

The cover features a central black circle with a multi-colored border (orange, blue, green, red) and a shadow. The background consists of flowing, overlapping bands of green, blue, and orange. The text 'ANNUAL REPORT' is centered in white, with 'ANNUAL' on the top line and 'REPORT' on the bottom line. The letters 'A', 'P', and 'O' in 'REPORT' are colored blue, orange, and green respectively. Below the title, the dates 'JULY 2018' and 'JUNE 2019' are listed in white, with a vertical bar to the left of the text.

ANNUAL  
REPORT  
JULY 2018  
JUNE 2019



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



# ANNUAL REPORT

JULY 2018  
JUNE 2019



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

13/14 Babar Road (2nd Floor), Block-B, Mohammadpur, Dhaka- 1207, Bangladesh

Phone: (880 2) 815 8248, 58152373

E-mail: [ieddhaka@gmail.com](mailto:ieddhaka@gmail.com) , Website: [www.iedbd.org](http://www.iedbd.org)

Annual Report for the period of July 2018- June 2019  
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**Editorial Advisor**

Numan Ahmed khan

**Editor**

Md. Hamiduzzaman

**Contributors**

Jyoti Chattopadhyay  
Jasim Uddin Mallick  
Sanchita Talukder  
Tarique Hossain  
Subodh M Baskey  
Harendra Nath Singh  
Oli Kuzur

**Published By**

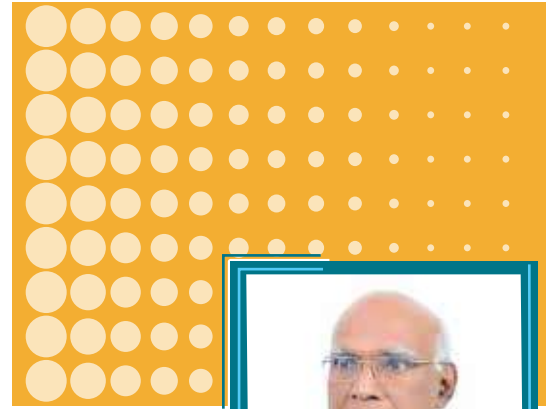
Institute for Environment and Development (IED)  
kalpana sunder,13/14 Babar Road, (2nd Floor), Block B  
Mohammadpur Housing Estate, Dhaka 1207, Bangladesh  
Phone: (880 2) 58151048, (880 2) 58152373  
E-mail: ieddhaka@gmail.com Website: www.iedbd.org

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Carpas marketing communication  
Mozumdar House (1st Floor) 274/2,  
S J Jahanara Imam Sarani Elephant Road, Dhaka  
Phone: 88 0244612093, 01712770042  
E-mail: carpasmcbd@gmail.com,  
Website: www.carpasmc.com

# Executive Director's Note



I am delighted to present this annual report covering the period of July 2018-June 2019. It is the glimpse of our interventions towards social transformation that are carried out and implemented accordingly during this period. The report also highlights the endeavor of people from grassroots to national level, continuous support from development partners and sincere dedication of our staff's commitment.

Recent decades, Bangladesh maintains steady economic growths and currently regarded as one of the fastest growing economy in the world. Thrives of garments sector, remittance of expatriate communities, vibrant pharmaceutical industry, domestic agriculture, and rising technology sectors to name few contribute to boost economic development. This development of the country is highly acclaimed and praised by economist, development partners and foreign countries. However, despite having healthy economic growth and development, challenge and concerns ahead is to ensure social justice, address widening inequality, curbing corruption, reducing rate of extreme poverty & discrimination, sustainable environmental development and promote rights of ethnic and religious minorities.

IED believes on transformational development of society and country, promotion of cultural diversity, gender equality, inclusion of indigenous peoples, disadvantaged, marginalized, and socially excluded groups, thriving democracy and practices of pluralism. To that connection, it involves and engages youth, Indigenous Peoples, poor, and women as prime stakeholders with especial focus and attention to its every interventions. It also gives them voice, choice and space, shed light of hope and encouragement through training, awareness raising, mobilization, capacity building training, advocacy and lobbying.

We again thank to all stakeholders, well wishers, development partners, community people and dedicated staffs having remained present and extended support throughout of our journey towards developing community, society and country as well.

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 Asia 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**

**CF- Community Forum**





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# Glimpse of IED



**Year of Establishment** : **1994**

## Coverage

Direct implementation : 8 districts  
Number of organized Groups : 310 (Women-106, Male-20, adolescents-12, IP-4 & youth groups-168 )  
Number of beneficiaries : Direct - 35,308 and Indirect – 6, 37,358

## Staff

Number of Staffs : 47 (Female-20, Male -27)  
Number of fellows : 5  
Volunteers : 492

## 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, 13 August 2003

## Location and address of offices

### Central Office, Dhaka

Institute for Environment and Development (IED)  
Kalpana Sundar (2nd Floor), 13/14 Babar Road, Block-B,  
Mohammadpur, Dhaka 1207  
Phone: (880 2) 58151048, 58152373  
E-mail: ieddhaka@gmail.com, Website: www.iedbd.org

### Center Offices

IED Mymensingh Center  
13 Gulkibari Road, Mymensingh 2200  
E-mail. ied.mymensingh@yahoo.com  
Phone: (091) 66180, Cell: 01552419963

### IED Jashore Center

10 Noapara Road, Ghop, Jashore 7400  
E-mail: iedjessore2004@gmail.com  
Phone: (0421) 62873, Cell: 01717526617

### IED Sherpur Center

Bottola, Sherpur  
Email: iedsherpur@gmail.com  
Cell: 01715-302952

## Organizational Overview

Set up in 1994, IED is a non-government, non-profit and voluntary development organization dedicated and engaged in transforming the lives of poor, women, ethnic people, marginalized, socially excluded and religious minorities. It is active in development arena more than two decades in the areas of women empowerment, rights of ethnic and religious minorities, and environmental development, climate change and peace building. In course of time, the organization has widened its scope to work on civic engagement, youth development, economic development of ethnic minorities youth, awareness raising, social mobilization, campaign, advocacy and lobbying, networking & linkages, training, capacity building etc. It has registered with social welfare department and NGO AB, government of Bangladesh. It is also working in promoting cultural diversity, enriching social harmony, peaceful coexistence and strengthening solidarity among ethnic and religious communities through organizing IP-Bangali Cultural Festival, dialogue, public hearing, and seminar at national level.

Over the period of time, IED has broadened and diversified its scope to work in various need based issues realizing the context and changing nature of the society. Recent years Bangladesh experiences the thriving of hate speech, communal violence, religious intolerance, as well as violence against women, children, ethnic & minorities, which aggravates social harmony, rich social fabric and peaceful coexistence under severe threat. In contrast, the vernacular Bangladeshi culture, festivals, heritage, ritual and customs e.g. Pahela Baisakh (Bangla New Year), Nabanna (Crops harvesting festival), Village fair, Chaitra Sangkranti (End of Bangla last month) and Ethnic minorities culture & festivals are cornered and sidelined. In this context, it has addressed issues on civic engagement, peace building, conflict resolution, cultural diversity, dissent opinion and so on. From its beginning, it has been working with youth, women, Ethnic minorities

and religious minorities and maintained healthy and strong communication and relationship with them. It provides facilitative role engaging youth, women, ethnic minorities, community people, peoples' initiatives, journalist, academicians, elected representatives to encounter communalism, hate speech, conflict, violence, fundamentalism etc. In its working areas, IED is working on conflict transformation, solidarity building through mass gathering, day observation, mobilization, campaign, media mobilization, training, awareness raising, dialogue, human chain, seminar, workshop and interaction involving inter and intra ethnic communities, religious communities, youth, women, etc.

