

Empower Women Towards Equality



Annual Report
July 2014 to December 2015

Bangladesh Nari Progati Sangha

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With this report of 2015, Bangladesh Nari Progati Sangha (BNPS) takes pride to stepping into the 30th year of operation. I draw immense pleasure that starting with small initiative to address challenging objectives to empower women towards equality, BNPS has been able to initiate multiple meaningful socio political actions and policy initiatives to achieve desired objectives. We have achieved a lot, nevertheless, still many more to do. With changing contexts, new issues and challenges are continuously emerging and BNPS has a role to play.

This is the organizational report covering the period from July 2014 to year end December 2015. Herein it compiles the activities, achievements, insightful learning and the future direction of the organization.

SRHR project supported by Oxfam Novib has ended in November 2015. However, because of our outstanding contribution in SRHR project, we have been selected as a consortium member of the Unite for Body Rights (UBR) II project to work as implementing partner. Another project PRiME supported by BffW, Germany ended in June 2015 has started its new phase from July 2015 for another 3 years.

As an impact of our program interventions, of the outstanding achievements, our self defense training on Marshal Art to school girls were replicated in other schools by the order of the DC Netrakona. In appreciation of our SSSC program, Honorable MP of Patiya ordered the Upazila education department and police to put especial attention on VAW/G issues in schools and community. Speaking in a gathering arranged by BNPS, the SP of Kushtia made his cell phone number available to students, teachers and parents to contact him on VAW/G matters for prompt action. Like past, this year too, grassroots women group mobilized public resources for individual and community benefit.

On the advocacy area, based on our memorandum the Election Commission issued a letter to Home Ministry regarding our concerns during City Corporation Election 2014. In various advocacy forums/meetings, we have been able to ensure the presence the MPs, Parliamentary Standing Committee members, government high officials, scholars, researchers and intellectuals to present and share the issue before them for reform and necessary changes.

As member of many networks, we had the opportunity to represent and share our concerns in various national and international forums.

In conclusion, I would like to take the opportunity to express my gratitude to the valued Executive Committee members for their support and guidance to run the organization. I would also like to acknowledge the support and cooperation of the donors, partners, grassroots stakeholders and the government for their commitment to continue their support to our endeavor. I also congratulate my staff and fellow colleagues for their commitment and hard work to take the organization forward and serve to empower women and marginalized minority.

With our accumulated knowledge and experience, we wish to be more effective in future.



Rokeya Kabir
Executive Director

Abbreviation

AFW	: Asia Floor Wage
AIRP	: Arsenic Iron Removal Plants
ARROW	: Asian-Pacific Resource and Research Centre for Women
AWAM	: Advancing Equality of Women and Marginalized People
BftW	: Bread for the World
BIDS	: Bangladesh Institute of Development Studies
BNPS	: Bangladesh Nari Progati Sangha
BNPS-MFT	: BNPS Micro Finance Trust
BOBLME	Bay of Bengal Large Marine Ecosystem
BRAC	: Bangladesh Rural Advancement Committee
BRIDGE	: Building Resource in Democracy, Governance and Elections
CAMPE	: Campaign for Popular Education
CAW	: Committee for Asian Women
CBO	: Community Based Organisation
CEC	: Chief Election Commission
CEDAW	: The Convention on the Elimination of all Forms of Discrimination Against Women
CHT	: Chittagong Hill Tracts
CSO	: Civil Society Organisation
DC	: Deputy Commissioner
DCC	: Dhaka City Corporation
EC	: Executive Committee
ERP	: Enterprise Resource Planning
ESCAP	: The Economic and Social Commission for Asia and the Pacific
FAO	: Food and Agriculture Organization of the United Nations
FIS	: Financial Information System
FMSF	: Financial Management Service Foundation
FPAB	: Family Planning Association of Bangladesh
GB	: General Body
GDP	: Gross Domestic Product
GoB	: Government of Bangladesh
HASAB	: HIV/AIDS and STD Alliance Bangladesh
IEC	: Information, Education and Communication

IT	: Information Technology
IWD	: International Women's Day
LHDP	: Let Her Decide and Participate
MoE	: Ministry of Education
MoLJPA	: Ministry of Law, Justice and Parliamentary Affairs
MoP	: Ministry of Planning
MoPME	: Ministry of Primary and Mass Education
MoU	: Memorandum of Understanding
MoWCA	: Ministry of Women and Children Affairs
MP	: Member of Parliament
NCTB	: National Curriculum and Textbook Board
NGO	: Non Governmental Organisation
NGOAB	: NGO Affairs Bureau
OIO	: Outcome and Impact Orientation
PCVA	: Participatory Capacity and Vulnerability Analysis
PIO	: Project Implementation Officer
PM&E	: Planning, Monitoring and Evaluation
PRiME	: Promoting Rights through Mobilization and Empowerment
REE-CALL	: Resilience through Economic Empowerment, Climate Adaptation, Leadership and Learning
RMG	: Ready-Made Garments
SMC	: School Management Committee
SMT	: Senior Management Team
SP	: Superintendent of Police
SRHR	: Sexual and Reproductive Health and Rights
SRHR-E	: Sexual and Reproductive Health and Rights Education
SSSC	: Safe School Safe Community
TOT	: Training of Trainers /Training of Teachers
TU	: Trade Union
UN	: United Nations
UNO	: Upazila Nirbahi Officer
UP	: Union Parisad
USA	: United States of America
VAW/G	: Violence against Women/Girls
VGD	: Vulnerable Group Development
VGF	: Vulnerable Group Feeding
WPF	: World Population Foundation

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Overview of BNPS

BNPS—an activist women organization, working since 1986 to establish equality for women from family to state. BNPS has been working for policy reforms at the national level and organizing and mobilizing grassroots people at the community level through a variety of programs.

BNPS follows a bottom-up right-based approach linking community level organized efforts with national level to bring reforms. In this linking process its role is one of the catalysts and facilitators. BNPS has been trying to create a supportive environment for the women, minority and other marginalized groups raising their voice and claiming their entitlements through a list of activities, like critical understanding through development education, institution building, livelihood activities and reforms of different policies, system, institution and mindset. The congenial working environment, culture of cooperation and team work, non-hierarchical management with activist orientation has been recognized by all as an asset of BNPS.

In addition, BNPS has been taking up many firm steps on many challenging issues like inheritance law, women representation in power structure i.e. parliament and local government, SRHR, issues of women workers and violence against women and girls.

BNPS has an activist tenacity to take a political stand in the face of conservative lobbies for the cause of women and human rights. BNPS has been the pioneer in taking up challenging issues against conservative mindsets, which quiver the root of the extremist fundamentalists and their exploitative network.





Vision

A society free from all sorts of discrimination.

Equality through empowerment and social transformation.

Mission

Core Values

Gender responsiveness, secularism, diversity and sustainability with special emphasis on environment

Women; youth (including adolescents); ethnic and religious minority; CBOs, CSOs, professional groups, networks; policy makers and media

Stakeholders

Major Areas of Intervention

Mainstreaming gender: one of the issues
Policy analysis and advocacy
Empowerment
Networking

Programs

Promoting Rights through Mobilization and Empowerment (PRiME)

BNPS has successfully implemented two phases of PRiME project from July 2008 to June 2015 and achieved lot of significant milestones towards women empowerment and development. However, to sustain this activism and achievements, the new phase of the project from July 2015 to June 2018 intends to include youth group for sustaining the efforts in longer period. Following the restructuring of donors, the then PRIME project split into PRiME and AWAM projects in the new phase supported by BftW and Misereor respectively.



