

# Creating Enabling Environment to Empower Women



**Biannual Report**  
**2016 - 2017**



**Bangladesh Nari Progati Sangha (BNPS)**

**Creating Enabling Environment to Empower Women**  
Biannual Report 2016-2017

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## Foreword

In 2016 and 2017, Bangladesh has made several progresses and also faced challenges. In 2016, there have been a number of incidents of fatal attacks by religious extremist group, inter-religious identity based conflicts. Religious minorities, secular or 'atheist writers and bloggers' and liberal-minded Muslims have often been targets of such attacks and killing. On the other in 2017, more than 645,000 ethnic Rohingya have fled and sought asylum in Bangladesh as a campaign of ethnic cleansing by Burma's security forces. Despite all these, economic growth rate was 7.28 percent in FY 2016-17 breaking the six percent cycle that continued for a decade in Bangladesh. Bangladesh achieved the status of middle income countries by global standard. Many more women of Bangladesh are now engaged in economic, social and political activities outside the boundaries of their homes.

Likewise in reporting years, BNPS achieved significant milestones regarding women's political and economic empowerment. Youth, adolescents and women were active in preventing child marriage, mitigated family dispute and attempted to stop VAW and sexual harassment in their locality. These achievements helped to create space for women and girls where income and employment opportunities have increased through accessing different local government and private services.

This report presents a snapshot of the development results that have been achieved working together with our partners and program participants. The results provide evidence that BNPS is well-aligned with its thematic areas and approaches.

BNPS is grateful for the support provided by its development partners: Bread for the World (BftW), Misereor, UN Trust Fund, UN Women, Oxfam in Bangladesh, The Embassy of the Kingdom of the Netherlands (EKN), Simavi, World Association for Christian Communication (WACC), Women's World Day of Prayer (WWDP). BNPS is also grateful for its strong collaborative partnerships with civil society, government authorities and other non-government sectors.

We acknowledge the ongoing supports of our development partners, without which the results presented in this report, would not have been possible to achieve and enthusiastically hope that all of our partners, donors and well-wishers will continue their support and cooperation in future days.

Last but not the least, I'm thankful to all of my colleagues for their hard work and commitment towards women empowerment as well as development of Bangladesh in general.



Rokeya Kabir  
Executive Director

## Abbreviation

BftW	Bread for the World
BNPS	Bangladesh Nari Progati Sangha
CBOs	Community Based Organizations
CC	Cluster Committee
CCC	Chittagong City Corporation
CEFM	Child, Early and Forced Marriage
CF	Community Forum
CHT	Chittagong Hill Tracts
CLTS	Community Lead Total Sanitation
CSE	Comprehensive Sexuality Education
CSOs	Civil Society Organizations
DRR	Disaster Risk Reduction
DTE	Directorate of Technical Education
EBP	Evidence Based Programing
EC	Executive Committee
EKN	Embassy of the Kingdom of the Netherlands
GB	General Body
GBV	Gender Based Violence
GWLP	Gender Women Leadership Program
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immune Deficiency Syndrome
ILO	International Labour Organization
MHM	Menstrual Hygiene Management
MMW	Me & My World
MOU	Memorandum of Understanding
MR	Menstrual Regularization
NCTB	National Curriculum and Text Book Board
NRM	Natural Resources Management
PAC/D&C	Premature Atrial contraction/ Dilation and Curettage
PCVA	Participatory Capacity and Vulnerability Analysis
PVE	Preventing Violent Extremism
SDLG	Strengthening Democratic Local Governance
SMC	School Management Committee
SMT	Senior Management Team
SRHR	Sexual and Reproductive Health and Rights
STI/RTI	Sexually Transmitted Infection/ Reproductive Tract Infection
TVET	Technical and Vocational Education and Training
TWL	Transformative Women's Leadership
UBR	Unite for Body Rights
UDMC	Union/Upazila Disaster Management Committee
VAW/G	Violence Against Women/Girls
WACC	World Association for Christian Communication
WATSAN	Water, Sanitation and Hygiene
WPC	Women Peace and Security
YFS	Youth Friendly Services

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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, ethnic and religious 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 co-operation 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. political parties, parliament and local government, SRHR, issues of women workers, violent extremism 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.

**Vision**

A society free from all sorts of discrimination.

**Mission**

Equality through empowerment and social transformation.

**Core Values**

- Gender responsiveness
- Secularism
- Diversity
- Sustainability with special emphasis on environment

**Stakeholders**

- Women
- Youth (including adolescents)
- Ethnic and religious minority
- CBOs, CSOs, professional groups, networks
- Policy makers
- Media

**Major Areas of Intervention**

- Mainstreaming gender: one of the issues
- Policy analysis and advocacy from gender perspective
- Empowerment and women's liberation
- Equal citizenship

BNPs program intervention can be categorized into following phases:

In mid 80s, empowerment of women was the major focus of the organization. In order to develop women's agency, it organized grassroots women into primary groups through awareness campaign, subsequently developed their leadership capacity, clustered them into area specific Cluster Committees (CC) with representation from primary groups and finally linked them with higher level of organizational apex structure called Community Forum (CF) represented by a mix of women agency leaders and civil society representatives to bring synergy to their activism of empowerment through developed organizational structure of grassroots.

In late 80s, BNPS provided life skills and occupational skills development training to women members to engage them into economic activities and increase women's visibility and mobility in society. Besides, BNPS engaged into linking grassroots activism to national level through advocacy and lobby with policy makers, government high ups officials and opinion leaders to transform the hostile disabling environment into enabling environment for women to establish gender equality and citizens' right.

In early 90s, BNPS's women empowerment advocacy initiative includes:

- Making education gender sensitive;
- Making print and electronic media gender sensitive;
- In association with ADAB and other national networks BNPS launched a discourse dialogue campaign to clarify the concept of gender, diversity and equal citizenship to strengthen the campaign of gender equality and equal citizen's right.

In late 90s, BNPS's advocacy as a pioneer on political empowerment to make national discourse gender sensitive covers:

- Active role of women in liberation war (not only as victim);
- Representation of women in political parties;
- Direct election in reserve seats;
- Making electoral process gender sensitive;
- Making national budget gender sensitive;

In recent past, BNPS's intervention extended into following areas as next phase of empowerment leading to the liberation of women:

- Sexual and Reproductive Health and Rights (SRHR);
- Menstrual Hygiene Management (MHM); and
- Preventing Violent Extremism (PVE)

The following section highlights major performance of each program during 2016 and 2017.



# Highlights of Program Performance

## Promoting Rights through Mobilization and Empowerment (PRiME)

BNPS has been implementing PRiME project funded by Bread for the World in Chittagong City Corporation and Sandwip upazila under Chittagong district and all 3 hill districts in CHT – Bandarban, Khagrachhari and Rangamati. In Chittagong it works with poor and marginalized women and male members of their families, adolescent boys and girls, community leaders, civil society members, women and human rights activists, government and local government bodies. In CHT, ethnic women groups, traditional institutions and their leaders are the working groups to make customary law gender sensitive. At national level it works with relevant Ministries, Member of Parliaments, Parliamentary Standing Committees, press and government officials aiming to contribute in transforming the socio-economic and cultural status of women and disadvantaged people. The objectives are to increase women's involvement and promote grassroots activism of grassroots women and youth to improve their status in society.



### Major Actions and Achievements:

- Formed 20 youth groups and provided training to 80 youth leaders on advanced leadership and gender and human rights;
- In Sandwip, a woman leader has become member of Sandwip Upazila Parishad, 3 women members awarded JOYITA by Social Welfare Department and 15 women leaders competed in local government election and 9 of them won;
- In Chittagong City Corporation, 5 women leaders have become members of School Management Committee;
- Conducted 3 advocacy events on reforming customary laws in CHT districts. A special committee has been formed by Bandarban District Council to review the customary law. AKS (partner organization) has been providing technical support to the committee;
- Organised advocacy and leadership training for CSOs and CBOs in CHT;
- Arranged transformative leadership training for CHT grassroots women organizations;
- Provided advocacy training on citizen driven advocacy to 20 CHT women activist forum members;
- Organized 6 seminars on contemporary issues with mixed group of stakeholders in 3 CHT districts.

