

# Annual REPORT

July 2015 - June 2016



**Institute for Environment  
and Development (IED)**



## Strategic Interventions followed in Programs





# Annual REPORT

2015-2016



**Institute for Environment and Development (IED)**

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**Annual Report for the period of July 2015- June 2016**  
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## Executive Director's Forward

It gives us great pleasure to present the Annual Report for the period of July 2015 to June 2016. It is a summary of works of "Institute for Environment and Development (IED)" over the last year highlighted the major activities carried out during the period.

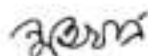
Over the last few years, Bangladesh has achieved tremendous economic growth and development. Compare with economic development, cultural, political and democratic system are not developed to that extent. Development is not merely economic one rather it is cultural, political and democratic indeed where people of the country enjoys it whole heartedly. There are expectations and demand of the people of our country for strong democratic process in the political system and formation of government as well which is essential to promote human rights, women empowerment and good governance. Considering the expectations and demand, IED has been hopeful with the initiatives as part of its stakes in the areas of democracy, secularism and human rights.

IED involved the stakeholders to implement all the activities and their efforts those have brought good result during the period. IED would like to recognize their efforts with due respect. This Annual Report has been named by IED but is a product of its stakeholders who have made the organization doing well. Thanks all stakes who have been involved directly or indirectly with the activities implemented.

Effective involvement of community leaders, women group members and civil society members in different IED working areas for women's empowerment, livelihoods development, social change, ethnic & religious minorities' rights and environment has been significant that worked behind the success of the organization. The organization has been implementing diversified programs and projects and becoming more efficient in management and roles of its staff are also important.

Success encourages us to move further, it also encourages facing challenges in our works that we did in the past. We are very much confident with the strengths and experiences of people involved in IED in different ways-we should and must utilize that expertise.

It could not have taken place without the dedication of our team members and the generous support of our donors to whom we are sincerely grateful to bring dynamism of the organization for moving forward for bringing social transformation through changing mindset of the people of the society.



**Numan Ahmed Khan**

## Acronyms

EWG	Election Working Group
IGA	Income Generating Activities
IED	Institute for Environment and Development
JU	Janoudyog
NGO	Non government Organization
PME	Planning, Monitoring and Evaluation
SAAPE	South Asian Alliance for Poverty Eradication
TAF	The Asia Foundation
UNO	Upazila Nirbahi Officer
UP	Union Parishad
PREIP	Promoting Rights and Empowerment through Initiatives of People
UZ	Upazilla
HAOR	Harmonize the Actions against inequalities and Oppressions of Rights
CF	Community Forum
YASC	Youth as Agents of Social Change

## Contents

Organizational Overview

Organizational Vision, Mission statement and Goal

- Vision
- Mission statement
- Goal

Core Values

Target Group

STRATEGY 1: Women's Empowerment

Promoting Rights and Empowerment through Initiatives of People (PREIP) Project

Case : Life struggle of Razia

Case : An enthusiastic initiative of one male group

STRATEGY 2: Women's Economic Empowerment

Marketing Extension Education for women

STRATEGY 3: Environment Development

JANOUDYOG (Promoting People's Initiative)

STRATEGY 4: Citizenship Development among Youth & Students

Youth as Agents of Social Change: Authentic Civic Participation

STRATEGY 5 : Democracy and Governance

Harmonize the Actions against inequalities and Oppressions of Rights (HAOR) project

Strengthening Civic Engagement in Elections and

Political Processes for Enhanced Transparency and Democratic Accountability project

STRATEGY 6 : Empowerment of Minorities

Empowerment and Skill Development of Indigenous peoples' project

Networks and linkages

Monitoring and Evaluation

Organizational Capacity Building

Documentation and Publications

Executive and General Committee

Organogram of IED

## **Year of Establishment : 1994**

### **Coverage**

Direct implementation	: 8 districts
Number of organized Groups	: 545
Number of Group Members	: 11,476
Number of beneficiaries	: 2,97,539

### **Staff**

Number of Staffs	: 43 (Female-18, Male -25)
Number of fellows	: 09

### **Legal status of the Organization:**

IED is registered under Social Welfare Directorate, Government of Bangladesh, Registration No. Dha- 03553 dated 8 April 1996 and with NGO Affairs bureau, GOB vide no 1866, renewed on 8 August 2013

### **Location and address of offices**

#### **Central Office, Dhaka**

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## Organizational Overview

Institute for Environment and Development (IED) has been working since 1994. It is a non-profit organization committed for developing and promoting active citizenship among civil society members including community people with special emphasis to the poor, women, youths, ethnic and religious minorities and environment.

After establishment, it took joint initiatives in collaboration with educational institutions, activists, civil society members, NGOs and other organizations. Initiated and organized first national and international platforms for environment movement in Bangladesh involving organizations, activists, NGOs, CBOs, civil society members, opinion makers and actors from different sectors utilizing own resources. In 2001, the organization reviewed its policy and took initiative for receiving development support from foreign donors.

From the beginning, it plays a facilitating role through providing support and nurturing peoples' initiative with the target group mainly through community initiatives to accelerate the development process from the grassroots to national levels. It also works to strengthen local governance, women empowerment, ethnic and religious minorities' rights and environment. It has gathered long experiences in the fields of women empowerment, human rights, governance, advocacy, environment, minority empowerment and other socio-economic aspects of development through participatory approach. It believes that the peoples' potentiality and participation bring success and develop peoples' capacity. IED has expanded its intervention in 8 districts along with Dhaka.

It has been involved in various advocacy and campaign activities with the partnership of different international and national organizations. It is an active member of

different networks and forums at national and regional level and has the opportunity to raise its concerns at different levels through these networks and forums, which would be a significant advantage in implementing the activities of the organization as well. Involving with this kind networks and platforms, IED successfully raises concerns of environmental issues, ethnic & religious minorities, women, poor and disadvantaged groups towards national and international community through advocacy and campaign.

## Organizational Vision, Mission statement and Goal

### Vision

A just society that ensures democracy, balanced ecology and culturally diversified.

### Mission Statement

Promoting people's initiative for gender equity, livelihood security, governance and sustainable environment through networking, advocacy, campaign and activism.

### Goal

Contribute to establish an enabling environment for the disadvantaged people to demand their rights and improve access to quality services for livelihoods security.

## Core Values

- Transparency & Accountability
- Equity and equality
- Innovation & inclusiveness
- Collective participation and sensitivity
- Promote rights of women, children and persons with disabilities

## Target group

Underprivileged and marginalized people especially women, youths and minorities (ethnic and religious)

## STRATEGY 1

### Women's Empowerment

For achieving empowerment of women, groups have been formed for taking different kinds of initiatives. Under this strategy, the following projects have been implemented during the reporting period.

#### Promoting Rights and Empowerment through Initiatives of People (PREIP) Project

##### Objectives

2000 Women actively participated in the decision making process at the family to community levels, increase income, reduce domestic violence against women and negotiate their interests in order to improve their livelihoods

Peoples' initiatives promoted to sensitize civil society networks at 7 local and national level dealing with burning issues related to women, ethnic & religious minorities rights, environment and local problems

##### Expected Results

By the end of June 2017

Targeted 2000 families' decisions with the participation of women members increased by 30% from the present position.

Mitigated / handled /addressed 90% cases related domestic violence against women at family level in the women group members' area.

Income increased by 30% of 40% women members of the groups from present position.

