

Annual Report 2005



Community Development Association (CDA)



CDA's Vision

A society united through its people centred democracy by good governance which is socially just and free from all forms of discrimination. Human rights are established and the community are economically productive within an ecologically balanced environment.

CDA's Mission

We will work with today's and tomorrow's poor and disadvantaged in the North of Bangladesh. Together we will build institutions to enable fair livelihoods & promote access to the market, address human rights, promote gender equality, and challenge ecological, social & cultural barriers.



Community Development Association (CDA)
Upa Shahar, Dinajpur
Bangladesh

Annual Report 2005

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Message from CDA's Director

Two thousand and five was another critical and challenging year for CDA with the organisation running for the second consecutive year without core funding. It is to CDA's credit and the hard work and dedication of all the staff that it has managed to do so when many other organisations in a similar situation would not have survived.

However, things did pick up for CDA in many other respects during the year. In March 2005 CDA started a 3 year project with Manusher Jonno entitled "Ensuring the Rights to Food and Employment of Poor People". This project combines the two areas of food and employment rights which are both severely compromised in CDA's working area. CDA has managed to gather pace again of its Institution Building programme and has facilitated numerous events for its advocacy campaigns. After the relatively quiet year of 2004, CDA once again has a notable presence and is making demands at both local and national level.

Two thousand and five also saw the renewal of our Child protection project with Save The children UK and a short extension of our DESH project in association with Abilis Foundation, Finland. I would also like to give my thanks to all of our group members, stake holders, partners, VSO and to CDA's GB & EC members and staff who for their contribution and commitment during the year. I would also like to thank the NGO affairs Bureau, the Honourable Minister & MP's of the Peoples Republic of Bangladesh for their help and support.

Despite meeting all our aspirations for last year, it was a year in which positive change started to come about. Let us work together and be united to ensure the following years are more successful and we can further our work to eliminate poverty and empower our people.

Regards

A handwritten signature in black ink, appearing to read 'Shah-I-Mobin Jinnah', written over a horizontal line.

Shah-I-Mobin Jinnah
Director, CDA

1.0 Preface

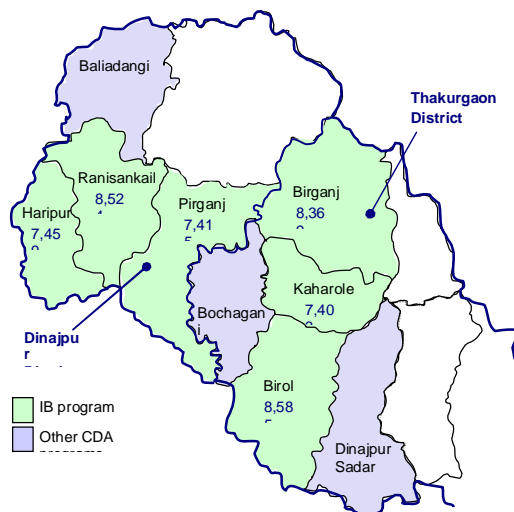
CDA' Vision

Community Development Association (CDA) has been working in the North West of Bangladesh since 1986. It was founded with the strategic aim of poverty reduction and peoples empowerment. Through continuous experimentation and learning, CDA has arrived at its current day methodology of facilitating the capacity building of a poor peoples institution as a long term sustainable development effort.

Despite subtle changes in wording over the years, the fundamental principles of CDA's vision remain the same as those for which the organisation was established. CDA's vision is of a society united through its people centred democracy by good governance which is socially just and free from all forms of discrimination. Human rights will be established and the community will be economically productive within an ecologically balanced environment.

CDA's working area

CDA has extensive programs in 9 Upazilla in the two districts of Dinajpur & Thakurgaon in the North West of Bangladesh. There are almost 50,000 members of the core IB program in 6 Upazilla and an additional 6,000 members of the credit & savings programs in the remaining 3.



CDA's Strategy

During the later part of 2004, CDA renewed its strategy for the next 5 years of program implementation. The new program structure came into effect in January 2005 replacing the earlier Integrated Rural Development Program (phase IV). The new program, known as People's Initiative for Rights Assertion (PIRA), has a strong rights based approach to help deliver sustainable change through increasing domestic pressure for reform at policy level.

PIRA has retained many principles which are important to CDA and which have been essential in delivering its results during the years to date. Some of the key principles are:

An integrated program

- § Institution Building as the core program
- § Local program implementation focussing on national issues

CDA's programs and projects

CDA is fundamentally a programmatic organisation although has a number of small projects to retain an innovative edge and to stay up to date with the rapidly changing social context. There are 6 programs within PIRA, all operated simultaneously through the core program. Therefore, wherever you go in CDA's working area, you should see our PO's having access to the same comprehensive portfolio of activities and following the same principles in regards to development. Of course, each PO will have different needs dependent on its context and has the flexibility to define these through its annual planning process.