The new phase intends to expand the area as well as beneficiaries for wider coverage through using existing experience, knowledge and capacity in this sectors. The project will increase conceptual clarity on knowledge management and increasing analytical and articulation skills of women and emerging youth leaders for sustaining and continuing this activism for much longer period. The project will follow facilitative and interactive approach in analysing practicality and context;



identifying and prioritizing the issues, root cause analysis of a problem and solution tree analysis to enable the women to think and plan better for themselves. The groups will also be facilitated to develop the plan and writing the resolution by their own gradually. The role of concerned project staff would be to observe and facilitate the entire process and to provide the necessary back up support required. The PRiME new phase is being implemented in Chittagong city, Sandwip and three hill districts.



Group Action

As part of the project activities BNPS has been conducting monthly interactive awareness sessions with the women community in the Bihari Colony under Khulshi Police Station in Chittagong. These learning sessions gave them confidence to work collectively to solve their problems. They had no electricity in their locality and in a meeting they have decided to go to relevant authorities for solving this problem. Thirty members including Boby, Ruby, Nazma, Gulshan of Golap women group (Group 34) met the local leader Mr. Azam and convinced him. Mr. Azam accompanied the women group to meet the city ward commissioner. The ward commissioner advised them to go to the nearby power supply office. The office responded positively and asked them to deposit Taka 10,000 (Ten Thousand only) against connection fees. Group leaders collected money from 30 families and deposited accordingly. All the families are happy now to live in houses with electricity.



Sexual and Reproductive Health and Rights Education (SRHR-E)

The SRHR-E project funded by Oxfam Novib was multiyear project implemented by a consortium of 5 reputed organizations are BRAC, BNPS, CAMPE, FPAB & HASAB. It started in 2013 and has ended in November 2015. The project aimed to improve Bangladeshi girls' and boys' access to SRHR information and the corresponding life skills to girls for self protection.

Target beneficiaries of the project were Students, Teachers, Parents/Guardians, Secondary School Management Committee (SMC) members in the project implementation area. Indirect beneficiaries were National Curriculum and Textbook Board (NCTB), Ministry of Education (MoE) and other relevant stakeholders. The project implemented in selected schools of 6 districts Chittagong, Jessore, Khulna, Netrakona, Rangpur and Sylhet. Of the five major program components, BNPS was responsible to develop grade specific supplementary SRHR learning text materials to be used in classroom session.

During reporting period, the newly developed SRHR texts were used in 116 secondary schools by BNPS and BRAC. BNPS alone provided training to 265 teachers including the head teacher from each school, conducted by master trainers developed by BNPS on tools, techniques and methods to use the supplementary texts in classes. Grade specific teachers' guide and flipcharts were also supplied to the teachers for conducting the classes efficiently. 2592 sessions with 13320 students of grade VI to IX were conducted in schools; 11816 of those students received handbook, notebook on SRHR education. 'SRHR information corner' have been established in schools with all kinds of materials developed by different consortium partners in order to promote SRHR-E related information and break the taboos related to SRHR. At the end of 2014, a comparative study between NCTB and BNPS text reveals that the newly produced materials were appreciated both by students and teachers.





Safe School Safe Community (SSSC)

The SSSC project supported by UN Trust Fund started in January 2014 and be ending in December 2016. The goal of the project is to address the rights and needs of adolescents in schools and community, make them aware of policies and laws and generate action plan for promoting rights and preventing Violence against Women/Girls (VAW/G). As an outcome it is expected that girl students in school and adolescent in community experience safer, empowered and violence free environment.



BNPS has been implementing the project in 80 schools of Dhaka, Kushtia, Netrakona and Chittagong districts. Mainly, the primary beneficiaries are school students/adolescents of 10-19 years of age. The secondary beneficiaries are community based groups/members, school teachers, parents of students, opinion leaders and government officials.

In December 2015 the project has completed 2nd year of operation. During the reporting period, major activities were signing MoU with schools, training for teachers, session materials development for students and teachers, skills development training camp for girl students, observing creativity day in schools and district level convention mainly with government officials including other stakeholders. Additionally, national level consultation with MoE was arranged to share project experience and seeking necessary support from government for policy implementation and initiate action to stop violence. An advocacy seminar was organized at national level for higher allocation of budget for teachers training and students' skill building activity in schools.



Replication of self defense training by the government in other schools and police staff

On 13th October 2015 was a great day for the SSSC Netrakona team members. The Deputy Commissioner (DC) of Netrakona, Dr. Tarun Kanti Shikder declared to provide Marshal Art training for the girls' students of four reputed schools in Netrakona while addressing the closing ceremony of 15 days long Marshal Art skills development training camp arranged by BNPS in Netrakona Adarsha Girls High School. The Superintendent of Police (SP) of Netrakona too declared that he would arrange the same training for female police officers of Netrakona.

The SSSC project arranged skill camps to build self confidence among the girl students so that they can handle any sorts of violence without any help and fear. In addition, the skill camp would be able to help change the mindset of parents, teachers, community and the respective government officials. Total eight (8) camps were organized in four districts for 160 girl students. Girls exhibit the methods and techniques of self defense they have learned in front of invited guests, government officials and their parents in the closing ceremony.

Following the declaration of the DC of Netrakona, 120 students' in 4 schools received the Self Defense Training arranged by school from own fund. Many other schools of the district are planning to replicate the training.





Resilience through Economic Empowerment, Climate Adaptation, Leadership and Learning (REE-CALL)

The project aimed to women and men most at risk of disaster and climate change in Bangladesh to be able to thrive in spite of shocks and changes. The specific objectives are:

1. To develop replicable model of resilient community in three agro-ecological zones and linking with urban settings.
2. To enhance and strengthen the livelihoods of targeted communities in changing climate.
3. Develop community leadership especially of women ensuring access to and control over resources, services and opportunities.

The project implemented in Dingapota Haor area (under Mohanganj Upazila) mostly inhabited by the poor and disadvantaged group with lack and limited access to resources, information and basic services. The area is characterized by large-scale of landlessness, limited labour/employment opportunities and frequent crop failure, coupled with a feudal social power structure. Usually, haor area remains flooded from May to October. The homestead sites are raised about 1.5 to 2.5 meters from crop field. The river water level comes nearly 0.5 meter during rainy season while goes down up to 8 meter during dry season from homestead level. Lack of road networks and standing water bodies are major challenges for livelihood. Every year flood, early flood is common as a result the farmers suffer.