Vibrant 7 civil society networks existed at local and national level

Environment related 6 issues addressed

Minorities (ethnic and religious ) and women rights related 5 issues addressed

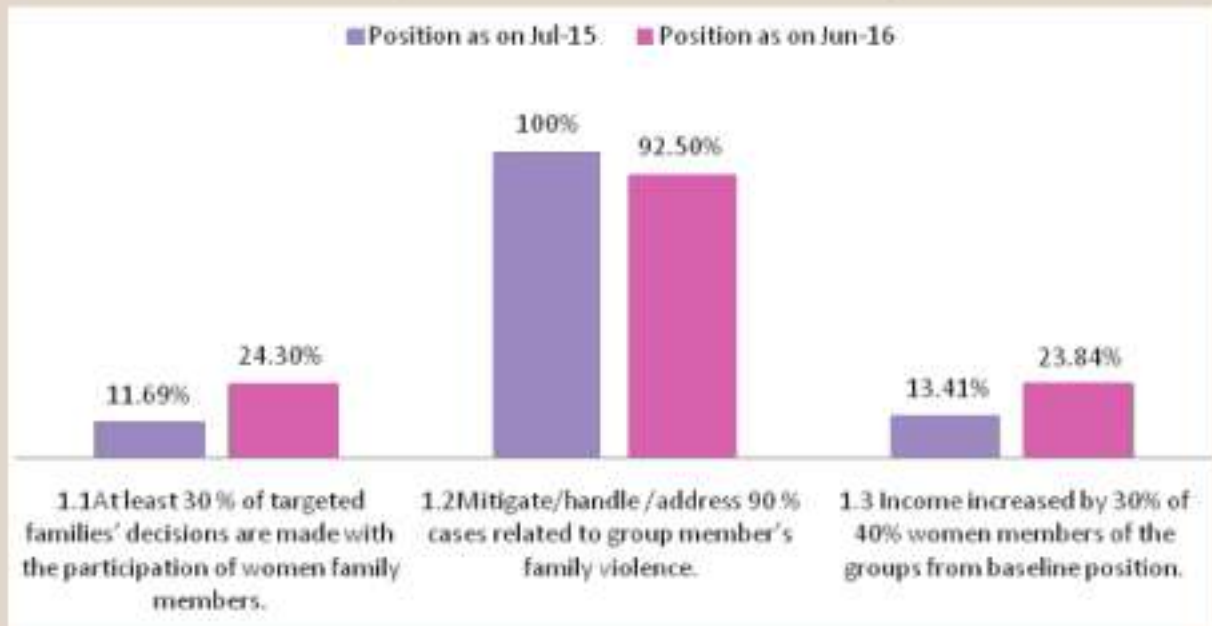
The project will contribute for achieving SDG 1, 3, 5, 13 and 16.

The duration of this phase of the project is three years, commenced in July 2014. During this phase, IED has successfully implemented the project activities as per the plan with a view to achieve the above mentioned objectives and results. Development is a long process. It takes long time to get the visible impact. The financial assistance is being provided by Bread for the World (BftW) – Protestant Development Services.

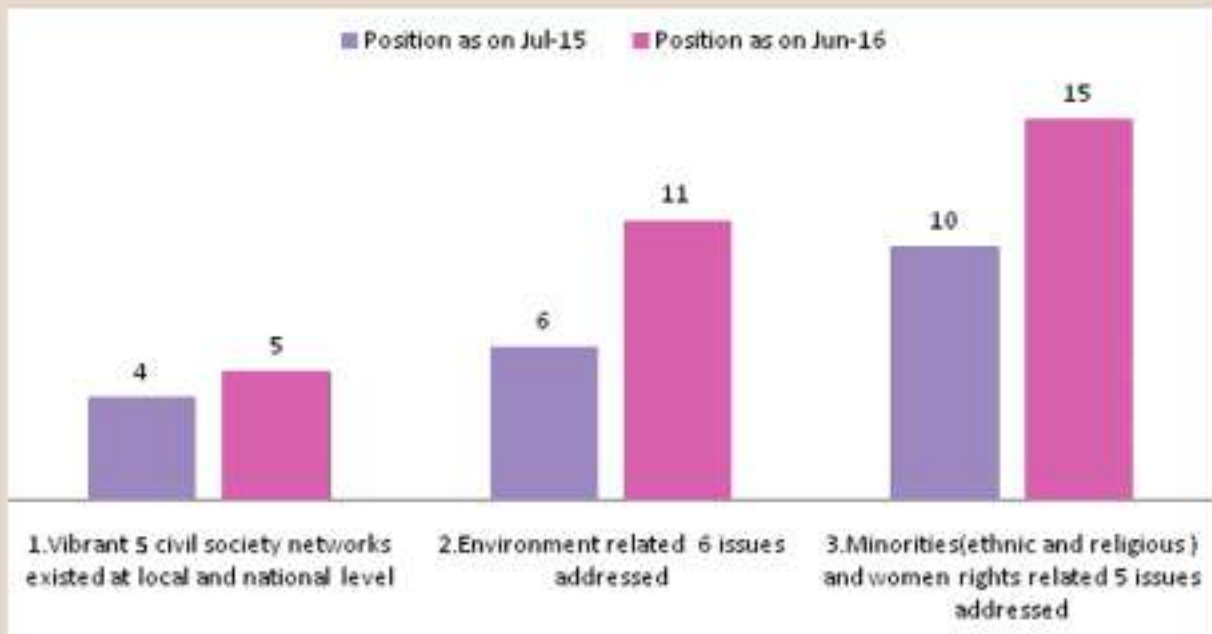




## Women Empowerment and livelihood development



## Janoudyog (Peoples' Initiatives)



Activities implemented during July 2015 - June 2016 which were accordingly planned beforehand against its formal target. Towards achieving those, 100 women groups have been formed and there were seven major activities, those are: a) **Planning Exercise at Group Level** b) **Cluster Committee at Ward level** c) **Community Forum** d) **Local Level Rally and Mobilization** e) **Training for Group Members** f) **Market Extension Education** and g) **JANOUDYOG (Promoting People's Initiative)**. Total number of beneficiaries covered during the reporting period was around 65,000.



The project activities have been implemented at three unions of Jessore Sadar, the municipality areas of Jessore, all wards of Mymensingh City Corporation and Dhaka districts. Advocacy and lobbying activities were carried out at local and national levels.

The specific activities and the achievements during the reporting period are described below

### **Planning Exercise at Group Level**

In two working areas (Mymensingh and Jessore) 100 women groups have been formed and each group has made development plan following planning exercise guideline. Each group is formed with 15-25 women members. IED has provided support for making linkage with different GO-NGO and private service providers to implement the group plan. It has been reported from field areas that



grassroots women particularly women leaders are becoming more acquainted with the community. Some groups of the working areas are now capable to organizing their regular group meeting with minimum support from IED staff. 2002 out of 2000 fortnightly awareness sessions have been organized in 100 groups following the annual activity plan developed by group members. In the awareness sessions discussion was held on the livelihood issues, women rights, mobilize local level resources & facilities, human rights, climate change & environment and rights of ethnic & religious minorities etc. Fairly a good number of participants attended in the awareness sessions. This indicates their urge to listen and internalize new ideas. It provided them a sort of scope or avenue to interact with each other to open up their minds and to set strategies to make things happen towards expected changes.

In the planning exercise meeting the group members themselves identified the issues and prioritized the development plan i.e. women rights, livelihood development issues, resources & facilities at local level, birth & marriage registration, sexual harassment, violence against women, early marriage, polygamy, dowry, government health services, climate change & environment, health & hygienic, water logging, safe drinking water, legal issues, day observation, etc and have undertaken to execute the plan as well. Group members are able to explain the women related laws at the satisfactory level and raise voice against women violence. They place demand to local government representatives and government officials for the services and facilities for them. They have created important position at community level. They are taking part in the decision making process at the community level.