CDA's 6 new program titles within PIRA are

- § Institution Building (core program)
- § Education and Culture
- § Health
- § Livelihood
- § Environment & sustainable land management
- § Human Resource Development

There are an addition 3 cross cutting themes which are mainstreamed across all the programs:

- § Gender
- § Human Rights
- § Policy, advocacy & networking

2.0 Institution Building Program

Program Introduction

The aim of CDA's Institution Building (IB) program is to empower the poor people to achieve their rights. One of the more specific objectives to achieve this is through creating & building the capacity of Peoples Organisations to act as village based institutions for development and good governance.

Institution Building is CDA's core program. It is the foundation on which the other five programs are supported. It is the mechanism through which groups called Samitys at para level and Peoples Organisations (PO's) at village level are formed along with their higher federated bodies. It is also the mechanism through which people form linkages & partnerships and build the capacity to create a united and powerful process for change.

However, the Institution Building program does not stop at the creation of CDA's own parallel governance system. The program also focuses on building the capacity of the current government systems, in particular in relation to one of the biggest obstacles to the system belonging to and acting on behalf of the people: political interference. Despite always taking a strong stand against corruption, terrorism, nepotism, political interference and all other types of dishonest or unjust practices, this is a new & innovative program area for CDA.

Today, CDA's IB program is being implemented to a large extent through its "Ensuring the Right

to Food & Employment of Poor People" project (ERF&EPP) with the support of Manusher Jonno. This project has objectives to increase the institution building capacity at village level in order to make effective demands for rights in the areas of food security through the right to employment. Hence, the ERF&EPP project unites CDA's IB program with its Livelihood program.

Achievements of the IB program

Program membership

CDA's IB program is concentrated in 6 Thana. Unlike other NGO's, CDA has focussed on local unity rather than geographical expansion. CDA has understood that building institutions and strengthening governance structures can not be effectively achieved if the groups are sparsely populated across a wide area.

§ Group members:	49,950
§ Samity groups:	2,140
§ Peoples Organisations:	435
§ Union Committees:	50
§ Thana Committees:	7
§ Constituency Committees:	4

~ By the end of 2005, CDA had formally separated 157 PO's. Separated PO's are those which have reached a level of capability in which they are self governing and self reliant institutions. After a formal separation ceremony & signing of an MOU the PO works alongside CDA as a freestanding or partnership organisation.

PO activities

The PO's were involved in numerous events throughout the year. Only a selection have been represented here:

§ PO meetings	7,425
§ Exposure visits	62
§ Mela & Exhibition	7
§ Mobilisation events	3
§ Day observations	48

~ During 2005 CDA facilitated the formation of activist groups in 96 of its POs. The groups provide motivation and mobilisation skills to help the PO members to demand their rights.

Establishment of Rights

The PO members were able to secure the following resources through their collective efforts to achieve their rights:

§ 6,403 VGF cards and 2,703 VGD cards
§ Allowance for 403 elderly people
§ Allowance for 304 widows
§ Education materials & stipends for 350 students from Adabashi families
§ 24.5 acres of Khas pond
§ 4.16 acres of Khas land
§ 4.5 Km of road side plantation
§ 200 pieces of warm winter clothing

Some of the major events performed within the IB program and case studies of how our beneficiaries lives have been changed through the program are described in the following pages.

Protection of Adibashi (Santal) land from elite land grabbers

Kora Para, Halzay village, Birol Upazilla

Kora Para is an adabashi para. At 6am on 7th November 2005 violence erupted in the para. Whilst the problems originated from domestic issues, the situation has now turned into a campaign against the adabashi community.

The problems arose from two separate issues. Primarily, there were claims that a former village member had sold his land to a local person before moving to India. The documentation provided to verify the sale was illegal and so the land ownership was disputed. Secondly, in a different para but within the same village, there was a disputed claim of violence against a woman village member involving a man from the local community. Forces were combined outside the village and in the early morning of 7th November the attack took place. The attack was catastrophic for the village members. Crops were cut down, houses looted and destroyed and people (especially women, children and the elderly) physically injured. As a result, many people were injured and 2 people hospitalized, one of whom was already paralyzed and unable to defend himself. Demands were made that the Adibashi leave Bangladesh and move to India. These events effectively turned two separate local disputes into a racial attack.