The project supported by Oxfam GB started in August 2010. BNPS has been working in 4062 households with 15048 populations in 2 unions and has organized 19 CBOs. Capacity building of the CBOs is the major component of the program to mobilise public resources. Some of the achievements of these CBOs are highlighted hereunder:

- A guide/protection wall has been constructed in Kurerpar jointly by the government and CBO.
- Kamlapur CBO has constructed a women corner in a Kashland of their village with support from the UNO.
- CBO has mobilized Tk 60,000 from Gaglajur union to construct another women corner with road connectivity.
- Baldorshi Tista CBO members received training on milk and milk products. Selling milk was a big income sources for their families but they never thought of producing other milk products for higher income.
- Three Arsenic Iron Removal Plants (AIRP) were installed at Chourapara, Kurerpar and Korachapur.
- CBO members constructed a traditional bridge (Shako) as a collective initiative in their locality.





A Successful Community Initiative

The "Kurerpar Shapla CBO formed by BNPS in 2011 with 92 members started conducting meeting on relevant important issues. They received training on Participatory Capacity and Vulnerability Analysis (PCVA) as tool to identify risks. Through PCVA the members identified risks like tidal hit, flood, under-developed transportation system. The village people feel unsafe during rainy season as they remain surrounded by water. Every year villagers lose their land and house due to tide stroke. During winter they raise house plinth and courtyard and those are destroyed during rainy season. CBO members prepared a plan to reduce the risk, members took unanimous decision of constructing a guide wall (mound protection wall) from the home area of Mr. Zahed to home of Mr. Shanto, which will directly benefit 30 families. But it was not an easy task. Technical assistance and financial support were required. In this situation, the CBO members decided to seek help from Upazila administration. They collected signatures from the community people and submitted to the Upazila Nirbahi Officer (UNO) of Mohanganj, Netrakona along with BNPS staff. The UNO responded positively and asked Upazila Project Implementation Officer (PIO) and Upazila Engineer to prepare a plan and budget. The project was finalized and approved.

The UNO inaugurated the construction work on 21 December 2014 on the site. The construction work started with financial support from project, Upazila Administration and community contribution. The project allocated Tk. 2,25,000, the members collected Tk. 100,000 and the Upazila contributed Tk. 118,900 to complete the work. With the amount 517 feet protection wall was completed in April 2015. It was totally a new experience for the villagers and CBO members. They are very happy now and feeling safer in rainy seasons.



Let Her Decide and Participate (LHDP)

LHDP project focuses on women's transformative leadership and gender justice. The project builds individual and collective capacities of women and provides support to bring change and create an enabling environment for them to participate and practice leadership in all spheres of life including family to formal and informal institutions. Transformational leadership aims to stimulate and inspire followers to reach beyond what they thought possible and elicit extraordinary results. Transformational leadership effectively addresses the issues of women and includes women's participation in all decision making processes.

The project implemented in selected areas of Dhaka city and five villages of Mohangonj Upazila under Netrakona district.



Women's club—a social platform of women to claim their rights, was organized and members of women's club conduct fortnightly adda sessions. The club identifies the issues of VAW/G and takes action. The project also organized adolescent (girls-boys) groups where awareness sessions are conducted. Issue specific discussion/sessions conducted with men, spouse and parents of club members. Learning sharing meeting with different committees (UP Standing Committee, City Corporation Salish Committee, School Committee, Market Committee etc.) are conducted after every six months. Wall writings on VAW/G and HR related messages made in 10 public locations as mass campaign action. Linking meetings are arranged with service providers to find the avenue to get access to local services and resources. A roundtable conducted to share project experience and findings with civil society and local government. Besides, one exposure visit was held as an innovative work of the project and training on transformative leadership arranged for the club members.

Special programs

Represents in Various Committees of GoB

BNPS represents in the following committees of GoB:

Board of Trustee of Victim, Vulnerable women and Child Welfare Fund, MOWCA;

SAARC Gender Data Base, National Preparatory Committee, MOWCA;

Complaint Committee, Directorate of Primary Education, MoPME;

National Board of Director, Legal Aid Services, MoLJPA; and

Panel Member of Economist to provide guidance on 7th Five Year Planning, Planning Commission, MoP.

Women Worker's Rights and Asia Floor Wage (AFW)

The Asia Floor Wage (AFW) proposes a wage for garment workers across Asia that would be at subsistence level for workers to live on with dignity and safety.



BNPS organized a campaign process meeting for Asia Floor Wage on 8 July 2014 where Ms. Irene Xavier, Coordinator, Committee for Asian Women (CAW) presented her paper. Key Outputs and Recommendations of the meeting were Trade Union's (TU) movement should be gender sensitive and the TU leaders will ensure gender equality in their programs. International buyers and



consumers should be accountable for increasing the wage and working condition of the garment workers. Linkages, coordination amongst the TUs, owners, buyers and government should be strengthened. A policy should be developed to address wage and other rights issues (general and maternity leave, standard capacity and workload etc.) of the garment workers. Garment workers should be taken under social safety net programs. They should provide regular ration, dormitory and treatment support. Bangladesh must be involved with the campaign of Asia Floor Wage Alliance. Series of discussions needed involving all the TUs to set a common approach.

As follow up action BNPS in association with AFW arranged two sharing/consultation meetings on 'Rights and Living Wage of RMG Workers in Bangladesh' on 25th August and 5th December, 2015. Both meetings attended by TU and federation leaders and CSO representatives. Mr. Ashim Roy of AFW was present in both meetings.

Finally, the meeting agreed to form a national committee for AFW Bangladesh chapter. BNPS is made the secretariat of the chapter.

BNPS Celebrated International Women's Day 2015

BNPS celebrated IWD 2015 on the theme of "Equal Rights of Women, Minorities and Marginal Communities is one of the main conditions of the spirit of liberation war and democracy". In this regard, BNPS organized various programs like rally, discussion and cultural event, distributing poster and leaflet in all its centre offices. BNPS also arranged a day-long special program at Basabo Community Centre, Sabujbag, Dhaka. The participants of the program raised voice for establishing equal rights for women, minorities and marginalized people and to eliminate all sorts of discrimination against women. Besides, the program also demanded for complete approval and implementation of CEDAW convention, equal inheritance rights, representation of ethnic and minority communities, disable and trans-gender population in national parliament and local government bodies. In addition, the program suggested to stop current brutal violence urgently and demanded proper legal action. Regional Executive Officer, Region 2 of DCC South and Vice-chairperson of BNPS Executive Committee attended the program as guests among others.





Grassroots Women, Adolescent & Youth observed 16 days of activism against VAW/G

Observation of the 16 Days of Activism by BNPS against gender based violence has gained a new momentum. Apart from participating in national and district level activities, BNPS grassroots women groups observed this international fortnight campaign. The programs include rally, human chain, distribution of IEC material, awareness meeting and cultural events. The programs organized in Chittagong, Dhaka, Kushtia and Netrakona districts.



Policy analysis and advocacy

Advocacy 1: Expectations of Women in the Budget

BNPS organized a pre-budget seminar on "National Budget 2015-16: Expectations of Women," on 31 March 2015 at National Press Club, Dhaka chaired by Executive Director Rokeya Kabir. The former Deputy Speaker and Member of the Parliamentary Standing Committee of Planning Ministry, Shawkat Ali, MP, was present as chief guest. Former Senior Research Fellow of BIDS Dr. Pratima Paul-Majumder presented the keynote paper. Dr. Sayma Haq Bidisha, Associate Professor of the Department of Economics of Dhaka University, Tapati Saha, Coordinator, UN Women and Salma Khan, Former Chairperson of CEDAW committee were the panel discussants. Among others academicians, researchers, women NGO leaders and activists, journalists, representative of UN Women were present.



