

Biannual Report

2010-2012



Bangladesh Nari Progati Sangha

www.bnps.org

Editorial Advisor

Rokeya kabir

Editor

Omar Tarek Chowdhury

Report Preparation

Faisal Bin Majid

Contributors

Shahnaz Sumi

Muzib Mehdy

Dilara Rekha

Managerial Support

Hanif Howlader

Published by

Bangladesh Nari Progati Sangha (BNPS)
Kolpona Sundor, 13/14 Babor Road (1st Floor), Block B
Mohammadpur Housing Estate, Dhaka 1207
Phone 8111323, 8124899, Fax 9120633
Email: bnps@bangla.net, Website: www.bnps.org

#

Foreword

This Biannual Report narrates our experience of working closely with our fellow-travelers who range from organized and unorganized grassroots women and local partners of assorted nature to national level civil society groups, policymakers and development partners.

Throughout the period of 2010-2012, our activities center on mainly following thematic areas:

- Mobilization of informed grassroots women to bring social change in community
- Promoting citizens' participation in enhancing interaction with the elected public representative for local development, particularly for improvement of maternal and reproductive health legislators' roles under PRODIP (Promoting Democratic Institutions and Practices) project
- Prevention Violence Against Women
- Advocacy for ethnic women rights for equality
- Awareness raising of school students, women and adolescents for comprehensive sexual and reproductive health rights education
- Improving MDG delivery for women through social accountability

This Biannual Report clearly shows a very concerted effort to address or touch upon some aspects of first seven MDGs directly or indirectly and hits the bottom line set by BNPS mission statement -- *equality through empowerment and social transformation*.

We gratefully recognize the unstinting support we have received from our compatriots during this period and we hope that all our partners, donors and well-wishers will never deprive us of their support and cooperation in future. Thank you all!

In solidarity,



Rokeya Kabir
Executive Director

August 2012

#

#

Table of Content

Foreword	03
Organizational Profile of BNPS	07
Background	07
Organizational objectives	08
Core Values	08
Principal Thematic Areas	08
Core Programs	08
Strategic Segments	08
Support Programs	09
Core Competencies	09
Improving MDG Delivery for Women through Social Accountability	10
Campaigning for Achieving MDG for Women	12
Major Activities	13
Policy Impacts	13
Promoting citizen’s participation in enhancing the legislators’ roles under PRODIP (Promoting Democratic Institutions and Practices) project	14
Uniting other organizations for a joint protest	19
Mobilising students on stop VAW	20
Demanding punishment of criminal against women	20
Standing besides Indigenous Women	21
Poster on demanding equal rights of indigenous women	21
Press conference to protest an incident of Rape of an ethnic	22
Power of Uniting: Empowering Grassroots Women to Bring the Changes	23
Women’s initiative to clean the city	24
Action against Eve teasing at Sandwip	24
Women group leaders won in local government election	25
Inclusion of women in management of upazila marketplace	25
Success story of four new women entrepreneurs in suburb Dhaka	25
Sexual and Reproductive Health Education: School and Community Can Break the Taboo	27
Mobilizing Social Actors for SRHR Promotion	27
Engagement with Schools: A Model of Teaching SRHR Formally	28
Engagement with Community: SRHR Education Beyond School Boundary	29

#

Advocacy for HIV/AIDS Prevention and Gender-Sensitive Textbooks	32
Observation of World AIDS Day 2011	35
School Text Books for Gender Equality and HIV/AIDS Prevention	37
IEC with a Purpose: Spreading Message, Overcoming Taboos	39
Capacity Development to Cater Special Need	42
Monitoring	48
More Tales on Changes at Grassroots	50
Year: 2010-2011	50
Year: 2011-12	51
Lesson Learnt from the Grassroots	52
Capacity Building	53
Gender Mainstreaming Leadership Trajectory	53
Basic Training on Gender for BNPS Finance and Administrative Staff	53
Review o Existing Gender Policy and Introducing Sexual Harassment Policy	54
Awareness Meetings for the Spouse of BNPS Staff	55
Documentation and Publication	57
List of implemented Projects	59
Executive Committee of BNPS	60
Organogram of BNPS	61
BNPS Offices	62

Organizational Profile of BNPS

Background

Bangladesh Nari Progati Sangha (BNPS) is an activist women's organization, working since 1986 to establish equality for women from the family to the state level. BNPS has been working at the national level for policy and legal reforms and at the community level for organizing and mobilizing grassroots people through a variety of programs.

BNPS follows a bottom-up right-based approach linking community to the national level. In the process its role is one of a catalyst and facilitator. BNPS has been trying to create an environment for women and other marginalized groups raising their voice and claiming their entitlements through a variety of activities, like awareness raising, institution building, livelihood activities and reforms of different policies, systems, institutions and mindset. The congenial working environment, culture of co-operation and teamwork, non-hierarchical management with an activist orientation is seen by all as an asset in BNPS.

So far BNPS has directly worked with around 200,000 women and over a period of two-and-a-half decades more than 800,000 people from different backgrounds have been involved in the initiatives undertaken by BNPS. BNPS is focusing on the social, economic and political empowerment of women; strengthening local government, electoral reform, education reform, and gender budget analysis.

As a trend-setting organization, BNPS introduced the question of gender in the education system. In 1993, it started reviewing education system from a gender perspective. In 2000, BNPS, for the first time in the country, started national budget analysis from a gender perspective. In addition, BNPS has been the pioneer in taking up many important steps on a number of challenging issues like inheritance laws, women's representation in the power structure i.e. the national parliament, local government. As a strategy for creating a greater impact BNPS facilitates appropriate networks/platforms for the above-mentioned issues.

In the late nineteen eighties and early nineteen nineties BNPS worked to build a bridge between NGOs and other diverse representatives of civil society. It also initiated collaboration with different cultural media for awareness building. As one of the pioneer organizations it started sensitizing media professionals to gender and other development issues in the nineties.

BNPS works at the community level for involving women in income-generating activities (IGA) through providing credit support, training for the management of micro enterprises, accounts-keeping and skill development, which have created a sustained environment and space for women.

BNPS not only has the expertise and wisdom of working with women towards social and economic empowerment but also an activist tenacity to take a political stand to encounter the conservative opposition to the cause of women and human rights. BNPS has also played a pioneering role in challenging many conservative mindsets, and resisting the religion fundamentalists and their exploitative networks.

#

Organizational objectives

Vision: A society free from all sorts of discrimination.

Mission: Equality through empowerment and social transformation.

Objective: To carry out its mission, BNPS is striving to eliminate all sort of discrimination against disadvantaged people particularly women from family to society and state consistent with the principles of the constitution of Bangladesh and all human rights instruments of the United Nations.

Core Values

BNPS has an ideological commitment with some core values. These are considered as guiding factors in developing all the programs implemented by the organization. BNPS is neither an organization for subcontracting development projects nor an agency for supplying services to the customers. To be more precise, it believes in development as an intervention for social transformation. The following are the core values of the organization:

- Gender Sensitivity
- Secularism
- Inclusiveness
- Rationalism
- Sustainability

Principal Thematic Areas

- Mainstreaming gender
- Poverty eradication and making the state responsible for basic services
- People's participation in governance
- Promoting the concept of a plural society
- Climate change and women

Core Programs

The programs of BNPS center around the following three main empowerment areas:

1. Policy Reform Interventions and Mass Awareness
2. Local Governance
3. Community Level Awareness, Mobilization and Livelihood Initiatives

Strategic Segments

- Advocacy and lobbying
- Networking
- Cultural activism

#

- Public debate
- Promote accountability of duty bearers, policy-makers and other actors

Support Programs

- Training
- Monitoring and evaluation
- Policy research, documentation and publications

Core Competencies

- Long experience in women rights movement
- Wider acceptance in the community, civil society, media and donor as a women rights organization
- Activists nature of work with committed workers
- Learning organization with required flexibility
- Bottom up approach
- National, regional and international network
- Micro-Macro linkage

Improving MDG Delivery for Women through Social Accountability

Located in the northwestern side of the Bay of Bengal, Sandwip Island is geographically isolated from the mainland of Bangladesh. Geographical isolation and remoteness of Sandwip ultimately contributes to the underdevelopment and deprivation of this island and its 350,000 inhabitants. Coastal location of Sandwip makes it vulnerable to frequent natural calamities which have direct impact on the health, livelihood and safety of the local population.

Hard to reach location has made Sandwip one of the highly deprived areas with poor public health services and high maternal and child mortality incidence. According to UNICEF Bangladesh *Composite Deprivation Index* it ranks as 183 out of total 481 sub-districts¹. Absences of doctors and inadequate Trained Birth Attendants (TBA) and lack of medical equipments and supplies make the available infrastructure of public healthcare facilities ineffective. Its isolation with inadequate, unsafe and un-speedy water transportation system² discourages the medical professionals to stay there and makes the emergency referral services to nearest Chittagong district difficult. One sea ambulance assigned to meet the medical emergency of the community remains out of order most of the time. No gynecologist is available in the island to offer services to the pregnant women of the island. Every year some women die or give birth on their way to avail better health facilities in Chittagong. Presence of *Emergency Obstetric Care* (EOC) Program and *Demand side financing* (DSF), two crucial programs introduced by the Ministry of Health to reduce maternal mortality rate, are found in limited scale (EOC, basic level) and non-existent (DSF) respectively in this remote area. However, due to the special characteristic of Sandwip introduction of these programs in a comprehensive manner is desirable by the local mothers. Due to inadequate supply of power (Sandwip is not connected to national power grid and depends on locally generated power supply, however, recently solar power are being introduced and promoted) local hospitals are not dependable for any surgery such as caesarian operations. All those factors combined take toll on income and wellbeing of underprivileged households and encourages malpractices among frontline health workers of the government. Health Assistant or Visitor of Union level Health Sub Centers usually charge Taka 8,000 to 15,000 for assisting each child delivery which is often beyond the capacity of poor. Following two tables show the present status related to healthcare personnel and health facilities in Sandwip:

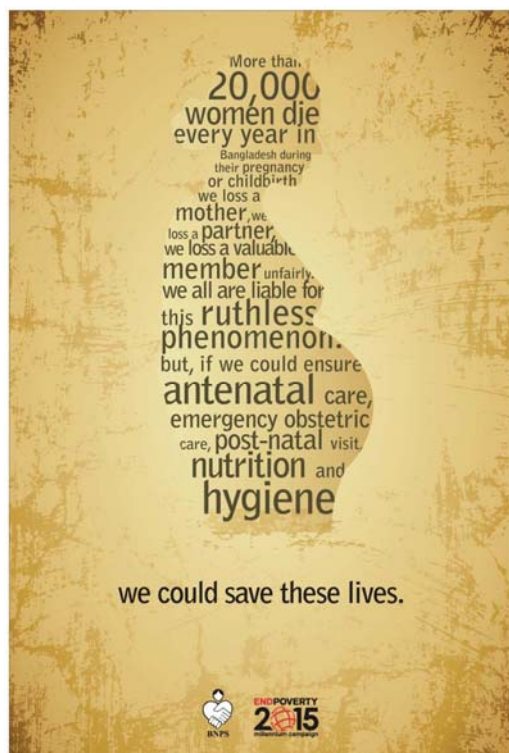
Government Healthcare Facility in Sandwip				
Nature of Infrastructure	Upazila Health Complex	Union Sub Center	Rural Health Center	Family Planning Center
No. of Infrastructure	1	3		7

¹ UNICEF: *A Case for Geographic Targeting of Basic Social Services to Mitigate Inequalities in Bangladesh*. August 2010.

² National and international media report several incidents of capsizing boats in last several years. In 2005 and 2011 fifty and sixteen people were drowned or missing respectively in two major accidents.

Status of Health Personnel in Sandwip											
Doctor		Visitor		Medical Assistant		Family Planning Assistant		Health Assistant		Pharmacist	
Required	Exist	Required	Exist	Required	Exist	Required	Exist	Required	Exist	Required	Exist
7	3	12	7	5	0	28	14	29	15	2	0

Apart from above-mentioned scenario, Sandwip has a distinct socio-economic and cultural phenomena which impacts on the lives of women and girls particularly. Firstly, this island is known to be culturally conservative and conservatism naturally controls over women's lives in terms of mobility, access to healthcare and education, decision making power and involvement in productive activities.