The Halzay PO of Birol Upazilla under Dinajpur district which was formed in May 2003, organised a huge protest against these miscreants. They organised a rally and submitted a memorandum to the UNO. They also managed to successfully file a case at the local police station where the Office In charge had previously disagreed to file the case. Within 24 hours there was media coverage of the events.

On 16th November, a mobilisation was staged which had by this time gained the support & inclusion of the peoples groups associated with Caritas. The mobilisation included a rally and the submission of a memorandum to the DC through the local UNO office. As a follow on event, on 31st December the PO coordination committee and CDA jointly organised a seminar named "Protect the Adibashi and assure secure people's life" in which the local MP Lft. Gen. Mahabubur Rahaman was present and declared that he would try to take the Adibashi in to the Bangladesh army and also advised the local administration to identify the criminals and punish them in compliance with the law.

As a result of the seminar the MP distributed 500 blankets to the Adibashi village, 300 sets of educational materials, 50 stipend to the Adibashi students and has taken initiative to appoint 6 Adibashi people in BDR. Before this there was no one from the Adibashi community in the force. It was the first initiative to appoint Adibashi people in Bangladesh Force.



Khas land uprising

Ranishankail Upazilla, Thakurgaon District



Bhuzaharpukur para is situated in the village of Bashbari, in Ranishankail Upazilla. A local man made an application to the Government Organisations for access to land rights incorporating the area on the south side of the

local pond. He was subsequently selected and approved. However the UNO later found out the man was not landless as previously claimed and wrote a letter to the DC to cancel the application.

The angered applicant hired 300 men and attacked the village and its 30 landless families on 28th October 2005. Houses, made with loans provided by NGO's, were burnt down. Property was looted and everything destroyed. Even the rice that was given through government relief was taken. Village members were injured including some who were hospitalized.

Bashbari village has a well established PO which was formed in October 1998. On hearing of the events, CDA's area coordinator visited the area and later discussed the problem with the UNO and journalists. A comprehensive media campaign began.

Within two days of the attack, on 30th October, CDA's governance structure had become mobilized to help the villagers. The Thana Coordination Committee (TCC) members organized a meeting and rally with the support of CDA staff. A 9 point memorandum was submitted to the UNO with 500 signatures. The memorandum called for the fair distribution of Khas land to the genuine landless, the return of looted property, land to be removed from false claimants, distribution of Khas ponds with priority being given to adabashi people and reformation & decentralization of land laws.

Peoples Organisation changing the lives of poor villagers.

Jogdol village, Birgonj Upazilla, Dinajpur District

There is an ancient village called Jogdol in the south east corner of Birgonj Upazilla. In 2002 a village based Peoples Organisation was formed which incorporated 5 samity from the various para groups of the village. To date the villagers have been able to reduce their poverty by 15% through the many initiatives of the Peoples organisation.

The situation of Jogdol village was terrible with most of the villagers poor and landless. The villagers were seasonal laborers and so had no employment outside of the main agricultural seasons. Every family suffered from poverty and hunger. The villagers were involved with many kinds of superstitious activities and in particular the young people were involved in socially immoral activities due to their lack of employment. As a result, the social conditions in the village were terrible. Early marriage, multiple marriages, dowry & discrimination towards women were common problems. The villagers did not practice any kind of village arbitration.

The people of this village suffered through their lack of education. They were unable to take

advantage of any potential opportunities due to their level of poverty. They had no awareness of the use of sanitary latrine and of other health issues. However, the villagers were cultural minded and practiced their local cultural songs, dance etc with their ancient instruments.

After formation of the PO, the PO members started their weekly savings of 5 taka and opened a bank account. Over time they accumulated Tk.8,000. With this money they purchased a Rickshaw Van which they lent to one of their members with a minimum interest on monthly installment basis. After repaying the loan amount the Van will become property of that member. As a result of this initiative, 40 PO members now have their own Rickshaw Vans, creating success in employment creation for 40 deprived agril labors.

After the success of the Rickshaw van project, the PO members went on to start new businesses in Muri & Decoration. By investing Tk.2,700 in Muri their project they initially gained Tk.4,500. In total the PO now has Tk.70,000 in cash and are planning their next business ventures to create



further employment opportunities for the village members. The PO members have initiated village arbitration in which they can solve their own problems. In addition the PO has a musical team to practice and display their cultural activities. The PO has been operating NFPE with assistance of CDA & BRAC to improve the educational situation of their children.

Local Resource Mobilization

Vebra village, Pirgonj Upazilla, Thakurgaon District

Vebra PO was formed on 11th May 2003 by hard working day laborers. It is situated in Vebra village, Pirgonj Upazilla, Thakurgaon District. The PO members are committed to develop the Socio-Economic condition of their village as well as to be united in their demand for their rights and in strengthening their organisational capacity.