Currently the organization provides awareness, training, mobilization and campaign support to youth, women, religious communities and ethnic people on rich social fabric, cultural diversity, tolerance, social harmony with especial focus in the working areas. It provides capacity building training to staffs on the above issues so that they can mobilize, aware, persuade community people as well as organize exposure visit at ethnic and religious minorities inhabited areas where they can observe, learn and capture best practices of peaceful coexistence and replicate in their working areas. Apart from this, it has organized meeting, discussion, dialogue and gathering with women, youth, community people, civil society members, local government officials, various govt. agencies & department, religious minorities & communities, ethnic people focusing the importance of cultural diversity, creating peaceful coexistence, rich social harmony & fabric, heritage aiming at creating enabling and healthy environment for solidarity, peaceful coexistence of diverse ethnic and religious communities in the working areas. To address IP issues, it developed Indigenous Peoples human rights defenders (IPHRDs) at Dinajpur, Sherpur, Rajshahi including Dhaka. The IP HRDs consist of various ethnic groups studying in different educational institutions are provided training on rights, human rights, ethnic minorities rights, gender, development, and leadership. Last couple of years, it has been organizing IP Bangali cultural festival in Dhaka aiming to streamline solidarity, fraternity and interaction between Ethnic minorities and Bangali community at national level

and contribute to promote cultural diversity, peaceful coexistence among the religious communities. In this event diverse cultural items of different ethnic groups across the country showcase their performance along with mainstream Bangali artists. Indigenous painting by ethnic minorities youth & Bangali painter, and discussion event were held where academicians, scholar, politicians, government officials, elected representative attended parallel to the cultural event.

IED is governed by its own constitution and managed by 7-members Executive Board. The Executive Director is the Secretary of the Executive Committee and Chief

Executive of the organization. It has 21-member General Committee. Dr. Rashid-e-Mahbub, a Physician, development thinker and activist with international reputation, is the current Chairman of IED. It has its own finance manual, HR manual, gender policy, strategic plan for maintaining good governance of the organization. It publishes annual report regularly and conducts evaluation of the projects run by the organization. Executive Committee Board meeting is held regularly on quarterly basis and General Committee meeting is held on yearly basis.

## Organizational Vision, Mission statement and Goal

### Vision

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

### Mission Statement

Promoting people's initiatives for gender equity, livelihood security, goernance and sustainable environment though 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 and inclusiveness
- Collective participation and sensitivity
- Promote rights of women, children and persons with disabilities

### Target group

Poor, women, male, youths, ethnic and religious minorities, underprivileged, disadvantaged and socially marginalized communities.

# Strategic Interventions followed in Programs



## STRATEGY 1: Women's Empowerment

Women are the half portion of the national coverage. But they are most deprived, vulnerable and discriminated section of the society. To uplift their living standard, taking numerous initiatives e.g., formation of women groups, provide training on leadership, development & gender as well as linking them with different service providing agencies/organizations/departments, networks and financial institutions to avail services and facilities. The following project has been implemented during the reporting period under this strategy.

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

#### Objectives

- 2000 targetted women in Jashore and Mymensingh are having enhanced position through participation of women in making decisions increased at 30% families, increasing family income of 40% women group members by 30% and reducing family violence to 90%.
- Peoples' initiatives at 7 districts/local and Dhaka are enable to raise voice for improving the situation of environment, enjoyment of rights of women and ethnic & religious minorities and solving the local problems.
- 160 ( male-100, female 60) Human Rights Defenders from indigenous communities in the districts of Dinajpur, Rajshahi, Sherpur and Dhaka developed their capacities and 54 (male-45, female-9) youths of that communities developed their hands on skills for empowerment and livelihood development.

#### Expected Results

By the end of June 2020

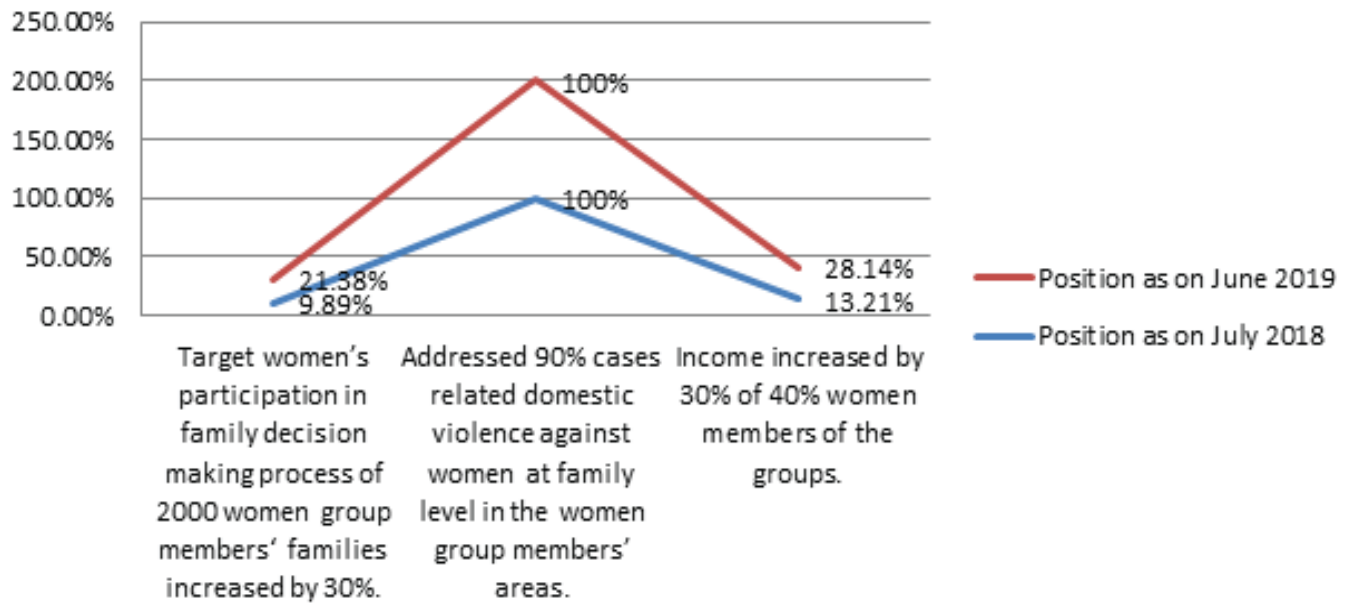
- Target women's participation in family decision making process of 2000 women group members' families increased by 30% from baseline
- Mitigated / handled /addressed 90% cases related domestic violence against women at family level in the women group members' areas
- Income increased by 30% of 40% women members of the groups considering the position at the end of the previous phase as baseline
- Vibrant (ensured by a self developed index) civil society networks existed at 7 districts and 1 in Dhaka
- Average six monthly 20 news/reports on JU events published in daily newspaper.
- IP HRDs organized at least 6 own events every year
- 54 IP youths received skill training (female 18 and male 36 considering 1/3 female participants) from IP communities increased their income by at least Tk. 500/- per month.

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

The project covers the three years and corresponding the second year of the phase. IED has successfully carried out the project activities according to the plan aiming to achieving the aforementioned objectives and results. The financial assistance is provided by Bread for the World (BftW) – Protestant Development Service, Germany.