Dr. Majumder commented that the 2014-'15 budget was disappointing in regard to total budgetary allocation for women, women continue to lag behind in terms of achieving parity in almost every field of life. Programmes like VGD, VGF or microfinance support are not enough to address the issues of disparity and rights of women. Incremental budgetary allocation in women's education, health, safe housing, transportation and training, especially in IT sector, are needed.

Water, electricity and fuel are very influential elements for women's empowerment; the chief guest Mr. Shawkat Ali suggested separate quota system needed on these for women. Rokeya Kabir said, merely increasing the budgetary allocation for women is not enough, the government must also monitor and evaluate the proportionate budget expenditure in every sectors to minimize disparity and thereby empower women. She also demanded 13% budgetary allocation directly for women in 2015-16 fiscal years.



Advocacy 2: Counting Women's Unpaid Care Work in GDP

Women's Unpaid Household Works should be recognized and accounted in GDP—the speakers placed the demand in a seminar on "Reproductive Role and Women" on 14 May 2015 at VIP Lounge of national Press Club organized by BNPS. Special guest Honorable MP Mahbub Ara Begum Gini, Whip of the Parliament emphasized on the fighting spirit of women to achieve their rights. She also said that the recommendations of the study and discussions of the seminar will be discussed in the next standing committee meeting of MoWCA. Honorable MP Sanjida Khanam was present as special guest and delivered her speech. The meeting presided over by Rokeya Kabir, the Executive Director of BNPS.



Dr. Sayema Haque Bidisha, Associate Professor, University of Dhaka presented the key findings of the study titled "Women's Unrecognizing Contribution to the Economy & Impact of Awareness Raising Program on Women Empowerment". She said that, though women spent a significant amount of time in domestic/household work and thereby play a crucial role towards human capital development of the country (by providing food, care services), but their contribution remains unaccounted both in family and in national economy.

The panel discussants were Professor Dr. Inun Nahar, Jahangirnagar University; Professor Bazlul Haque Khondokar, University of Dhaka; Professor Dr. Mahbuba Nasreen, Director, Institute of Disaster Management and Vulnerability Studies, University of Dhaka. They said that change is required in the mindset and outlook of this traditional patriarchal society. Awareness of the state machinery is required for further advancement. In Bangladesh only 36% women are involved in the labour market. To become a middle income country, involvement should be increased to 80% or more for which reproductive burden need to be reduced, shared or shifted. They also emphasized the monitoring of the effectiveness of gender budget.

Mr. AIM Golam Kibria, Additional Secretary of MoWCA and Ms. Nasrin Jahan, Deputy Director, Directorate of Women Affairs was present in the seminar and put their valuable comments on the presented paper. They shared the role of the ministry and policy making body of the government regarding the issue. They also emphasized on awareness building of community people in the rural areas as well as technical education for women.

In the open discussion session, the participants made some valuable recommendations including development of day care centre, gender friendly education curriculum, free movement of women, reproductive burden sharing, raising awareness of men, and maternity allowance.

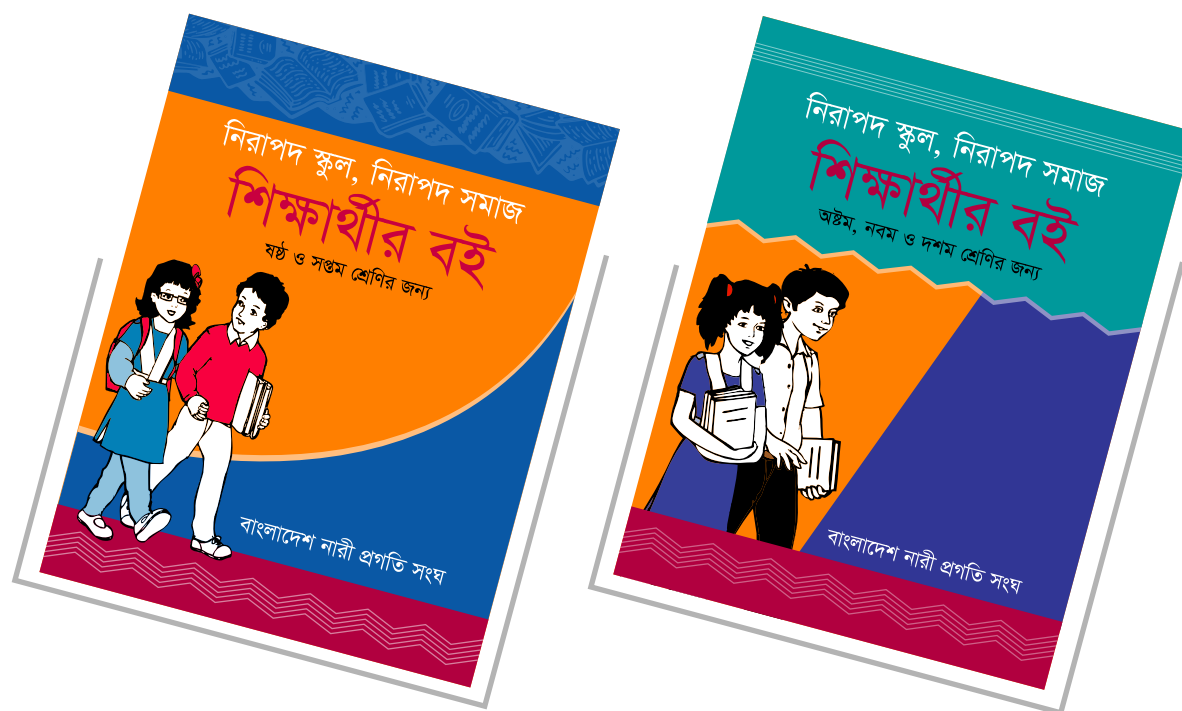


Advocacy 3: Prevention and Protection of Sexual Harassment in Schools

A meeting held on 9 June 2015 to share the project experience on "Safe School Safe Community (SSSC) to End Violence against Women and Girls" implemented by BNPS. Professor Ainoon Nahar of Jahangirnagar University presented the project experience and findings.

The discussants of the meetings emphasized on strict implementation law to stop ever increasing violence against women and girls. Change of mindset and perception of men is very important to eliminate violence from the society. They said increasing critical understanding of teachers, parents, guardians and family members should be given proper importance to prevent girl students' dropout due to sexual harassment, child marriage and other reasons.

The discussants also urged to include comprehensive information on gender, women rights, the laws and acts, rules and its enforcement to prevent violence in school text books. Speakers also urged to initiate compulsory trainings for teachers on these issues, for which separate budget should be allocated by the government and school authority.