The maternal health situation is also worst in hard to reach river island areas (*Char*) of Sirajgonj district. Limited number of health service centers, absence of doctors, trained birth attendants and medical supplies are causing severe deprivation of minimum maternal health services among *Char* habitant women.

Though MMR indicates a declining trend, however, the current rate does not show hope for attaining the national target of 143/100,000 by 2015. Without extra attention, initiative, and resource allocation for healthcare, particularly for safe motherhood, MMR would remain above 310 in 2015.

Government of Bangladesh documents show ratio of girls to boys in primary, secondary and tertiary education as one of the three indicators of promoting gender equality & empowerment of women. Bangladesh is in on track to achieve the targets of gender parity in education, more precisely in terms of enrollment, except in tertiary level.

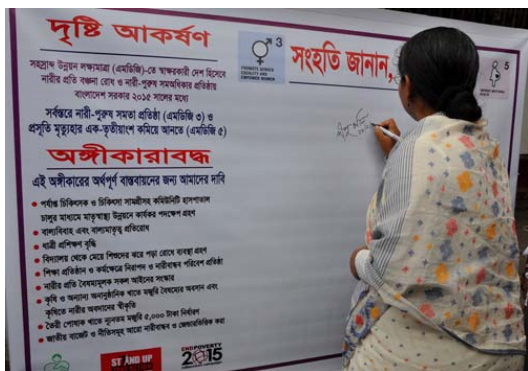
Despite positive achievement in school enrollment, girls' participation in education still do not gives very hopeful picture. In general, dropout rate of students in primary and secondary level education is alarming. A government estimate shows, dropout rate is 48% and 42% in primary and secondary level respectively. According to the Education Minister's statement, girls' dropout rate is higher in both the levels in schools.

In absolute number, 3,65,070 students have discontinued their primary education by not appearing at the terminal examination in 2010. Another statistics shows 82% students dropout

#

between class II and X during 2001-2010. This high level of dropouts, especially of girls, ultimately affects the achievement of national target. Dropping out of school creates an overall detrimental situation for girls since lack of education don't equip them to encounter social odds like early marriage and motherhood, dowry, violence and sexual harassment and enter into the wage employment in formal sector. It needs to be mention that women's increased participation in wage employment is imperative for the empowerment process of women.

Weak vigilant citizenry, non-existence of their engagement with the elected representatives, and lack of their participation in decision making in local development activities have stood as the greatest obstacle to national development and institutionalization of the democratic process as well as to achieve national development goals concerning women and people living in hard to reach areas.



During September-December 2010, BNPS organised Signature campaign to mobilize people's opinion to improve maternal health services.

Campaigning for Achieving MDG for Women

This campaign project was to ensure effective policy measures take place in the national policy framework to achieve MDG target on gender equity and improve maternal health i.e. MDG 3 and MDG 5.

Considering the situation of poverty of and discrimination against women and high maternal mortality rate, this campaign focuses on MDG 3: Promote Gender Equality and Empower Women and MDG 5: Improve Maternal Health with following specific objectives in terms of policies and practices of government:

1. Gender responsive allocation in all section of national revenue budget is ensured in the national budget from 2011-2012
2. By 2011, public opinion and legal environment will be created in favour of reform of inheritance law for equal share of women in family property
3. Increased allocation in national budget and comprehensive action plan with adequate allocation is undertaken in upcoming national Five Year Plan 2012 to reduce Maternal Mortality Rate less than 250 in 2015

#

Major Activities

- Mass circulation of IEC material and E-campaign to create awareness by demonstrating relevant messages on MDG 3 and 5
- Special reporting in selected media on maternal mortality
- TV spot on Maternal Mortality
- Developing Pre and Post budget recommendations and Press Conference
- Study on 'Ten years of declaring MDG: Budgetary allocation and utilization for women and it's impact on achieving goals'
- National Policy Dialogue with Ministries and MPs

Policy Impacts

Reflection of campaign demand in national budget and policy:

- Gender disaggregated information has been increased to ten ministry's allocation of national budget from four ministry's allocation of previous year.
- Extension of computer training program for girls to 34 districts.
- Establishing new primary school at 1500 villages.
- Establishing 10 new daycare centers for working women.
- Government's pledge to increase minimum wage to Tk. 5000 month for workers in readymade garments sector where 90 percent employees are women.
- Recruiting 13500 health care providers for same number of community clinic.
- Recruiting 46,000 field workers to provide nutritional services.

#

Promoting Citizen's Participation in Enhancing the Legislators' Roles Under PRODIP (Promoting Democratic Institutions and Practices) Project

BNPS, from its 25 years experience as a women focused organization realizes the people's interaction with their elected representative in identifying needs, planning, ensuring governance both at local and national level and eventually translating people's needs into materialization through active role of Member of Parliament in the legislative body. Improved governance situation and elected representatives responsive to their constituencies, along with significant gender focused policy intervention are required to reduce girl's drop out from schools and increase maternal healthcare in the country.

In her activities of PRODIP project, BNPS is working to facilitate Members of Parliament of four constituencies under Sirajgonj and Chittagong districts in their legislative, representation and oversight functions related to reducing the school dropout rate for girls, and improving maternal and reproductive health care. After first year since inception of the project, some notable achievement is observed in enhancing representation function of MPs resulting from citizens lobby through District Public Policy Forum (DPPF).



DPPF Member is submitting memorandum to Professor Mr. M A Mannan MP, member of standing committee of Health and Family planning

#

In project's working areas of Sandwip upazila of Chittagong and Kazipur, Ullapara and Sirajgonj sadar upazilas under Sirajgonj district, maternal mortality rate is higher than national average because of lacking in communication facilities and absence of doctors in health centres resulting from geographical isolation by sea and river. After raising the issues to the MPs by citizens in public hearing events, all the respective MPs transmitted the public pressure to the upazila and district health administration by issuing related instruction. It seemed work as administrative oversee has been strengthened for better services. Both in Sirajgonj and Sandwip, MPs are trying to manage fund for river ambulance as they expressed commitment in public hearing. MP of Sandwip is also attempting to resume the Chittagong-Sandwip steamer service. Recently he placed this requirement in parliamentary standing committee for the Ministry of Shipping. After becoming concerned from public hearing on teacher scarcity in primary schools of char areas of Kazipur, MP of Sirajgonj 1 took a hard action. No teacher can be transferred from those schools without MP's permission. It at least stopped the situation from getting worsened.



Mr Abul Quashem Shilpy, Convynor of Sandwip Public policy Forum, is delivering his speech in Sandwip Public hearing on the presence of Honorable Member of Parliament Mr. Mostafa Kamal Pasha. Interactions between the constituents and MPs of Sandwip and Sirajgonj indicate increased level of their representation role. DPPFs' Concerted exercises such as local methodical survey, public hearings, dialogues, interactions with their respective MPs, and relevant Parliamentary

#

Standing Committees have contributed to enhance the interaction between the MPs and their voters. This engagement process has created a scope for the MPs to know about their constituencies more closely and pay attention to devote and exercise their representational authority to address the areas of local development issues desired by the constituents.

Majeda Begum Shiru, DPPF Leader

A formerly quiet woman is leveraging BNPS intervention to enable women to speak loudly and powerfully to improve maternal health and education in Potya, Chittagong.

When you get up to speak in front of a group of people, does your stomach flip? Do you sweat more; get dry mouth, even heart palpitations? Many do. The dread of public speaking is one of the most common fears of people around the world.

Now imagine if you are a woman, brought up having to obey the family dictum and with a limited circle of interaction. You may be seen as a burden to an impoverished family, yet have to bear the weight of caring for its members.

Imagine now you have summoned the courage to step up before a panel of local officials, all older than you, all male, and perhaps of another class and caste. What will you say?

Majeda Begum Shiru says that in her community of Patiya in the south eastern Chittagong district of Bangladesh, her fellow citizens are not afraid to speak up.

“The women say, ‘I am unable to send my child to school. How do you plan to solve



that problem?’ Because of these kinds of questions being asked, [the officials] must answer to the public directly.”

It was not always this way. Shiru herself rarely used to go into government offices. “Even if I did, I felt uncomfortable,” she says. Bangladesh Nari Progati Sangha

(BNPS), with support from The Asia Foundation/USAID, provided public speaking and leadership training to Shiru and many other women, strengthening their confidence

#

and ability to engage in public.

Today Shiru has become one of the locally-elected officials she used to fear.

Shiru is a leader in the District Public Policy Forum, where citizens and civil society groups engage with local members of Parliament, departments of education and health, and local government officials to discuss issues of importance to the community. The process of having regular forums such as these raises awareness of government's responsibilities among citizens, and can lead to reduced corruption or abuse of government funds when Parliamentarians are more connected to the issues the community faces on a day-to-day basis.

"Women can now speak out and voice out their problems directly. The MP [promises] his community that their concerns will be discussed in the house of Parliament," Shiru explains.

Strong women like Majeda Begum Shiru are using the forums to address the high rates of maternal mortality and primary school drop-outs in their area. Recently, during a District Public Policy Forum (DPPF) meeting in Patiya, the group Shiru leads to support the local hospital successfully advocated for adding an additional doctor to the gynecology ward and improvements to the ambulance. In response to calls from Shiru and the community to improve the education system, the local school will soon be providing breakfast and lunch for the students on a trial basis, in an effort to encourage better attendance.

"Whenever there is a school gathering, or any sort of general gathering in the area, there are a large number of women present. We speak out to make these pressing issues known," says Shiru. "It is only after I joined the DPPF that I found out new ways to empower women. I saw that to acquire [government] funds, we had to exert a lot of pressure to get it."

Most of the areas of Kazipur upazila of Sirajgonj district is river island of mighty Jamuna. Literacy rate in this char area is much lower than the national average. Due to hard to reach and remoteness Schools are facing serious scarcity of teachers. Posting in these schools are often considered as 'punishment' and posted teachers get transfer from here by lobbying. After bringing this issue to the MP by Kazipur Public policy Forum in public hearing, MP took instant action of issuing an order to Upazila and District Primary Education Officer for filling the vacancies and postponing any transfer of teachers from the primary schools.

This success story proves that Community driven initiative and people's monitoring of the performance of the local level service providers could contribute to maximizing the outcomes.

#

Activism against Violence against Women

Different forms of violence (sexual harassment in public place, rape, fatwa and publicly lashing by local elite and clerics, acid throwing, blackmailing with mobile phone and IT technology) against women and girls both in domestic and public domain, in rural and urban areas, among affluent and indigent, is endemic in Bangladesh. Recent World Bank report³ raised its concern about the prevalence of domestic abuse in Bangladesh by saying: "... And no issue is more disturbing than widespread violence against women, much of it through spousal abuse, requiring difficult shifts in attitudes and behavior." While during his Bangladesh visit in August 2011 UNFPA executive director expressed UNFPA's major area of concern about violence against women in Bangladesh. An ICDDR,B study⁴ reveals that regardless of their marital status, the majority of the reproductive aged women surveyed (60% urban, 61% rural) reported either being physically or sexually abused at some point in their lives. This report also suggests that the prevalence of violence has become a major public health problem in Bangladesh. UNFPA executive director has stressed on massive awareness and education to reduce violence.

If the suggestion of UNFPA executive director considered seriously, then all actors need to ensure their investment in terms of commitments, action, time, energy, engagement, and resources to prevent and end violence against women.

VAW is not an isolated physical or mental phenomenon. It is deeply connected with the overall socio-economic system and power relationship of a particular society. Without taking a comprehensive approach of ensuring equal rights and empowerment it cannot be stopped only by legal steps which this proposed project intends to do through its mobilization, awareness, economic empowerment and advocacy initiative.

On 12 October 2010, Mizanur Rahman, a college teacher in north-west district of Natore, brutally killed by hooligans for protesting against their ill acts of harassing girls students on their way to college. Two weeks later, on 26 October, a 50-year-old woman died in Faridpur after a motorcycle was driven over her when she protested against the bullying of her daughter.

This ruthlessness of violence caught the full attention of government, political parties, civil society, women rights activists and media and led to a series of protests across the country.

In response to the situation, women rights movement in Bangladesh had been united in acts of move against VAW since the end of October.

¹ "The World Development Report (WDR) 2012: Gender Equality and Development". The World Bank. Washington D.C.