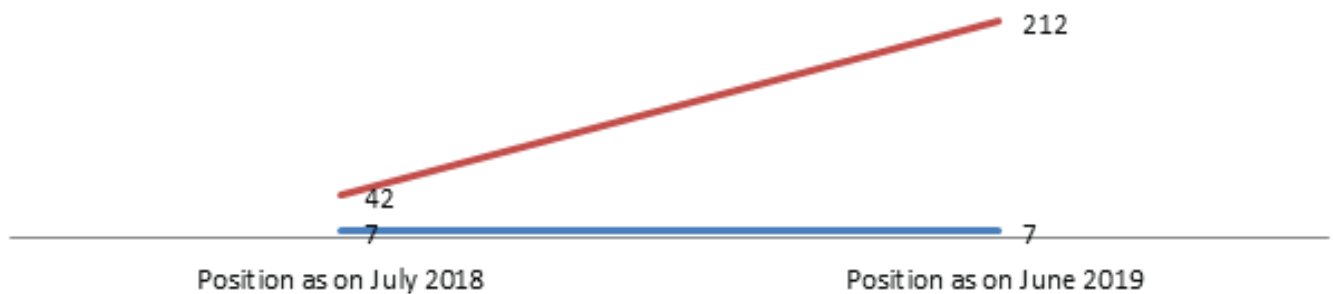
## Achievement of the expected results

### Women empowerment and livelihood improvement



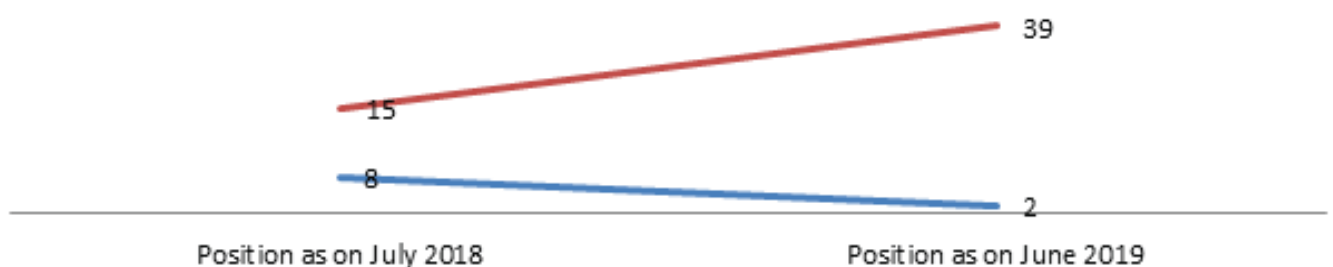
### Janoudyog- people's initiatives

- Vibrant (ensured by a self developed index) civil society networks existed at 7 districts and 1 in Dhaka.
- Average six monthly 20 news/reports on JU events published in daily newspaper.



### IP youth empowerment and livelihood improvement

- IP youths received skill training from IP communities.
- HRDs organized at least 6 own events every year



IED has been implementing projects at 3 unions of Jashore Sadar & 9 municipality wards of Jashore, 21 wards of Mymensingh City Corporation and 1 adjacent union, 7 unions of Sherpur and Dhaka..

The activities under the project consists of a total of five components, namely (a) Women groups for empowerment and livelihood development (b) Promoting Peoples Initiatives– Janoudyog (c) Indigenous Peoples (IP) youths’ empowerment and

livelihood development (d) Youth as change agent for social cohesion and (e) Organizational Capacity Development & PME. Total number of beneficiaries covered during the reporting period was around 35,308.

The specific activities and the performance during the reporting period are described below.

## Women Group



Mobilizing women group to leap forward

### Highlights

**100** women groups and **2050** group members

**1000** awareness sessions with women groups held

Yearly plan exercise with **100** groups

**4** Leadership development training held that received **86** participants

**4** Gender training held and attended **76** participants

Local women and girls play a pivotal role in managing rural economy. They are the driving force and lifeline of household as well as agricultural based national economy. Women’s unpaid work, which is both productive and reproductive, into national accounting has not been recognized so far. Different empirical data and research shows that empowered women with decision-making ability have greater capacity to respond to issues affecting them. However, it is the peoples’ perception that they are not able to make their own choice and decision due to illiteracy, disorganization, and less skill & capacity to respond. To reverse those odds and challenges, IED formed women group at the working area so that they can mobilize, organize, gather, meet and discuss

themselves under a platform. The group members make them to understand their potentialities, strength of unity and generate new ideas. The groups are focusing on women rights, leadership, gender, discrimination, capacity development, power imbalance between male & female, health, hygiene, sexual harassment, child marriage, dowry, social safety net scheme, women rights, mobilizing government services and facilities, diversified income, access to information, safe drinking water, day observation and so on. In the group meeting, they internalize their problems, analyze causal effects and focus solutions to escape challenges. Later on, they devise plan, act on the plan and again re-devise/reviewed plan if and when required based on the circumstances.

# CASE

## Dilruba Akter represented disadvantaged people by contesting in local government election



'My dream is not small due to born in slum. It is my dream that one day I will work for the slum people. I have observed and felt closely that poor people suffer a lot. My father is a poor person too. Hence, I understand and feel their hardship and sufferings closely'- tears roll down from her cheeks while saying Dilruba Akter". She is the leader of Shuktara women group at Ralirmour in Mymensingh City. She is a steady and vivacious woman. She was born in 1980 and 39 years old now. Her father Md. Abdul Khalek is a wage labor in profession and mother Mst. Jomila Khatun is housewife. She could not continue her education owing to appalling financial situation of her father. She was married off

with Giasuddin Babu upon got through class X in 2004. Even though, her brothers and sisters could not able to continue study. Her father could not afford children's educational cost bearing family burden. Hence, no one pursue study anymore. Her husband- a chauffeur earns roughly good. She thinks that it is not enough just performing household chores. In that time she came to know about IED which does not provide financial support but give awareness support. She got involved with IED in 2011 and formed 20 members women group involving disadvantaged women. She actively takes part in each awareness meeting of the group. So, she received car driving training from Mymensingh City Corporation. Through the awareness meeting, she realized that she would contest in the election. It is the best way to come closer to the poor people, thinks Dilruba Akter. Her opportunity came in 2019 in the Mymensingh city corporation election. In this election, she contested as woman councilor at Ward no 31, 32 and 33 of Charkalibari election area with the support of women groups in that area. She got 4500 vote in the election. She got highest votes in 3 centers out of 9 and could not pass from rest of 6 centers. Dilruba Akter said, 'This time I could not able to win but I will contest again in next election. I will try to fulfill my dream.' Other women have got inspiration by hearing her life story. In this way, she dreams to move forward in her life to represent poor people of the community.

## Cluster Committee



### Highlights

**20** cluster committees having **400** members

A cluster committee consists of **16-20** members from **4-5** primary groups

**40** Half yearly meetings held

**20** Planning meetings held

IED has facilitated to form two types of cluster committees to mobilize, sensitize, organize and persuade group members in the working areas. One committee is designed at Para- which is for the rural areas and the other one is Mahalla- for urban areas. Since the social settings and fabrics are somehow different and diverse in rural urban setting, so approach and experiment to be dynamic. The committee members organized planning meeting. In the meeting they focused numerous issues and concerns affect them most and convert them to solutions. The discussion points identified by the

committee members are: eve teasing, child marriage, waste management, sexual harassment, violence against women and girls, access to resources and services, day observation, skill development training, social arbitration, health & hygiene, control over income, participation of women in decision making at family and community levels etc. They also shared best practices, challenges, lessons and successes so that being benefited mutually. Sometimes they organized movement covering the issues i.e. water logging, trafficking, dowry, road construction, violence against women & girl, claiming services and facilities from government offices.

## Male Group



### Highlights

**20** male group and **400** group members

**80** quarterly meetings held

Persuading male group members to act as force towards women empowerment

Development practitioners in most cases, concern about the wellbeing of womenfolk. In doing that they devise plan, design project and select stakeholders. The society however is the composition of male, female and transgender together. In a patriarchal society, women are discriminated, subjugated and oppressed very often. They are treated as passive, burden, unproductive and inactive in male's eyes. This has been happening since the dawn of the civilization naming of culture, religion, custom and women have less say, without the approval of men. Therefore, targeting women as development stakeholders need to involve male section of the community for change of mind set and get support and active engagement. In that respect, male groups have been formed at two Center Offices taking male members from women group members' families. These members are provided awareness, training, invited to attend meeting,

### Adolescent Group

Adolescents lead very vibrant period in their life. Changes in thoughts and ideas are rapidly happened with rapid physical changes. It is the crucial time to make them adjust with the family members, community people and society as a whole. Considering their problems, needs, attitude and desire they are to be grown with care to adjust them in the society and make change of mind set with the changing situation.

discussion, dialogue, mobilization and linkage them with civil society members, elected representatives, government officials. Throughout these meetings, trainings, dialogues, awareness, mobilization, and events male group members are becoming aware of their rights, women rights, gender, development, resource mobilization, creating linkage and network as well as allow their wives and girls to inform about the family income and involve in decision making. The male group members also inspire, mobilize, sensitize and persuade community people taking active role to keep their surrounding neat, clean and environment friendly. Womenfolk also enhance their capacity, develop leadership skill and use untapped potentials for the wellbeing of the family, society and community taking active support, inspiration and encouragement from male group.

