender equity within the household and community. Women members of NK have</p>					
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		<p>consistently reported transformed gender relationships as one of the major impacts of membership. Not only has it brought with it immediate changes in their well-being such as increased food security and better health care, it has also enabled greater mobility, improved skills and knowledge and greater decision-making capacity.</p> <p>Productive Partnerships and Alliances One of the strengths of NK is its capacity to organise effective issue-based campaigns with other like-minded groups, organisations and individuals. It works in the long-term to build alliances and supportive coalitions at local, national and international levels around specific issues of key concern to group members.</p>					
Odhikar	<p>a- Police now following a Code of Conduct and changed its behavior. The Code of Conduct has been put up in each police station.</p> <p>b- Awareness has been raised in</p>				<p>Odhikar's documentation and networking are the key strengths for its work. It has developed these two through</p>	<p>Odhikar work through its network of human rights defenders. As it is not primarily a fund driven network, therefore, it will sustain.</p>	<p>Odhikar through its human rights defenders will address and campaign</p>

	general through advocacy regarding the issues of human rights violations.				working with the survivors of human rights violations.		for the the rights of women and will continue to raise concern regarding violence against women
Oxfam	Through Oxfam intervention within the mentioned area, changes in people's behaviour has started to stop domestic violence against women which has a silent feature in Bangladesh.			Oxfam has their own Programme Manament Guideline and we follow that along with the indicators (different level) set by the different programmes	Our learning is if we can work in the system, not with the symptom, to alleviate discrimination, then the change will be lasting one within the community and will help have a positive impact in National development.		
PROSHIK A	a) Target Group: Increase women participation in each and every programme run by PROSHIKA. The overall findings from Participatory Impact Assessment Study of PROSHIKA reveal that there had been significant reduction in abuse on	PROSHIKA has adopted a comprehensive holistic approach of development. PROSHIKA's approach is both need-based as well as right-based. PROSHIKA believes that a good combination of these two contributes to the success of its programme activities.	As mentioned above, PROSHIKA uses a comprehensive holistic approach to development. It is difficult to mention any strategy or tools as the least successful.	PROSHIKA uses highly decentralized techniques of monitoring and evaluation. Decisions are taken at its 200 Area Development Centres (ADCs). A yearly plan is made	From PROSHIKA's experience it has been learnt that the surveys and feasibility studies that PROSHIKA conducts for identifying its potential group	The big challenge is that despite PROSHIKA's all out effort, poverty is still widespread. We have to take more and more programme to eradicate poverty and for the spread of education.	PROSHIK A's future plan is to focus on more and more policy area. PROSHIK A will intervene from

	<p>women group members as a result of PROSHIKA's interventions. The highest incidence of reduction of abuse has been observed in physical torture, use of abusive languages and deprivation of basic needs.</p> <p>Impact Assessment Study shows that in 1995 about four times more marriages were happening without dowry in the case of PROSHIKA households compared to non-Proshika households (ie 23 per cent for PROSHIKA and six per cent for non- PROSHIKA). Group Development Stages in 1997 shows that 30 per cent of PROSHIKA households arranged marriages without dowry. In addition, only 15 per cent of PROSHIKA household male members refuse a marriage because of lack of dowry compared to 38 per cent for non- PROSHIKA households (IAS).</p> <p>46 per cent women of PROSHIKA member households have decision-making power regarding investment while that for non- PROSHIKA</p>			<p>at the ADC level. That plan is broken down to weekly plan. Day to day programme monitoring is held. PROSHIKA's Internal Monitoring Cell and the donor partners conduct studies to monitor the programme. The limitation of such monitoring and evaluation technique is that it requires constant follow-up and monitoring and also vast resources to run the system properly.</p>	<p>members and before undertaking a new programme, has remained effective.</p>	<p>For running social development programme PROSHIKA has dependency. But PROSHIKA's credit operation is sustainable.</p>	<p>extended rights based approach; its programme activities will be more rights based.</p>
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<p>households was 22 per cent. The decision-making power regarding family expenditure for PROSHIKA women members was 57 per cent and that for non-PROSHIKA women was 42 per cent (IAS).</p> <p>Participation of PROSHIKA group members in the community and local political institutions has increased significantly. Their participation rate is over two times more than their non-PROSHIKA counterparts. Fourteen per cent PROSHIKA households are members of village courts (<i>salish</i>), primary school boards and market committees while this for non-PROSHIKA households is six per cent (IAS).</p> <p>Women's mobility has considerably increased compared to non-PROSHIKA women of the locality. The women group members now move around more freely and raise their unified voice against dowry, violence against women, illegal divorce, polygamy and unequal wages.</p>						
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	<p>PROSHIKA Impact Assessment Study (IAS) 2002 also shows that marriage without dowry has increased to 48 per cent.</p> <p>In Union Parishad election of 2003 among the group members competing the election, 23 per cent were elected Chairman, 42 per cent were elected General member and 43 per cent were elected members for reserved seats. Besides these, PROSHIKA has created 5.80 million employments for the women so far.</p>						
RIB							An agenda setting workshop for possible feminist action research will be held to fill the research gaps in this area.
RUPANTOR	The target groups are gender sensitized and the women have made rooms in local level activities including their position in local government institutions. Rupantar has its own gender	Positive outcome is observed from gender orientation courses and especially gender orientation for the adolescents. The orientation successfully explained the drawbacks of being prejudice on gender. The	There is nothing to mention in this respect. All interventions and strategies appear to be effective	Monitoring and evaluation is made on observations and discussions with the stakeholders. Some monitoring	The NNPC (Nari Nirjatan Protirodh Committee) i.e. the committee for prevention of violence against	Prevention of Early marriage is yet difficult in Hindu community as they do not have the registration system	We have the plan to put emphasis on gender mainstreaming and