## Advancing Equality of Women and Marginalized People (AWAM)

AWAM project is funded by Misereor implemented by BNPS in Dhaka & Netrakona districts since July 2015. BNPS has been working mainly with women members of poor households in the project locations, however, male members of the family particularly husband, adolescent boys & girls (aged 13 - 19 years) in and out of schools, government officials, people's representatives, local government bodies and their leaders and people from different occupations and service providing agencies are also associated working population of the project to create enabling environment for establishing equal rights through enhancing socio-economic and cultural status of people. The objectives include: emphasizing leadership of grassroots women and youth towards gaining more space in the society; community members initiated advocacy and lobbying with government and other agencies; and enhancing the role of policy makers' for creating enabling environment and make duty bearers more accountable in implementing policies, laws and guidelines to address discrimination against women, ethnic and religious minorities.



### Major Actions and Achievements:

- Formed 75 new women groups in addition to existing 300 groups. The project facilitated annual planning exercise workshop with 375 women groups, 40 youth groups and 83 cluster committees and 22 community forums;
- Conducted regular monthly, quarterly, four-monthly and six-monthly meetings for women groups, male members of women groups, youth groups, cluster committees and community forums;
- Organized 160 study circles for youth groups by trained youth members;
- Conducted advanced and transformative leadership trainings, income generating skill development trainings, basic trainings on gender and human rights related issues, trainings on leadership and social mobilization, advocacy and lobbying, entrepreneurship development and market extension for youth groups and community group members;
- Organized advocacy and lobby meetings with market committees and government service providers for better access of women in market places;
- Conducted cultural events like street theatre, drama and folk music with community members and critical mass;
- Conducted an action research to identify trend and changes in the community and study on 'Women Development & Empowerment: Policies and Issues';
- Arranged seminar/workshop for sharing study and research findings with local government officials, policy makers, and social activists for advocacy and lobbying;

- Conducted half yearly meetings with duty bearers, policy makers, elected representatives and civil society groups at local level for enhancing accountability and better service provision for the poor women;
- Organized national level press conference, rally, human chain to address emerging issues related to women empowerment.

## Let Her Decide and Participate (LHDP)

Let her decide and participate (LHDP) project was a part of Gender Women Leadership Program (GWLP) of Oxfam which was implemented through 5 local NGO partners including BNPS in *Haor* areas of Bangladesh. LHDP's concept is based on previous experiences and success stories to end violence against women. BNPS applied Women's Transformative Leadership concept for implementing this project. In this processes it is expected that gender analysis is introduced, mainstreamed and practiced at organization level.

The primary target beneficiaries of LHDP were women members of *Adda* groups, men (especially spouse of *Adda* members), other prospective women as change agents who can be benefited by engaging formal-informal discussions with *Adda* members in community, adolescents groups both girls and boys, and staff of implementing partners. It is committed to promote new ideas, support creative thoughts around the discussion on women rights, entitlements, women agency and leadership building. The goal is to bring more women fully participate as agents of change through leadership and decision making roles in family, community and in national level.



### Major Actions and Achievements:

- Women *Adda* members are engaged in birth registration, visiting representatives of various government service agencies, local government officials to enjoy civic amenities and making public administrators responsive and accountable;
- Women *Adda* club become member of different committees; such as 3 members in Agriculture Committee at union level, 3 members in School Management Committee, 13 members in WATSON Committee, 7 members in UP Disaster Committee, 6 members in Health Committee, 2 members in VAW committee;
- *Adda* members helping others to get involved and engaged in economic activities such as small business, tailoring, sewing etc;
- Men and adolescent boys are taking part in household and care-work. They are taking stand to protest gender based violence and child marriage in family and their locality;
- Members of women's club using tablet, uploading their photos, activities, feelings and experiences and post those in Facebook ID. The club members are very spontaneous and have excitement about social media network.
- *Adda* members created a platform where they can share their problems and take initiative to solve those problems by themselves through a collective stand.



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

Since July 2010, BNPS has been implementing REE-CALL project supported by Oxfam in Bangladesh. The main objectives of the project are: a) to develop replicable model of resilient community in three agro-ecological zones and linking with urban settings; b) to enhance and strengthen the livelihoods of targeted communities in changing climate; and develop community leadership specially of women ensuring access to and control over resources, services and opportunities. The project emphasized on inclusive community based approach promoting women's social, economic & political leadership development and integration of humanitarian response and DRR and context based NRM. The project interventions covered 15,048 people from 4,062 households, where 7,850 are female and 7,198 are male from 19 villages under 2 unions (Maghan Siadhar & Gaglajur union) of Mohanganj Upazila of Netrakona district in order to achieve following goal and outcomes:



### Major Actions and Achievements:

- Trained 78 CBO leaders on gender and leadership; they mobilized sanitary latrine, tube-well, collected resources for their village protection wall and various facilities from GO and NGO service providers after flash flood of April 2017;
- Facilitated 19 review sessions on social and cultural power structure mapping (PCVA) in 19 villages. Through PCVA, the CBO members identified their village hazards, risk resource mapping and developed risk reduction plan. 650 participants attended those meetings;
- Trained 50 CBO members on disaster management. After the training 220 CBO members raised 220 homesteads by their own initiatives;
- Trained 40 CBO members on Community Health Volunteers (CHV). The Community Health Volunteers provide cares to pregnant women for safe delivery and immunized children;

- Conducted training on search and rescue for 50 CBO members. During the flash flood (4 April 2017) they played a vital role to save their community. They developed list of vulnerable people and communicated with service provider for their help;
- Constructed 2 semi structural link road cum guide wall;
- Distributed 1000 saplings among community members for community plantation;
- Installed 70 disaster resilient hygienic latrines and 4 arsenic-iron removal units in the community;
- Conducted 20 market oriented business development training for 1200 female CBO members and connected them with input suppliers, traders, buyers, agriculture department representatives, and livestock officers/representatives.
- Organized 25 demonstration plots on BR 28 with support from upazila agriculture department on new technology and disseminated information on variety of products based on climate variability.
- Formed 3 joint monitoring (15 person) cells in 2 unions and upazila; UP members, women members and project staffs included into those committees. Organized 3 Lobby meetings to include poor communities in different committees at union level and 20 females have been included in Union WATSON Committee.
- Provided food bank support (total taka 15,000 each) to 3 CBOs. Those CBOs were from very remote areas and the food (rice) bank will help during disaster and crisis period. 130 households saved 1033 kgs of rice in food bank.

## Ritu: Promoting Menstrual Hygiene Management

Ritu is a research based program designed and implemented following an Evidence Based Programming (EBP) approach. As part of this approach, Simavi is working with RedOrange, BNPS, and DORP. The Impact Centre of the Erasmus University (ICE) and Maastricht University are doing the evaluation part of the program.

The general objective of this project is to promote/improve menstrual hygiene management in Bangladesh. Ritu also aims to address a broader set of barriers that girls face during their adolescence. The goal is to enable every girl and women in Bangladesh to manage their menstruation and not be hindered during their period from going to school, working or participating in everyday life. This will empower girls and women by increasing their social and economic participation. The program combines SRHR and WASH interventions in schools and communities.