The adolescent girls are highly affected & disturbed by the male section of the society. So, they are to be sensitized to play important role to prepare themselves for their development in future. Taking these into account IED has given importance to organize adolescents and undertaking some activities in Mymensingh and Jashore working areas.



Inspiring adolescent girls to become aware on their rights and concerns

### Highlights

12 adolescent groups and 240 members

48 quarterly awareness meeting held

2 cultural/sports events held and took part 234 participants



Total 12 adolescent groups have been formed at community level in 2 Centre Offices taking 20 adolescents in each group with age between 12-17 years. During the reporting period quarterly awareness rising meeting were organized to address issues related to their lives. Cultural/sports events were organized for sensitizing adolescents to explore their potentialities.

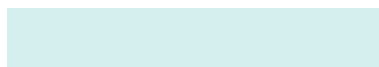
At this stage, they are becoming much confident to live safely in the family and community as well. They have also become spontaneous to take part in different activities and events and aware about their position & responsibilities to move forward.

### Women forum

#### Highlights

2 women forums and members are 40

8 forum meetings held and attended 151 members



Making aware women and girls to become future leader

In two Center Offices at Mymensingh and Jashore 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 linkage and continuous 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 supported women entrepreneurs to make linkage with banks and other financial institutions to get loan; visited women groups to make them inspired to move forward; provided support for counseling on women rights; organized awareness session with the school students on health and hygiene and also organized adolescent groups at the community level to make them aware about their position.

## Youth and cultural forum



### Highlights

2 youth and cultural forums and members are **50**

8 forum meetings held

6 cultural events held and attended **1019** participants

From the experience IED has realized to inspire youths to involve more on women rights, gender equity, minorities' rights and environment related activities at the centre levels (Mymensingh and Jashore). It has started its initiatives to make the youths 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 bring the issues of inequality, human rights, gender equity, minorities' rights and environment at every spheres of life.

There are 2 youth forums at centre level taking youths with backgrounds of cultural activist, students, social activist, teachers, professionals, players of 20 members with age between 18-35 years. The forums have

maintained linkage and continuous communication with Janoudyog platform and women forum. It addressed the issues related to gender, women rights, rights of poor, religious & ethnic minorities and environment. Forum meetings were held during the reporting period. The forums also organized cultural programs focusing gender and rights issues to sensitize people at community levels. The youth and cultural forums act as springboard for local youth and they become harbinger of change in their society, community and locality by modeling the good deeds. In this way, youth feel proud and get importance in the society which in turn motivates them to take lead and raise issues for greater common interest.

## Community Forum



### Highlights

**12** community forums and participants are **300**

**20** members of each forums

**36** four monthly meetings held

**18** awareness sessions held and attended **1633** participants

### Energizing community people about social issues

From the experience IED realized that community level development initiatives are to be undertaken to address the issues related to solving local problems, mobilizing government services & facilities, community living aspects, maintaining social & natural environment, women empowerment & discrimination, maintaining health & hygiene, maintaining peace & harmony, supporting women for their development. For these purposes, community peoples' involvement is very important. Considering these, IED facilitated to form Community Forums at Jashore and Mymensingh Centers considering the proximity of existing women group areas and involving representatives of different segments of the community people and local social leaders. The members of each forum are 25 (women group leaders -5, social leaders -5, male groups leaders -5, youths -5 and women leaders -5). Four monthly meeting is held with the members of

community forum. During the reporting period the forums organized awareness sessions with big gathering of community people and made visual presentation followed by open discussion at the open place in the community addressing violence against girls & women, domestic violence, dowry, early marriage and environment. The presentation and discussion have created much sensitization among community people and committed to reduce and protect violence against girls & women, domestic violence in that community. They also committed to maintain healthy environment in the community. They have mobilized government services & facilities for community and people as well. The visual presentation and open discussion process for sensitizing people are very effective tools. The forums have become active to deal with the matters for peaceful and healthy living.

## Local Level Rally and Mobilization

IED facilitates rally and mobilization techniques to inspire, motivate and persuade communities on issues that affect most. Through this process people from different walk of life come across and get acquainted issues addressed in the event and motivated. 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 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 events hanging different poster, festoon, placard and leaflet containing messages on social, environment and rights of ethnic and religious minorities. During rally time attended participants uttering rights and demand based slogan.



Sensitizing and mobilizing people on security and rights of women

### Highlights

8 day observation events held and participated 480 attendees

3 rallies on women issues held and participated 150 attendees

2 rallies on environment issues held and attended 160 partakers

2 rallies on ethnic and religious minority issues and attended 160 members

### Intervention at Dhaka city

Slum is a highly dense, compact and unhealthy area that lack most civic amenities e.g., clean water, reliable sanitation, electricity, poor housing and open space for healthy living. It is the curse of urban civilization causes from development disaster and people living out there are treated inhumanly, neglected, denied to justice and mostly their voice are unheard to concerned authorities. Therefore, their lives become hazardous. Considering their harsh situation, IED has started working with slum people initially in Kallyanpur slum for their improvement. Women groups have been formed taking 20 members in each group. Monthly meetings are held in the groups where all members attend. In the meeting the discussion

issues are: problems of their life, safety and security of women and children, health & hygiene, women empowerment & rights, livelihood development, protection of sexual abuse, family violence, environment, protection of early marriage, development plan of their lives and action plan & its implementation. Some other activities have been undertaken. Such as: provide hands on skill training to women members on tailoring and organize legal awareness sessions.

These endeavors have created sensitization, inspiration, motivation and intention in the mind that pushed them to bring positive change in their lives and community as well.

### Highlights

6 women groups and participants are **120**

72 monthly meetings held

1 skill training provided to **20** women

1 legal awareness meeting and took part **20** attendees



Engaging slum women towards development

## Community forum at slum

### Highlights

2 community forums and members are 30

8 quarterly meetings held



Community forum sensitizing slum people on legal issues

Initiatives are to be undertaken to address the issues in the slum related to solving local problems, mobilizing government services & facilities, community living aspects, maintaining social & natural environment, women empowerment & discrimination, maintaining health & hygiene, maintaining peace & harmony, supporting women for their development. Taking these with high importance community forums have been formed in that slum taking 15 persons (group members-5, youths-5, males-5) as members of the forum. The forum sits on quarterly basis and discuss on the above mentioned issues. It has provided strong support to women groups for their efforts towards empowerment and rights. In this period community forum members are provided various training,

raised awareness and mobilized them to solve local problems, claim services and facilities from government offices. They also attended various awareness raising events viz., training, day observation, human chain, mass gathering, rally etc. that resulted positive impact in their lives. Now, they are aware on their rights, entitlements, raise voice, maintain health and hygiene issues, and inspire, mobilize and persuade fellow slum people to come forward, speak up their rights. These initiatives altogether created highly sensitization among the community forum members for their empowerment and development as well as other fellow community people have been got inspired and mobilized.

## STRATEGY 2: Women's Economic Empowerment

The activity will contribute to achieve SDG 1 and 8

### Market Extension Education for Women



#### Highlights

**32** market extension groups and members are **640**

**20** need based skill trainings provided to **200** participants

Development training provided to **80** participants

**4** meetings held with local market committee members and attended **85** participants

**384** monthly meetings held

**272** received skill training from other organizations

**160** other women have been involved in their own enterprises

Based on the situation women have very less space in the market as they are socially excluded and less recognized though they have big involvement in the economic activities. They have limited scope for develop their diversified skills for income generation and marketing as well. As a result women's economic empowerment is in the big challenge. 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 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 related activities in 2 working areas i.e. Jashore and

Mymensingh. Market extension groups have been formed with 20 women group members and interested women in the community. To explore the opportunities 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 and made linkage with the skill training providing institutions for developing skills in different trades. Besides, meetings have been organized with the market committees to create a space of women 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 facilitate to activate women to create their space in the market.