⁴ Domestic violence against women in Bangladesh. Health and Science Bulletin. Vol. 4, No. 2. June 2006. Centre for Health and Population Research. ICDDR.B.

#

Uniting other organizations for a joint protest



After the incidents of *October Killings* (Killing of a teacher and mother by stalkers), Bangladesh Nari Progati Sangha called upon other women rights groups and civil society to organise a joint protest. Naripakkha, National Forum to Stop Violence against Women, Action Aid,

National Advocacy Forum for Girl Child, National Forum on Adolescents, Institute for Environment & Development, My Rights Campaign and Manusher Jonno Foundation responded to BNPS call. A joint rally and human chain took place on November 4, 2010 in front of National Press Club, Dhaka. Eminent writers, journalists, university teachers and cultural activists also joined in the rally to express their solidarity.

BNPS also took part in programmes of Ministry of Women Affairs and other women rights networks. On 2 December, BNPS joined in a human chain organised by Ministry of Women Affairs to mark the 16 days of activism held in front of National Parliament. Ministers, Members of Parliament, high officials of government and women rights networks joined in the event.

On 5 June, 2011, Rumana Manzur, an Assistant Professor of International Relations at the



Dhaka University, became the victim of a horrific case of domestic violence when she was brutally attacked by her husband Hassan Syed, who beat her mercilessly, tried to gouge out her eyes and bit off part of her nose in

#

a fit of rage. Their 5 year old daughter was in the room and was a witness to this inhuman act. She lost vision in both her eyes.

A Fulbright scholar from Bangladesh, Rumana was pursuing a Masters degree from the University of British Columbia (UBC) in Vancouver. She was visiting her family in Bangladesh during the summer break when this incident took place. The Rumana story has shocked the society. Much is being discussed and debated both offline as well as online.

BNPS formed a human chain in front of National Press club demanding exemplary punishment to Rumana's torturer. Addressing the programme, the BNPS leaders strongly condemned the heinous incident and urged the government to take effective measures to eliminate repression on women from the society. BNPS Vice President and noted cultural activist Afroza Banu, its Director Omar Tareq, Deputy Director Shanaj Sumi and Prof. Dr Shawkat Ara Husain, among others, spoke on the occasion.

BNPS also took part in organizing protest rally and gathering with University of Dhaka and other women rights and civil society organisations. The culprit Hassan was picked up by the police on June 15 from a relative's house where he was hiding. The arrest came hours after the High Court took suo moto notice of the case based on media reports and asked the police to appear before it to explain the delay in arresting him.

Mobilising students on stop VAW

To develop a mindset against VAW among school and collage students, speech competitions was organised at six schools at Dhaka, Chittagong, Netrakona, Barhatta and Sandwip.

On 13 December, a speech competition held at university of Dhaka in participation of university and college students.

Demanding punishment of criminal against women

On 14 July 2011, BNPS organised a press conference at Dhaka Reporters Unity demanding



exemplary punishment of charged criminals in two different crime against women. One in a renowned girl's school in Dhaka, where a teacher violated a 10th grade student. Other is in a Rangpur district where UP Chairman violated two women on the name of salish.

#

Standing besides Indigenous Women



As a continuation of advocacy for promoting rights of indigenous women in Chittagong Hill Tracts, a study was commissioned on Status of CHT Indigenous women in traditional laws and customs. A misconception exists that matriarchy is the base of social order in our indigenous ethnic groups and so their women enjoy more autonomy in comparison Bengali women. Unaccustomed eyes of Bengalis imagine that myths as CHT indigenous women are visible in economic activities which is not in case of Bengali women. The

study, conducted by Advocate Sushmita Chakma, the first ever women Lawyer from CHT indigenous communities, revealed the realities of discriminations to women legitimated through customs.

After collection of information through interview, six focus group discussions were conducted at community level to cross check the validity of findings. The primary findings and analysis was shared in a national seminar held in Rangamati on June 2, 2011. The seminar was co-organised by Kapeng Foundation, an indigenous people's organisation working in Chittagong Hill Tracts and at national level. Mr. Joytirindra Bodhipriya Larma, Chaiman of CHT Regional Council was the chief guest in the seminar.



The study also bringing the following issues in scope of discussion and advocacy:

- Women's role in decision making
- Gender discrimination in access to education, Medicare
- Autonomy over own income
- Participation in arbitration, leadership
- Scenario of domestic violence

Poster on demanding equal rights of indigenous women

This poster has been published as a part of campaign and advocacy for promoting rights of Indigenous Women in Chittagong Hill Tracts. Message of the poster is about demanding equal share of indigenous women in customary inheritance laws and properties.

#

Image of women from eleven indigenous communities with traditional costume is used in the poster on the background of the map of Chittagong Hill Tracts.

Press conference to protest an incident of Rape of an ethnic woman



On 16 July 2010, an ethnic Mandi woman was raped by a Bengali community member at Shafipur of Tangail district. To protest this inhuman incident and to demand justice, BNPS along with Bangladesh *Adibasi Adhikar Andalan* (Indigenous Rights Movement) organised a

press conference at Dhaka Reporters Unity on 21st July, 2010.

#

Power of Uniting: Empowering Grassroots Women to Bring the Changes

Bangladesh's achievement of dropping the number of undernourished people to 27 per cent as of January 2011 is severely under threat due to triple crisis of climate change, depleted natural resources and rocketing food prices. A recent study⁵ conducted among 28 poor countries has ranked Bangladesh 'in top five most vulnerable to climate change and hunger, with devastating predictions for much of Bangladesh over the coming years'. Insufficient capabilities to deal with the climate crisis and the dire predictions have placed Bangladesh as the fourth most vulnerable country in the scorecard 'vulnerability' index.

As of April 2011, rice and wheat prices in Bangladesh has increased 42 per cent in a year and inflation has accelerated to 13-year high⁶ on food prices in September 2011. With nearly half of Bangladesh's 165 million people already living below the poverty line (41 million of which are women), higher food prices will have a severe impact on poor people's ability to buy enough food.

Serious water-related challenges due to climate change, including scarcity of fresh water, increased incidents of flooding and river bank erosion, frequent and prolonged drought, as well as wider areas affected by salinity are threatening poor people's lives severely. In addition, each year approximately one per cent (80,000 hectares) of arable land is lost to climate change, urbanization and industrialization. These phenomenon will have most direct impact on the lives of poor women.

BNPS program and activities designed for grassroots poor women address the issues related to the risk imposed on the livelihoods of the poor women, their skills development, coping capacity with the climate change and depletion of natural resources; through women's groups engagement with community, local government institutions and community institutions such as local market and social actors.

All above-mentioned aspects combined with intervention through organization building, mobilization, development education, technical and financial support to enterprises undertaken by the women, and advocacy for pro-women and poor policy change at national level affect the lives of women and their male counterpart at family and community in six working areas: Netrakona sadar, Barhatt and Mohanganj Upazila under Netrakona district; Sandwip upazila under Chittagong districts; and suburb areas of Dhaka and Chittagong districts.

⁵ 'On the Brink: Who's best prepare for a climate and hunger crisis?' ActionAid. October 2011

⁶ *ibid* and 'Bangladesh Inflation Accelerates to 13-Year High on Food Prices'. Bloomberg report. *By Arun Devnath and Unni Krishnan - Oct 17, 2011.*

#



Women's initiative to clean the city

Meradia is an underserved area at the outskirts of Dhaka metropolitan with high density of population with low civic facilities. Because of lacking of dustbin facilities peoples are used to discharge their household west in road-corners created many unplanned 'dust-depot'. According to their annual plan, Clusters leaders of *Meradia Udayan* Cluster Committee together with their five group members submitted a memorandum to local Ward Commissioner (elected representative under City Corporation) demanding to install dustbins. After submission of memorandum, cluster leaders Rehana, Sheuli, Sayera and Rani kept the follow-up with Ward Commissioner's office. Their efforts turned into success while two dustbins are installed in the area.

Action against Eve teasing at Sandwip

Under the leadership of Sakina and Sahabia of Musapur Union Cluster Committee of Sandwip, the committee called upon the community leaders and members in a community meeting to take preventive measure on eve teasing to ensure the safety particularly of the school-college going girls. Girls and guardian assertively raise the issue in the meeting demanding action against stalkers. A caution alert was announced from the meeting that stalkers will be handed

#

over to law enforcing agencies if any further incidents of teasing take place. The meeting formed a seven members 'Eve teasing protection committee' combining of community leaders and three women from Musapur Cluster.

Women group leaders won in local government election

The women leadership of group and cluster under BNPS programme has gained trust in their respective communities. This recognition has been reflected in local government election held in June 2011. Six women leaders have been won the election as councilor of Union Council, the lower tier of local government system. Among them four are from Sandwip and rest two is from Barhatta and Dhaka centres.

List of women group/cluster leaders won in Union Council Election 2011

Inclusion of women in management of upazila marketplace

Significant changes achieved in Barhatta in reporting period in terms of women's access in marketplace as well as participation in governance system of market. Outcomes of regular contact, lobby and meeting with Barhatta Bazar Committee (Market Committee) by leaders of women groups on market extension is now measurable through following indicators:

1. For the first time, three women have been included as member in Barhatta Bazar Committee of 2011-14. The committee is consists of 53 members.
2. Market-Toll has been exempt for women traders as leverage.

Separate toilet facility for women has been ensured in the office of Bazar committee.

Success story of four new women entrepreneurs in suburb Dhaka

After receiving training on entrepreneurship on October 2010, Nurjahan, a member of a women group at Meradia working area under Dhaka centre started a 'mini mess' at her home, an innovative venture of serving lunch to working peoples surrounded to her house. Monthly return from this venture raised to Tk. 10,000 within seven months. Zarina, Mukul and Sahera, three other participants of same training started venture of selling Sarees (traditional women's wear in Bangladesh) door to door. They are earning Tk. 5000 monthly in an average.

Beyond the Line

Baldorshi is a village under Maghan-Shiyadhar union, Upazilla Mohangonj and low lone colonized district of Netrokona. People in this village living with natural disaster are mostly very poor. In the past, male were involved with income but it was about impossible in care of female. It was a hidden social rule that male would earn money, doing daily labor or would do other work for money and female would do the household work. Female would never go outside for work even they were starving. In this care not only there were social and family barrier, but also female were not used to it. Female never wanted to come out from the chain. Even some of them went out very rare but it was limited to do cultivation in this own house garden or daily poultry firming.

#



In this situation, a social organization named Tista has been formed in Balgram with the help of local people under RE-CALL Project of BNPS. After joining in this organization and its different program, female came to understand that they also need economic empowerment along with male. In this context, feeling uncomfortable and being scared for the first time fourteen female began to work of building foundation for village house. After doing this work one person earned 2200-2300 taka in 20 days. After doing this work successfully, they never felt any constrain regarding social or mental. Now they do not have any hesitation. They feel that doing work out and earning money, they can help the family and can meet their personal demand a bit as well.

Beggar to Shopkeeper

Hema Rani is the 65 years old lady of Maishati village. Husband Narendro Barmon died many years past. Only asset left for her is his tiny house. In her family, she has her own widow daughter. Both of them begged to run their family.



In 2011, Hemarani attached with the Majihati social organization named Ruposhi. This organization has donated her 5000 taka under RE-CALL project. With this money this organization helped her to open a shop in the village.

Now the two mother and daughter is running a shop in their own house. Sometimes mother go outside as a hawking to sell the goods. This shop keeping has ensured the living cost of both the mother and sister.

Sexual and Reproductive Health Education: School and Community Can Break the Taboo

Mobilizing Social Actors for SRHR Promotion

'Making Education Gender Responsive and Preventive to HIV/AIDS' project started its journey in 2009 by identifying stakeholders relevant to the project objectives. During the period 2010-2012 the project engaged with the following actors at different stages of the project-life with specific objective. Series of consultations and sharing were organized to actively involve the stakeholders and obtain their support to: a) Make school textbooks gender sensitive, and b) Introduce comprehensive sexual and reproductive health education in textbook. Type of engagement with different actors can be understood from activities narrated in different of this report. Activities carried out during 2010-2012 and the results of the projects indicate that a well-designed program involving the schools and community can break the social taboos related to Sexual and Reproductive Health and empower the community to maintain a healthy social condition.