### **Cluster Committee at Ward level**

In two working areas 20 cluster committees have been formed as per plan at Para (a cluster committee in the rural areas) and Mahalla (a cluster committee in the urban area). A cluster is formed with consists of 10 members taking two potential leaders from five primary groups in order to compile the groups' level development plan with its implementation strategy. Cluster Committee meeting is held on quarterly basis. In the reporting period 80 meetings were held on out of 80. To re-evaluate the cluster plan, it was planned to review cluster plan on six monthly basis and held



accordingly. Six monthly review of cluster plan was held as per the plan.

Cluster committees addressed groups' specific issues and Community Organizers of IED provided accompaniment support for executing the plan. Committee members took initiatives to solve those issues enthusiastically. They identified some local level and individual issues e.g. violence against women and children, child marriage, dowry, day observation, skill development training, health & hygienic, involvement of women in family decision & control over family income, access in to the resources & facilities provided by government & other organizations at local level etc. In the mean time members of cluster committee shared their good experiences among themselves.



### **Male Group**

For sensitizing and motivating men and other community leaders foster the intensity, coverage and speed of process of women's empowerment in the community for creating a stronger gender just society in future. IED has taken the matter with high importance to work with men, so as to ensure that they at least play a non-disruptive role at the 3 levels – Primary Women's Groups, Cluster Committee and Community Forum. It is the experience that to involve men of the women group members' families and community to make attachment for strong support and participation in the process of women's empowerment.



In the two working areas there are 20 male groups at the cluster level. The members of the group are 10-18 taking 3 males from 3-5 women group members' family and 1-3 male from the community. Group meetings have been organized on quarterly basis. In the meeting the gender, women rights, local problem, resource mobilization issues have been discussed. Total 80 meetings were held during the reporting period. The groups have undertaken different kinds of

initiatives. Such as: Provide support to women groups and women group members are becoming more confident to move forward towards empowerment; keeping their living areas clean involving community people; maintaining communication and linkage with community people, local government representatives, civil society members and service providers; coming forward to solve the local problems.

### **Women forum**

In two Center Offices 2 Women Forums have been formed with the aim to provide support, make linkage with service providing agencies, raise voice for women rights and create space for women in different places and positions. It is realized from the experience that more opportunities are to be created for women to make relation with government officials, financial institutions, come in to the leadership position and address women focused issues that would move forward towards women empowerment. The member of each forum is 20. The social & cultural activists, teachers, advocates,



entrepreneurs and house wives are the members of the forum. The meeting of the forum has been held on quarterly basis. The forum has maintained communication with Janoudyog platform, women groups, local government and government officials for the benefit of women and poor as well. The forum has addressed the issues related to women rights, rights of poor, religious and ethnic minorities and environment. Total 8 forum meetings were held during the reporting period. The forums have undertaken different initiatives. Such as: They have helped women entrepreneurs to make linkage with banks and other financial institutions to get loan; the forum members visit women groups to make them inspired to move forward; they provide support for counseling; they have organized awareness session with the school students on health and hygiene and also organized adolescent groups in the community level to make them aware about their position.



They have helped women entrepreneurs to make linkage with banks and other financial institutions to get loan; the forum members visit women groups to make them inspired to move forward; they provide support for counseling; they have organized awareness session with the school students on health and hygiene and also organized adolescent groups in the community level to make them aware about their position.

### **Youth and cultural forum**

From the experience IED has realized to incorporate youths more on gender equity related activities at the centre level. Many youths at the educational institutions are interested to take part in the social and cultural activities at centre levels who can play roles as volunteers and change agents through cultural activities, workshops, rally and human chain and raise the issues of inequality, human rights and gender equity at every spheres of life.

There are 2 youth forums at centre level taking youths with backgrounds of cultural activists, students, social activists, teachers, professionals and players of 20 members with age between 18-35 years. The forums have maintained linkage with Janoudyog platform and women forum. It addresses the issues related to gender, women rights, rights of poor, religious & ethnic minorities and environment. Total 8 forum meetings were held during the reporting period. The forums also organized 6 cultural programs focusing gender and rights issues at centre level.



### **Community Forum**

Community development is important for raising voice and development. Leaders and opinion makers can play pivotal role in taking different development initiatives for reducing problems, discrimination and maintaining peace and discipline at the community level. Therefore, platforms called community forum have been formed in Union/Ward level of municipalities considering the proximity of existing women group areas and involving representatives of different segments of the community people and local opinion makers. In this forum it has been ensured the balanced participation of women, men, poor, marginal, small and medium households. There are 12 community forums at 2 Centre levels. Quarterly meeting was organized with community forum members. During the reporting period, 36 four monthly meetings were organized out of 36. The important issues which the community forum addressed were: Prevention of early marriage, making available the need based financial support to the community inhabitants, provide support to get



facilities and services for group members, local problems, Anti drug awareness & campaign, Child education, Violence against women, Water & sanitation, Waste management, Day observation etc.

IED organized workshops and counseling at centre office levels. Counseling forums were organized at group level on family law, legal protection against women and violence against children. Workshops were organized with women leaders, civil society members at centre office level on environment law, family law, women rights etc. During the reporting period 12 counseling and 2 workshops were organized those created awareness and knowledge that have made more sensitization among the participants.



### Local Level Rally and Mobilization

Much sensitization is important for bringing changes. So, Rally and mobilization events were organized to sensitize the mass people on democratic values, rights issues that created emotional attitude of grassroots. The planned 8 Day Observation events have been completed without any major problem and a good number of participants took part in the rally. The group/cluster members



participated in day observation rally by their own initiatives. Through participating those events young group of the respective areas have been stimulated and leaders of the cluster committees and community forums have played a vital role in organizing those events. During the reporting period 8 rally and day observation were organized. The issues were: May Day, cleanliness, sanitation, international women's day, human rights and violence against women.

### Training for Women Group Members

For capacity building and hands on skill development of women group members, IED provides training considering its significant contribution in the overall social empowerment of grassroots poor women. During the reporting period members received training on leadership development at Centre levels. Potential leaders were selected by the cluster members. IED also provided need based skill and enterprise training at Centre level. Members received skill development training on different trades and income generation activities such as Block Boutique, Shopping Bag, Cutting-Stitching, and Embroidery. Courses were organized on Enterprise development for group members. Besides training on market education was provided to 12 market extension group members.

It is noted that the Community Organizers and Program Organizers have helped the group members in exploring the opportunities of training at the Upazilla/District level government and private institutions. Besides, project staffs have assisted group members in establishing functional linkage with GO-NGO and different, service providers. For capacity building IED provided Leadership training for women group leaders in 4 batches, need based skill training in 10 batches, enterprise training in 2 batches.