# CASE

## Mini Hembrom an IP HRD young girl dreams to venture beauty parlor

Mini Hembrom is an energetic and dynamic young girl. She got admitted to class XIII. But she could not continue her study. John Hembrom, father of Mini was died 5 years back. Their family consists of 3 sisters and Mother Maria Mardy and she is the second one among the sisters. There is no male member in the 4 members' family. They have built semi concrete house on 6.6 decimal lands at Mohishbathan, Rajpara in Rajshahi. Her father was automobile mechanic



(power tiller). To say about wealth, they have 1 acre of farming land left by their father in the village. He did hard work on day and night. After her father's death, darkness along with frustration came down in the family. They managed somehow the family from the crops that harvested from 1 acre of land. One day she came to know about information of skill training from Andrias Biswas-IP fellow of Rajshahi. Then she applied to IED for training on beauty parlor and lastly selected. With financial support of IED, she took one year hands on skill training at Reshmi beauty parlor in Rajshahi. One day she got introduced with the owner of Venas beauty parlor and employed at her parlor observing skills of Mini. She is doing well there and working with hard labour. Currently she earns Tk.10,000/- in a month. She feels happy to contribute in the family and make deposit rest of the earnings in the Bank. Her only dreams that one day she would run beauty parlor by herself. She has shared her desire with her mother and all family members inspire and assist her to start beauty parlor business. Mini said, "I have some savings". She will start beauty parlor shop taking loan from financial institution. It will be an example to the Ethnic minorities youth if her dream comes true.

## STRATEGY 3: Environment Development

Now climate change is a reality and global concerns for world leaders. High mass consumption by industrialized countries, unplanned urbanization, loss of lush green, rapid deforestation, decrease of natural forest, and high carbon emission cause breaking the ozone layer which in turn resulting high heat on the planet earth. As a result, glacier of mountain and ice of north belt e.g., Arctic Ocean are melting down rapidly that causes sea level rise. Bangladesh is the worst affects of climate change though it has nominal contribution to global warming. Our mother earth becomes intolerant, ferocious and violent towards human kind. Frequent attack of cyclone in regular interval, irregular rainfall, and short duration of winter and expansion of summer season with high hit

temperature rise corresponds the climate change. Considering the alarming situation, IED prioritizes environmental and climate change issues as its' cross cutting intervention agenda. It manifests that development should be just, even as well as balance with nature which would be sustainable in the long run. It is also active, vocal and engages on environment issues through mobilize people, fosters advocacy and lobbying and encourages youth to promote green development. JU platforms frequently organizes human chain, press conference, dialogue & seminar involving community people, elected representatives, civil society members, academicians, journalist to be active to address the burning issues whole heartedly.

### JANOUDYOG (Peoples' Initiative)

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



Making aware participants about violence against girl and women

Janoudyog- peoples' initiative a unique model of IED to sensitize, inspire and energize people especially youth, women, community, IPs, students, civil society members, policy makers, journalist and elected representatives towards issues concerning that affects them at local to national level. Currently JU activities are going on at 8 districts across the country. As a peoples' voluntary platform it is active, vocal and dedicated to the issues concerning on women's empowerment & economic development, rights of indigenous peoples and religious minorities and environmental development and climate change employing mass mobilization, campaign, fostering advocacy and lobbying. JU organizes the event in the form of human chain, press conference, debate, and memorandum submission, physical contact with policy makers, elected representatives and roundtable discussion & dialogue. All the JU activities are organized by a fellow deployed at each district level under supervision and guidance from central office. The JU platform at district and national level organize all events and people participate in those events by their own will. These endeavors of JU created sensitization, inspiration and persuasion among the community people to involve and active more on above issues and concerns. Along with the environment & climate change issues Janoudyog addressed women empowerment & rights and ethnic & religious minorities' issues also.

### Highlights

12 human chain events on women issue and covered 600 participants

5 dialogue events on women issues and covered 250 participants

2 Memorandum submission events on women issues and attended 100 participants

5 workshops on women issues and attended 467 attendees

1 quick response on women issues and attended 13 attendees

7 human chain events on environment issues and covered 550 participants

2 dialogue on environment issues and attended 160 attendees

7 seminars on environment issues and covered 210 participants

1 gathering on environment issues and covered 450 participants

1 human chain on ethnic and religious minority issues and attended 50 attendees

2 press conference on ethnic and religious minority issues and participated 160 attendees

5 dialogue events on ethnic and religious minority issues and participated 260 attendees

2 demonstration events on ethnic and religious minority issues and participated 300 attendees

## Sensitizing students of Jahangirnagar University on environment through debate event



Inspiring youth for social change through debate event

An exciting debate program was preceded in 3 dimensions which are Solo/public, parliamentary and show debate in style at Jahangirnagar University (JU) Auditorium during December 13-15 and 17, 2018 respectively for sensitizing students. The debate headed on following topics at different rounds and these topics are as follows; first round- 'This parliament is repented on the rise of social media as means of getting news'. Second round- 'This parliament will force the state to be responsible to address environment and climate change issues and provide support to affected citizen.

### TV Talk Show on environment issue

Talk show is one of the important ways to mobilize, sensitize and educate mass population on discussed topic with large coverage of mass. In this style, panels of group who are learned, progressive and experienced on issue to be discussed at event are invited. The TV talk show addressing social issue titled "new generations, thoughts on environment, women and human rights with the quick change of society" at Muktabak event on popular television channel

### Human Chain on environment issue

Throughout the period, IED JU organizes event to create awareness, sensitization, and motivation in the working areas. The event most often focuses on issues relating to land, river & forest grabbing, violence against women, girls, rape against girls, women, domestic violence, arson attack, killing of innocent civilians, environment and climate changes. In this event, civil society members, youth, women, indigenous peoples, academicians, teachers, professors, elected representatives, journalist partake. This event has created strong advocacy and lobbying in favor of poor, women, ethnic and minority people and influence policy makers.

It was jointly organized by IED, Janoudyog and Jahangirnagar University Debating Organization (JUDO). Students of 20 departments of the university participated in this program with the chair of Musfiq Us Salehin-President of JUDO and anchored by Faisal Mahmud Shanta.

A small discussion meeting and prize distribution was held after completion of the debate. Mr. Faisal Mahmud Shanta, general secretary of JUDO anchored this event with the chair of Mr. Musfiq Us Salehi, president of JUDO. Mr. Muksimul Ahsan Apu, founder president of JUDO and senior reporter, NTV; Mr. Tarique Hossain,

Associate Coordinator of IED and JU member secretary; Mr. Abdullah Ahmed Chowdhury, manager of Rupali Bank; Prof. ATM Atiqur Rahman, department of history, Jahangirnagar University & moderator of JUDO and Abdul Kalam Azad, senator of Jahangirnagar University & Assistant General Manager of Janata Bank were attended as guests and gave speech inspiring debaters. Afterwards, the guests gave away crest to the champion & runner up members. The three day event covered 300 students. The participants were sensitized to work more to make other people sensitized and will organize more events by their own initiatives. They are also providing support to develop new debaters.

news24 on May 27, 2019. The event made participated Numan Ahmed Khan, Executive Director of IED, Khondokar Muniruzzaman, Acting editor of Daily Sangbad, and Mita Roy, Cultural activist and banker as discussants. The event was facilitated by journalist Manjur Al Matin that focused aspiration of youth, civic engagement, technological, social and mindset change in the society. It has sensitized a large number of people.



Engaging JU and civil society members issue relating to sustainable environment development

Janudyog Mymensingh organized human chain to save river Brahmaputra from navigability and drought causing environmental degradation on February 18, 2019 to create mass sensitization. In the event discussants urged the government to take necessary action to save and revive the river Brahmaputra. They said it is the lifeline of Mymensingh because the town located on the bank of this river. Not only that the river is the means of livelihood for fisher folk, landless community as well as maintain the natural and environmental balance of the surrounding areas.

## STRATEGY 4: Citizenship Development among Youth & Students

IED encourages and inspires youth and students in the working areas to have awareness and knowledge on active citizenship through providing awareness to the students at school, college and university level. As citizenship education empowers community people especially youth and students the knowledge and skills to understand, challenge and engage with democratic society including civil & political rights, politics, economy, governance, rule of law, civil society, media and development. It is experienced that having active, informed and responsible citizens are the catalyst to thrive democracy as well as they are willing and able to take responsibility for themselves and their communities and contribute to the political process.