Local Stakeholders	National Stakeholders
1. Local community	1. Institute of Education Research, Dhaka University
2. Six secondary schools, schools management committees, Teachers, parents, community leaders	2. National Curriculum and Textbook Board (NCTB)
3. District administration, health and education agencies	3. Nine teachers associations and school and college teachers
4. Non-school going adolescents	4. Government officials of primary and secondary education departments
5. Local clubs and youth organizations	5. Mass media: newspapers and TVs

#

Engagement with Schools: A Model of Teaching SRHR Formally

Teaching SRHR in six selected schools is the core of this program. The first phase of SRHR sessions in schools started in March 2010 and continued to the second phase in consecutive years 2011-12. In the second-half of the first phase (July 2010-February 2011) total 4,594 students (3,458 girls and 1,136 boys) of class IV to VIII participated in the program carried out in six schools. Another round of nine sessions started in August 2011 in the second phase and continued up to April 2012.

Following table particularly highlights the progress of SRHR sessions for the students of class VI to IX in six schools at Dhaka, Netrakona and Barhatta centers of BNPS.



Cumulative Picture of Sessions In Six Schools

Class	Session carried out in August 2011-April 2012		Total Participants in 9 Sessions						
	Target	Achievement	Target			Achievement			
			Girl	Boy	Total	Girl	Boy	Total	%
VI	54	54	1400	887	2287	1208	781	1989	87
VII	54	54	1400	1050	2450	1532	576	2108	86
VIII	54	54	1400	1045	2445	1208	760	1968	80
IX	54	54	1400	980	2380	1184	625	1809	76
Total	216	216	5600	3962	9562	5132	2742	7874	82

In two terms a total of 12,468 students participated in the SRHR sessions. During this reporting period 82% students have regularly participated in the specially arranged monthly learning sessions formally imparted by the teachers especially trained by BNPS.

Speech Competition: In three high schools of Netrakona and Barhatta speech competitions were held (January-February 2011 period) among the students who had been participating in

#

the program for the last one year. Topics of the speech was selected from what had been discussed in the classes related the adolescents' reproductive and sexual health and HIV/AIDS. Members of school managing committee, parents and government officials were present in those events.

Engagement with Community: SRHR Education Beyond School Boundary

Awareness Sessions for Women: The project realized that the SRHR topics developed for school students were also imperative to disseminate among community members for SRSR related awareness raising and create social support-base for such program for students. During the first eight months (July2010--February 2011) 16 government Health Workers and 18 Community Organizers of BNPS imparted nine customized SRHR sessions to 37,654 women in Dhaka, Barhatta, Netrakona, Chittagong and Swandip. Government Health Workers were engaged in Barhatta and Netrakona with the permission of respective government departments. BNPS arranged capacity building of those Health Workers and its own Community Organizers especially to suit the purpose of the project.



Awareness Sessions for Adolescents: Along with the program for school students similar program was implemented in the community to reach the adolescents who were out-of-school for various reasons. In five working areas of BNPS a total of 18 non-school-going adolescents groups (13 girls and 5 boys) were organized. A total of 287 boys (80) and girls (207) regularly participated in the awareness sessions being taught by 18 trained BNPS front line staff. Participating girls and boys were expected to become a role model of SRHR aware person in the community, messengers of promoting SRHR knowledge, overcoming the taboos related to reproductive health education.

#



Following table briefly shows the composition of the participating adolescents, achievements and progress during this period (July 2011-June 2012).

Awareness Sessions and Participating Non-School-Going Adolescents												
Center/ Adolescent Group	No. of Participating Adolescent			No. of Sessions (June 2011-April 2012)		No. of Adolescents Participated in Nine Sessions (June 2011-April 2012)						
	Girl	Boy	Total	Target	Achievement	Target			Achievement			%
						Girl	Boy	Total	Girl	Boy	Total	
Dhaka 3	30	15	45	27	27	270	135	405	248	113	361	89
Barhatta 3	31	18	49	27	27	279	162	441	250	126	376	85
Netrakona 3	50	-	50	27	27	450	-	450	432	-	432	96
Chittagong 3*	36	17	53	27	27	341	170	511	319	143	462	90
Sandwip 6	60	30	90	54	54	540	270	810	540	270	810	100
Total: 18 group	207	80	287	162	162	1880	737	2617	1789	652	2441	93

#

Engagement with Clubs and Youth Organizations: Apart from imparting awareness sessions to school students and non-school-going adolescents this project carried out some auxiliary activities in order to create a social support base for the 'taboo' issue of sexual and reproductive health. In this context activities were planned to open up engagement with the local clubs and youth organizations.



In five working areas of BNPS three awareness meetings with local club/youth group was organized for promoting SRHR knowledge. Five awareness meetings--Puberty and Adolescents' Reproductive Health Care--were held between November 2011 and February 2012. A total of 156 youths of five local clubs participated in awareness meetings facilitated by BNPS staff.

Awareness Meetings and Engagement Youth Group			
Center	Venue	Date	Number of Participants
Dhaka	Khilgoan Club	2 December 2011	33
Netrakona	Shatadal Group Ajahar Roar	25 February 2012	30
Barhatta	Conference room, Center office	28 January 2012	36
Chittagong	Adarsha Samaj Kallayan Parishad Bakulia	29 November 2011	32
Sandwip	Boyhood club Shiberhut	5 January 2012	25
Total: ►			156

#

Advocacy for HIV/AIDS Prevention and Gender-Sensitive Textbooks

Let Everybody Know, Let Everybody Involve

All project activities were implemented with the support of community and government administration and in every respect their participation and cooperation was tried to ensure as much as possible when it was required. All activities during this two-year (2010-2012) were thought to be used meaningfully for the purpose of mobilizing public support and endorsement to this program. In order to present the overall experience of the project to the respective stakeholders and getting their suggestions for improvement and support for future program implementation, two concluding public events were organized in Netrakona and Barhatta.

Learning Turned Into Action

In Barhatta area teachers, school managing committee and also students of Huzrabari High School in cooperation with local administration (Upazila Nirbahi Officer of Barahatta and Netrakona thana) and community people have protested and taken initiatives to prevent the early marriage of Setu, a student of class eight, as the result of awareness session and motivation effort of BNPS project 'Making Education Gender Responsive and Preventive to HIV/AIDS'. This incident has been reported in National newspaper, *The Daily Jai jai Din* and online newspaper, *Banglabarta 24.net*.

Local Sharing Meetings: Two local level opinion sharing meetings were held in Netrakona district and Barhatta upazill on January 11 and 12, 2011 respectively. In both the events highest level of government's administrative officials were present and took active role along with representative from elected local government bodies, influential local opinion leaders such as teachers of colleges, activists of women and cultural organizations. School teachers, Health Workers, and students directly involved with this project shared their experience and opinion with the audience of these two events.



#

From the experience sharing exercise following recommendations came up:

- ⇒ Similar to BNPS lesson plan, nationally school textbooks should include the topics on gender equality, reproductive health and HIV/AIDS properly.
- ⇒ This program needs to be extended to other educational institutions in the area.
- ⇒ Government health department should disseminate the messages on adolescent, sexual and reproductive health to the community.
- ⇒ To overcome the barrier of the patriarchal mindset inclusion of more male members in such process is imperative.

TESTIMONY OF A STUDENT:

Palashi Akhter Jui, Class VII, Hujrabari High School

We have learned many new things by attending the bnps organized sessions in our school. We did not realize that the many of the differences between men and women are not natural; our society creates those differences and discriminates against women. Discrimination against women is not a natural think. We have learned about the adolescence, reproductive health care and hiv/aids. Discussions of those topics are not available in our textbooks. We found those useful for our lives. Inclusion of those subjects in the textbooks will benefit us.

We are trying to discuss all those with our parents.

TESTIMONY OF A GOVERNMENT OFFICIAL:

Md. Nasir Uddin, UNO, Barhatta Upazilla

Women in our society are the victim of discrimination and repression. Women become victims of this situation due to lack of consciousness. This situation also impact on the basic healthcare to hiv/aids prevention. It does not exclude men also; beside being the perpetrators of this unfair treatment, they also suffers from this social system. I know a situation where a doctor did not attend an aids patient, fearing he would be infected by this patient too. I think bnps' initiative to create awareness about reproductive health, hiv/aids prevention, and gender equality in the community and schools is important. Inclusion of these issues in the school text books can eliminate many wrong perception related to adolescent and reproductive health as well as HIV/AIDS.

National Sharing Meeting: In addition to final sharing at Netrakona and Barhatta another national level concluding event entitled 'Education System: Inclusion of Reproductive Healthcare and HIV/AIDS Prevention from Gender Perspective is Required' was organized in Dhaka on February 10, 2011. A total of 104 participants from NOGs, teachers' associations, faculty members of different universities, electronic and print media, women's activist groups, and government officials took part in this event.

#

Schools teachers from Dhaka, Netrakona and Barhatta who have been imparted model lessons for the last one year shared their teaching experience, leanings, opinion, and challenges they had faced to implement this program.

From BNPS overall experience and learning of this two-year was shared with the participants through a video documentary on the school program. Through a briefing paper a set of recommendations were presented to the participants and subsequently submitted to the ministry of education and the National Curriculum and Text Book Board (NCTBB).

Roundtable and Newspaper Supplement: To build awareness, create public opinion, and influence respective policy makers a roundtable entitled 'Gender Responsive Education System Essential for Gender Equality' was organized jointly with the vernacular daily Samakal on November 25, 2010. Representative of the National Curriculum and Textbook Board (NCTB), officials of health and education departments (both primary and secondary education) and teachers training colleges, UNICEF, eminent educationists from two major universities, civil society and professional groups active in education and gender rights movement participated in this roundtable.



Experience of this project and its activities were shared with the participants. Along with receiving inputs and suggestions from the participants, major findings and recommendations of the project were presented for participants' endorsement.

Professor Mohammad Mostafa Kamaluddin, Chairman of the National Curriculum and Textbook Board (NCTB), said the government has already reviewed the secondary-level curriculum and incorporated the issues of gender justice there. "We have included life skill based education involving many practical skills in the curriculum which will be introduced in 2012," he said.

#

A week after the roundtable, daily Samakal published a supplementary page based on the issues discussed and 17 specific recommendations generated in the event. An elaborate report will be published by BNPS for its ongoing advocacy campaign.

Observation of World AIDS Day 2011

A set of orchestrated program was undertaken at national and districts level for awareness raising through observing the World AIDS Day 2011. BNPS accepted the 2011 WAD's theme, 'Getting Zero: Zero New HIV Infections, Zero Discrimination and Zero AIDS Related Deaths'; however, this theme was adopted to the country context and BNPS mainly focused on promotion of SRHR education, its incorporation in education curriculum, prevention of HIV/AIDS from gender perspective and promotion of screening test and blood testing facilities in the country.

National Level: At national level a press conference was organized on December 1, 2011 to highlight BNPS' demand to establish blood testing facilities at all district level health facilities. Through this press conference BNPS urged the ministry of Education, Women and Children Affairs and Information to take integrated initiatives for HIV/AIDS prevention. News of this press conference was covered by leading newspapers and TV stations.



Acting Executive Director of HASAB, a leading HIV/AIDS network organization, attended the press conference to endorse BNPS concerns raised in the press conference. Reports of BNPS Press conference at Dhaka were published in following five national dailies:

- The Daily Star (English)
- Inkelab (Bengali)
- Jugantor (Bengali)
- Kaler Kantho (Bengali)
- Sangbad (Bengali)

#

Advocacy cell of BNPS also prepared and published an Op-ed on the same issue which was published in leading national daily called *Samakal*.

District Level: On the eve of World AIDS Day 2011 a set of programs were undertaken at district level—Netrakona district and its sub-district Barhatta where the major activities of this project was implemented. Both working areas organized 1. Awareness Rallies, 2. Press Conference, 3. Submission of Memorandum to district administration, and 4. Distribution of leaflets.

✂ **Awareness Rallies:** Two separate awareness rallies were organized in Netrakona and Barhatta to observe the WAD 2011. BNPS took leading role to organize the WAD observation initiated by the office of the Civil Surgeon of Netrakona district. Netrakona centre of BNPS mobilized an awareness rally of 700 people with the cooperation of eight local organizations. A similar awareness rally of 300 people was organized by the Barhatta centre of BNPS to support the initiative undertaken by the local Health Complex.