The project is implementing in 149 schools of 8 upazilas under Netrakona district covering 61,000 girls and boys students. These schools are divided into 3 categories, i.e. category A: 39 schools are receiving basic school based interventions; category B: 39 schools are combined school plus community based intervention; and category C: 71 schools are control group with no intervention from the project. To measure changes, the project collects data from all categories of schools. The Randomized Control Trial (RCT) measure changes between the different treatment groups over time for the key impact areas. Specific method was followed under RCT to group schools into different categories.



### Major Actions and Achievements:

- Produced Detailed Implementation Plan (DIP) which helps to see the sequence of activity implementation throughout the project cycle;
- Prepared a comprehensive MHM manual for teachers training and provided training to school teachers to give menstrual health lessons to educate girls and boys about menstruation;

- Selected different categories of schools for this intervention and conducted school inception meeting with teachers, SMC and parents and also signed MOU with selected schools to implement project activities smoothly;
- Involved community people and relevant government officers through MHM day observation and community mapping activities at community level;
- Informed and involved Ministry of Education and NCTB officials at local to national level to assist project implementation strategy;
- Organized a MHM curriculum sensitization workshop with the National Curriculum & Textbook Board in collaboration with Simavi to break the silence on MHM issue and create enabling environment and ensure available service for women & girl's.



## Unite for Body Rights (UBR2)

The UBR program work towards a society free of poverty in which all girls and boys are able to make safe and informed decisions on sexual and reproductive health and rights irrespective of their ethnic, cultural and religious background, age, gender and sexual orientation. In Bangladesh it has been focusing on improving SRHR knowledge and access to services, by providing CSE in and out of school, improving health providers capacity to provide YFS especially sexual & reproductive health services to young people, and working with communities to create a more supportive environment in which young people can exercise their SRH rights. As a member of UBR Alliance of Bangladesh, BNPS has been implementing UBR2 program in 60 high schools and madrasas of two upazilas in Netrakona district from January 2016 with financial support from the Embassy of the Kingdom of the Netherlands. BNPS is one of the 6 implementing partners of the Alliance. The services include STI/RTI, HIV/AIDS, MR. PAC/D&C, general health services, counseling services (puberty, SGBV & tele-counseling), pregnancy related diagnosis and lab test through 2 YFS centers.



### Major Actions and Achievements:

- Trained 120 teachers for imparting lessons on SRHR, MMW curriculum developed by UBR on SRH topics of NCTB books; imparted MMW curriculum among 1840 students and youths;
- Established youth corners in 22 schools and madrasas, 2 youth centers, opened 6 YFS corners in government health facilities and delivered 29,766 services;
- Organized 98 health camps in schools and madrasas;
- Engaged 40 youth organizers in project implementation process;
- Trained 10 service providers on YFS;
- Trained 4 teachers on psycho-social support;
- Oriented 24 board members of community clinics & health facilities on SRHR and Youth Friendly SRHR Services;
- Organized 10 day observation events and district level advocacy workshop.

## Safe School Safe Community (SSSC)

Women are encountering different kinds of violence in their everyday lives all over the world. To end the violence against women, The UN Trust Fund to End Violence against Women (UNTF) has been providing active support to inspiring initiatives in order to eliminate gender-based violence around the world in 20 years. As part of this initiative, BNPS undertook a project titled, Safe School Safe Community by establishing a partnership with UNTF from January 2014 to December 2016.

The project aimed to advance the national initiatives to prevent VAW/G with the active and socially conscious schools equipped with trained teachers, active students, community and government officials. With a focus of prevention of violence both in the schools and community, the project implemented in 80 schools from 4 districts as a social power-house radiating knowledge-based and action-oriented energy to broader community to make it safer for women and girls. The project addressed the patriarchic value system which causes the discrimination and VAW/G.



### Major Actions and Achievements:

- Enhanced knowledge, skills and encouragement of teachers, parents and school management committee to translate ideal of women's equal rights, relevant national laws and policies (which promote equality, protect women, girls and children from violence) into actions through planned activities, and empower both male and female students to become active to end VAW/G;
- Girl students who participated in skill camps gained self-confidence and self-defense skills.
- Increased awareness of community members, local administration and relevant government officials on preventing violence against girls in schools and community;
- National policy makers, officials of the Ministries of Education and Women and Children Affairs are informed and conscious about working with schools on preventing VAW/G and gender equality.

## Creating Spaces to Take Action on Violence against Women and Girls

This program aims to reduce violence against women and girls. BNPS has been implementing the project since 2016 with the support from Oxfam in Bangladesh. The project is operating in 2,207,000 population (M: 1,101,000 F: 1,106,000) from 66 villages of 14 unions under three sub-districts: Barhatta, Mohanganj and Netrakona Sadar of Netrakona district. Project objectives include: 1) creating an enabling environment to prevent violence against women and girls by engaging key community leaders (including religious, private sector and political) and youth in advancing women's leadership and women's rights; 2) improving access to economic opportunities and to services such as shelters, and legal and psycho-social support; 3) reinforcing the use of innovative knowledge, including best and emerging practices, and accountability systems to end violence against women and girls, and CEFM. The goal is to reduce violence against women and girls and the prevalence of child, early and forced marriage (CEFM) through coordinated prevention and response activities.



### Major Actions and Achievements:

- Completed a detailed baseline study in 2016;
- Trained 60 community members to act as 'change agents' to engage in a process of critical reflection;
- Trained 75 members of local community groups on capacity building for supporting an effective local accountability (community safety/neighborhood watch);
- Observed International Women's Day in project area which includes rally, discussion meeting, arrange drama/cultural show on CEFM, information dissemination and debate program;
- Formed 8 youth groups and 2 community groups for addressing VAW/G and CEFM cases and to raise awareness on women's and girls' rights;
- Trained 31 participants from local government service providers on gender awareness and positive norms modeling;
- Organized an exchange visit and linkages undertaken to highlight best practice examples of safe spaces and psycho-social support.



## Power of Self Defense and Motivation to Prevent VAW/G

In Bangladeshi society girls lack the confidence to stand against the sexual harassment and violence and cannot raise voice as well. Martial art training was given to the girls' student for enhancing self-defense capacity. The martial art training does not only increase physical capacity of self-defense, but also increases confidence of women and girls. School and community boys were organized to address VAW/G in the locality. WWDP provided support to implement the project in 10 secondary schools and community in 2 upazilas of Mymensingh district to reduce VAW/G in schools and community.



### Major Actions and Achievements:

- Trained 200 students on self-defense skills development;
- Trained 20 teachers in counseling service (2 teachers from each school);
- Established 10 knowledge centres in schools.
- Formed 10 youth groups and conducted 19 meetings;
- Engaged 8 government officers (Upazila Education Officer 2, Upazila Women Affairs Officer 2, Upazila Social Welfare Officer 2, UP Chairman 1 and Police Officer 1) in project activities.

## I am One, I am Many

'I am One I am Many' project has been designed to promote pluralistic mindsets and valuing of diversity and non-violence amongst youth and via them in their communities. The project aims specifically to raise awareness against widespread discrimination on the grounds of religion, religious identities, other identities based on sex, age, sexual orientation, race, disability, gender identification, language, ethnicity, ideology, classes, castes etc. which, by all means, perpetuates gender inequality around in the communities. This project engages young people and innovate different innovative mechanisms for positive social transformation towards a pluralistic society and promote inter & intra faith harmony and social inclusion within a framework of equality and diversity. The multi-country project (Bangladesh, Indonesia and Pakistan) started in February 2016 under the support from Oxfam in Bangladesh. As implementing partner, BNPS has been implementing the project in Netrakona and Dhaka.