Citizenship development through education, awareness and mobilization helps youth and students to develop self-confidence and a sense of agency, and successfully deal with life changes and challenges such as violence, extremism, communalism, bullying and discrimination. It gives them a voice: in the life of their schools, their communities and society at large. It enables them to make a positive contribution by developing the knowledge and experience needed to claim their rights and understand their responsibilities. It prepares them for the challenges and opportunities of adult and working life.

**These activities will contribute to achieve SDG 10 and 16**



Sensitizing citizen through campaign

## Projects for youth



**Awarding development project to youth for social change**

Bangladesh has the highest number youth which is one third of its national population. This youth are blessing as well as a threat depends how they are regarded by the policy makers. In rapid changing society, people especially youth need to be economically productive. The country can harvest best output using youth talent, potentials, skill & capacity. Prior that youth to be needed proper guidance, dream, opportunity, planning, training and awareness which are hardly addressed to most youth. Therefore, most youth get lost in the middle of their life, to be depressed and lastly lost hope to fight back. In contrast, different interest groups i.e. political parties, religious groups, extremist and power elite drag these youth to their line and use them as scapegoat. Then they are used as tools of those vested groups. Considering this, IED pays special focus and attention to youth and their development. If these youth are cared for, nurtured, coached and motivated, nations can be benefited from their potentials. In that respect it has been

## Award for journalists



**Honoring journalists to produce report on IPs issues**

## Highlights

**4** projects provided

**20** youth involved

Projects are A. Sexual harassment, B. Air and sound pollution, C. Youth on cleaning city and D. Women group members' participation in decision making at the family level.

working with youth since inception. It has trained youth studying at various colleges and universities as well as sensitized them to involve in civic engagement, social & environmental issues. It provided them training on leadership development, gender, good governance, and change agent. During the reporting period IED involved youth for developing projects and invited youth of different educational institutions to develop micro project targeting the issues covering on social transformation and change of mindset. Then 4 projects were submitted to IED. The projects are: A. Sexual harassment, B. Air and sound pollution, C. Youth on cleaning city and D. Women group members' participation in decision making at the family level. Prior that youth are provided orientation, advice, suggestion and direction to develop and submit their prospect projects. The 4 groups developed 4 projects with documentary that was presented in the community and created sensitization among the people and other stakeholders as well. These documentaries will be presented in all 5 Janoudyog districts and beneficiaries at Jashore and Mymensingh IED centers. The involved youth have been sensitized to get involved with the people in the development process.

## Highlights

**150** journalists responded.

**171** reports collected.

**50** reports were short listed.

**5** member judge team was formed with highly experienced senior journalists.

**12** reports were finally selected for award.

**3** best reports were especially awarded.

From the experience and realization IED took the initiative to highlight the ethnic minorities' issues in all kinds of media activating journalists for giving more importance on it. In the last year this has created high response among the journalists and highlighted many more issues in the media through providing news, writing articles, showing documentary reports in print, online and electronic media. Accordingly in this year IED has given high importance on it and organized this program that has created sensitization with high coverage.

So, the journalists were invited to publish more reports, articles and features related to those issues expressing the

community movement, success cases, entrepreneurship, progress for empowerment, conditions, violence, mobilization of resources, events happened etc.

During the reporting period journalists responded. Reports have been sent to IED office, Dhaka and then made short listed. A judge team was formed with highly experienced senior journalists. Then 12 reports were finally selected for award of which 3 best were especially awarded. This project has created high encouragement for them. They requested IED to continue this project activity that would contribute to improve human rights situation and Indigenous Peoples.

## Youth as change agent for social cohesion project



### Highlights

140 Youth Group Formation

1 Janouduog platform

2 Youth Union Platforms

3 Union Community Forums

4 Youth Upazilla Platforms

IED has started new project namely 'youth as change agent for social cohesion' aiming to engage youth in civic engagement to build peace, harmony and social cohesion in the working areas. The covering period of the project is January 2019 to December 2021. The project location is at 7 unions of Sherpur district namely Sherpur Pourashava, Dhala, Gazir Khamar, Pakuria, Kamaria, Bhatshala and Charsherpur of Sadar upazilla of Sherpur district. The project is supported by by Manusher Jonno Foundation (MJF). It includes people from all walk of life with special focus on youth so that

they become change agent and transform the society which will be harmonious, peaceful, tolerable and diverse. 140 youth groups have been formed with 30 members in each group whereby 40% members are females. One Janoudyog committee has been formed at Upazilla level which will provide support to sensitize youth to involve in voluntary activities, refrained from anti social activities, involve in economic activities and representation in different local forums and bodies. Youth platforms have been formed at Upazilla and union levels and community forum at union levels.

### Project's Goal

Created enabling environment for building peace, harmony and social cohesion in the project area

### Expected outcomes of the Project

- 2100 Youths are involved in community level voluntary activities in the project areas.
- 1700 Youths are refrained from anti-social activities (pornography, drug, extremism)
- 175 Youth are involved with economic/ employment opportunities
- 220 youth's Representation in different local forums and bodies/ youth forums

## STRATEGY 5: Democracy and Governance

Democracy and governance are the major two areas that promote rights and discipline in the country. The people are to be always considered as an object, not a subject. Local government institutions are to be strengthened and people of all sections especially poor and women are to be involved with high importance. IED has given importance in this regards and has undertaken different initiatives to address these areas and it has been taken as one of the major strategies. IED has become the member of Election Working Group (EWG) which was formed with the participation of NGOs

in Bangladesh. As an active member IED conducted different activities since 2006. Such as: facilitate voter & civic education for citizen, provide support for voter registration, provide support for voter registration update and observation of national and local government elections. IED is the BEC approved election observation organization.

Under this strategy, following activities have been performed during the reporting period

**It has contributed for achieving SDG 16.**

### Election Observation



Developing civic engagement among youth

#### Highlights

698 observers deployed and trained

1 city corporation election observed and covered 55 centers

1 national election observed and covered 630 centers

During the reporting period IED took part for election observation in Sylhet City Corporation held in July 2018. For observation of this election 55 observers were deployed that covered 55 polling centers. IED also conducted the election observation of national election covering 19 constituencies. There were 643 observers covered 630 polling centers. They were provided training and orientation on the process election observation. In the election day, observers go to the

respected center assigned to monitor election process. Then they send observe findings and information through mobile device to EWG. Upon compilation of all information from all centres, EWG then prepare final report on election day.

## STRATEGY 6: Empowerment of Ethnic minorities

The activities will contribute to achieve SDG 1, 3, 5 and 16.



### Highlights

- 4 human rights defenders (HRDs) forums
- 4 leadership trainings provided to 80 HRDs
- 4 human rights and advocacy training provided to 80 HRDs
- 6 half yearly review meetings
- 18 quarterly meeting with trainees
- 18 bimonthly meeting with HRDs
- 6 youth provided sanitary plumbing trainings
- 6 youth provided automobile trainings
- 6 youth provided electrical repairing trainings
- 1 youth provided tailoring/mobile servicing
- 5 youth provided beauty parlor/computer training

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 ethnic minorities (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.

Considering the situation, IED has undertaken project activities for plane land IPs in Dinajpur, Rajshahi, Sherpur and national level (Dhaka) since end of 2015. The major initiatives are: Develop Human Rights

Defenders (HRDs) to move for rights and empowerment and develop hands on skill to create diversified income opportunities in the local market.

During the reporting period IED has reorganized 4 Human Rights Defenders (HRDs) Forums at local levels in 4 districts from Central Office, Dhaka taking 20 IP youths in one forum. Six monthly forum meeting was held in 4 districts. In the meeting the discussion areas were present situation of IP community people, rights of IP people, raise voice of IP people, capacity development of IP youths, hands on skill development of IP youths etc. For capacity development 4 training courses on human rights and advocacy at 4 district levels and 1 training course on leadership at central level were organized. In each course 20 IP youths participated. After receiving training the participants organized 4 sharing meeting with IP community people and youths.