## STRATEGY 2

### Women's Economic Empowerment

#### Marketing Extension Education for Women

Giving emphasis on women's economic empowerment IED has been initiating marketing extension education activities to create scope for poor women in the market for their economic development. It is an intervention which usually helps poor women/households to develop their skills and build capacity for solving marketing related problems and selling their products. On the basis of experience, IED has been implementing marketing extension education in 2 working areas i.e. Jessore and Mymensingh. In the reporting period, it has been reported that group members identified issues on different income generating activities. To exploring the opportunity of business, the organization assisted the group members in establishing linkage with different GO-NGO, Private Service Providers and financial institutions for exploring financial supports. It also provided need based training to exploring their opportunity. It also provides support to make linkage with the skill training providing institutions for developing skills in different trades to create and increase income. Besides, meetings have been organized with the market committees to create a space of the group members for marketing their products. The situation of the market of working area is not women friendly. So, they face various kinds of problems in marketing their products. IED is in the process to activate women to create their space in the market. During the reporting period the following performance have been achieved:

#### Market Extension Education activities

Activities	Performance Number
No. of market extension group formed	32
No. of members in the group	553
No. of members involved in production and market process	131
No. of members received need based skill training	200
No. of members received need based enterprise development training	80
No. of members received training on market education	553
No. meeting organized with the market committee in this year	04



Market extension members' training



Skill development training



## Life struggle of Razia

Razia is the daughter of poor Khalilur Rahman lived in Premchar village of Jessore district. She is the member of IED organized women group member from the beginning of Shastitola group in Jessore. Her father became bound to get her married when she was the student of class X with Mr. Abdul mazid living in Shastitola. After marriage she passed Secondary School Certificate Examination. Due to poverty she could not continue her study. Then she came to Jessore town and took a job with very low salary under one business man who had a business to supply materials to Jessore Army Cantonment. She realized that income of the family to be increased for survival. Income of one person of her family was not enough for survival. Then she decided to become tailor and received tailoring training. But she could not manage tailoring machine. So, she could not start the tailoring work. Then she started private teaching of the school students in the junior classes and started to make small savings. Her husband became seriously ill. She fell in the problem because of illness of her husband. At that time, her one son was studying in class four. By this time she became member of IED organized women group. Finding no other way, she discussed her condition with group members in the group meeting. Then the group members informed her about the tailoring training would be provided under government District Council. The group advised to enroll in the training program. Then she joined and completed successfully. After completion of the training she took job in the local garments factory. As per the job nature, she used to stay in the factory for long time. As a result, she could not manage time for her son for education. So, she left the garments factory and took the opportunity to get loan with the support of IED staff and group members for purchasing tailoring machine and started private tailoring works alongside with private teaching of students. She provided hardship with her works and expanded it gradually. Now her income has been increased with substantial amount to maintain family expenses and education cost of her son as well.

She is very active member in the women group to provide leadership and support to other members for their survival and empowerment as well. She realized that economic empowerment of women is very important for women empowerment. Now, she is an example to inspire other women in that locality.



Razia is teaching the students



Razia is doing tailoring work



## **An enthusiastic initiative of one male group**

Brahmaputra sonali sokal group is one of the male groups of Mymensingh Center. The group is consists of 21 male family members of IED organized women group. The members of this male group initiate different types of activities towards women empowerment and environmental development. Members of this group take a special effort to keep their area neat and clean. Small drop of rain water over floods the drainage system and causes water logging at Ralirmour roadside. City dwellers throw their waste at roadside as there is no dustbin to put the waste and garbage floats into water. There are about 1000 passersby walk away in this road every day. So water logging on the road hampers the peoples' movement of the area that causes big sufferings.

Group members discuss this dire problem in their meeting and decide to manage dustbin and inform the community people to put their trash into the dustbin. Considering the situation, few members led by Shri Rakhal Chandra Bishaw Sharma, leader of the group met Mr. Zamal Hossain, local Councilor, City Corporation and demanded for dustbins. After hearing their problem regarding to install dustbins, the councilor assured them to provide 4 dustbins for that area. Afterwards the meeting, councilor placed 4 mobile dustbins and engaged one person for maintaining waste.

The group members are now visiting home to home to encourage people to put their waste into the dustbin and the residents are dumping their garbage into the dustbin. In this way, the area is turning into neat and clean one and has become environment friendly. Thus, the male members of the group is keeping their area neat and clean and taking part in various development interventions.





## STRATEGY 3

### Environment Development

Bangladesh, a low-lying river delta region, is particularly at risk. Our mother earth is rapidly warming day by day due to global warming causing massive biodiversity loss. Developed countries are the major players for creating climate disaster owing to maintaining their high mass consumption and higher growth which endangered sustainability of our beloved planet. Presently the environmental concern is a burning issue nationally and globally. Countries like Bangladesh are the worst victims of climate change effects though her less share of climate changes effects. Addressing the environment issues in its every aspect and promoting sustainable environmental development, IED strives to take initiatives regarding environment development in the following directions;

Ensuring environment friendly programs and projects undertaken by IED

1. Undertaking pro-environment advocacy program through peoples initiatives
2. Developing a mechanism of creating general awareness among the people

During the reporting period IED initiated the *following programs* related to environment development

#### **JANOUDYOG (Promoting People's Initiative)**

**The program will contribute for achieving SDG 5, 13 and 16.**

Janoudyog is the local level platform for taking initiatives of different sections of people ( social leaders, cultural activist, women leaders, political persons, community people, journalists, writers,



teachers, youths) to address the issues related to women empowerment, women & minorities peoples' rights and environment and local level problems. IED is initiating the process to develop Janoudyog platform at local and national levels since July 2008. It also has the initiative to address the issues related to resolution of cases of poor people, women and ethnic & religious minorities at local level with the support of community people, advocates, local elected representatives and social leaders.

IED has provided support to develop platforms at 7 districts and Dhaka. All these platforms have made landmark endeavors towards collaborative effort for advocacy where people from all walk of life come together to bring forth the issues of marginal, the deprived and discriminated.

During the reporting period, Janoudyog implemented some important local and national level activities in Dhaka, Khulna, Rajshahi, Mymensingh, Jessore, Netrokona, Sherpur and Gainbandha districts. People from different background spontaneously participated in these activities.

Janoudyog platform has the initiative to address the issues related rights & empowerment of women and ethnic & religious minorities, and environment. IED initiated this program since 2003 in different areas in Bangladesh with community people, where IED works as a catalyst and providing information and advice. IED provides secretarial and informational support to these platforms. IED is



implementing this program in 8 districts including Dhaka of which IED is providing support to 5 fellows in 5 districts by providing a small amount for communication, stationeries, travelling cost to run the district level activities and in 2 districts activities are being run by its own staff. Most of the planned activities have been performed so far. In this period, human chains, press conference, round table meeting, sharing meeting and rally organized on environment, minorities' & women rights and emerging issues at district headquarter level. The activities



have been raising awareness among the community people. Participants enthusiastically are taking part in those events and placing the people's demand to the concerned authority.

During the reporting period, most of the planned activities were accomplished without any major deviation.

#### Events organized by Janoudyog platform

Type of events	No. of events organized at local level	No. of events organized at national level	Issue
Campaign	10	07	Environment, women and ethnic & religious minorities' rights and local issues
Advocacy	30	02	
Lobbying and demonstration	20		
Citizen mobilization	09		
Quick response	0	01	Ethnic minorities' issue

On the other hand, Janoudyog platform members organize six monthly meeting regularly at local and national levels. Total 14 six monthly meeting were held at local level and 1 yearly meeting held at national level. One training course was organized for representatives of JU platform and civil society leaders of local and national levels.

IED is also working for building partnership in various campaigns with around 200 eminent persons including poet, writer, columnist, journalist, ex-bureaucrat, actor etc. and NGOs. It is actively participating in five civil society platforms namely: Janouddyog (People's Initiatives), Shikkha Bachao Andolon (Education Reform Movement), Paribesh Bachao Andolon (Save Environment movement), Haor Bachao Andolon (Save Haor Movement), and Sampriti Mancha (a forum for minority rights); also Advashi Adhikar Andolon (Move to preserve Rights of the Indigenous Peoples), Green Force (Youth Forum), and Nari Nirjaton Protirodh Committee (Committee to Protect Women's Repression). IED's role is to create space for people's voices and aspirations and coordinating and supporting in all aspects. 'Leading from the back' has been the natural style and strategy of IED which is an essential ingredient for building people's ownership for the movement.