✂ **Press Conference:** Being located at district headquarter, BNPS Netrakona Center organized a press conferences on World AIDS Day at Netrakona District Press Conference room on 1 December 2011. Netrakona Center planned this program to take advantage of the occasion of the World AIDS Day observation to highlight its demand to make HIV blood testing available in district hospitals. Like the national press conference in Dhaka this local press conference also emphasized on the integrated program of Ministry of Health, Education, and Women and Child Affairs for prevention HIV/AIDS. Netrakona center of BNPS presented a keynote paper in the press conference. The press conference was attended by the Deputy Civil Surgeon of Netrakona district and one physician and faculty member of Mymensingh Medical College Hospital to endorse the demand of BNPS and address journalists' quarries with credibility.

✂ **Memorandum Submission:** With participation of 15 organizations Netrakona center of BNPS prepared a memorandum to request the district authority of Netrakona to make blood testing

#

facility available in district hospital. This memorandum was submitted to the District Commissioner through the Civil Surgeon, head of health authority. BRAC and Family Planning Association of Bangladesh (FPAB) was the signatory of this memorandum among other local civil society organizations and NGOs.

✂ **Leaflet Distribution:** Specially published leaflet (please see the IES Materials section above) was distributed in all five working areas of BNPS to observe the WAD 2011.

✂ **Media Coverage:** Above-mentioned programs received mentionable media coverage both in following national and local newspapers:

Wad 2011 Programs of Bnps Covered by Newspaper		
National Daily		Local Daily
Destiny	Prothom Alo	Banglar Darpan
Jai Jai Din	Samakal	Desh Kantho
Karatoa	Sangbad	Shakti

School Text Books for Gender Equality and HIV/AIDS Prevention

Advocating for gender sensitive school text books was one of the major purposes of the project. Purpose of this particular advocacy initiative was to support achieving gender equality and making HIV/AIDS prevention program more effective.



Review and Content Analysis: In line with the 'National Education Policy 2010', National Curriculum & Textbook Board (NCTB) of Bangladesh has undertaken to review and revise the text books it approves for the schools to make those politically correct in terms of gender sensitivity. Along with some selected NGOs and agencies like the UNESCO and the UNICEF, BNPS has been also carrying out a campaign to make the school text books appropriately gender sensitive and to include the sexual and reproductive health education in the school text

#

books in a comprehensive manner. Despite NCTB’s plan to introduce 79 of its prescribed books with necessary revision, it could only bring in 12 revised books in 2012. During this reporting period, BNPS undertook an initiative to Analyze Gender sensitivity of selected Text Books of Primary and Secondary Level School for its campaign purpose, to sensitize the policy-making body and relevant personnel about the effectiveness of new books. The objective of the study was qualitative and quantitative analysis of the text, contents, photographs, illustrations and other related issues in terms of gender sensitivity from primary to secondary level. The study done by a group of professional gender and communication experts followed the recognized content analysis methodology. A total of 25 books was selected through purposive sampling from 108 books on 12 subjects from class one to class ten published by NCTB. Mr. Robaet Ferdous, Associate professor, Department of Mass Communication and Journalism, university of Dhaka led the research team for analysis, identifying gaps and suggest recommendations. Findings of the analysis were shared with relevant stakeholders, particularly with the professionals involved with the text books development and review process, through national and local levels consultations.

Local Level: Two sharing meetings with teachers of schools and colleges, government education officials, professionals having understanding of text books and journalists were organized at local level. The objective of the sharing was to receive participants` opinion on the findings of the study on ‘Analyzing Gender sensitivity of selected Text Books of Primary and Secondary Level School’.

Following table presents the information about the participants of those two sharing meetings.

Analysis Sharing of Content Analysis Study Findings at National Level					
	Venue	Date	Number of Participants		
			Female	Male	Total
1.	Conference room, District Administrative Office, Netrakona	6 June 2012	07	21	28
2.	Conference Room, BNPS center office, Barhatta	7 June 2012	05	19	24

National Level: Besides sharing with local stakeholders two national level sharing meeting was organized with the national level actors like representatives of teachers’ associations, relevant faculty members of Institute of Education and Research (IER) of the Dhaka University, curriculum expert and lead consultant of the NCTB, faculty members of the teachers training institutions, and some selected government agencies. This national sharing was supposed to be attended by the Education Minister of Bangladesh. However, due to some unforeseen emergency situation the minister could not show up in the national sharing. The objective of the meeting was to get participants` opinion on the findings of the study on ‘Analyzing Gender sensitivity of selected Text Books of Primary and Secondary Level School’. Findings of the analysis along with the suggestions gathered from both local and national sharing process would be sent to the NCTB for its consideration.

#

Following table presents the information about the participants of the national sharing meeting.

Analysis Sharing of Content Analysis Study Findings at National Level


Venue	Date	Number of Participants		
		Female	Male	Total
1. BNPS Conference Room, Dhaka	12 June 2012	10	08	18
2. CIRDAP Auditorium, Dhaka	28 June 2012	29	47	76

Results: Combined results of the above-mentioned activities had contributed to create an enabling and vibrant environment for this campaign.

Consultation series with key actors have made them aware of organized alternative activities undertaken by non-government initiative with analysis, alternative model and practice. Use of news media played important role to reach wide range of audience across the country.

IEC with a Purpose: Spreading Message, Overcoming Taboos

Confidence building through rapport and effective communication is vital to win community's hearts and start breaking the taboo related to sexual and reproductive health issues. The project designed a concerted communication strategy to reach and influence the community. Following Information, Education, and Communication (IEC) materials were designed to reach varied range of audience of this project during July 2010 and June 2012:



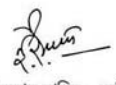
Nurul Islam Nahid M.P.
Minister
Ministry of Education
Government of the People's
Republic of Bangladesh.

বাস্তি

মানুষের জীবনের লক্ষ্য কেবল যেনতেনভাবে উপার্জনসক্ষম হয়ে ওঠা নয়, বরং ভালো মানুষ হওয়া। আর এজন্য দরকার শ্রেণি-ধর্ম-বর্ণ-লিঙ্গ নির্বিশেষে সকল মানুষকে সমানভাবে ভালোবাসা; সকল ক্ষেত্রে বৈষম্যমূলক দৃষ্টিভঙ্গি পরিহার করা ও গণতন্ত্রমূলক হয়ে ওঠা; সুন্দর একটি আগামী জন্ম স্বপ্ন রচনা করা এক প্রয়োজনে দেশ, সমাজ ও মানুষের পাশে দাঁড়াবার জন্য প্রস্তুত থাকা।

জীবনের জন্য প্রয়োজনীয় এসব শিক্ষার সবটা কখনোই কেবল পাঠ্যপুস্তকে সীমাবদ্ধ থাকে না। আমরা নানা স্থান ও উৎস থেকে দেখে-পড়ে-শনে-ভেবে এমন অনেক কিছু শিখি, যা জীবনের নানা সমস্যা-সঙ্কলিতায় আমাদের পথ দেখায়, সচেতন নাগরিক হিসেবে মানুষ, দেশ ও সমাজের জন্য কাজ করবার প্রেরণা যোগায়। আমরা যেন সেসব শিক্ষাকেও সমান মর্যাদায় জীবনের ধন হিসেবে গ্রহণ করতে পারি।

বাংলাদেশ নারী প্রগতি সংঘের 'তথ্যভিত্তিক ক্যালেন্ডার' প্রকাশের সফলতা কামনা করি।


নূরুল ইসলাম নাহিদ, এমপি

#

- **Message-Based Calendars:** As one of the IEC materials message-based calendar was chosen because of its year-long utilization value. Keeping in mind the largest stakeholders of this project—students, adolescents, and their parents—the message-based calendar with six specific messages was developed in December 2011 by the BNPS program team. Those messages focused on six specific areas related to the objectives of this project:
 - Role of community, schools and teachers, government agencies, media, to ensure the sexual and reproductive rights of adolescents,
 - How parents can provide correct information on sexual and reproductive health and government policy about Adolescent Reproductive Health,
 - Importance of reducing girls households work load,
 - Prevention of sexual harassment,
 - Elimination of negative attitudes towards transgenders,
 - Importance of knowing about HIV/AIDS.
- **World AIDS Day Leaflet on Blood Testing Facility:** On the eve of World AIDS Day 2011 BNPS published leaflets highlighting the demand of establishing blood testing facilities in every districts of Bangladesh.
- **Billboards:** In July 2010 two billboards with four distinctive messages and relevant photographs were developed and installed in Netrakona Government Girls High School (a partner of this project) and on the premise of Union Parishd at Barhatta. Messages of billboards covered messages related to project: 1. Adolescent and reproductive health, 2. Violence against women, 3. HIV/AIDS prevention and 4. Gender sensitive curriculum.

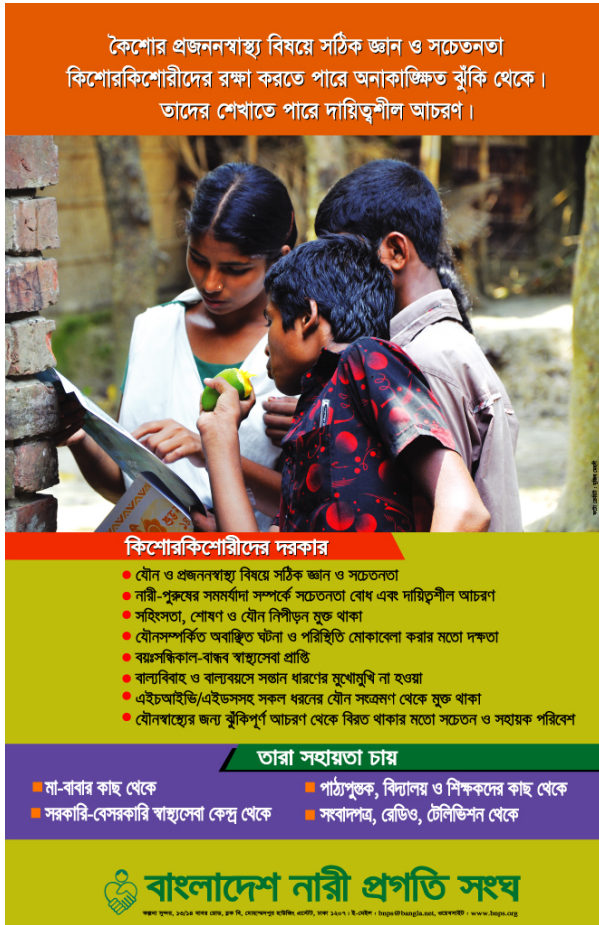


- **Stickers:** In 2010, stickers with different messages were published mainly for school students. Those stickers conveyed messages on 1. Reproductive health, 2. How sexual and reproductive health awareness helps prevent HIV/AIDS, 3. Sexual harassment, 4. Prevention of suicide of girls.
- **Briefing Paper:** One briefing paper entitled '*Text Books Reform Needed to Incorporate Gender-Responsive Reproductive Health*' was developed in 2011 particularly addressing the officials of the National Curriculum and Text Book Board (NCTBB) and ministry of

#

education. The briefing paper made 15 recommendations for implementation in the ongoing curriculum review process.

- **SRHR Information Boards:** In five working areas of BNPS three types of information boards was installed at 14 such different premises as school, administrative office area, bus terminus and market place for promoting Sexual and Reproductive Health Rights and contributing to overcoming related barriers and taboos. Information boards covered three areas related to sexual and reproductive health: 1. Emergency Obstetric Care and service, 2. Adolescents` Reproductive Health Care and Service, 3. Awareness and Health facilities related to Sexual Transmitted Diseases.



- **Posters:** Three posters were developed for the awareness of community and sensitize higher level stakeholders like schools and government authorities. The first one (2010) raised question about lacking of gender sensitivity in education policy. Main message of the poster asks 'Are we on the right track with a education system which lacks gender sensitivity and doesn't provide sufficient scientific knowledge regarding reproductive health?' The second poster (2011) entitled '*To create Conscious, Informed and Responsible Citizens Adolescent and Reproductive Health Should be Taught in Schools*', depicts how a gender-responsive adolescent and reproductive health education can help achieving comprehensive Sexual and Reproductive Health Rights Education. Last poster (2012) focused on comprehensive information on sexual and

reproductive health rights related to adolescents and how different service providers such as government and non-government agencies, schools, media, and gatekeepers like parents, teachers, and guardians can come forward to create an enabling environment for the adolescents.