Hands on skill training were provided to 24 IP youths on different skills (technical) at local market level workshops/shops. The skill trainings are: automobile/diesel engine repairing (12 Months Course), sanitary and plumbing (12 Months Course), electrician/refrigerator, TV repairing (12 months course), beauty

parlor/ computer/ saloon skills (10 Months Course) and tailoring/ mobile phone servicing/ driving skills (12 Months Course). The 24 IP youths have already completed the skill training and have been engaged in works. At this moment they are earning Tk. 500 – 3000 per month.

IED organized 18 quarterly meeting with trainees, 6 six-monthly meeting trainees and workshop/shop owners along with civil society members.

Human Rights Defenders (HRD) organized 9 bi-monthly meeting with IP community people for awareness rising, human chain, rally/ press conference on IP issues at district level and at Dhaka. IED along with IP community leaders organized 2 IP network meeting at national level. 2 Social media network has been developed among youth's forum members, JU members and HRDs using facebook and others.

### IP-Bangali Cultural Festival 2019 focusing 'right to education in mother tongue of all ethnicities'



Sensitizing guests & participants on rich social fabric and cultural diversity

IED organized daylong IP-Bangali cultural festival on February 9, 2019 at Bokultola, precinct of fine arts faculty, University of Dhaka focusing on 'Right to education in mother tongue of all ethnicities'. The event graced by Mr. Md. Aktaruzzaman, vice chancellor, University of Dhaka; Prof. Dr. Muhammad Samad, Pro. VC, University of Dhaka; Pankaj Bhattacharya, eminent politician and President, Oikyonap; Former minister Mr. Rashed Khan Menon, MP; Md. Abdul Mazid, Secretary of National Museum; KM Shohiduzzaman, Social Welfare Officer, Dhaka zone-6; Rabindranath Soren, President of National Ethnic minorities Council; teachers of Dhaka University and people from all walk of life. The total program was convened by eminent actor, play writer and cultural activist Mr. Mamunur

Rashid.

The event was divided into four parts namely a. inauguration and greetings exchange b. painting c. keynote presentation and discussion and d. colorful cultural event. The event has created high sensitization among about 2000 indigenous peoples and Bangali audience to promote the rights to education in mother tongue of all ethnicities and feelings on 'Leaving No One Behind' that has been highlighted in SDGs.

The greetings exchange was done in an interesting colorful way by doing "RAKHI BANDHAN". After that IP and Bangali artists painted few paintings on canvas which reflected the lives and culture of IP.

Then a key note paper was presented on oppressed literature of oppressed nation by essayist and biodiversity researcher Mr. Pavel Partha. The session was conducted by Mr. Robaet Ferdous, Professor of mass communication and journalism, Dhaka University

and chaired by Mr. Pankaj Bhattacharya, prominent politician. Mr. Shantanu Majumder, Professor of political science, and Mr. Sourav Shikdar, professor of linguistics, Dhaka University were attended as panel discussants.

Then a colorful program performed by Ethnic minorities and Bangali artists from 5-9 pm. Garo cultural teams performed their three traditional dances. Rickshaw puller Khokon Mia sang three Bangla songs. Krishnapakhyo- Bangali Band troupe sang four Bangla songs. Santal cultural troupe poraini performed three traditional Santali dances. F Minor an indigenous women band sang two Bangla songs and one Mandi song. Then, Madol- popular ethnic minority band presented four Bangla songs and lastly 'Sidu Kanur Pala' dance drama was staged. The drama featured on the first independent movement of Indian subcontinent in 1855-56 which led by Ethnic minorities' great freedom fighters Sido and Kanhu.



Building fraternity & solidarity between IPs & Bangali

## Networks and linkages



Strengthening solidarity among civil society members, youth and IPs through network and linkages

### Highlights

Election Working Group (EWG)  
Governance Advocacy Forum  
Samajik Protiroadh Committee  
Sammilito Samajik Anodolon  
Samprity Mancho  
Poribesh Bachao Andolon  
Haor Bachao Andolon  
Adhibashi Odhiker Andolon  
Health Rights Movement  
SANGAT  
SAAPE  
Peoples' SAARC  
Anti Poverty Platform

IED fosters network and linkages with other likeminded organizations based on shared ideas and mutual understanding. These are the important strategies for making healthy relationship with other organizations and platforms to develop and manage its communications or having joint projects in assisting any vulnerable community.

IED believes on mutual cooperation and coordination to achieve desired objectives through sharing of information, expertise and resources. To achieve the objectives it has been engaged and active with different regional, national and local level advocacy networks. It is focusing and prioritizing to be a part of networking to promote and protect good governance, rule of law, human rights, justice, peace, women and children rights, ethnic & religious minorities' rights, education and social harmony.

It also maintains partnership with different coalitions and alliances e.g. Election Working Group (EWG) to make the election processes free, fair and credible,

## 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 desired goal and objectives in the right track.

Governance Advocacy Forum, SamajikProtiroadh Committee, Sammilito Samajik Anodolon, Samprity Mancho, Poribesh Bachao Andolon, Haor Bachao Andolon, Adhibashi Odhiker Andolon and Health Rights Movement. These types of partnerships assist to produce good results 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.

It also strived to organize a civil society platform "Sampriti Mancha" for building solidarity, mutual respect, fraternity and strengthening cultural diversity across the country. It is active and vocal to create and promote the rights of ethnic minorities, religious minorities and other socially disadvantaged and marginalized people. Formation of this platform has acted as springboard to sensitize, mobilize and persuade citizen for promoting peace and harmony. Many events have been organized to create greater support in favor of those people.

It has developed separate participatory monitoring and evaluation (PM&E) unit to track process, measure success and outcomes, and provide feedback to central and center level staffs for quality implementa-

tion of programs. In doing so, it develops numerous format, questionnaire, tools & techniques and employs methods for answering required questions. Upon collecting data and information, it analyzes and assesses the collected information. It also collects monthly, quarterly, half yearly and annual reports in regular interval. Based on those reports findings, PM&E unit chalk out problems, challenges and areas of improvement and provides feedback to assigned staffs for taking appropriate actions. It also arranges regular monitoring visit at field level and central level staff organize this visit. Center level staffs also monitor their intervention in regular basis, observe changes and provide required suggestion to overcome the problems and challenges faced.

IED has started the process to review the organizational strategic plan for next five years (2019-2023).

### Highlights

**27** internal monitoring visits conducted by central office

**312** internal monitoring and supervision visits conducted by center offices

**1** strategic plan reviewed

## Organizational Capacity Building



Developing staff capacity

### Highlights

**12** capacity development forums

**2** half yearly review meetings held

**12** coordination meetings held at central office

**48** coordination & staff development meetings held at both 2 center offices

**1** exposure visit organized

**2** IP defenders six monthly meetings held

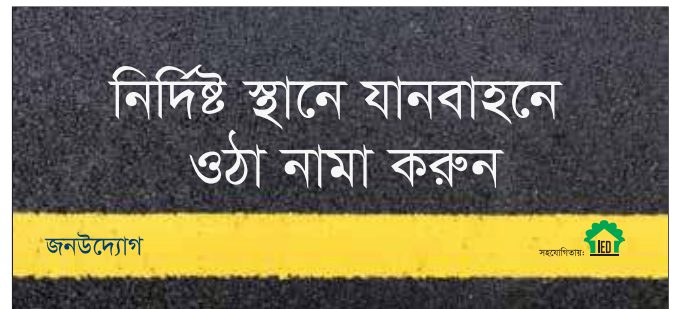
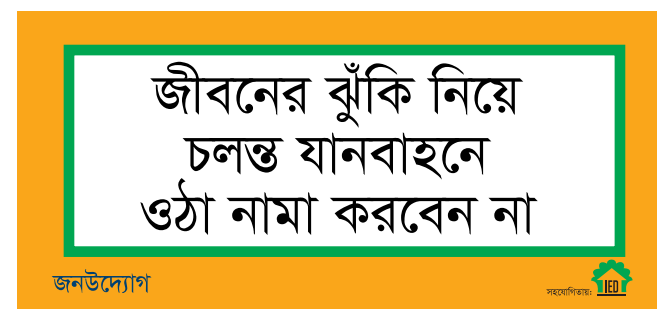
**1** staff development training on gender and development held

Staffs are the driving workforce of an organization. Skilled and competent staffs can be seen as potential component to thriving organization. They can brand and promote organizational culture, best practices, lesson, and approach to community people, donor communities and outer world. In this respect, IED is always committed to develop, enhance and promote staffs skill at standard level. It organizes training, cross learning visit to other organization capturing lessons, devise staff development plan, conduct regular capacity

development forum, review planning workshop, etc. It also organizes monthly coordination meeting both at center and central level whereby achievement, success, challenges, problems and suggestions being discussed and provided solutions for challenges faced. IED staffs from central and center level take part at various workshops, seminars, dialogues, and other events organized by it and other organizations.