## STRATEGY 4

### Citizenship Development among Youth & Students

As adage goes by, Today's youth is the leader of tomorrow's Bangladesh. Government, Development practitioner, Politicians, civil society member and teachers often brand the youths as agents of social change and catalyst of development at various development discourses if they are protected,



promoted and cared for. But this slogan is hardly addressed in policy agenda, development practice, civic engagement and leadership building process. Hence Bangladesh does not reap the maximum benefit from youth with fullest potentials in nation building. As students possess potentialities, they can shape the future Bangladesh if they are provided life oriented education like environmental development, civic engagement, democracy, good governance, accountability, transparency and fellow feelings. But job oriented present education system does not employ this

aspect hence students are not interested to involve social change process.

Making awareness of the students on different issues, increasing the analytical capacity and developing the presentation skills, debate program was organized in the schools and colleges in two centre offices. During the reporting period 2 debate programs were organized as per the plan made earlier. Different topics were selected on environment and women issue. 68 debaters from different classes of 14 schools participated in this program. There were 8 debate rounds held and the students



of classes attended in the debate events. Average 150 students attended in each event round. This program created much sensation among the students. 6 cultural programs were organized focusing gender and rights issue at centre office level. 2 workshops were held with school students in Dhaka on healthy environment of school campus and health & hygiene. No. of participants were 120.

### **Youth as Agents of Social Change: Authentic Civic Participation**

The above mentioned project was undertaken to support youths to achieve their enormous potential for leadership and contribute to building a new culture of youth civic consciousness and authentic participation in a more peaceful society in Bangladesh.

#### **Objectives of the project:**

1. An independent Youth Network, which can be sustained and scaled up into a youth movement for authentic civic participation, is supported.
2. Increase in youth awareness and capacity for civic consciousness and authentic participation; Youth civic participation movement supported.
3. Youth Network expanded; Innovative projects implemented by youth groups.

#### **Coverage**

Selected 300 youths of Dhaka and Mymensingh districts, who acted as social change agents.

#### **Target people**

Youths with age between 18 to 30 years especially students of colleges and universities have potential for bringing changes.

**Duration of the project:** October 2014 – February 2016

#### **Activities**



#### **25 member youth secretariat established to lead the youth network**

In order to lead youth network and run their activities accordingly, 25 members youth secretariat was established. This 25 secretariat members are from 3 partner organizations named IED, IPDS and Democracy Watch under this project funded by The Asia Foundation. The secretariat members worked as agents of social change by involving with different kinds of civic engagement activities like



raising voice, aware the community people on good governance, ensuring democratic participation and making various awareness type documentary films.

#### **Selecting 300 youths in Dhaka and Mymensingh**

After receiving training 10 youth agents selected 300 youths from different educational institutions in Dhaka and Mymensingh. The selected youths worked as

change makers through initiating different kinds of awareness program in their areas.

#### **Training for YASC Secretariat Members**

The Asia Foundation organized five daylong training during January 15-19, 2015 at Hope Center, Savar, Dhaka where IED organized 10 youth secretariat members (6 from Dhaka and 4 from Mymensingh) received the training. The training contained leadership, types of leader, characteristics of good leader, empowerment, gender, environment, good governance, democracy, organizational development, conflict resolution, concept of communication, conducting meeting, networking & linkage, advocacy and social issues identification etc. Through the training the YASC members were highly encouraged and motivated to act as agents of social changes.

#### **Training for Youth change agents**

Conduct innovative and targeted training on youth civic consciousness, including basic principles of transparency, accountability, inclusivity, and non-violent civic participation.

IED Organized 2 days training for 300 local youths at IED training room, Dhaka and Mymensingh to make them prepare to work as change maker.

#### **Training on communication for youth leaders**

IED organized daylong training on communication for 25 youth leaders. The training featured on writing contents for documentary, video editing, capturing picture, selecting topic, photography and analyzing contents of the film.

#### **Preparing development proposals to implement by their own**

In order to make positive change and involve more youths to bring transformational development among community people, Youth Agents Secretariat Members prepared some proposals on contemporary social issues i.e. civic engagement, good governance, transgender issues, neat & cleanliness, literacy program for rickshaw pullers, environment, early marriage, eve teasing. Upon submitting their project proposals, The Asia Foundation authority strictly screened the project and provided small grants to some youth agents to implement the project.



## STRATEGY 5

### Democracy and Governance

Although the national flag of the new-born state was hoisted with an aim to establish a democratic society, the subsequent governance in the country crumbled the hope of the people. The people are always considered as an object, not as subject, in promoting democracy. Absence of democracy caused enormous sufferings for the people, especially the poor and women. The local government institutions are not functioning as it was expected. Under these circumstances, the strategy involves the following directions:

1. Strengthening local government and local governance
2. Influencing policies and practices at different levels of decision making processes
3. Initiating institutional reform processes in legislation, education and monitoring
4. Raising awareness of people on their rights

Under this strategy, following projects have been conducted by the organization during the reporting period:

### Harmonize the Actions against inequalities and Oppressions of Rights (HAOR) project

**The project will contribute for achieving SDG 5 and 16.**

As per the Bangladesh constitution (Article 11, 59 and 60), the local government has a significant role for elected government bodies at each administrative unit (Union Parishad (UP), Upazila Parishad (UPZ) and Zila Parishad (District). The local government system and structure are in place. However, the strong top-down decentralization approach established during British Colonial time is still persistent. Consequently, decentralization policies are used to establish alliances with the local power structure and to maintain the status quo.



The project area is a part of the most depressed areas (low lying, flood plain basin i.e. Haor areas) of Bangladesh because of frequent and high magnitude flash flood resulting regular inundation for about six months in a year. The Haor area floods create an enormous visual lake and the villages look like islands within the large water bodies. The people become isolated from rest of the country and suffer from lack of food, access to health and other livelihood activities particularly during these months due to

inundation. The people of these areas do not have employment during the inundation period for about six months. This causes not only a huge amount of national loss but also creates immense sufferings to the local people. The poor and the women of Haor area are the most deprived/vulnerable in present societal and environmental context of Bangladesh.

IED is an active partner of development efforts in Haor areas. The organization experienced that raising awareness and empowerment of community people, social mobilization, encouraging local peoples' initiatives, sensitization of local elected bodies and government service providing departments could play an important role to create the momentum in order to achieve significant results in improving the status of women and poor in the area. Considering the situation in Haor



areas IED has undertaken the Harmonize the Actions against inequalities and Oppressions of Rights (HAOR) project for the period of August 2013 to July 2016.

The major focus of the project is the Accountability and responsiveness of local government institutions for ensuring rights of poor and vulnerable segments of the society. The project interventions will contribute to increasing accountability, transparency, participation, monitoring and coordination which caused the local government institutions including the UPs to deliver improved services to the people.

The project is being implemented in 7 unions under 2 Upazillas (Barhatta and Mohangonj) of Netrakona district with the financial support from Manusher Jonno Foundation (MJF). The project has been started with an objective to facilitate organized voice for rights of the target group people through creating organizational network as pressure and watch group to local governance and to increase the level of awareness and practice of the poor and disadvantaged women and youth of the project area. Towards achieving the objective 441 women groups at village level, 63 ward platforms at the ward level and 7 community forums at union level have been formed. Total beneficiaries covered are 1, 53,000.