- **Message Card:** A message card was designed and developed in a desk-calendar format as part of this publicity campaign. This message card carries two distinct messages on sexual harassment and importance of introducing sexual and reproductive health in school curriculum.

#

- **Cable TV Networks:** Facilities of local cable TV service providers were used to disseminate messages to break sexual and reproductive health related taboos. Six monthly messages were identified and telecasted from April 2012 to June 2012.
- **Article Series in Weekly Magazine:** A series of six reports was published in weekly 'Shaptahik'--a popular magazine in Bangladesh. This report-series was published to make policy makers, civil society groups, teachers and government conscious and affirmative to incorporate the issues of gender inequality, SRHR and HIV/AIDS prevention more comprehensively in national school curriculum.
- **Video Documentaries:** Two video documentaries were produced in 2011 and 2012 on the school program and Sexual and Reproductive Health Rights related activities carried out by this project. Both documentaries share the experience of this project and to showcase the possibility of teaching sexual and reproductive healthcare, and HIV/AIDS prevention from gender perspective in the schools.

Results: Strategy of generating synergy through a mix of IEC materials seems effective to create better impact as far as opinion building and creating demand-side is concerned. All stakeholders were sensitized and supportive to this program. Its immediate effect can be felt in the program areas and among various actors, such as government officials, schools, students, teachers and community members. Gradually, both local and national media is focusing on the issues raised by this program. Involvement of media, though still limited, is helping to convey the messages and concerns to a wider section of the society.

Various messages (HIV/AIDS prevention, sexual harassment, violence against women, gender sensitivity of in textbooks, adolescent and reproductive health) conveyed through those IEC materials and products established one central theme in the minds of audience that all those issues are not isolated, rather deeply connected with the unequal status of women. The effect of all those IEC materials can be compared with putting together the pieces of jigsaw puzzles.

Capacity Development to Cater Special Need

To serve the special need of the program, apart from the overall capacity development initiative of BNPS, a set of capacity development activities were undertaken for the capacity development of BNPS staff and teachers of schools participated in the program.

Experience Sharing and Review Workshop

Since March 2010 twenty four (24) teachers of six schools had been imparting sessions for students of class IV to VIII. BNPS staff are also engaged in imparting similar sessions at community. Teacher's module, lesson plans, handouts and teaching aids developed for this project are being used for the sessions. Traditionally, school teachers are not used to participatory teaching methods and are not comfortable with dealing many topics related to adolescent and reproductive health. Imparting those issues both at schools and community by the teachers and BNPS staff were challenging. It was felt necessary to organize a mid-term refreshers course to share their experience, review the activities, strategy and skills of the

#

teachers and BNPS staff before they face the crucial and important lessons towards the ending of the project in February 2011. In order to reinforce the capacity of the teachers, listen their experience of last 7/8 months and assess the need whether any adjustment is required a review and refreshers workshop was organized. Specific objectives of the workshop were:

1. Assess the progress and impact of sessions implementation
2. Identify the experience, learning, result/impact of the program in school
3. Measures needed to overcome the challenges
4. Skills needed to impart the rest of the sessions effectively.

Following table shows the representation of participants who had attended the workshop in October 2010:

Participant of Experience sharing and Refresher Workshop			
Category of Participant	Number of Participant		
	Female	Male	Total
School Teacher	10	9	19
BNPS Center Staff	06	02	08
BNPS Central Staff	04	02	06
Total	20	13	33

Results: This sharing and review workshop helped the project to identify the areas of improvement, future opportunity of the project, challenges it been facing, identify the limitation and lessons. It also worked as an mid-term evaluation of the teachers and BNPS staff in particular and some aspects of the project in general. A set of suggestions and recommendations were drawn from this process which was applied in the planning process of the next phase of the project. (July-December 2010)

Project Orientation Workshop

Respective BNPS staffs were involved in the Evaluation process of the last phase and project design exercise of the current phase. Through those steps and implementation experience of last two-year they have the overall understanding of the project's direction.

After the finalization of the proposal a two-day orientation workshop was organized for the staff to provide them common understanding about the project, its objectives, activities and implementation strategies. Workshop participants finalized the operational plan and manual of the project on the basis of the workshop recommendations.

Broadly, following issues were discussed in the workshop:

- Briefing about the forthcoming period of the 'Making Education Gender Responsive and Preventive to HIV/AIDS' project
- Responsibilities of different staff at centers
- Responsibilities of different departments of Central office
- Performance evaluation mechanism of the project
- Reporting system

#

- Budget and financial management
- General discussion on importance of changing values, outlooks and taboos related to sexual and reproductive health.



In the workshop special effort was given to emphasize on two aspects: 1. organizing non-school-going adolescent groups and to ensure the effectiveness of the program in terms of breaking the taboos related to sexual and reproductive health, and 2. changing values of BNPS staff and their inhibition related to sexual and reproductive health.

Following table presents the information about the participants of this workshop:

Project Orientation Workshop				
Venue	Date	Number of Participants		
		Female	Male	Total
BNPS Conference Room, central office	10-11 April 2011	22	16	38

Training of Trainers (TOT)

Two four-day ‘Training of Trainers’ courses were organized between May and July 2011 for 56 school teachers and BNPS workers. For four reasons TOTs were required and planned for the ongoing phase of the project:

1. Inclusion of two new schools in the program and two new working areas of (Chittagong and Sandwip) has caused the involvement of 10 new teachers and six new community organizers,
2. Replacing teachers involved in the last phase for various reasons,
3. Some revision of lesson plans used in last phase, and
4. Emphasizing on facilitating positive attitudes of teachers and community organizers regarding sexual and reproductive health and overcoming the team members’ (teachers and BNPS staff) inhibition related to sexual and reproductive health education.

#

In ToT courses one session was dedicated to discuss the values related to sexual and reproductive health rights. Nonetheless, all along the training process raising gender awareness of the trainees was given special emphasis.



Based on the changes brought into the lesson plans, previous experience of the program in schools and community, and training needs assessed by BNPS, a joint training team of PROSHIKA and BNPS conducted both the courses.

Participants' common understanding about the program and lesson plans, their facilitation skills and techniques of organizing the sessions for students and adolescents, are expected to improve. It is not expected that through this four-day course trainees' attitude towards sexual and reproductive health will be changed dramatically. However, it can be expected that through continuous involvement in this program there will be some impact on the mindset of teachers and BNPS workers towards sexual and reproductive health issues.

Following table provides basic information about the courses:

Training of Trainers (TOT)						
Venue	Date	Number of Participants				
BNPS Conference Room, central office	30 May-2 June 2011 4-7 July 2011	Teachers		BNPS Staff		Total
		Female	Male	Female	Male	F+M
		14	15	--	--	29
		--	--	15	12	27
Total participants:▶				29 (F)	27 (M)	56

SRHR Orientation Training for BNPS Staff

To support important project objective (*Teaching capacity and knowledge level developed of selected school teachers and BNPS frontline staff*), training on 'Sexual and Reproductive Health Rights (SRHR)' was planned to provide a comprehensive orientation on SRHR to all BNPS program staff to develop their conceptual clarity and attitudinal understanding towards SRHR. It is expected that through this training program staff's inhibition in dealing sexual and

#

reproductive health issues will be reduced, their motivational level will be increased and they will be more skilled to promote the SRHR issues in the community.

Two batches of training for 40 staff were planned and the first batch of this three-day training was held in December 2011. The second batch of the same training followed in February 2012.



Following table presents the information about the participants of this orientation training.

Training on Sexual and Reproductive Health Rights for BNPS Staff

Venue	Date	Number of Participants		
		Female	Male	Total
BNPS Conference Room, central office	20-22 December 2011	12	08	20
Same venue	13 -15 February 2012	10	10	20
Total: ►		22	18	40

Six external resource persons (two from Department of Population Sciences of the Dhaka University, one public health specialist, three consultants on gender and sexuality) imparted following topics at different sessions. The course was designed in consultation with the Department of Population Science.

#

CONTENTS OF SRHR TRAINING	
<ul style="list-style-type: none"> • Health and Human Rights • Historical perspective : International convention on SRHR • The Rights on Sexual and Reproductive Health • National policy on SRHR 	<ul style="list-style-type: none"> • Conceptual Clarity on Sexual and Reproductive Health Right <ul style="list-style-type: none"> - Reproduction - Reproductive system - Reproductive health - Reproductive rights - Reproductive health right - Reproductive health care - Sexuality - Sexual behaviour - Diversity of sexual habits - Sexual health • Sexual health rights
<ul style="list-style-type: none"> • The Components of Reproductive Health <ol style="list-style-type: none"> 1. Safe motherhood 2. Family planning 3. Eliminating unsafe abortion 4. STD and HIV/AIDS 5. Child health 6. Adolescent reproductive health care 	<ul style="list-style-type: none"> • Gender and Sexual & Reproductive Health Right <ul style="list-style-type: none"> - Gender: masculinity & femininity - Gender, sexuality and reproductive health - Right questions in the issue of women's reproductive health - Discrimination on women reproductive health
<ul style="list-style-type: none"> • The burden of women's social reproductive work and male's responsibility 	<ul style="list-style-type: none"> • Domestic violence and sexual harassment
<ul style="list-style-type: none"> • Value and culture in relation to Sexual and Reproductive Health Right 	<ul style="list-style-type: none"> • LGBT (Lesbian, Gay, Bisexual and Transgender) issues in context of sexual and reproductive health right
<ul style="list-style-type: none"> • Initiatives for promoting the Sexual and reproductive health rights (Local and national level) 	

Result Based Management Training

Since 2010, BNPS started practicing Result Based Management (RBM) in program design, implementation and monitoring. To make all of program result-oriented, training on RBM was organized in three phases at Dhaka (for central office and Dhaka centre), Netrakona (for Netrakona and Barhatta centres) and Chittagong (for Chittagong and Sandwip centres). All program staff as well as selected community leaders participated in those courses. Training department of PROSHIKA along with PME cell of BNPS conducted three training courses with following objectives:

#

1. To enhance participant awareness about the recent trends and requirement in management;
2. To activate the thoughts on the transformed process of present management system to Result Based Management (RBM);
3. To create an approach for making strategic decisions in the perspective of RBM;
4. To analyze the result framework of respective project.

Participants of Training on Result Based Management

Date	Batch	No. of Participant	Female	Male
August 09 - 11 2010	1st	21	13	08
September 26 – 28 2010	2nd	21	15	06
October 10-12 2010	3rd	20	12	08
	Total	62	40	22



All the courses were organized in decentralized manner for several reasons: a) to include several advanced group member in order to develop their planning and monitoring skills, b) establish BNPS accountability to the community, and c) increase the number of participant including the group member as much as possible by reducing travel time and cost.

Results: This training was helpful in achieving the following capacities among the staff:

- awareness on recent trend of management (RBM) and transformation process of present management system
- learning on generating and using of performance information for accountability reporting to external stakeholder audiences and for internal management learning and decision-making
- designing the monitoring and evaluation system of organisation based on RBM
- creating an approach for making strategic decisions in the perspective of RBM

#

Monitoring

BNPS evaluation and monitoring team conducted its regular monitoring visits to these working areas. Team members had attended the sessions in schools and communities to evaluate and monitor the performance of school teachers, health workers and BNPS staff. Regular feed backs were provided verbally and in writing to improve the performance. In addition to this in each center regular coordination meeting of teachers, health workers and BNPS staff were held before each new session had started every month.

Facilitator's self-evaluation and experience documentation mechanism was in-built in the session manuals. Those monthly evaluation and documentation sheets were used for the improvement of performance, feed back and documentation.

Moreover, 'Experience Sharing and Review Workshop' held in October 2010 and participated by all school teachers and BMPS staff provided additional scope to get collective feedback, suggestions to improve the performance of activities both at school and community.