## Documentation and Publications

IED also publishes various documents and publication issues working for. Covering the reporting period it has published 10 stickers, 2 posters, 2 newsletters, 1 magazine, 1 invitation card and 1 certificate highlighting the women, environment and ethnic & religious minorities issues.



Poster

সকল জাতিসত্তার মাতৃভাষায় শিক্ষার অধিকার চাই

সংস্কৃত ভাষা শিক্ষার প্রয়োজনীয়তা

**খাদ্যবাহিনী বাঙালি**

**সাংস্কৃতিক উৎসব**

৯ ফেব্রুয়ারি, ২০১৯

বকুলতলা, চারুকলা অনুযায়, ঢাকা বিশ্ববিদ্যালয়

ইনস্টিটিউট ফর এনভায়রনমেন্ট অ্যান্ড ডেভেলপমেন্ট (আইইডি)

ডেঙ্গুতে আর কোন মৃত্যু নয়

ডেঙ্গু নির্মূলের দাবিতে **সমাবেশ**

১৩ অক্টোবর ২০১৮, শনিবার, সকাল ১১টা

জাতীয় প্রেসক্লাবের সামনে

আয়োজনে **ডেঙ্গুর বিরুদ্ধে আমরা**

সমবেশিতারা

Newsletter

পরিবেশ ও ক্ষমতায়ন

আইইডি'র মাসিক খবর

সংস্কৃত ভাষা শিক্ষার প্রয়োজনীয়তা

সকল জাতিসত্তার মাতৃভাষায় শিক্ষার অধিকার চাই

সংস্কৃত ভাষা শিক্ষার প্রয়োজনীয়তা

আইইডি'র মাসিক খবর

সংস্কৃত ভাষা শিক্ষার প্রয়োজনীয়তা

পরিবেশ ও ক্ষমতায়ন

আইইডি'র মাসিক খবর

সংস্কৃত ভাষা শিক্ষার প্রয়োজনীয়তা

সকল জাতিসত্তার মাতৃভাষায় শিক্ষার অধিকার চাই

সংস্কৃত ভাষা শিক্ষার প্রয়োজনীয়তা

সকল জাতিসত্তার মাতৃভাষায় শিক্ষার অধিকার চাই

সংস্কৃত ভাষা শিক্ষার প্রয়োজনীয়তা

## Executive and General Committee

### Executive Committee

Sl.	Name	Occupation	Designation
1	Prof. Dr. Rashid-e-Mahbub	Academician, Physician & Social Activists	Chairman
2	Shantanu Majumder, PhD	Academician, Associate Professor, DU	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	Social Worker and Development Activist	Member
6	A. K. M. Zahidul Islam	Artist and Development Activist	Member
7	Jahangir Hossain Sharif	Researcher and Development Activists	Member

### General Committee

SL	Name	Designation
1	Prof. Dr. Rashid -e- Mahbub	Chairman
2	Shantanu Majumder, PhD	Vice Chairman
3	Numan Ahmed Khan	Secretary
4	Dr. Laila Arjumand Banu	Treasurer
5	Naznin Begum	Executive Member
6	A. K. M. Zahidul Islam	Executive Member
7	Jahangir Hossain Sharif	Executive Member
8	Dr. Habiba Shamim Sultana	General Member
9	Zinat Fatema Noor	General Member
10	Sohrab Hassan	General Member
11	Julekha Begum	General Member
12	Kazi Abdur Rahman	General Member
13	Liakat Ali	General Member
14	Mehedi Banu	General Member
15	Shahida begum	General Member
16	ATM Zillur Rahman	General Member
17	Dr. Jahan Ara Akhter Chowdhury	General Member
18	Naila Afroze	General Member
19	Ziauddin Tariq Ali	General Member
20	Maj. (Rtd.) Mustafa Najib	General Member
21	Md. Hasanuzzaman	General Member

**INSTITUTE FOR ENVIRONMENT AND DEVELOPMENT (IED)**  
**Consolidated Financial Position**  
**As at 30 June 2019**

PROPERTY AND ASSETS:	Note	Amount in Taka	
		2018-2019	2017-2018
<b>FIXED ASSETS-Less Depreciation</b>	Note.-1	3,596,826	3,900,819
<b>CURRENT ASSETS :</b>			
ADVANCE/PREPAID ACCOUNT	Note - 2	15,000	-
SECURITY DEPOSIT	Note - 3	30,000	24,000
ADVANCE OFFICE RENT	Note -4	30,000	-
CLOSING CASH AND BANK BALANCES	Note-5	1,224,598	108,552
<b>TOTAL :</b>		<b>4,896,424</b>	<b>4,033,371</b>

FUND AND LIABILITIES:	Note	Amount in Taka	
		2018-2019	2017-2018
<b>EQUITY/FUND ACCOUNT :</b>			
Restricted fund (Unutilized donor Fund)	Note -6	1,076,440	(322,131)
Unrestricted fund	Note -7	(659,343)	(819,644)
ASSET FUND ACCOUNT	Note -8	3,596,827	3,900,819
<b>SHORT TERM LIABILITIES :</b>			
LOAN ACCOUNT	Note-9	795,000	795,000
PROVISION FOR EXPENSES	Note- 10	87,500	479,326
<b>TOTAL :</b>		<b>4,896,424</b>	<b>4,033,371</b>

Signed in terms of our separate report of even date

The annexed Schedules 1 to 22 from an intergral part of these financial statements.

  
Executive Director  
IED

  
Accounts Officer  
IED

Dated, Dhaka 28th October 2019



  
**HUSSAIN KHAJA & CO.**  
Chartered Accountants

**INSTITUTE FOR ENVIRONMENT & DEVELOPMENT (IED)**  
Consolidated notes to the Accounts  
As at 30 June 2019

**6. RESTRICTED FUND (UNUTILIZED DONOR FUND):**

Sl.No	Name of Fund	Opening Balance (in Tk.)	Received during the period	Local fund Received during the year	Excess of income over exp.	Total Received (Tk.)	Utilized during the period	Adjustment at	Provision for Expenses	Closing Balance 30.06.2019
1.	Promoting Rights & Empowerment through Initiative of People (PRIP) -Itr [2014-17]	(409,767)	409,253	-	-	(494)	-	494	-	0
2.	Promoting Rights & Empowerment through Initiative of People (PRIP) -Itr [2017-20]	83,894	24,935,437	142,132	66,345	25,227,798	25,116,066	-	37,500	74,232
3.	Strengthening and Promoting Active Citizenship in Bangladesh-TAF [2018-19]	-	4,029,529	-	18,774	4,048,303	4,011,816	-	25,000	11,487
4.	Youth as change agent for social cohesion- MJF Funded	-	2,639,063	-	-	2,639,063	1,652,114	-	-	986,949
5.	Various Fund Balance- Funded Project	3,772	-	-	-	3,772	-	-	-	3,772
	<b>Total :</b>	<b>(322,131)</b>	<b>32,013,322</b>	<b>142,132</b>	<b>85,119</b>	<b>31,918,441</b>	<b>30,179,996</b>	<b>494</b>	<b>62,500</b>	<b>1,076,440</b>





# IED's working areas' map



Central Office -1 ●

Center Office -3 ■

Janoudyog Areas-8 ★

IP Areas-3 ●



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

13/14 Babar Road (2nd Floor), Block-B, Mohammadpur, Dhaka- 1207, Bangladesh

Phone: (880 2) 815 8248, Fax: (880 2) 811 4099

E-mail: [ieddhaka@gmail.com](mailto:ieddhaka@gmail.com) , Website: [www.iedbd.org](http://www.iedbd.org)