Major activities performed during the reporting period were: Facilitated one refresher training for project staff & 2 refresher training courses on public service policies for Upazilla citizen groups, organized 756 monthly awareness session/ events at ward platform level on rights and gender issues, gov. services, income generating activities, planning and organizational development, facilitated to organize 56 bi-monthly sensitization meeting/awareness raising events with union community forum, facilitated to organize 23 bi-monthly union coordination meeting with GO, NGO, Civil Society members and community leaders at union level, facilitated UPs to organize 99 six monthly Ward Sava on two issues, facilitated Union Parishads to organize 7 workshops on formulation of 5 years and annual plan and budget for UP representatives, community representatives, and union level gov. officials, civil society members facilitated UPs to organize 7 open budget declaration session at union level where GO officials, NGO staff, civil society member and community representatives were the participants. organized 7 Mukhomukhi, face to face program with UP and community people at union level on UP annual plan, budget and performance, organized 14 issue base dialogue with union level selected service providers on 3 issues, organized 12 bi-monthly meeting with Upazilla level People's Forum, organized 2 sharing meeting with district level government officials, organized 1 yearly meeting with district administration, organized 2 cultural events at union level, organized 2 day observation events, facilitated 63 planning exercise at ward level, facilitated 6 community scoring/assessment, provided support to 90 persons for skill training, organized 2 learning sharing workshop on 5-years planning, organized 2 learning sharing workshop on formulation of citizen charter, organized 1 workshop for developing Multi Year Planning and open budget in Upazilla, organized 3 field visit for journalists and local policy makers and organized 4 inter union cross visit for sharing the best practices of best performed best practices.

Upon implementing the intended intervention at project area, representatives of local government institutions especially Union Parishad are becoming more transparent, accountable and friendlier toward the community people. The community forum and UP are making activities jointly and UP



have become more sensitive for the livelihood development of the poor, vulnerable and marginalized people which will contribute to bring a remarkable change in development initiatives at rural level.

## **Strengthening Civic Engagement in Elections and Political Processes for Enhanced Transparency and Democratic Accountability project**

**The project will contribute for achieving SDG16.**

IED has undertaken the project as an active member of Election Working Group (EWG). The duration of the project is July 2015 - June 2016 with objectives a) Enhance Transparency and Credibility of Election Processes b) Decrease Political and Electoral Violence c) Strengthen the Quality of Representation and Democratic Accountability and d) Rising awareness of voters.

Project working areas were Dhaka City Corporation (South and North), Thakurgaon Netrakona, Sunamgonj and Sylhet districts which were coordinated and controlled from Dhaka office.

### **Major activities performed during the reporting period:**

- Conducting diagnosis of 2 Upzila election offices
- Survey / Study on "Accessible Elections for Persons with Disabilities in Bangladesh".
- Election observation
- Awareness program on updating the electoral roll 2015

#### **Diagnosis**

IED conducted diagnosis of 2 Upzila election offices at Netrakona Sadar and Mohangonj.

#### **Survey**

IED conducted survey /study on "Accessible Elections for Persons with Disabilities in Bangladesh at Mohangonj upzila..

#### **Election Observation**

IED conducted election observation in Madon, Jagnathpur and Chattak Pourashava held in 2015. Total 17 observers were deployed for observation.

#### **Awareness program on updating the electoral roll 2015 arranged by Bangladesh Election Commission (BEC):**

IED took part with BEC for updating electoral roll in 2015. IED conducted the awareness program of electoral roll updating 2015. In the reporting period IED completed 2nd and 3rd phases of this activity that covered 1 district 2 upazilas, 18 Unions, 117 spots/ locations have been covered with campaign materials provided by BEC and EWG.



### **Overall findings of election observation**

1. The election was more or less peaceful
2. Some cases, violence occurred with less injury
3. The presence of voters was more than 60%
4. The polling booths worked timely

## STRATEGY 6

### Empowerment of Minorities

In Bangladesh, Minorities are a complex composite consisting of religious, ethnic-cultural, linguistic and sectarian. Hindus are the largest religious minority communities with population are about 15 millions. There are about 54 indigenous communities (about 2.5 million) of which 41 in plain land and 13 in CHT (about 1.5 million). All together there are around 4.0 million living in 34 districts out of 64 Districts. The Indigenous Peoples (IPs) of plain land are most scattered, deprived and vulnerable. Most of the IPs depends on agriculture. They are almost (more than 80%) landless and day labor which often causes deprivation of fair wage for men and women with mainstream labor. Due to lack of technology & vocational skill, hands on skill and education, IPs income attributes are less diverse. Hence they earn little to afford their family and their children. In this way they are kept under continuous vicious circle of poverty. The literacy rate of plain land IPs is less than 8%. There is less initiatives for their improvement from poor socio economic condition.

There are about 54 indigenous communities of which 41 are living in plane land and 13 are in CHT. All together there are around 4.0 million living in 34 districts of Bangladesh out of 64 Districts.

The Indigenous Peoples of plane land are most scattered, deprived and vulnerable. They are the poorest of the poor and face most pervasive form of social exclusion only comparable with untouchable. Most of the IPs depends on agriculture. Majority of them are landless and day labor which often causes deprivation of fair wage for men and women with mainstream labor. Due to lack of technological & vocational skills, hands on skill and education, IPs income attributes are less diverse. Hence they earn little to afford their family and their children. In this way they are kept under continuous vicious circle of poverty.

Considering the situation, IED has undertaken the Empowerment and Skill Development of Indigenous peoples Project for plane land IPs in Dinajpur, Rajshahi, Sherpur and national level (Dhaka) for the period of October 2015 – June 2017.





## Empowerment and Skill Development of Indigenous peoples' project

**Goal of the project:** Contribute to raise voice by the IP communities for their rights and entitlements and youths to involve in diversified income sectors other than agriculture.

**Objectives of the project:** Capacity and skill development of 238 youths from indigenous communities for empowerment and livelihood development during the project period.

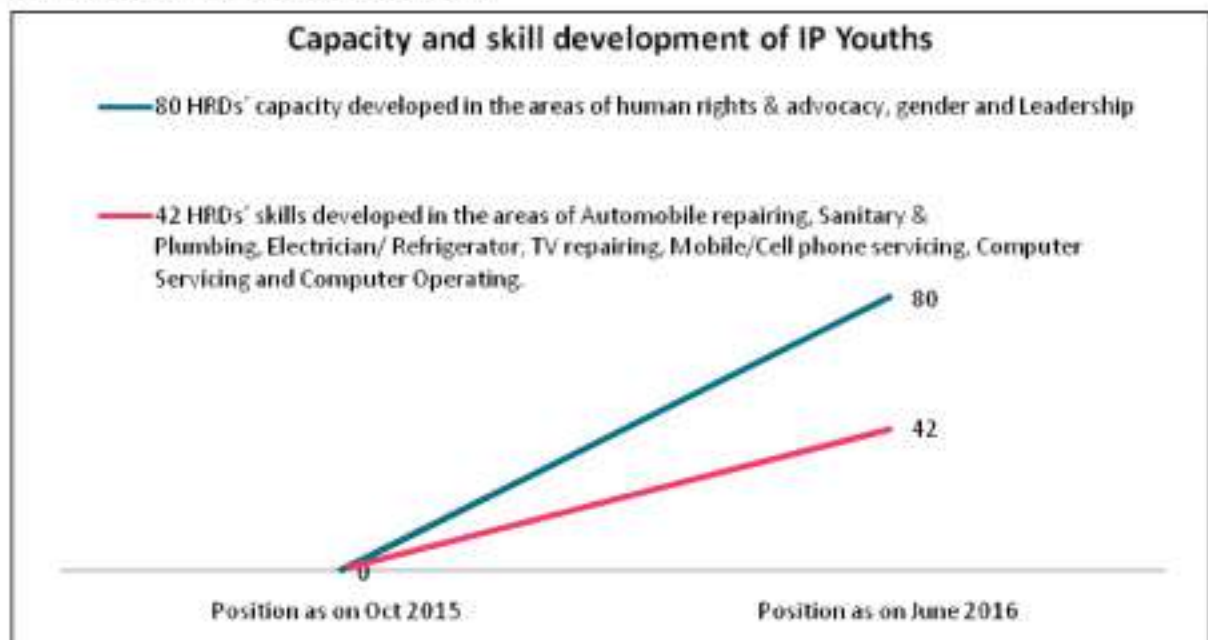
**Project period:** October 2015 – June 2017