	<p>policy and followed strictly in maintaining gender equality and due respect for the women at work place</p> <p>The community show less male-female disparity, especially the adolescents show better gender equality</p>	<p>adolescents took up the issue as their future barrier for progress and are trying to break the barrier.</p>		<p>formats are being used and data are analysed. We feel that the method is suitable but need to be improved.</p>	<p>women at the Union Parishad is being made active</p> <p>The rate of registration of birth is being enhanced</p> <p>Early marriage is being prevented at the working areas.</p> <p>Gender mainstreaming is in practice by the partner NGO level and gender equality is emphasized at the program level and organizational level</p> <p>Unregistered marriage is prevented</p>	<p>Rupantar considers the program as sustainable. It wishes to make the program sustainable even at the expenses of its own source.</p>	<p>ensuring gender rights. This calls for vigorous awareness and orientations at the community level.</p>
SAMATA	<p>a. Target Group Level</p> <p>To date, Samata has formed 4,879 female groups with 89,794 group members. Besides at least 62,046 landless female got entitlement to on average 25.5 decimals</p>	<p>Women Action Committee (WAC) has achieved the most positive outcomes among the different tools and intervention strategies.</p> <p>Following factors have attributed to this success:</p> <ul style="list-style-type: none"> • New approach/ 	<p>In the initial stage, Samata started to form mixed group both male and female in which Samata realised that as like as the society male always dominant the groups and therefore women issues</p>	<p>Samata is suing the following M&E activities in which gender remains crosscutting issue.</p> <p>Types of</p>	<p>Samata's partners have become success in reducing violence against women through replicating</p>	<p>Challenges:</p> <ul style="list-style-type: none"> • Loophole in few existing policies and laws • Adverse political environment • Deterioration of law and order • Rise of 	<p>Samata plans to extend its geographical areas and forms more Women Action Committee at the grassroots</p>

	<p>of land which helps them to become empowered in the family as well as in the society. Samata also formed 57 Women Action Committee (WACs) with 576 female group leaders in order to work door to door to reduce violence against women especially domestic violence and play the role of 'Watch Dog' in the rural society. In the meantime WACs achieved social recognition and acceptance and is playing an important role in reducing violence against women. Today, whenever such occurrences happen people rush toward WACs for justice. In addition, 815 female group members have become elected as member of Union Parishad and Gram Sarkar.</p> <p>b. Policies or law Level The women are now receiving khas land as equal to men which were</p>	<p>invention</p> <ul style="list-style-type: none"> • Problem solve by themselves • Involvement Female Group Leaders • Community Approach- the approach implemented by the community women, not any outsider and so acceptance level is high, neighbour can easily discover problems and solve. 	<p>within the groups were neglected. Now, Samata forms male and female separate groups at grassroots level and after having some experience and leadership Samata forms mixed Village and Union Development Committees where female leaders are playing significant role.</p>	<p><u>Monitoring</u></p> <p>a. Output monitoring Programme audit, media content monitoring, cost effective analysis etc.</p> <p>b. <u>Impact Monitoring</u> Programme events, Group Solidarity & Unity, Livelihood, Movement Policy, In-depth case study, Post event action survey</p> <p><u>Forms of Monitoring</u> Both Qualitative & quantitative</p> <p><u>Frequency of monitoring</u> Output monitoring: Routine- Quarterly Impact monitoring:</p>	<p>Samata Women Action Committee (WAC) approach. The involvement of the local group leaders in mediation and Salish proved one of the best strategies to develop awareness and reduce violence in the community.</p>	<p>extremist and fundamentalists</p> <p>Organizational sustainability: Samata as an organisation believes sustainability of the beneficiaries' instead of organisational sustainability. The quality of its services and demand of the landless people determines its sustainability.</p>	<p>level and Nari Forum (Forum for establishing rights of the female U. P Members) in order to reduce violence and establish the rights of the women. Samata also plans to work in wider level both national and international level to create enabling environment and policy framework for women in the country as well as in the world.</p>
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	<p>not in the policy in the past. It had been changed due to Samata's movement in 1987. Presently, Samata is generating policy advocacy to change the inheritance law and ensure women representation in the national parliament. Samata also raised strong voice against the recent changes of National Women Development Policy.</p> <p>C. Community Level</p> <p>Major impacts of Samata's intervention on the community are as follows:</p> <ul style="list-style-type: none"> • increase women empowerment e. g social mobility and access to market and other social institutions • raise women voice in the community • reduce domestic violence • increase awareness of women's right, 			<p>periodic</p> <p>Limitations and advantages of such methods:</p> <p>Though Samata is using participatory tools and approach therefore ownership of the beneficiaries is being established and trail and error is ensured in the primary level.</p>			
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	education rate of girl child and health status <ul style="list-style-type: none">• Ensure justice in the local Salish in relation to women issues						
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