More Tales on Changes at Grassroots

Year: 2010-2011

- Some taboo and misconceptions on reproductive health reduced among group members and their communities. They are aware on the physiological changes of adolescent period, the care of reproductive organs and reproductive health.
- At Netrakona eight arsenic free tube wells have been installed by group members. They managed the tube-wells by contacting local public health office.
- At Dhaka center, birth registration of 127 persons of 27 families have been completed according to plan of cluster committees.
- At Netrakona, leaders of six cluster groups have contacted with district livestock officer and as a result, 385 cows and 160 goats have been vaccinated (anti-anthrax).
- At Netrakona, as a result of linkage program, 20 members have got skill training on bamboo products from the Department of Youth Development.
- At Chittagong center, two community forum and five cluster forum have initiated blood group campaign, 171 people's blood grouping have been accomplished and ten clusters have accomplished 130 member's birth registration.
- In Chittagong 30 women have got elderly allowance and disability allowance from Department of Social Service.
- At Sandwip, 15 members vaccinated their poultries through collecting vaccine from local livestock office.
- At Barhatta, center has reported that nineteen participants, who have got training, have prepared a plan on how they would rear livestock. Five members have accomplished primary works of establishing house for poultry farm.
- All the participants of entrepreneurship training are now collecting raw materials and selling their products by comparing with other market and products in the market by themselves.
- At Netrakona 15 women entrepreneurs have started keeping account of profit and loss in systematic way.
- In five centers, 20 women entrepreneurs have established ten new business contacts to supply their products.
- Six Community forums of Barhatta center have helped 150 poor women to get VGF card, 12 women to get elderly allowance and 55 families to get sanitary latrine from Union Parishad and BRAC Wash office. These forums have solved four cases of violence against women and one case of land dispute. Singdha community forum have facilitated a union based livestock vaccination program with the help of local livestock office.
- Community forums of Netrakona center have helped 20 members to get VGF card, 15 to get elderly allowance, 10 to get widow allowance and 140 to get ration card. Community forums have solved 38 family disputes well. Three community forum have facilitated union based livestock vaccination program with the help of local livestock office. 16 members of Dharia and Pukhuria community forum have been involved with community policing in their communities.

#

- Members of Meradiya Uday community forum in Dhaka center have ensured regular removal of garbage in the locality by lobby with local ward commissioner of City Corporation.
- In Sandwip center, Enam Nahar community forum had a meeting with police administration and Sarikait community forum arranged a meeting with Union Council to determine the strategies of preventing eve teasing.
- In Sandwip and Netrakona centers, participants of legal counseling have solved six different cases of early marriage and dowry.
- According to action plan designed in training, Sarikait and Maitvangha community forum of Sandwip organized human chain demanding the protection of Sandwip island from river erosion. Maitvangha community forum have collected one thousand signature and submitted to the chairman of cross dam construction committee for effective implementation of the dam project.
- The above community forums also have formed 'eve teasing protection committee'.
- At Netrakona center, CF members contacted with local agriculture office and arranged training for 50 members as a part of their action plan.

Year: 2011-12

- Women's initiatives stopped 7 case of child marriage in their communities.
- Women also successfully intervened 16 case of domestic violence in their localities including organizing 1 *Salis* (local arbitration).
- Women mobilized for access in public and non-state services managed to get 3 tube-wells for safe drinking water and 46 sanitary latrines for their households and communities.
- Women also getting access and helping other members in community to get access in safety net programmes of the government.
- In reporting period 25% groups are now writing their meeting regulations by their own.
- In Chittagong, women group leaders stopped illegal drug selling at their community by mobilizing police force from local police station.
- 88 numbers of women received training on different income generation activities including homestead vegetable gardening, Cow rearing, show piece making and sewing and tailoring.
- Chittagong centre introduced new skill development training on Preparing Jute Mat. 20 women received this training. Among them 8 women started an earning of Tk. 2000/month by selling this product.
- All the community forums have been actively mobilized in protesting and stopping eve-teasing and violence against women in their localities. Their activities are ranging from raising the issue by organising local meeting and arbitration to formal protest like forming human chain and distributing leaflet.
- One community forum in Netrakona stopped drug dealing in their community
- Community forum members extended their support to women in achieving services from different agencies.
- Community Forums under Dhaka city formed a human chain demanding implementation of Premises Rent Control Act 1991 and protesting unbridled rise of house rent.

#

- As a result of Community Forum's initiative, six schools of Barhatta has adopted a Sexual Harassment Policy in this period.
- In Sandwip Community forum ran a signature campaign for improving maternal health service in government health clinic.

Lesson Learnt from the Grassroots

- Mobilising women's collective without any monetary/ savings/ material incentive is feasible by providing proper guidance and motivation.
- Promoting women's leadership creates multiple affect in favor of women's interest in communities and for sustainability of outcomes.
- Male members of women's families and communities should also be aware on gender and women rights.
- Need conscious effort to adopt/practice facilitative and motivating approach to group planning and functioning by the field staff, instead of taking heavily guided approach in this regard.
- Need methods and strategies to promote women to independently think, plan and take action.
- Community Forums needs to combine both preventive and curative/ fire fighting approach in its functions.
- Women's leadership needs to be promoted in the Community Forum level.
- Sensitization of Community Forum's male members needed to create enabling environment for women to be more effective.

#

Capacity Building

Building capacity of staff and program stakeholders is an important aspect of BNPS program. Ensuring organizational effectiveness and developing staff capacity BNPS has been taken staff development events. During 2010-2012, BNPS has implemented a major concerted capacity build process within the organization. Considering the relevance, some of the capacity building initiatives have already been mentioned in the section on Sexual and Reproductive Health Rights earlier. 'Gender Mainstreaming Leadership Trajectory' (GMLT) was a comprehensive and well-designed package to enhance the mainstreaming of the overall organization which was implemented during this period.

Gender Mainstreaming Leadership Trajectory

Organization-wise Gender Mainstreaming Leadership Assessment (GMLT) of BNPS was carried out in June 2010. As result of this assessment process a set of action plan was developed with the involvement of BNPS staff of all levels. Starting from July 2011, that action plan was implemented gradually to materialize the objectives of GMLT process. Following activities of the action plan were implemented according to the importance and priority.



Basic Training on Gender for BNPS Finance and Administrative Staff

The need of Gender and Development training was felt because previously personnel from finance and administrative departments were not covered by this basic training, and perhaps importance of providing them such orientation was not felt seriously due to resource constraints. Nature of their works also caused as a barrier to take any effort to expose them to

#

such learning and development exercise. However, this time it was seriously considered to release them from work-time for attending this course. Tables below show the number of staff who had attended the training and the contents imparted to the course:

Gender and Development Training for BNPS Staff					
Name of Training	Venue	Duration	Participant		
			Total	Female	Male
Training on Gender and Development	BNPS Conference Room, central office	12-14 Dec. 2011	19	06	13
▶ Total:			19	06	13

Contents of Gender and Development Training	
Concept of Gender: Definition, features & difference of Gender & Sex, Gender Division of Labor Gender Role Analysis	Condition and Position of Women: Definition, differences of condition and position of women, The condition and position of women in Bangladesh
Patriarchy: Definition, features symptoms and Consequences, Patriarchy and Value	Gender Based Violence: Definition and types, nature and trends of Domestic Violence against women
Feminism: Definition and Different schools of thought	Women in Development (WID), Gender and Development (GAD) and Gender Mainstreaming & Gender Equality and Equity : Concept and Process
Women Empowerment: Definition Types and levels of women empowerment, Burden of reproductive work and women empowerment	Women and Law & Rights: Constitutional Rights of Bangladesh, CEDAW, Women and Law (Personal Law, Sexual Harassment Policy, Domestic Violence Act
Gender and Sexual & Reproductive Health Rights: Gender issues promoting in reproductive Health rights	Initiatives for promoting the Sexual and reproductive health rights (Local and national level)

Staff working at finance and administrative departments participated in the training course. Among 19 participants, five were newly recruited staff members. Along with five external resource persons BNPS capacity building department rendered different sessions of the training course.

Review o Existing Gender Policy and Introducing Sexual Harassment Policy

Gender Policy of BNPS was adopted in 1997. This old policy has been reviewed as part of GMLT exercise. In addition to this a Sexual Harassment Policy for the organization has been developed in September 2011. Both the policies have been duly approved by the Executive Committee in

#

the subsequent meeting. Approved policies have been circulated among staff and it will be part of the basic orientation package on BNPS.

Awareness Meetings for the Spouse of BNPS Staff

Five awareness meetings at all centers were held for the spouses of all program staff. Participants of the meetings discussed about gender related issues and how to reduce the reproductive and domestic work burden of female partners. The objective for organizing the meetings was developing interrelationship and making a balance between office and household works of staff.



Similar set of customized activities were also organized for the spouses of community forums members and male members of the primary women's groups. For the partners of women member 36 awareness meetings at group level were organized. Particulars of all the categories are given below in three separate tables:

Particulars of Five Awareness Meetings: Staff Family Members					
Center	Venue	Date	No. of Participating Spouse		
			Female	Male	Total
Dhaka	Comilla Courtbari	22 March 2012	20	14	34
Netrakona	Durgapur	15 March 2012	19	23	42
Barhatta	Birishiri Durgapur	15 March 2012	18	19	37
Chittagong	Mirsarai Chittagong	9 February 2012	23	25	48
Sandwip	Guptachara Parabon	23 February 2012	42	58	100
		Total ►	122	139	261

#

Particulars of Five Awareness Meetings : Family Members of Community Forums					
Center	Venue	Date	No. of Participating Spouse		
			Female	Male	Total
Dhaka	Training room Center office	31 March 2012	20	18	38
Netrakona	Conference room Center office	22 April 2012	15	15	30
Barhatta	Conference room Center office	25 March 2012	14	15	29
Chittagong	Saleh Jahur city corporation high school Askardigi	26 May 2012	17	16	33
Sandwip	BNPS Sub office Enamnaharmor	4 April 2012	17	37	54
Total			83	101	184

Particulars of Five Awareness Meetings : Family Members of Women Group Members			
Center	Target	Achievement	No. of Participating male members
Dhaka	6	6	199
Netrakona	6	6	182
Barhatta	6	6	181
Chittagong	6	6	157
Sandwip	12	12	369
Total	36	36	1088

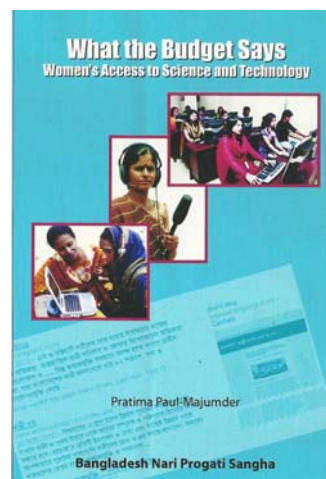
Other than the capacity development initiative under GMLT process BNPS has internally organized some training courses and workshops for improving staff and stakeholder's knowledge, skill, and attitude funded by ongoing project. The staff of organization also have attended the training and workshop organized by the external organization both at home and abroad.

	Course Title	Participants	Period	No. of Participants
1	Advocacy: Concept and Skill	DPPF Members	April-May 2012	40
2	Leadership Development	Women members of DPPF	June 2012	18
3	Project Implementation and management	BNPS Program staff	June 2012 (2 batches)	43

In 2010 and 2011 two BNPS female staff participated in the workshop on 'Water and Democracy' in Hyderabad, India.

#

Documentation and Publication



Strong presence in documentation and publication gives BNPS a special personality. What the organization is thinking and working are very much transparent by its documentation base. It is a way how the organization communicates with its various kinds of stakeholders. BNPS publishes study reports as book; campaign materials as policy brief, poster, leaflet, sticker, message calendar; learning tools as booklet, module, flash card; briefing tools as documentary film, annual report, brushier, folder; regular publication as half-yearly journal, etc. These publication materials serve BNPS to promote and disseminate the information related to its various advocacy initiatives and to initiate a discourse and mobilize opinion during interaction between stakeholders. It also maintains its website (www.bnps.org), blog (<http://bnpsbd.blogspot.com>) and a library at its office premises. The following materials were published in the reporting period to support different issues namely sexual and reproductive health rights, gender budgeting, education reform from gender perspective, women rights, maternal mortality, etc.