The PO initiated Income Generating Activities to develop their socio-economic condition in which they have instigated fish culture using the local abandoned ponds alongside the village. There are 18 project members of which 5 are female and 13 are male. The total capital invested in this project has been Tk.4,800 for a pond that is 2.5 acres in size.

The PO members cultivate five species of fish, namely:

- Silver Carp
- Ruhi (Labeo ruhi)
- Katla (Katla katla)
- Mrigel (Labeo Mrigela)
- Sar Punt (Puntius sarana)

To date the PO members have sold 132 kgs of fish resulting in an income of Tk.7,500 whilst there is an estimated 500 kgs of fish remaining in the pond worth a further Tk.28,000. The profit has been equally distributed to the project members.

The PO have learnt that it is possible to eradicate poverty by local resource mobilization.

The PO have recently decided to adopt a scientific fish culture with assistance of the Fisheries department of People republic of Bangladesh. They have selected 20 people from their village for training on "Modern Fish Culture". After the training they have decided to lease 2 new ponds.

3.0 Education & Culture Program

Program Introduction

Poor literacy levels delay social and economic development. There is currently a legacy of illiterate adults from past poor educational enrolment although literacy rates are improving for children and significant gains have been made for girls.

Education is a focus for the Government of Bangladesh with some good progress to date. Much of the educational infrastructure is now in place albeit suffering from numerous deficiencies and problems in the governance and management of the system. Despite this good progress, it will take a further generation to improve the overall literacy levels unless educational interventions continue to be prioritised. CDA's program is therefore firstly directed towards supporting the governments continued responsibility to improve the access and standards rather than purely NFPE which has been the focus of past programs. The second area of the program is in regards to educational awareness & consciousness raising.

Program activities fall under a number of objectives and include improvements to adult literacy rates, improvements to teaching standards, ensuring access to teaching and educational materials.

Culture has been linked to the education program due to many of the intercultural problems being related to lack of education in the broader sense.

Achievements of the Education & Culture program

During 2005 CDA's 10 NFPE schools came to the end of their project life. In their place CDA opened 10 new schools, all in Birgonj Upazilla, Dinajpur District. As a result 300 new students were enrolled. During the year 2 teacher orientation courses were conducted and 22 teachers refresher courses.

During the year CDA also participated actively in events facilitated by CAMPE including the sharing of best practices of quality education.

Cultural events took place at many events, in particular at mobilisations and day observations to reinforce the issues being discussed in a practical manner.

**CDA NFPE School provided me with the
opportunity for higher education**

*Aminul Islam, Doulotpur village, Birgonj
Upazilla, Dinajpur District*

My name is Aminul Islam. I was admitted at Sujalpur primary school where I studied up until class two. My school was three kilometers from my house and so I often felt too tired to go to school. My father is a small farmer and he was unable to provide any additional support to help me to get to school. As a result I started to miss school and finally I dropped out and failed to progress any further with my education.

In 1993 CDA started a NFPE school in my village of Doulotpur. As a drop out student I was given the opportunity to be admitted to the NFPE school. After being granted admission I became a good student and was motivated to continue my studies. On completion of class three of the NFPE School I joined Kobi Nazrul Islam high school in class six where I studied attentively. I took my S.S.C examination in 2001 but failed to pass. I retook the examination in 2003 and passed in the 2nd Division.

My study stopped once again after passing S.S.C examination. By now I was fully engaged with my father in his farming activities which my family encouraged because my father was getting old. One day I met my NFPE teacher and she asked me about my present situation. When she discovered that I was not enrolled in collage she visited my family members and encouraged me and my family to continue with my education. The next year I was admitted to Hossainpur Degree Collage to study for my H.S.C. My collage environment is good and I am enjoying my education. Hopefully I will continue my education in future.

I am grateful to CDA's NFPE school for my education and for changing my life to a educated person.

4.0 Health Program

Program Introduction

In a similar manner to education, the Government of Bangladesh is placing particular focus on health care. However the improvements in output results are far less compelling than they are for education. The gap between the required basic level of service and the reality is still huge hence CDA's program is three fold.

The first focus area for CDA's health program is to tackle easily preventable causes of bad health through education and awareness raising ie tackling the causes rather than the effects. Secondly CDA's wish is to provide primary healthcare services in the area of greatest need, namely maternal mortality. Within this objective CDA endeavours to train and encourage Community Maternity Practitioners (CMP's) and Traditional Birth Attendants (TBA's). Finally CDA's efforts are directed at addressing peoples access to government health facilities, either through increasing the availability of accessible facilities or the increasing the usage of existing facilities.