**Reporting period:** October 2015 – June 2016

**Expected results during the reporting period:**

- To develop capacity of 80 IP youths as Human Rights defenders (HRDs) in the areas of human rights & advocacy (40 youths), gender (20 youths), Leadership development (20 youths) in order to sensitize IP community to address their rights and entitlements.
- To develop skills of 42 IP youths in the areas of Automobile/ Diesel Engine repairing (6 youths), Sanitary and Plumbing( 6 youths), Electrician/ Refrigerator/TV repairing (6 youths), Mobile/Cell phone servicing/ Computer Servicing (12 youths), Computer Operating (12 youths) in order to improve their position in the main stream society and livelihood development.

### Achievement of the expected results



### The project will contribute for achieving SDG 1, 3, 5 and 16.

In this project IP youths have been considered as the active emerging section of IP community for bringing the changes related to empowerment and livelihood development. Two major areas have



been targeted for the IP youths in the project areas: 1) Organizing Human Rights Defenders (HRD) groups in above mentioned 4 districts to raise voice by the IP communities for their rights and entitlements. They have been provided trainings on human rights, advocacy, gender and leadership for their capacity development and 2) organizing hands on skills training for roots level youths at the local market levels to make income other than agriculture sector.

### 1) Organizing Human Rights Defenders (HRD) groups:

During the reporting period (October 2015 – June 2016), 4 HRD groups have been organized in 4 districts taking 20 IP youths in one group. Capacity Development trainings were provided to 80 HRDs of which Human Rights & Advocacy to 40 HRDs, Gender to 20 HRDs and Leadership Development to 20 HRDs. It can be noted here that more than 30% of the training participants were women youths.



Going back from the training the participants organized meeting with other IP youths and community people to make them inspired and sensitized towards their rights, entitlements and income as well. As an effect of those initiatives they have organized events based on the emerging situation. During the reporting period they have organized 3 Dialogue, Human Chain, Rally, Seminar, Mobilization, Press Conference at national level; 6 Dialogue, Human Chain, Rally, Press Conference at local level; 1 Quick response on IP issues and 1 TV Talk-show on IP issues at national level.







These events have created a big sensitization with big coverage. These events have been made coverage in press and electronic media. On their hand they have become more active to response against any rights violation and violence at the local level.

## 2) Organizing hands on skills training for roots level youths

IED took the initiative to make a list of poor IP youths having less education and willing to receive hands on skill training at the local level market in three districts (Rajshahi, Sherpur and Dinajpur).



During the reporting period, 42 IP youths were selected for receiving skill training on different technical/vocational works. The training areas and number of IP youths are: Automobile/ Diesel Engine repairing (6 youths), Sanitary and Plumbing (6 youths), Electrician/ Refrigerator/TV repairing (6 youths), Mobile/Cell phone servicing/ Computer Servicing (12 youths), Computer Operating (12 youths). IED communicated with local civil society members, social leaders, cultural & political activists and made contact with the technical/vocational shops at local market. The shop owners gave a very good response to take responsibilities to make the IP youths so that they can have income opportunities in this market after completing hands on training in their shops. The training duration ranges from 3 months to 6 months depending on the area of training. Accordingly IP youths were



made attached with particular shop. IED provided monthly Tk.2500/- to the youths to support for food and lodge so that they can stay in that area.

It is a pilot project. Normally these types of skill training are provided in the technical training institute. But a big drop out is happened. Here we observed the tremendous result. Out of 42 youths 38 have immediately started work by their own in the local market. Their average income per month is 1500/-.

Two of them have started work in RFL Company and Garments factory in Dhaka and earning more than Tk.6000/- per month. This has created a good impact in the IP community. More youths of these areas are becoming inspired to receive these kinds of training. HRDs are maintaining communication with them.





## The Case of Bimol Murmu

Bimol Murmu is a poor family member of Makrai village and hail from Birgonj sub-district under Dinajpur district. He could not pursue his education any more due to poor condition of his family even though wish to continue. He is elder among his two siblings. He appeared SSC examination in 2015 but result was not satisfactory level. His mother left them away owing to their poor familial condition and did not maintain any communication since then. His father Chadu Murmu works at Birgonj Auto Rice Mill as guard and gets Tk 5000 per month which is insufficient to bear family and children's educational expenses. Hence Bimol has to work as day laborer other field to support his education. Sometimes he passed his day idle during the lean season. Performing day labor is his sole income sources as not having cultivable land.

Suddenly he came to know the sharing meeting of IED which to be organized at Dinajpur for indigenous youths of his areas. One day Labu Besra student of Dinajpur Govt. College informed Bimol Murmu about the skill development training for indigenous youths. Then he attended the sharing meeting and became interested to receive training on mobile repairing and informed his aspiration to his father. Subsequently he talked with Albert Tudu fellow of IED, Dinajpur and considering his family economic condition and curiosity to work regarded for 3 months training. After completing 3 months training on mobile servicing successfully, he joined at Christina Telecom Mobile as an employee. Getting Tk. 50 (fifty taka) in each day, his gross income in a month stands Tk.1500 which is quiet inspirational at early stage. Bimol dreams that one day become owner of this kind of telecom shop where unemployed youths will receive training, ensure employment and turn his village as ideal one.





## **Networks and linkages**

IED believes that like-minded organizations can play a coordinating role for implementing its programs targeted on poor, women, religious and ethnic minorities, disadvantaged and so on. So, partnership is very effective to make the initiatives stronger.. Development is a continual process and it involves partnership among government, non government organizations, civil society members, politicians, development practitioners, elected representatives and so on. It also helps to take right steps at right time and build confidence for successful implementation of the initiatives. With these thoughts IED has made strategic partnership with various like-minded organizations at national level. This could create a better performance, develop capacity and make a visible impact as well. IED has proven capacity on Janoudyog-people's initiative programs, governance, rights and programs for hard to reach areas. These capacities of the organization have made a substantial impact on development programs.

It has also made partnership with other coalitions and alliances. Such as: Election Working Group (EWG) to make the election processes free, fair and credible, Governance Advocacy Forum, Samajik Protiroadh Committee, Sammilito Samajik Anodolon, Sampriti Mancho, Poribesh Bachao Andolon, Haor Bachao Andolon, Adhibashi Odhiker Andolon, Amar Odhiker Campaign, My Rights Campaign and Health Rights Movement. Such partnerships help to get better outcome in various fields of development. The regional level networking includes SANGAT and SAAPE, while Jubilee South as an international. It has also made partnership with Peoples' SAARC and Anti Poverty Platform.

IED took initiative to organize a separate civil society platform "Sampriti Mancha" to establish the rights of religious and ethnic minorities' people. It is the organization for peace and harmony. Many events have been organized to create greater support in favor of those people.