Category	Name and Description
Journal	Nari O Progati (Women and Progress), A regular half-yearly of BNPS, 3 issues (<i>in Bangla</i>)
Study Report	'Gender sensitivity, HIV/AIDS and Reproductive Health Education: Review of national textbooks and education materials' (<i>in Bangla</i>)
	'Policies, Budget and PRSP: Are they promoting Women's rights in Bangladesh' (<i>in English</i>) in association with University Press Limited (UPL)
	'Status of Indigenous Hill Women in Customary Laws' (<i>in Bangla</i>)
	'What the Budget Says: Women's Access to Science, Technology and ICT' (<i>in English</i>)
	'National Budget and MDGs for Women: Ensuring women's fundamental rights and requirements is necessary instead of neo-liberal measures' (<i>in Bangla</i>)
	'The Status of Adivasi Hill Women in Light of the Chittagong Hill Tracts Accord'

#

Category	Name and Description
	<i>(in Bangla and English)</i>
Booklet	'Gender Equality Demands Gender Friendly Education System: Brief proceedings of BNPS-Samakal roundtable discussion' <i>(in Bangla)</i>
	'My body - my society: An useful handbook for adolescents on Sexual and Reproductive Health Rights (SRHR) Education' <i>(in Bangla)</i>
	'Portrayal of Changed Life': A collection of some success stories <i>(in Bangla)</i>
Annual Report	'In Quest of Women's Empowerment: From the Grassroots to the National Arena' (Biannual Report of the period of July 2007 to June 2009 <i>in English</i>)
Poster	Only Establishing Rights of Indigenous Women Can End Violence and Create a Path of Peace in CHT <i>(in Bangla)</i>
	CHT Women Need Equal Rights in Customary Inheritance Law and Properties <i>(in Bangla)</i>
	It Is Important to Change Customary Inheritance Law in Favor of CHT Women <i>(in Bangla)</i>
	More Than 20,000 Women Die Every Year in Bangladesh during Their Pregnancy or Child Birth. We Could Save These Lives. <i>(in English)</i>
	IWD 2011: Women Workers Need Living Wage and Safe Workplace, Not Any Brutality <i>(in Bangla and English)</i>
	IWD 2012: Connecting Girls, Inspiring Futures <i>(in Bangla)</i>
	Reproductive Burden Should Be Changed for Increasing Quality of Life <i>(in Bangla)</i>
	Developing Aware, Informed and Responsible Citizens We Need to Ensure Adolescent and Reproductive Health Friendly Secondary Education <i>(in Bangla)</i>
	Perfect Awareness of Adolescent and Reproductive Health Can Save Adolescents from Unwanted Risks <i>(in Bangla)</i>
	Special Attention Should Be Drawn to Take Initiatives for Women, Children and Disable during Disaster Period in all Public, Private and Social Sphere <i>(in Bangla)</i>
	Policy Brief
Millennium Development Goals and the Necessary Initiatives for Resisting Maternal Mortality <i>(in Bangla)</i>	
Resisting Dropout from Schools of Girls of <i>Chor</i> and Coastal Area Should be Taken Necessary Initiatives <i>(in Bangla)</i>	
Ensuring Quality Service of Maternal and Reproductive Health of Girls and Women of <i>Chor</i> and Coastal Area Should be Taken Necessary Measures <i>(in Bangla)</i>	
To Transform women as Human Resource Demands Equal Opportunity, Adequate Initiatives, Support and More Investment <i>(in Bangla)</i>	
Leaflet	AIDS Day 2011: Be Aware to Resist AIDS <i>(in Bangla)</i>
	Only Establishing Rights of Indigenous Women Can End Violence and Create a path of Peace in CHT <i>(in Bangla)</i>

#

Category	Name and Description
Sticker	It is Emergency to Change Customary Inheritance Law in Favor of CHT Women (<i>in Bangla</i>) in 4 different designs
	Create Social Mobilization, Resist Sexual Harasser (<i>in Bangla</i>)
	No More Suicide, We Must Defeat Culprits (<i>in Bangla</i>)
	Awareness of Sexual and Reproductive Health Reduces the Risk of HIV/AIDS (<i>in Bangla</i>)
	No More Inattention to Sexual and Reproductive Health, It Might Ensure Healthy Life (<i>in Bangla</i>)
Module	4 modules for learning sessions for the students of class 4-5, 7 and 8 and community women (<i>in Bangla</i>)
	3 modules for learning sessions for the students of class 6-7 and 8-9 and adolescents (<i>in Bangla</i>)
Flash Card	A package of 52 flash cards on gender, reproductive and general health, women repression, AIDS and STD (<i>in Bangla</i>)
Message Calendar	Message-based Wall calendar for adolescents on gender and SRHR (<i>in Bangla</i>)
	Message-based wall calendar for adolescents on gender and SRHR along with a welcome note of Honorable Education Minister (<i>in Bangla</i>)
Folder	Customary Laws Applicable for CHT Women (A informative folder on customary law of 11 indigenous community of CHT) (<i>in Bangla</i>)
	File folder for participants including messages on women empowerment (<i>in English</i>)
Brushier	An informative brushier of organization (<i>in English</i>)
Documentary Film	Making Education Gender Responsive and Preventative to HIV AIDS
	SRHR Education
	25 Years of BNPS

List of implemented Projects

Name of Project	Year Implementation	Project Donors
Making Education Gender Responsive and Preventive to HIV/AIDS	2010-11 & 2011-12	Oxfam Novib, The Natherland
Resilience through Economic Empowerment, Climate Adaptation, Livelihood and Leadership (REE-CALL)	2010-11 & 2011-12	Oxfam-GB
Promoting Rights through Mobilization and Empowerment (PRiME)	2010-11 & 2011-12	EED & MISEREOR Germany

#

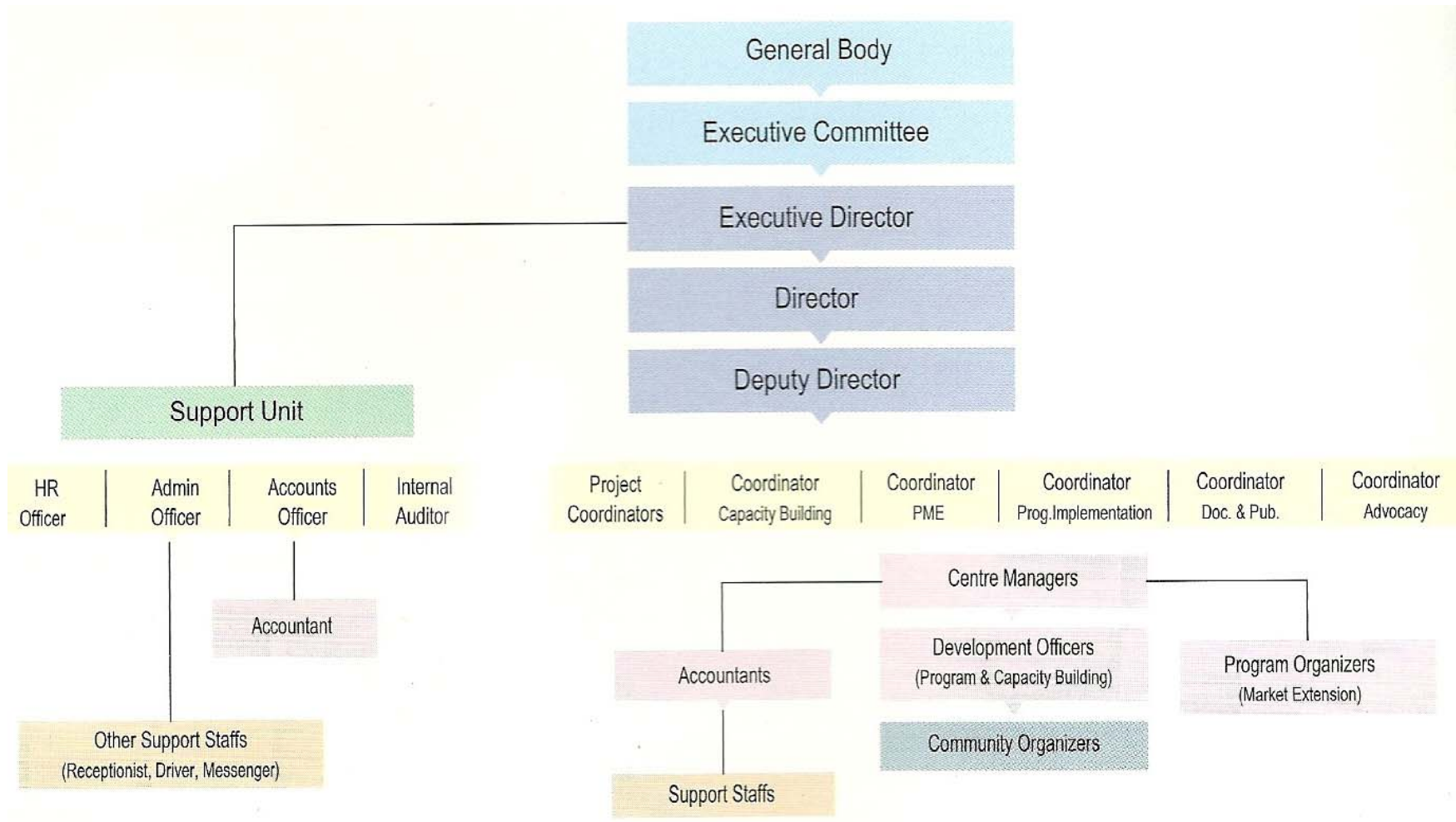
Promoting Gender Equality and Improving Women and Girls' Access to Education and Health Services in four Parliamentary Constituencies in Chittagong and Sirajgonj.	2011-12	The Asia Foundation, Dhaka
Gender Budget Analysis	2011-12	UN-Women
Strengthening South Asia Alliance on Gender Justice	2010-11	SAAPE, Nepal
Campaigning and Advocating for the Achievement of the Millennium Development Goals (MDGs) in Bangladesh [Un Millennium Campaign]	2010-11	Un-Thailand

Executive Committee of BNPS

Name	Designation	Occupation
Ms. Shaymoli Nasreen Chowdhury	Chairperson	Teacher
Ms. Kazi Madina	Vice-chairperson	Teacher
Ms. Afroza Banu	Vice-chairperson	Performing Artist and cultural activist
Ms. Shahida Begum	Treasurer	Development professional
Ms. Rokeya Kabir	Member Secretary	Women Activist
Ms. Parveen Sultana Jhuma	Member	Journalist
Ms. Kanak Chanpa Chakma	Member	Artist
Ms. Salma Khatun	Member	Entrepreneur
Ms. Laila Arjumand Banu	Member	Development professional

#

Organogram of BNPS



BNPS Offices

Central Office

Bangladesh Nari Progati Sangha (BNPS)

Kolpona Sundor
13/14 Babor Road (1st Floor)
Block B. Mohammadpur Housing Estate
Dhaka 1207, Bangladesh

Tel: (880) (2) 813-0083, 812-4899

Fax: (880) (2) 912-0633

E-mail: bnps@bangla.net

Website: www.bnps.org

Blog: <http://bnpsbd.blogspot.com>

Facebook profile: Nari Progati Sangha

Centre Offices

Urban Area

BNPS Chittagong

Imam Villa (2nd floor)
1240 Zakir Hossain Road (Bi-Lane)
Khulshi, Chittagong 4000
Phone: (031) 2551884, Cell: 01711877021
Email: bnps.chittagong@gmail.com

Rural Area

BNPS Barhatta

Mohajonpara, Barhatta
Netrakona 2440
Tel: (09523) 56063, Cell: 01915336520
Email: bnps.barhatta@gmail.com

BNPS Netrakona

East Katli, Netrakona 2400
Tel: (0951) 61338
Cell: 01715247876
Email: bnps.netrakona@gmail.com

BNPS Dhaka

223 North Goran
Sipahibag
Dhaka 1219
Phone: (02) 7217787 Cell: 01710826341 Email:
bnps.dhaka@gmail.com

BNPS Mohanganj

Daulatpur, Haspatal Road
Mohanganj, Netrakona 2400
Cell: 01937389359
Email: bnps.mohanganj@gmail.com

BNPS Sandwip

Satghoria, Shiberhat
Sandwip 4300, Chittagong
Cell: 01711877022, 01712542962
Email: bnps.sandwip@gmail.com

BNPS Kushtia

Baitul Jannat Jame Masjid Road
747, West Majompur (front side of police line)
Kushtia 7000
Cell: 01711462280
Email: bnps.kushtia@gmail.com

#