### Major Actions and Achievements:

- Formed 17 youth groups in Dhaka and Netrakona with 25 members in each group;
- Organized 5 mobilization events with youths attended by 501 girls and boys to encourage them for planning different social actions for raising awareness against discrimination and promotion of religious harmony in society;
- Conducted 3 capacity building sessions for 151 youth on the concepts of identity, diversity, universality, fundamentalism, secularism, gender discrimination, gender equity, gender equality etc. to sensitize and educate them on human rights issues;
- Organized capacity building workshop for 21 participants from media;
- Organized 2 key stakeholder sensitization workshops with 52 participants (22 female and 30 male) including journalists, lawyers, local community leaders, local government representatives, law enforcement officials, religious and women leaders;
- Organized youth conference on policy recommendations to reform discriminatory laws against women, religious and ethnic minorities.

## Empowering Women for Building Social Cohesion

Violent extremism is a growing threat to countries in South and Southeast Asia. Over the past years Bangladesh has experienced a rise in religious extremism with growing violence against a range of groups including secular bloggers, outspoken critics of fundamentalism, members of religious minorities and foreigners. Women and religious and ethnic minorities in particular are targeted. In the context of the recent trend where women are increasingly being recruited to serve as direct and indirect sources of support for violent extremist groups, the importance of including women's perspectives becomes crucial in combating violent extremism to build resilient, cohesive and peaceful communities.

The need to address the different impacts of conflict on women, and the critical role of women in preventing conflict and building a sustainable peace has been recognized in UN Security Council Resolution 1325. Being a signatory state Bangladesh government is obligated to formulate a National Action Plan on Women, Peace and Security. In this context, with support of UN Women, BNPS commenced a short-term project in the project from May 2017 to promote women's perspectives and roles in developing local and national policies and strategies and building peaceful and resilient communities to prevent violent extremism in Bangladesh. BNPS organized number of sub-national and national level consultations on women's priorities, conducted study on the gender dimensions of violent extremism and its prevention that promote social cohesion, developed a curriculum for community leaders on promoting social cohesion and de-radicalization and formed national network of women organizations to act on counter-radicalization and counter-terrorism.



### Major Actions and Achievements:

- Facilitated 24 districts, 7 divisional and 1 national workshops with participation of 863 women and 390 men from women CSOs, NGOs, media, development partners and government representatives. More than 150 recommendations came out from these workshops, submitted to the core committee of National Action Plan Development on WPS;

- Commissioned 2 studies on “Violent Extremism in Bangladesh: Its Impact on Gender Equality, Women’s Empowerment and Social Cohesion”; and “Understanding the Role of Secondary Education Learning Environment in Social Cohesion and Rise of Violent Extremism in Bangladesh”;
- Developed comprehensive community-based education curriculum including flash cards and video clip through field test;
- Established a national network of 21 women organizations selecting organizations from 21 districts. Leaders of the network were capacitated with knowledge and understanding on UN Security Council Resolution 1325, WPS and Violent Extremism through 3 days training by using the project’s developed capacity building module. The network members developed a draft advocacy strategy and actions of the network, prioritized recommendations for inclusion in the National Action Plan on WPS and shared those to the government and public through press conference.



## Initiatives to Make VAW Reporting Gender Sensitive

Over the last decades, Bangladesh has made remarkable progress in women's education, health and empowerment. However, this advancement has not contributed positively to decrease violence and oppression against women. Rather the prevalence of violence has increased with different facets across the country. Women and girls still face many challenges as a result of deep rooted gender discrimination in the society. Media has a role to promote awareness against VAW/G.

In this context, BNPS conducted a media monitoring study/research on 'Representation of Women in Gender Based Violence Reporting' with support from World Association for Christian Communication (WACC). According to the findings of the media monitoring study BNPS developed a reporting guideline to make GBV reporting more gender sensitive.



The project examined the content of news on violence against women from gender sensitivity and women's human rights perspectives covering 5 prints, 5 electronic and 5 online medias for a period of 15 days. The result shows that, the print and television media to some extent is more gender sensitive than online reporting.

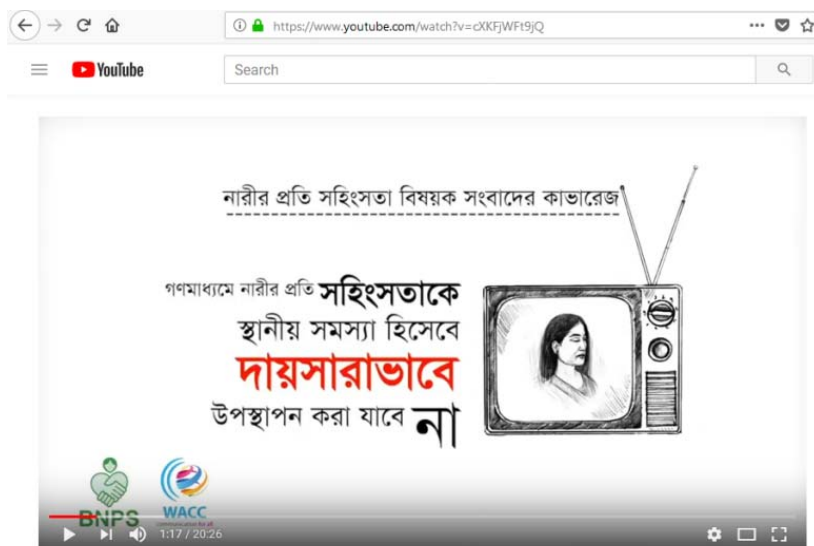
The study findings were shared with journalists, journalism teachers and students, policy makers, and advocacy groups to aware them in order to making media more gender sensitive and responsible in representing women in gender based violence reporting.



## Electronic Publication on VAW Reporting

BNPS produced an electronic publication on basic principles, code of ethics, and dos and don'ts in reporting gender based violence in media with practical examples. A public recognition grant from WACC helped BNPS in doing this project. The electronic and animated edition of the guideline is available at BNPS website and YouTube link:

<https://www.youtube.com/watch?v=cXKFjWFt9jQ>



Guideline on Violence Against Women and Girls Reporting\_BNPS 2017

## Capacity Building Training for Teachers of TVET Institutes of DTE



BNPS was selected by ILO to conduct Training of Trainers (ToT) on “Promoting Gender Equality and Diversity” in 118 TVET Institutes from Dhaka, Chittagong, Khulna and Chittagong regions. Total 131 participants; of them only 15 were female (5 from TVET and 10 from ILO partner NGOs) attended the ToT in 5 batches. After the training the TVET participants realized the poor representation of women in TVET, both in management and student, and therefore committed to bring the issue to higher authority to make the institute gender sensitive.

## National Level Advocacy and Networking

As an activist organization BNPS is actively involved in national level advocacy and lobbying to achieve its goal. For sustainability and scale up of actions involvement of government is very important, hence the organization pays due attention to advocacy works. Some of the advocacy events held in reporting period are being highlighted here:

BNPS organized rally, cultural show and discussion program on 'VAW is an impediment of democracy, gender equality and human rights' to draw attention of policy makers to formulate strict policy on and ensure legal actions to stop violence against women and girls. The central program was organized at Swoparjito Swadhinota Chattar of Dhaka University (DU) on 26 November 2016, where the then Vice Chancellor of DU Professor AAMS Arefin Siddique was present as chief guest. Among others Professor M M Akash from DU, Ms. Shahnewaz Dilruba Khan, Additional Director General of Department of Women Affairs and Ms. Christine Hunter, Country Representative of UN Women Bangladesh were present as special guests. Ms. Rokeya Kabir, Executive Director of BNPS chaired the session.



BNPS organized a national seminar on “Representation of women in gender based violence reporting” at CIRDAP Auditorium, Dhaka. The research team was led by Professor Mofizur Rhaman, Department of Mass Communication and Journalism of DU. Mr. Manjurul Ahsan Bulbul, President of Bangladesh Federal Journalist Union, Ms. Farida Yasmin, General Secretary of National Press Club, Mr. Nasir Ahmed, News Editor of Bangladesh Television, Mr. Ajoy Dasgupta, Associate Editor of The Daily Samakal, Dr. Fahmida Yasmin, Associate Professor of Department of Gender Studies of DU were present in the seminar held on 30 January 2017.