Professor Naseem Akhter Hussain of Jahangirnagar University and Dr. Syed Md. Saikh Imtiaz, Chair, Department of Women and Gender Studies, University of Dhaka were present as panel discussants. Ms. Christine Hunter, Country Representative of UN Women; Mr. Abdul Wadud, MP and Member of Parliamentary Standing Committee of Finance Ministry; Mr. Mohammad Hasan Mahmood, MP and Member of Parliamentary Standing Committee of Education Ministry; Ms. Fazilatunnesa Indira, MP and Member of Parliamentary Standing Committee of Ministry of Women and Children Affairs; and Professor Narayan Chandra Paul, Chair of the National Curriculum and Textbook Board (NCTB) were present and delivered their valuable speeches. Students, teachers, researchers, women leaders and activists, NGO professionals, members of civil society were present and participated in the discussion.

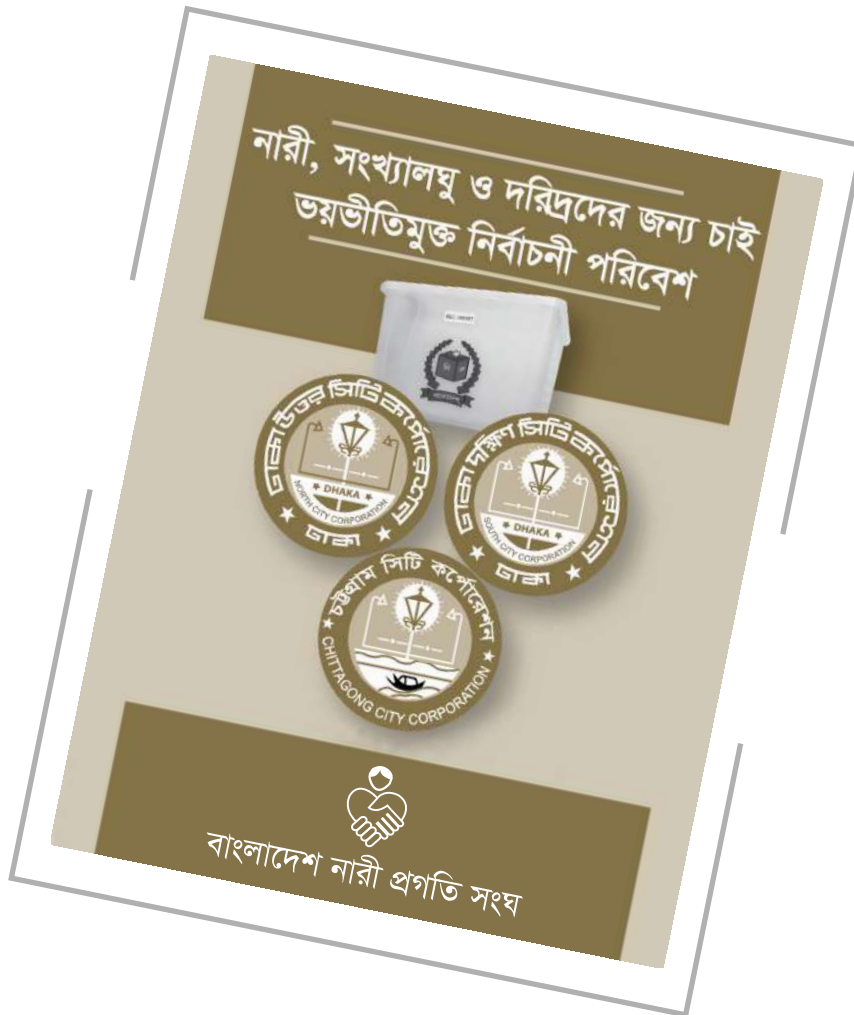


In the keynote paper Professor Ainoon Nahar presented some important findings gathered from the baseline survey and periodical project monitoring reports. The baseline survey of the project shows that more than 50% girl students do not consider their school safe. They think their schools, road to schools, coaching centres and nearby areas of schools are not safe. Hence the SSSC project of BNPS providing information and legal action on VAW/G and imparting training on marshal art for the girl students to increase their self-confidence and defense capacity.



Advocacy 4: "Level Playing Field for All Citizens" in the City Corporation Election

It is evident from the past that minority people, women and marginalized poor community are the victim of electoral clash and conflict. In spite of their constitutional rights they cannot participate and enjoy election in a festive mood. The City Corporation election 2015 held after 15 years. As a rights based women activist organization, considering the resource base, BNPS took following actions to stand on the side of marginalized women and minority:



1. A five member's team of BNPS, led by its Executive Director Ms. Rokeya Kabir, met the Chief Election Commission (CEC) on 13 April, 2015. The team submitted a memorandum to CEC to ensure an environment free from all types of fear and violence so that women, marginalized and poor people can cast their votes freely, and the candidates can run their campaign in the upcoming City Corporation Election to be held on April 28, 2015 in Dhaka (North and South) and Chittagong. The team also suggested CEC to take necessary and effective steps to keep the law and order situation stable, and arrange special security measures in the religious minority and poor people habitation areas and also in the attack prone areas by religious fanatics.



The team also suggested CEC to take crackdown policy against using religion and religious scripture during election campaign; hated speech against women and their rights; use of illegal or black money for election or spend money beyond the rules of election. They demanded to collect and preserve the gender disaggregated data related to election and increase the number of women in every position of conducting election including Presiding and Polling Officers. They also demanded to ensure the "Level playing field" not only for the front line political groups but also for all citizens.

Considering the memorandum placed by BNPS, in a subsequent decision the election commission issued a letter to the Home Ministry to take necessary actions in this regard.

2. BNPS published a Citizens' Charter prior the election, distributed and publicized in all city Corporations mentioning the role of Election Commission, Civil society and Media so that women, minority and marginalized people as citizen of the country can exercise their voting rights freely in a fearless environment.
3. BNPS deployed 35 volunteers to observe election in Dhaka (North and South) and Chittagong City Corporation to assess the condition and situation of women, minority and marginalized poor women in the context of voting rights as citizen of the country. BNPS election observers collected data on pre, post and the day of election. The election observation report was published with facts, figures and incidences with specific action recommendations highlighting the role of Election Commission, Civil Society and Media in order to make election free and fair with dignity of equal citizenship.





Advocacy 5: Budget for Teachers Training on VAW, Counseling Service and Self Defense Skills Building in Schools"

A day-long seminar was organized by BNPS on 11th November 2015, at BRAC Centre Inn, Dhaka on "Budget Allocation for Teachers' Training to prevent VAW, provide counseling service and self defense skills building". The objective of the program was to convince the respective minister and related policy makers to allocate additional resources for teachers training to prevent VAW/G and making counseling service available in schools and for training and outdoor games for skill building of girls students. Honorable Minister Advocate Mostafizur Rahman, Ministry of Primary and Mass Education (MoPME) was present as chief guest along with other guests includes Members of Parliament from different ministries, researchers, policymakers, government senior officers, civil society organizations, international organizations and development partners, academic institutes, private sector and media personnel. Rokeya Kobir, Executive Director of BNPS chaired the program.



In the program research findings presented, experience of various NGO projects shared and participants actively participated in general discussion and made their recommendations. The honorable Minister discussed the importance of increasing budget for teachers training in his speech. The minister also emphasized to work together from family to state to stop and preventing violence from school and society. Mr. Golam Mostafa, MP, Member of the Standing Committee of Ministry of Education in his remarks mentioned that with due importance he would share the recommendations in the standing committee meeting with special focus for increasing teachers training budget as discussed by almost everyone present in the seminar.