## **Monitoring and Evaluation**

IED gives due importance on quality Monitoring and evaluation as these are the key tracking components for the implementation of programs/projects/activities and achievement of goal and objectives in the right track. Based on the experiences IED has developed its own monitoring and evaluation (M&E) system ensuring the quality of program delivery. The M & E system includes tools for monitoring and assesses the effectiveness of the tools. Having analysis of the reported data, possibility of adopting new approach and impact—both qualitative and quantitative are applied for a better program management. The statistical and narrative reports on implementation of program activities are collected on monthly, quarterly and six monthly basis. These reports are analysed and provided feedback which direct the staff both at centre and central levels to highlight problems and the necessary corrections. During the reporting period, the internal monitoring and evaluation have been done for all projects of the organisation.



## Organizational Capacity Building

For strengthening organizational capacity IED organized several training, workshop, forum, planning & review meeting. There were 2 staff development trainings conducted for field staffs of PREIP project. The training courses were on Development trends in Bangladesh and Outcome & Impact Orientation (OIO). Training courses on Election Observation were also organized. Central Coordinators were the key facilitators of the training and the resources persons were also hired.

IED has introduced Capacity Development Forum at the centre offices and the central office as well. Staffs at the centre level organize this forum for 2 hours on fortnightly basis. On the other hand central office organizes it for 2 hours on monthly basis. It has created a good impact among the staff for developing their capacity

Two half yearly review workshops on 'planning and program review' was organised at IED's central office in Dhaka. It may be noted that such workshop was also held in group and cluster level in all IED worksites. IED staff, group members, cluster leader, community and local leaders were actively engaged in the planning and reviewing process by ensuring their participation.



Co-ordination meetings among staff were regularly arranged at Central and Centre level in order to minimise the errors in project implementation. A total of 12 such meetings at Central level and 48 meeting at Centre level were held during the period. Discussions in the co-

ordination meetings precede on the basis of selected agenda particularly the lessons learnt during project implementation and way outs to keep the project on track. 1 cross learning visits was organized for staffs. They have gathered new ideas for implementing the activities in work place.





## Documentation and Publications





## Executive and General Committee

IED has 21-member General Committee. The General Committee members elect the seven-member Executive Board for every Two years. Following is the current Executive and General Committee:

Sl.	Name	Occupation	Designation
1	Prof. Dr. Rashid-e-Mahbub	Academician, Physician & Social Activists	Chairman
2	Prof. Helal Uddin Khan Shamsul Arefeen	Academician, Professor, Dhaka University	Vice Chairman
3	Numan Ahmed Khan	Environment and Excluded group Activist	Secretary
4	Dr. Laila Arjumand Banu	Social Worker, Development Activist	Treasurer
5	Naznin Begum Pappu	Social Worker and Development Activist	Member
6	A.K.M.Zahidul Mostofa	Artist and Development Activist	Member
7	Jahangir Hossain Sharif	Researcher and Development Activists	Member

Sl.	Name	Designation
1	Prof. Dr. Rashid-e-Mahbub	Chairman
2	Prof. Helal Uddin Khan Shamsul Arefeen	Vice Chairman
3	Numan Ahmed Khan	Secretary
4	Dr. Laila Arjumand Banu	Treasurer
5	Naznin Begum Pappu	Executive Member
6	A.K.M.Zahidul Mostofa	Executive Member
7	Jahangir Hossain Sharif	Executive Member
8	Shirin Banu Mitil	General Member
9	Oparajita Dewan Deepa	General Member
10	Sohorab Hasan	General Member
11	Julekha Begum	General Member
12	Kazi Abdur Rahman	General Member
13	Liakat Ali	General Member
14	Sharmina Shams	General Member
15	Shahida begum	General Member
16	Zillur Rahman	General Member
17	Dr. Jahanara Akter Chowdhury	General Member
18	Chaitali Tripura	General Member
19	Tarik Ali	General Member
20	Maj. (Rtd.) Mustafa Najib	General Member
21	Dr. Nurul Islam	General Member

# Financial Statement

Hussain Khaja & Co.  
Chartered Accountants

Continuation Sheet .....

**INSTITUTE FOR ENVIRONMENT AND DEVELOPMENT (IED)**  
**Consolidated Balance Sheet**  
**As on 30 June 2016**

PROPERTY AND ASSETS:	Note	Amount in Taka	
		2015-2016	2014-2015
<b>FIXED ASSETS-Less Depreciation</b>	Note-1	1,966,596	5,656,545
<b>CURRENT ASSETS :</b>			
INVESTMENT-FDR ACCOUNT	Note-2	535,455	493,209
LOAN & ADVANCE	Note-3	500,295	-
SECURITY DEPOSIT	Note-4	6,000	40,000
ADVANCE OFFICE RENT	Note-5	77,000	22,000
CLOSING CASH AND BANK BALANCES	Note-6	2,216,863	2,756,910
<b>TOTAL</b>		<b>5,302,209</b>	<b>8,968,664</b>
<b>FUND AND LIABILITIES:</b>			
<b>EQUITY/FUND ACCOUNT :</b>			
Restricted fund	Note-7	2,196,913	2,604,749
Unrestricted fund	Note-8	561,923	505,170
<b>ASSET FUND ACCOUNT</b>	Note-9	1,966,596	2,283,567
<b>LONG TERM LIABILITIES :</b>			
ACCUMULATED DEPRECIATION	Note-1	-	3,372,978
<b>SHORT TERM LIABILITIES :</b>			
LOAN ACCOUNT	Note-10	508,332	137,200
PROVISION FOR EXPENSES	Note-11	68,445	65,000
<b>TOTAL</b>		<b>5,302,209</b>	<b>8,968,664</b>

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

Signed in terms of our separate report of even date

  
Executive Director  
IED

  
Accounts Officer  
IED

  
HUSSAIN KHAJA & CO.  
Chartered Accountants





# Financial Statement

Hussain Khaja & Co.  
Chartered Accountants

Continuation Sheet

## INSTITUTE FOR ENVIRONMENT & DEVELOPMENT (IED) Consolidated notes to the Accounts As on 30 June 2016

### 7. RESTRICTED FUND :

Sl. No	Name of Fund	Opening Balance (in Tk.)	Received during the period	Excess of income over exp.	Total Received (Tk.)	Adjusted this Period	Utilized during the period	Provision for Expenses	Trans. to capital fund	Closing Balance
1.	Promoting Rights & Empowerment through Initiative of People (PREIP)-Bfwr	1,395,948	15,484,896	44,147	16,924,991	-	15,379,038	35,000	95,505	1,415,448
	Harmonize the Actions against Inequalities & Oppression of rights(HAOR)-ADF	1,294,064	3,852,294	8,532	5,154,890	10,662	4,332,032	-	-	812,196
3.	Strengthening Civic Engagement in Elections and Political Processes For Enhanced Transparency and Democratic Accountability	(22,937)	639,944	7,370	624,377	(2,525)	957,051	-	-	(330,149)
4.	Strengthening the voice of Human Rights Defenders to protect Rights and Entitlements of Ethnic Minorities Project [Oxitem-CIB]	57,867	-	764	58,631	(2,607)	920	-	-	60,318
5.	Youth as Agents of Social Change: Authentic Civic Participation in Bangladesh	22,951	1,369,905	8,644	1,401,500	14,498	1,384,166	-	-	2,836
6.	Empowerment and Skill Development of Indigenous Peoples -Bfwr	-	2,106,380	6,849	2,113,229	-	1,733,819	-	-	379,410
7.	Various Fund Balances- Funded Project	(143,146)	-	-	(143,146)	-	-	-	-	(143,146)
	<b>Total :</b>	<b>2,604,747</b>	<b>23,453,419</b>	<b>76,396</b>	<b>26,134,472</b>	<b>26,028</b>	<b>23,787,926</b>	<b>35,000</b>	<b>95,505</b>	<b>2,196,913</b>



# Organogram of IED