BNPS organized seminar on `Reinforcing the women empowerment in changing trends' to share findings of an action research on “Women Empowerment: Trends, Challenges & prospects” on 26 May 2017 at VIP Lounge of the National Press Club, Dhaka. Professor Ainun Nahar, Department of Anthropology of JU presented the findings. Distinguished professionals, politicians, thinkers and government officials attended the seminar. Speakers of the seminar emphasized the need to change the country’s male-dominated political culture to ensure women’s empowerment in the country. The speakers affirmed that even though women’s participation has increased in various spheres of life, however, women’s empowerment is a political issue and changes needed in the country’s male-dominated political culture.

Launching ceremony of the 5th triennial Poverty Report of South Asia Alliance for Poverty Eradication (SAAPE) titled “South Asia and the Future of Pro-People Development: the Centrality of Social Justice

and Equality” was jointly organized by Bangladesh Nari Progati Sangha (BNPS), Institute for Environment and Development (IED) and SAAPE. The program recommended:



- Indicator like human dignity should be included in analyzing the poverty scenario.
- Need to facilitate a global movement by critically analyzing and strategizing the economic and social injustice occurring in the 8 countries of South Asia.
- Climate change and the state of climate refugees need more emphasis in the report.
- State commitment and appropriation of rights of poor should be given more attention in the report.

A press conference demanding recognition of women’s contribution in agriculture sector ensuring women’s equal rights on land and women friendly marketing system jointly organized by BNPS and Nari Moitree at *Muktijuddho Jadughar* (Liberation War Museum), Segunabagicha, Dhaka on 27 October 2016. Ms. Shahin Ahter, Executive Director of Nari Moitree presented the key note paper chaired by Rokeya Kabir, Executive Director of BNPS. The discussants also demanded recognition of unpaid care work and productive works of women in GDP.

Besides, as an active member of Social Action Committee, BNPS actively involved to arrange several events like press conference, rally on VAW/G, Child marriage and other issues during the reporting period.



### Award

Rokeya Kabir, Executive Director of BNPS received an award of honour from national daily the *Bhorer Kagoj* on 7 March 2017 on the eve of International Women’s Day. She received the award from Ms. Meher Afroze Chumki, State Minister of the Ministry of Women and Children Affairs and Mr. Shyamol Dutta, Editor of the daily *Bhorer Kagoj* for her contribution as freedom fighter and women activist leader.



# Major Lessons and Challenges

## Lessons

Program specific lessons are as follows:

### RITU and UBR2

Traditionally, gender roles, social taboos and misconceptions strongly influence access to information on SRHR and Menstrual Health Management (MHM). In the beginning of implementation, we were apprehensive to what extent it can be discussed openly in institutions and community. However, we were firm that the intervention confirms the rights of women and girls to address problems related to reproductive health, morbidity and mortality to utilize full potential of women to exercise their equal opportunity and rights. Initially, we found people were hesitant, teachers were reluctant even to teach SRHR lessons of national curriculum in class, instead ask students to read them at home. SRHR lesson was incorporated in the physical education part of national curriculum but the teachers were not trained. After training teachers prefer to teach SRHR as subject of biology instead of rights. In institutions this need to be taught as basic subject common for all students. Through comprehensive awareness campaign and training intervention for youth, students, parents, teachers and extended community realized the importance and need of SRHR and MHM education as practical need as well as rights of women and girls for their health and well being. Additionally, they also realized the negative aspects of child/early marriage and sexual violence. In society where program could not reach high reservation still exists on SRHR and MHM.

### Preventing Violent Extremism and I am One I am Many

To prevent violent extremism it is important to work addressing mindset of people particularly the youth so that they can think logically, appreciate and celebrate diversity among citizen and society. Youth needs to develop critical awareness and analytical skills to respond to the widespread propagation including religious, misinformation and misconception against equal rights of women and minority which negatively impacts on social cohesion, peace and harmony and destroy the beauty of coexistence of multicultural diverse liberal society. Such violent activities are not only slowing down the progress of the country also hindering the growth of women's progress in society. This is not only an issue of law and order situation rather it should be seen as politically orientated group of youth in society engaging in extremist acts. The root causes to be analyzed for corrective measures followed by massive engagement of society is highly needed.

### PRiME, AWAM, and REECALL

Local Government (LG) services can be made available through community awareness, providing right kind of information about services available and developing communication and negotiation skills to approach various power corridors. Proper information on what and how to avail services from different sources encourages members to access them. Effective linkages and functional working relationships among different groups and NGOs help to strengthen collective voice of the targeted people and bring synergy in their initiatives. Collective voice creates pressure on different service providers. Sharing good practices and success stories encourage people especially women, youth and adolescent to intensify their activism to establish rights and voice against gender-based violence in their neighborhood. Experience of working with CBO, CSO and government on women rights issue, the perception has been increasingly changing about role of women in society. People are developing new perception and mindset about rights and role of women. They understand the difference between discrimination and diversity based on religion, dress, sex, culture, food, habit, color, ethnicity, education, power, position

and identity. Educating women and girls are not enough to stop child/early marriage; we need to work with their parents, guardians, marriage registrar, LG and birth registration certificate authority to be educated equally.

### **SSSC, PSDM and CS**

Self defense skills training found very effective to develop self confidence among girls. It has created enormous confidence and enthusiasm among trained girl students and their parents identified by international evaluation of SSSC program. We have been able to provide condensed version of martial art training to a limited number of girl students. It has created high demand to train all girl students of the country. Such training should be incorporated in the national curricula as compulsory for all girl students of the country.

### **Challenges**

- Misinformation and misinterpretation about regional and international politics and its impact particularly in Middle East countries created anger and agitation in general people particularly youth to get involved in extremism and radicalization. Political forces take advantage of misguided youth and use them for personal and political gain and benefit.
- Violent political culture topped with threat of extremist attack hinders free flow of ideas, innovation and women's progress for sustainable development;
- Women rights and Sexual rights are poorly understood by many. Sometimes it is difficult to bring the issue in public because of traditional mainly patriarchal mindset reinforced by radical religious ideas;
- Improper widespread use of ICT technology associated in violence activities against women and girls;
- Easy availability of drugs contributing to social anarchy in family and state, diminishing the potential of emerging youth and future human capital;
- High rate of migration particularly from rural to urban causing urban life challenging and some contradictions has been developed among people with lifestyle, civil habits which are essentially required by urban life and environment.

## Way Forward

PRiME and AWAM are the core programs of BNPS as they are being implemented for nearly a decade from now over phases. The ongoing phase is going to end in June 2018 and the new phase will start from July. Over the last phases, BNPS organized 11,031 grassroots women members through 650 primary groups and developed 140 Cluster Committees (CC) and 35 Community Forums (CF) as their apex bodies to develop and strengthen organizational capacity on social mobilization and community activism to claim their due rights and mobilize resources from locally available institutions mainly from local government bodies exists in Union, Upazila, Municipal and City Corporation.

Since many people in the targeted area have limited or no education and partial understanding about constitutional and legal rights and information gap on services available, as such they needed continuous guidance from BNPS. Poor and powerless people lack confidence to approach service providing offices because of their ignorance and knowledge gap on their due entitlements. Further they don't know what services are available where and how to get them. However, nearly 50% of the organized women members and their families received services from various departments under direct assistance from BNPS.