Networks

As an activist and rights based organization, BNPS is associated with and has been serving actively in the following networks. BNPS consider its engagement in networks as a window of amplifying learning apart from an essential strategy of advocacy program.

National Level

ADAB Society

Samajik Protirodh Committee (Social Action Committee)

Gender in Media Forum

Bangladesh Adivasi Odhikar Andolon

CHT Women Activists Forum (CHT-WAF)

Governance Advocacy Forum

Citizen's Initiatives on CEDAW-Bangladesh (CiC-BD)

Civil Society Advisory Group for UN Women Bangladesh

Civil Society United for Budget Accountability, Bangladesh (CUBA,B)

Region Level

South Asia Alliance for Poverty Eradication (SAAPE)

Committee for Asian Women (CAW)

Asia Floor Wage Alliance (AFWA)

South Asian Network of Gender Activists and Trainers (SANGAT)

Water and Democracy Initiative at Asia-Pacific

South Asian Feminist Alliance for Economic, Social and Cultural Rights (SAFA)

Global Level

Economic and Social Council (ECOSOC) of the United Nations

UN Women Asia-Pacific Regional Civil Society Advisory Group



Involvement in Social Movement

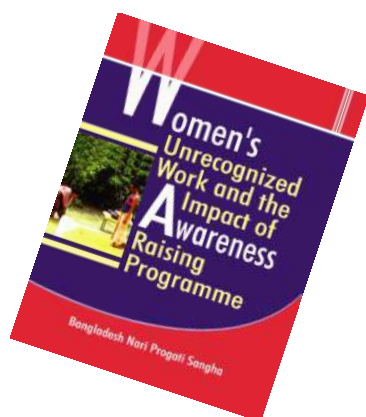
BNPS has been actively engaged in various social movements of the country since its inception and even before founding BNPS the executive director herself involved in socio-political movement including the liberation war of Bangladesh. In the reporting period, the most vibrant social movement BNPS was engaged in i) Protest against communal attack, damaging/destroying temples, looting and setting fire in villages/settlements of religious minority, ii) Protect citizen rights and democracy, iii) Protest against rape, sexual harassment and killing and iv) Protest against re-fixing the age of marriage from 18 to 16 for girls. All these protest movement made under the banner of the Social Action Committee - a platform of 68 civil society organizations working in Bangladesh and other forums. Among the actions were rally, demonstration, human chain, press conference, reporting in media, dialogue and placing memorandum to appropriate government authority on specific issues.



Program support unit

Research and Publications

Knowledge management is an important area and working strategy of BNPS. Proper recording and dissemination of knowledge is a continuous work of BNPS. Research and Publication serves as a solid basis for advocacy. Following is the list of publication of BNPS in the reporting period.



Study Report

Women's Unrecognized Work and the Impact of Awareness Raising Programme both in English and Bangla	May 2015
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Learners Book

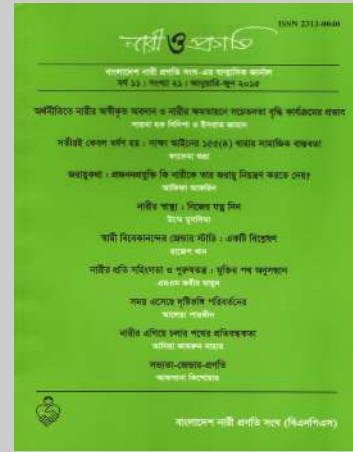
Safe School Safe Community on Gender and Sexual Security (2 volume for class 6-7 and 8-10)	December 2014
Safe School Safe Community on Gender and Sexual Security (2 volume for class 6-7 and 8-10)	2 nd Edition, December 2015
When the age is between 10 to 19 on SRHR Education (4 volume for class 6 to 9)	2 nd Edition, April 2015

Teachers Manual

Safe School Safe Community (2 volume for class 6-7 and 8-10)	December 2014
Safe School Safe Community (2 volume for class 6-7 and 8-10)	2 nd Edition, December 2015
When the age is between 10 to 19 (4 volume for class 6 to 9)	2 nd Edition, April 2015

Bulletin

Linking Poverty Eradication, Food Sovereignty and Security, and Sexual and Reproductive Health and Rights	August 014
Safe School Safe Community, a publication on violence against women and girls	December 2015



Policy Brief

Sexual and Reproductive Health and Rights in the Post-2015 Agenda: Taking Their Rightful Place

August 014

Poster

Stand Up in front of the mirror and ask yourself that how much the women and girls are safe and secured with you

November 2014

Empowering Women, Empowering Humanity: Equal Rights of Women, Minorities and Marginal Communities is one of the main conditions of the spirit of liberation war and democracy

March 2015

Emerging trend of child marriage of Bangladesh questions the achievement of reducing poverty rate, gender equality in school enrolment and reducing maternal and child mortality

December 2015

Flyer/Leaflet

It is also our responsibility to make school, community and society safe

November 2014

Making school, community and society safe for girls is all our responsibility

November 2015

Journal

Nari O Progati, half yearly journal of BNPS (3 issues)

July 2014 to Dec. 2015

Citizens Charter

City Corporation Election 2015: Women, minority and poor citizen requires fear free electoral environment

April 2015

Flip Chart

When the age is between 10 to 19 (4 volumes for class 6 to 9)

2nd Edition, April 2015

Learning support poster set on VAW

December 2014

Learning support poster set on VAW

2nd edition, December 2015

Besides above list flash cards, photo cards, head bands, festoons and other supportive IEC materials have been published during the reporting period.



Training/Capacity Building

Organizational capacity building is an important aspect of BNPS support program. Ensuring organizational effectiveness and developing capacity of staff are integral part of organization development and management. Capacity building process also includes attending training, workshop, exposure visit and seminar both at national and international level apart from in-house initiatives available under ongoing projects. In the reporting period, BNPS has provided training to 686 participants, of them 203 were female. The participants include staff and program participants.



During July 2014 to December 2015 BNPS has organized following capacity building events under AWAM, PRiME, SRHR-E and SSSC projects:

Organizational capacity building training for women of CHT

BNPS organized 3-days training for the capacity development of women members of CHT Women Activist Forum and other CHT women activist on "Gender, Advocacy, Leadership and Customary Laws". Through the training program a forum was developed with Convener and a District Coordinator for each CHT district for taking responsibility and to lead the advocacy program for reformation of customary laws.



Capacity building training for teachers

BNPS organized basic training courses followed by refresher on SRHR and ToT for the teachers. Total 330 head teachers, Asst teachers & SMC members (207 male and 123 female) attended the training courses held in Dhaka, Chittagong, Kushtia, Netrakona, Jessore, and Rangpur. Refreshers' were organized for 216 teachers. Inaugural and closing sessions of all training were attended by District and Upazila government officials.

Capacity building training for staff

In the reporting period, 44 BNPS staff of central and center offices received training on ongoing project objectives, activities and strategies and prepared an action plan on the basis of the annual operational plan. Apart from in house training, BNPS staff also attended training on "Building Resource in Democracy, Governance and Elections (BRIDGE)" and Bangladesh-India Training Course on Gender, Development, Human Rights & Peace arranged by UN Women and SANGAT respectively.