In the following phase, BNPS intends to put priority on the issue and educate women leaders with full and complete information along with processes from where and how to get them rather than depending on BNPS to contact service departments. In doing so, BNPS will consolidate its work with primary groups, handover basic responsibility to group leaders to conduct regular group meetings and be engaged more with apex bodies and leaders to educate them with complete information about service providing agencies available at Union, Upazila, Municipality and City Corporation to help establish institutional linkages between women organization and service providers for sustainable working relationship to increase their access and thereby enjoy services duly entitled. BNPS's role will be more on facilitating to meet service providers and help organize public hearing sessions to share their achievements and challenges.

By national demographic structure youth are the emerging power but they are not trained nor their potentials fully utilized for social change.

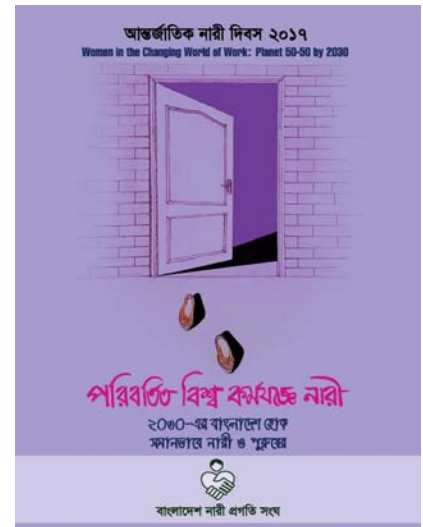
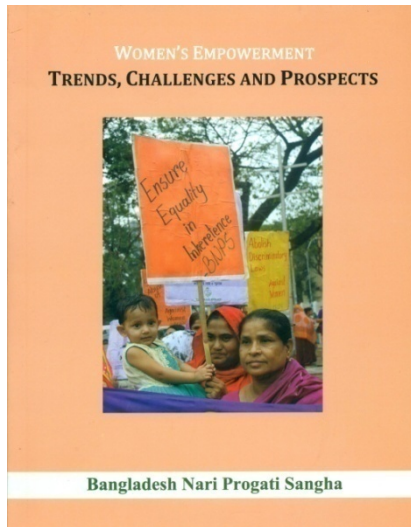
Youth in and out of school lacks space for co-curricular, cultural and sports opportunities leaving them with high possibilities to get involved in social ills, VAW/G, drugs and violent extremism as identified in action research conducted in the current program phase. Employment uncertainty pushes them further to frustration and pulls them to join extremist act consciously knowing the thunderous/ horrifying/ horrendous consequences. In the following phase BNPS intends to intensify school centered youth program anchoring on the experience earned from SSSC project supported by UN Trust Fund. In following phase, instead of group approach, youth will be mobilized and developed as "change maker" to work in their school and locality and be linked with local power structure and administration to be proactive to prevent VAW/G and social ills for lawful action to reduce such incidences for an inclusive society. We will be expanding school centered youth program in a new Upazila in addition to existing locations.

Organized women's group action in combination with youth activism will contribute to foster enabling environment for gender equality and empowering women in society.

# Support Units

## Research, Documentation and Publication

Knowledge management plays important role in designing and developing programs and strategies of operations. Proper documentation and dissemination of knowledge is an inbuilt mechanism of program management and serves as basis of evidence based advocacy initiative. Publication and Documentation Unit of BNPS is dedicated to keep records of all research and publication of BNPS and collect relevant knowledge documents from outside. Following is the list of documents prepared during the reporting period:



### Study Report

Women in Media: Content Analysis on Gender-based Violence Reporting	January 2017
Women's Empowerment: Trends, Challenges and Prospects	June 2017
Women Development & Empowerment: Policies and Issues	June 2017

### Bulletin

News bulletin on Women and Progress (3 issues)	Jan. 2016 to Dec. 2017
Safe School Safe Community, a special news bulletin on VAW/G	December 2016

### Poster

Planet 50:50 by 2030: Step it Up for Gender Equality	March 2016
Women in the Changing World of Work: Planet 50:50 by 2030	March 2017
All Citizens of Bangladesh are Equal and Every Women and Men are Entitled to Have Equal Opportunities	November 2017
Communal Violence Created by Religious Fanaticism and the Emergence of Religious Militancy is One of the Most Powerful Weapons to Draw Behind the Women's Advancement	November 2017

## Curriculum

Empowering Women, Peaceful Communities: Community Awareness Curriculum	December 2017
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## Module

A Training Module for School Going Girls on Menstrual Hygiene Management	June 2017
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## Flash Card

Empowering Women, Peaceful Communities: Community Awareness Curriculum Associated Flash Card	December 2017
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## Flip Chart

Empowering Women, Peaceful Communities: Community Awareness Curriculum Associated Flip Chart	December 2017
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## Video Documentary

Prevent Violent Extremism	December 2017
Equal Citizenship	December 2017

## Flyer/Leaflets

BNPS call to Bangladesh Awami League to Meet the Condition of the Representation of the People's Order (RPO) and Other Initiatives for Political Empowerment of Women	October 2016
Violence Against Women is An Obstacle of Democracy, Gender Equality and Human Rights	November 2016
Take Special Initiative for CHT Women to Establish Equal Rights, Updating Customary Laws and Stop Violence Against Women	June 2017
Orange the World: Leave No One Behind, End Violence Against Women	November 2017

## Journals

Nari O Progati, half yearly journal of BNPS (4 issues)	Jan. 2016 to Dec. 2017
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## Guideline

Guideline on Representing Gender-Based Violence Reporting in Mass Media	January 2017
An Animated Online Publication on Dos and Don'ts of VAW Reporting	April 2017

Besides these, head bands, banners, festoons and other supportive IEC materials have been published during the reporting period.



## Capacity Building

Training serves as an integral part of program operation to support effective implementation of programs. Capacity development of staff is considered as key to organization development. The capacity building process includes in house training and attending training, workshop, seminar, and exposure visit both at national and international levels. In reporting years, BNPS provided training to 4206 participants from BNPS, government and other organizations and institutions. The training offered in the areas of gender equality and diversity, entrepreneurship and market extension, social analytical skills development and management of Knowledge, citizen driven advocacy strategy, ToT for BNPS program staff, teacher and youth, and advocacy strategy development workshop on PVE and WPS.



### Capacity Building Initiatives Organized by Central Office

Sl	Name of the Capacity Building Events	Participants		
		Total	Female	Male
1.	TOT on Entrepreneurship Development & Market Extension and Capacity Building of Youth Groups	16	8	8
2.	Training of Increasing Social Analytical Skill and Knowledge Management	20	11	9
3.	Advanced training on Citizen Driven Advocacy for CHT Women Activist Forum and Follow Up Their Initiatives	21	20	1
4.	Staff Orientation Workshop on UBR	34	18	16
5.	Training for Teachers on Me & My World (MMW)	49	23	26
6.	Training for Teachers on SRHR contents of NCTB books	104	52	52
7.	MMW Training for Youth Organizer	24	12	12
8.	Training for Trainer (TOT) on Menstruation Hygiene Management (MHM)	54	30	24
9.	Promoting Gender Equality and Diversity	131	18	113

10. Basic Training on Women’s Political Participation	20	20	0
11. Training on Financial Management and Related Governance	17	5	12
<b>Total Participants</b>	<b>490</b>	<b>217</b>	<b>273</b>

### Capacity Building Initiatives Organized by Centre Offices

12. Income Generating Skills Development Training for Women Group and Cluster Committee Members	220	220	0
13. Long Term Special Training on Income Generating Skills Development for Selected Members	100	100	0
14. Entrepreneurship Development and Market Extension Training for Women Group Members	160	160	0
15. Basic Training on Gender and Human Rights Related Issues for Selected Youth Group Members	197	111	86
16. Advanced Transformative Leadership Training for Women Group and Cluster Committee Members	178	178	0
17. Training on Transformative Leadership Development for Grassroots CHT Women Organization and Their Group Members	75	75	0
18. Advanced Training on Advocacy and Lobbying for Community Forum Members	99	60	39
19. Understanding Improved Adaptation and Capacity Building Training for Making More Resilient to Disasters and Climate Change	40	40	0
20. Training on Leadership and Social Mobilization for Youth Group Members	120	86	34
21. Basic Training on YFSRHR Services for Youth Organizer	40	20	20
22. Basic Training on CSE, YFS and EE for Youth Organizers and Young People	30	15	15
23. 3 Pillars Training for Youth Organizer	40	20	20
24. Training on YFS for Young People’s and Community Clinic Board Members	67	25	42
25. Training on YFSRHR Services for UBR Staff	4	2	2
26. Orientation for Board Members of Community Clinic on SHRH and YFS	12	2	10
27. Training on UBR Monitoring Tools for Headmasters and Teachers	98	17	81
28. Teachers Training on Menstrual Health	321	85	236
29. Youth Capacity Building Orientation Session	50	31	19
30. Training of Trainers (TOT) for Youth Club Leaders	45	27	18
31. Women Transformative Leadership Development Training for Adda Club Members	74	74	0
32. Training on Relevant Law & Institutional Process for Women Adda Club Members	50	50	0

33. Training on Gender & SRHR for Adolescent Group Members	40	20	20
34. Economic Leadership Training for Women Adda Club Members	20	20	0
35. Teachers Training for Counselling Girls Students	32	11	21
36. Self Defence Skill Camps for Girl Students	280	280	0
37. Training on Roles & Responsibilities to Change Agents for Reducing VAWG & CEFM for Youth Group Member and UP Members	179	106	73
38. Training on Leadership Development and Human Rights to Local Community Groups for Effective Local Accountability	200	161	39
39. Training on Gender Awareness Raising and Positive Norms Modelling for UP Representatives, Teachers, Religious Leaders and Government Service Holders	31	17	14
40. Training for Rising Awareness to Prevent CEFM & VAWG for UP Secretary, Religious Leaders, Civil Society Members	22	10	12
41. Training on Human Rights and Prevention of VAWG for Women & Girls	150	140	10
42. Training on Leadership to Self-Advocate to Access Support Services for Women & Youth Girls	125	125	0
43. Training on Market Extension to Access Economic and Livelihood Opportunities for Women & Girls	84	84	0
44. Training on TAB Operating for CBO Members	10	8	2
45. Capacity Building of Leadership for CBO Leader	85	84	1
46. Disaster Management Training for CBO Members	45	45	0
47. Training on Duck Rearing, Livestock & Poultry for CBO Members	50	50	0
48. Training on Community Health Issue for CBO Members and Women Wash Platform	68	68	0
49. Training on Financial Management for CBO Members	51	51	0
50. Training on Business Plan & Management for CBO Members	60	59	1
51. Training on Using Improved and Modern Technology in Agriculture for CBO Members	40	32	8
52. Training of Students on Skills of Wash Promotion	51	32	19
53. School Teacher Training & Refresher	21	3	18
54. Training Workshop with Couple to Reduce Care Work Burden	30	15	15
55. Training for Sensitizing to Control over Income & Resource of Women for CBO Members	7	0	7
56. Training on Community Managed Wash Infrastructure Operation & Management for Women Wash Platform	15	15	0
<b>Total Participants</b>	<b>3716</b>	<b>2834</b>	<b>882</b>
<b>Grand total Participants</b>	<b>4206</b>	<b>3051</b>	<b>1155</b>



### Training Received from Outside of the Organization

SL	Name of Training	Number of Receiver
1.	Regional Training Program on CEDAW Mechanism of Garment Workers in the Asian Region organized by Red Flag Women's Movement (RFWM-CAW)	1
2.	Capacity Assessment Tools: End Violence Against Women (CAT-EVAW) organized by Oxfam	1
3.	Capacity Building on M&E and Project Implementation organized by SIMAVI	1
4.	Capacity Building Training for Women on Peace and Security Building organized by UN Women	2
5.	Two Country Gender, Development, Human Rights & Peace Training organized by SANGAT, SWAYAM (Kolkata) & Pragroshor (Bangladesh) West Bengal, India	2
6.	Flagship course on Transforming SRHR: Transgender Diversities in Bangladesh" organized by Centre of Excellence for Gender, Sexual and Reproductive Health and Rights James P Grant School of Public Health, BRAC University	1
7.	Training Course on Behaviour Change Communication in the field of Sexual and Reproductive Health and Rights organized by James P. Grant School of Public Health (JPGSPH) of BRAC University and Red Orange Media and Communications, the partners implementing Share-Net Bangladesh	1
8.	Result Based Management Planning organized by CARITAS Bangladesh	1

9.	Training on Do-No-Harm by CARITAS Bangladesh	2
10.	Changes Makers (Engender and Gender Transformative Approach) organized by EKN & Rutgers	2
11.	Community of Practice organized by Rutgers	4
12.	ToT to RITU project staffs on Teachers Training Module of MHM organized by SIMAVI	7
13.	Project Inception Workshop organized by Oxfam	4
14.	Workshop on Assessments of Effect/Changes organized by MISEREOR	1
15.	Social Accountability Training and Manual organized by UBR Alliance	6
16.	Training on Motivational Interview organized by Bandhu Social Welfare Society	6
17.	Basic Training on Psycho-Social Counselling organized by BRAC-IED	4
18.	Gender Based Violence & Positive Male Involvement Training on SGBV organized by Naripokkho	16
19.	Basic Training on motivational interviewing, Treatment & Mental Health Issues organized by Bandhu Social Welfare Society	8
20.	Gender Diversity & Human Rights organized by Bandhu Social Welfare Society	12
21.	MMW Refreshers Training for Trainer organized by UBR Alliance	9
22.	Training on YFS for Service Provider by UBR Alliance	7
23.	Foundation Training on Tele Counseling UBR Alliance (BRAC-IED)	4
24.	Foundation Training on REE-CALL 2021 project organized by OXFAM	4
	<b>Total Receiver</b>	<b>106</b>



## Monitoring and Evaluation

The PME unit provides support to all BNPS projects, provide training to project monitoring officer/staff and with their support collect quantitative and qualitative data to help management to determine whether the key activities are being carried out as planned, and achieving expected outcomes. The process includes semi-structured and structured interview, participatory observation, focus group discussion with stakeholders, review group activities, analyze cluster committees and community forums performance and reviewing of different seminar, workshop, meeting minutes and program reports. 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 analyze 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.



## Accounts and Audit

Accounts department in central office is responsible for financial management and control. It works under direct supervision of the Executive Director. With monthly and quarterly financial report form field accounts officer, it keeps all financial transactions transparent and accountable. Apart from monthly and quarterly monitoring, internal and external audits are carried out to ensure financial discipline and transparency. BNPS uses Tally ERP9 accounting software for its central office; however, the system will be expanded and introduced in all centre offices over phases.