BNPS had the opportunity to attend/participate in the following International programs/events in the reporting period:

Program	Country	Organized by
Consultation on "Governance & Laws of NPOs"	New Delhi, India	Financial Management Service Foundation (FMSF)



Program	Country	Organized by
Meeting on “Democracy and human rights in Bangladesh's changing social landscape.”	Germany and Belgium	Bangladesh Forum Germany
Asia and Pacific Conference on Gender Equality and Women's Empowerment: Beijing+20 Review	Bangkok, Thailand	ESCAP, Social Development Division, United Nations
59th Commission on the status of women	New York, USA	UN Women
Strategy meeting and other related activities around WALMART in the USA	USA	Jobs with Justice and Rosa Luxemburg Stiftung
SAAPE Core Committee Meeting	Sri Lanka	SAAPE
UN Women Asia Pacific Regional Civil Society Advisory Group Meeting	Bangkok, Thailand	UN Women
Asia Floor Wage Brand Bargaining Meeting	Colombo, Sri Lanka	AFW
SAAPE core committee meeting	Kathmandu, Nepal	SAAPE Secretariat
People’s SAARC regional conference	Kathmandu, Nepal	People's SAARC
Workshop on Outcome and Impact Orientation (OIO)	Kathmandu, Nepal	SAAPE Secretariat
South Asia Consultation on Beijing +20,	Colombo, Sri Lanka	Bangladesh Forum, Germany
South Asia FAO-BOBLME Regional Consultation on the Implementation of the Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security	Colombo, Sri Lanka	FAO-BOBLME
Islamic Country Workshops on International Process of SRHR	Dubai	Rutgers WPF

Monitoring and Evaluation

The monitoring and evaluation is an integral part of all BNPS interventions. It has PM&E unit, provides support to all BNPS projects, provide training to project monitoring officer/staff and with their support conduct quantitative and qualitative data to help management to determine whether the key activities are being carried out as planned, and achieving expected outcomes. It follows participatory monitoring and evaluation process in order to ensure transparency and determine sustainable solutions for the target communities.



The monitoring process includes semi-structured and structured interview, participatory observation, focus group discussion with stakeholders, review group activities; analyze cluster committee and community forum's performance and reviewing of different seminar, workshop and meeting reports. The quantitative data are collected monthly through prescribed reporting format from the field offices and from respective sections of central office. And the qualitative data and information are collected from project staff, group members, and their families, community members and other key stakeholders following participatory methods. Both intended and unintended outcomes are measured to understand the impact and for ensuring sustainable development.



Monthly and bimonthly staff coordination meetings are regularly conducted at centre and central offices to analyse the on-going project activities. In addition, annual program review and experience sharing workshop are arranged to redesign the program based on learning and experience. Generally, BNPS produces quarterly and six-monthly monitoring report to serve internal and external requirements and conduct evaluation either with internal capacity or hire expertise whenever needed or by the donor.

Accounts and Audit

Accounts department in central office is responsible for financial management and control of the organization. It works under direct supervision of the Executive Director. With monthly and quarterly financial report form field accounts officer it keeps all financial transaction transparent and accountable. Apart from monthly and quarterly monitoring, annual internal and external audits are carried out to ensure financial discipline and transparency.

The double entry and decentralized accounting system is maintained for accounts department. In general, BNPS uses an accounting package named Financial Information System (FIS) for its all centres including central office, since 2006. Recently, BNPS has introduced accounting software named Tally ERP9 for its central office alone. However, the system will be expanded and introduced in all centre offices in future. BNPS has no internal auditor but its sister concern organization BNPS Micro Finance Trust (MFT) has an internal auditor who conducts internal audit for BNPS. BNPS regularly conducts external audit for its running program as per donor and NGOAB's requirement. In addition, BNPS always appoint recognized chartered accountant firm to obtain an opinion on its consolidated financial statement.

Management

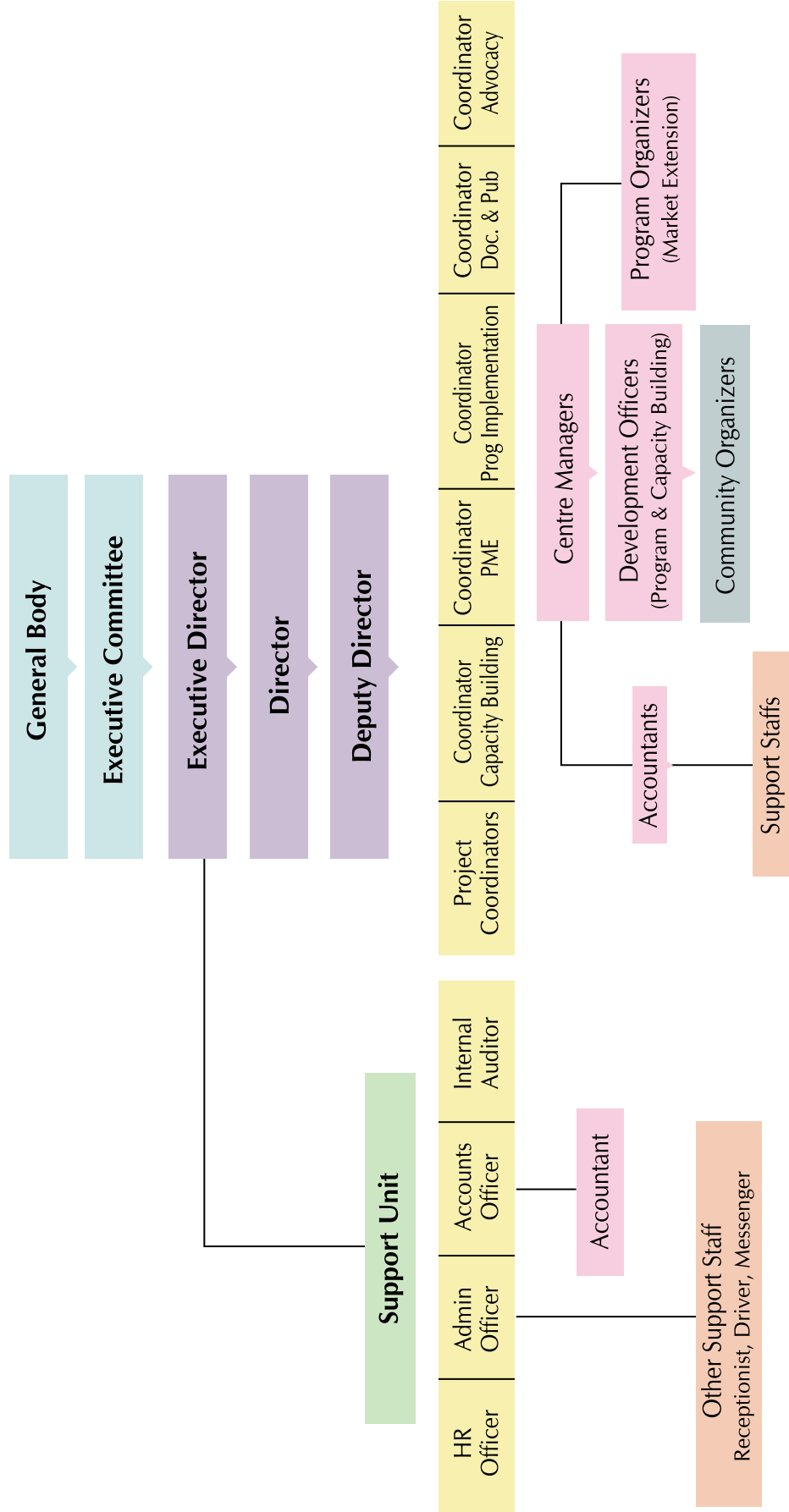
As an activist organization BNPS follows highly flexible non hierarchical team approach and participatory decision making process in its day to day management. It has a committed group of staff with value-based political orientation to transform the society on the principles of equal citizenship with particular focus to women and to establish rights of minority and marginalized. The organization maintains a culture of open and free communication, self criticism and cooperation to have synergic effect in its action. Role-function with due authority are delegated at all levels of management.