# 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.

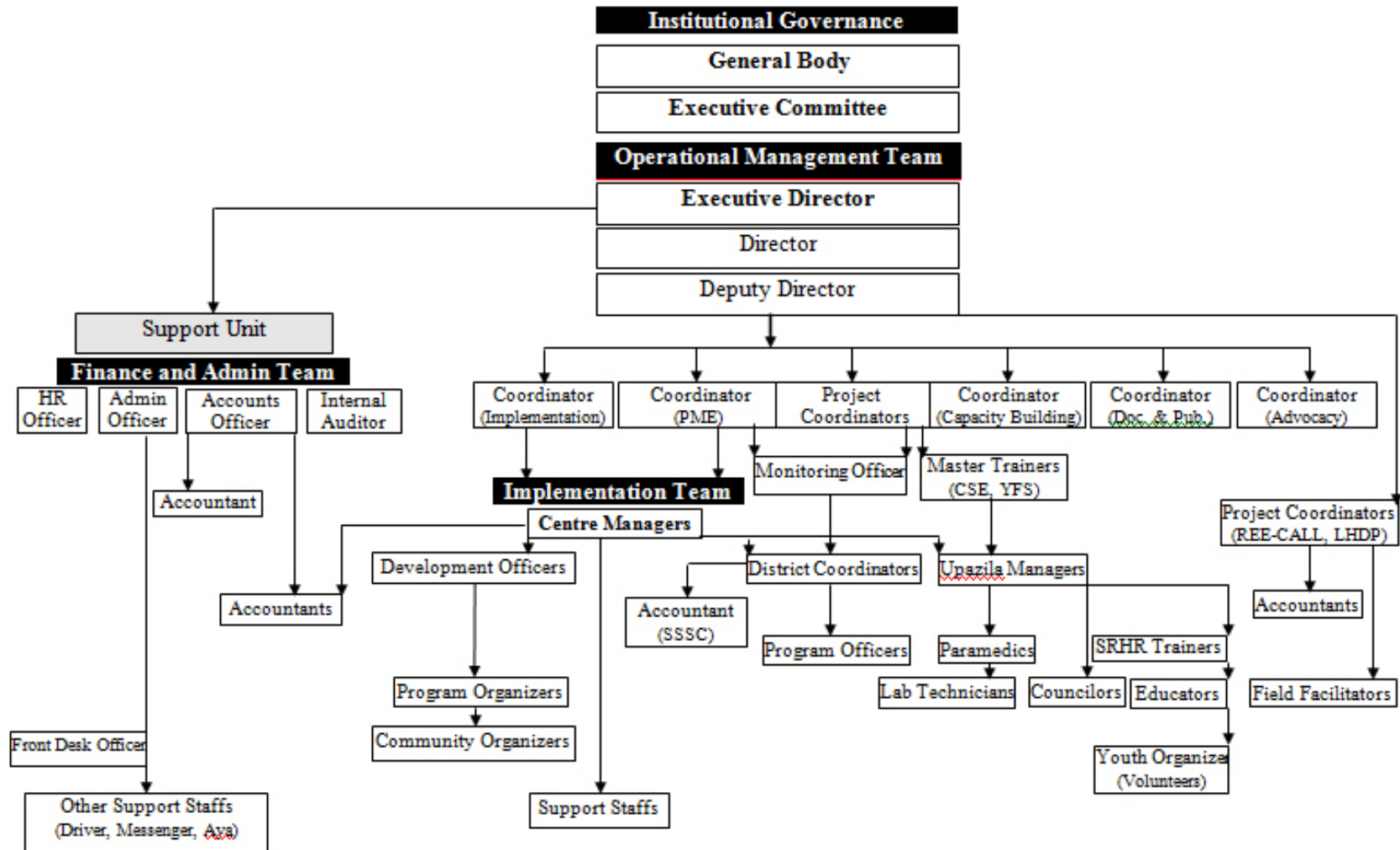
It has a General Body (GB) as a final authority to approve policy decisions. The Executive Committee (EC) oversees the management and operation of the organization through the Executive Director. All the members of the GB and EC including the Executive Director are women of multidisciplinary background.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

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.

## Executive Committee 2016-2018

Ms. Shyamali Nasreen Chaudhury	President
Ms. Kazi Madina	Vice-President
Ms. Afroza Banu	Vice-President
Ms. Shahida Begum	Treasurer
Ms. Rokeya Kabir	Member Secretary and Executive Director
Ms. Parvin Sultana Jhuma	Member
Ms. Kanak Chanpa Chakma	Member
Dr. Laila Arzumand Banu	Member
Ms. Salma Akther	Member

# Organogram of BNPS





**BANGLADESH NARI PROGATI SANGHA**

**Statement of Consolidated Financial Position**

As on June 30, 2016

**PROPERTY AND ASSETS**

**FIXED ASSETS**

INVESTMENT-FDR ACCOUNT

**CURRENT ASSETS:**

**SECURITY DEPOSIT-T&T(As per last Account)**

LOAN & ADVANCE/PREPAID ACCOUNT

**CLOSING BALANCE**

Cash in hand

Cash at bank

**TOTAL**

Note	Amount in Taka	
	2015-2016	2014-2015
Note-01	9,328,267	16,974,845
Note-02	3,219,000	3,023,271
Note-03	15,000	15,000
Note-03	1,480,129	336,979
Note-04	92,393	33,974
Note-05	16,749,231	14,831,680
<b>TOTAL</b>	<b>30,884,020</b>	<b>35,215,749</b>

**FUND AND LIABILITIES**

**EQUITY/FUND ACCOUNT**

Restricted Fund

Unrestricted Fund-GFP

**ASSETS FUND ACCOUNT**

**LONG TERM LIABILITIES :**

CUMULATIVE DEPRECIATION

**SHORT TERM LIABILITIES :**

STAFF WELFARE FUND

LOAN ACCOUNT-PAYABLE

OUTSTANDING LIABILITIES

**TOTAL**

Note	Amount in Taka	
	2015-2016	2014-2015
Note-06	16,083,424	11,776,399
Note-07	3,671,485	3,628,115
Note-08	9,328,267	8,348,326
Note-01	-	8,641,518
Note-09	101,552	103,546
Note-10	720,433	720,433
Note-11	978,859	1,997,412
<b>TOTAL</b>	<b>30,884,020</b>	<b>35,215,749</b>

The annexed Schedules 1 to 24 from an integral part of these financial statements.

Signed in terms of our separate report of even date

Executive Director  
BNPS

Accounts Officer  
BNPS



HUSSAIN KHAJA & CO.  
Chartered Accountants

**BANGLADESH NARI PROGATI SANGHA**  
**Statement of Consolidated Financial Position**  
**As on June 30, 2017**

**PROPERTY AND ASSETS**

**FIXED ASSETS**

INVESTMENT-FDR ACCOUNT

**CURRENT ASSETS:**

SECURITY DEPOSIT-T&T(As per last Account)

LOAN & ADVANCE/PREPAID ACCOUNT

**CLOSING BALANCE**

Cash in hand

Cash at bank

**TOTAL**

Note	Amount in Taka	
	2016-2017	2015-2016
Note-1	10,477,588	9,328,267
Note-2	1,778,257	3,219,000
	15,000	15,000
Note-3	742,479	1,480,129
Note-4	97,600	92,393
Note-5	10,300,504	16,749,231
	<b>23,411,428</b>	<b>30,884,020</b>

**FUND AND LIABILITIES**

**EQUITY/FUND ACCOUNT**

Restricted Fund

Unrestricted Fund-GFP

**ASSETS FUND ACCOUNT**

**SHORT TERM LIABILITIES :**

STAFF WELFARE FUND

LOAN ACCOUNT-PAYABLE

OUTSTANDING LIABILITIES

**TOTAL**

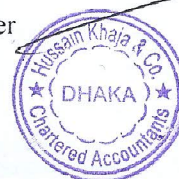
Note	Amount in Taka	
	2016-2017	2015-2016
Note-6	7,279,317	16,083,424
Note-7	1,932,546	3,671,485
Note-8	10,477,588	9,328,267
Note-9	99,354	101,552
Note-10	2,629,543	720,433
Note-11	993,079	978,859
	<b>23,411,428</b>	<b>30,884,020</b>

The annexed Schedules 1 to 24 from an intergral part of these financial statements.

  
Executive Director  
BNPS

Signed in terms of our separate report of even date

  
Accounts Officer  
BNPS



**HUSSAIN KHAJA & CO.**  
Chartered Accountants

Dated: Dhaka, 4<sup>th</sup> December, 2017.