It has a General Body as a final authority to approve policy decisions. The Executive Committee oversees the management and operation of the organization through the Executive Director. All the members of the GB and EC including the ED are women of multidisciplinary background. GB meets bi-annually and EC meets quarterly.

More than 50% of the staff of the organization are women. All the projects are headed by a Coordinator supported by Deputy Director and Director. They are the member of the Senior Management Team (SMT) of the organization.

Organogram





Executive Committee of BNPS (2014-2016)

Name	Designation	Occupation
Ms. Shyamali Nasreen Chaudhury	Chairperson	Educationist & Writer
Ms. Kazi Madina	Vice Chairperson	Educationist & Women Rights Activist
Ms. Afroza Banu	Vice Chairperson	Cultural Activist
Ms. Shahida Begum	Treasurer	Social Worker
Ms. Rokeya Kabir	Member Secretary	Freedom Fighter and Activist
Ms Syeda Shamim Siddiki	Member	Social Worker
Ms Kanak Chapa Chakma	Member	Artist and Activist
Ms. Laila Arjumand Banu	Member	Women Rights Activist
Ms Salma Khatun	Member	Social Worker

Staff (Up to December 2015)

Total	Female	Male
98	50	48

List of Projects Operated in the Reporting Period

Sexual and Reproductive Health Rights (SRHR) Education	Oxfam Novib	July 2012 to November 2015
Promoting Rights through Mobilization and Empowerment (PRiME)	BftW & Misereor	July 2012 to June 2015
Resilience through Economic Empowerment and Community Adaptation, Leadership, Learning (REE-CALL)	Oxfam GB	April 2013- March 2016
Let Her Decide and Participate (LHDP)	Oxfam GB	October 2013- June 2016
Safe School Safe Community (SSSC)	UNTF	January 2014 to December 2016
Translation, Production and Distribution of Publications on the Inter-linkages of Food Security, Poverty and SRHR	ARROW	June 2014 to September 2014
Promoting Rights through Mobilization and Empowerment (PRiME)	BftW	July 2015 to June 2018
Advancing Equality of Women And Marginalized People (AWAM)	Misereor	July 2015 to June 2018

Audited Financial Reports

পিনাকী এন্ড কোম্পানী
Pinaki & Company

Continuation Sheet

BANGLADESH NARI PROGATI SANGHA
Statement of Consolidated Financial Position
as at 30 June 2015

PROPERTY AND ASSETS		Amount in Taka	
		2014-2015	2013-2014
NON CURRENT ASSETS	Note-01	16,974,845	16,562,892
INVESTMENT-FDR ACCOUNT	Note-02	3,023,271	2,806,744
CURRENT ASSETS:			
SECURITY DEPOSIT-T&T (As per last Account)		15,000	15,000
LOAN & ADVANCE/PREPAID ACCOUNT	Note-03	336,979	267,784
CLOSING BALANCE			
CASH IN HAND	Note-04	33,974	43,601
CASH AT BANK	Note-05	14,831,680	14,861,508
TOTAL		35,215,749	34,557,529
FUND AND LIABILITIES			
EQUITY/FUND ACCOUNT			
RESTRICTED FUND	Note-06	11,776,399	12,449,843
UNRESTRICTED FUND-GFP	Note-07	3,628,115	3,116,136
ASSETS FUND ACCOUNT/CAPITAL RESERVE	Note-08	8,348,326	8,810,162
LONG TERM LIABILITIES :			
CUMULATIVE DEPRECIATION	Note-01	8,641,518	7,767,730
SHORT TERM LIABILITIES :			
STAFF WELFARE FUND	Note-09	103,546	105,016
LOAN ACCOUNT-PAYABLE	Note-10	720,433	1,223,557
OUTSTANDING LIABILITIES	Note-11	1,997,412	1,085,085
TOTAL		35,215,749	34,557,529

Signed in terms of our separate report of even date


EXECUTIVE DIRECTOR
BNPS


ACCOUNTS OFFICER
BNPS


PINAKI & COMPANY
Chartered Accountants



পিনাকী এন্ড কোম্পানী
Pinaki & Company

Continuation Sheet

BANGLADESH NARI PROGATI SANGHA
Consolidated Notes to the Financial Statements
as at 30 June 2015
Taka

No. Particulars

6. Restricted fund

Name of Fund	Opening Balance	Received during the year	Res.Fund/ Loan Adjustment	Fund utilization during the period	Excess of inc. over exp.	Trans. To capital fund	Closing Balance
1 Promoting Rights through Mobilization & Empowerment (PRiME) [EED & MISEREOR] 2nd phase	801,653	27,142,423	-	30,054,751	46,014	50,313	(2,114,974)
2 Resilience through Economic Empowerment, Climate Adaptation, Leadership and Learning (REE-CALL)	(110,230)	7,508,570	(90,106)	7,839,666	27,823	-	(323,397)
3 Promoting Gender Equality and Improving Women and Girls Access to Education and Health Services in four Parliamentary Constituencies in Chittagong and Sirajgong	7,294	-	2,268	-	916	-	10,478
4 Sexual and Reproductive Health Rights Programme of BNPS	2,850,425	2,851,888	2	5,892,259	29,747	-	(160,201)
6 Let Her Decide and Participate (LHDP) Project	937,340	2,649,966	70,430	2,528,640	3,658	-	991,894
8 Policy review for advocacy to address needs of women in climate change agenda. UNWOMEN	(566,098)	565,941	(13,058)	-	1,059	-	13,960
9 Ensuring Women's Fair Representation in Media for Rural Development WACC	(167,154)	149,939	(17,555)	-	1,696	-	2,056
10 Campaign on Sexual and Reproductive Health Rights-SAAPE	(166,447)	163,255	(3,192)	-	-	-	-
13 Safe School, Safe Community (SSSC)	9,332,220	19,177,715	7,000	14,939,675	20,063	226,720	13,356,603
14 Translation Production and Distribution of Publications on the Interlinkages of Food Security, Poverty and SRHR	-	457,905	(298)	458,203	-	-	-
15 Restricted fund/Loan Adjustment	(469,160)	-	(469,160)	-	-	-	-
Total :	12,449,843	60,667,602	(513,669)	61,713,194	130,976	277,033	11,776,399





Bangladesh Nari Progati Sangha (BNPS)

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