Achievements of the Health program

Iron Tablet distribution

CDA has been working together with Health Promotion Limited (HPL) on a research project related to the distribution on Iron tablets to address the problems of iron deficiency in adolescent girls. Whilst under the supervision of

CDA staff, the distribution process has been facilitated through the recruitment of community volunteers (CV's) and Team Organisers (TO's). During 2005 CDA helped to achieve the following results:

§ Employment of CV's & TO's:	160
§ Participating adolescents:	30,924
§ Tablet distribution:	1,855,440

Other program activities

The new activities of CDA's health program were sadly less than desirable during 2005 due to lack of funding for this program. Despite this situation, CDA was still able to secure the installation of the following basic facilities to meet its health programme objective of 'improving access to safe water and sanitary latrines' :

§ Sanitary Latrine:	640
§ Tubewell:	134

Through CDA's activities in previous years there are numerous CMP's and TBA's practicing at village level, delivery positive change in a sustainable way related to the reduction in maternal mortality objective.



CMP employment creation

*Dewanghata village, Kaharol Upazilla,
Dinajpur District*

Most of the villagers from Dewanghata village are involved in agriculture. Though the village is geographically situated by the side of the Upazilla town, it is far from the main development stream.

The villages had been suffering with various diseases as well as malnutrition. The maternal mortality rate was high compared to other villages. The members of Dewanghata Peoples Organization became increasingly worried about the situation and were looking for solutions to eliminate the worst of their problems.

One day the perfect opportunity arose for the PO members. CDA, in conjunction with Health Promotion Limited (HPL), was able to offer them places on a Community Maternity Practitioners (CMP) training course. The PO members discussed this opportunity in the GB meeting and as a result selected two participants, Kirtika Rani and Konika Rani.

On completion of the 9 month training course Konika and Kirtika returned to their village to be voluntarily serving the people of Dewanghata.

The future was to hold very different directions for the two women. At first the women received many offers of service with other organizations. Kirtika accepted an opportunity to work with BRAC and now works for their health program for which she

has recently been posted to the BRAC hospital in Newtown, Dinajpur Sadar.

Kirtika's father died 7 or 8 years ago and her mother was employed as an excavation labourer. Life was very difficult for the mother and her two daughters. Whilst Kirtika is the youngest daughter, the mother was able to provide for the marriage of her elder daughter thanks to Kirtika's new job. She thinks of her daughter as a son in

regards to how she provides for her. She is grateful to CDA as well as the PO for providing this opportunity of employment.

By contrast Konika chose to ignore these offers and stay in the village where she remains today as a volunteer of CDA's health partnership with HPL. She is now involved with the distribution of iron tablets to adolescent girls to combat the problems of iron deficiency.

5.0 Livelihood Program

Program Introduction

Lack of income at its most extreme form leads to a loss of food security. There are no formal effective social security or unemployment benefits in Bangladesh and so the only form of income for the vast majority of the population is through their livelihoods. If there is no livelihood there is no money and where there is no money there is no food. Lack of employment opportunities is a widespread problem across Bangladesh but the North West has its own unique set of additional problems. In the North West there is very little industry hence most people depend on the prevalent agricultural activities. As the majority of the land is held by just a few rich land owners the bulk of the population are employed as day labourers. During the lean season (Monga) there almost no employment opportunities.

The aim of CDA's livelihood program is to ensure food security through employment creation. One of the key factors in delivering this is understanding of the need to diversify the range of livelihood activities so that people are less dependent on day labouring. In addition CDA will focus on wage rates so that where people are employed by others they receive fair remuneration in return for their efforts.

Child labour and the trafficking of women and children are the consequence of low household incomes. Although this is a symptom rather than a cause of lack of livelihood opportunities, it is of sufficient magnitude in regards to violation of rights for CDA to tackle the issue directly.

CDA's most notorious current campaign is its demand for 200 man days employment for agril labour. This, along with social research, awareness raising & advocacy materials link the Livelihood programs objectives to the Ensuring the Right to Food and Employment of Poor People project previously mentioned in conjunction with strengthening PO's capacity under the IB program.

Achievements of the Livelihood program

Membership & funds

§ Membership	29,761
§ Village coverage:	770
§ Union coverage:	81
§ Union Committees:	50
§ Net savings balance:	Tk.1,44,56,920
§ Loan distribution:	Tk.2,80,79,000
§ Security fund distribution	22 families

Employment creation

§ Fisheries	251 PO members
§ Cultural activities: (puppet shows)	18 PO members
§ Food for work	29 PO members
§ Textile & tailoring	24 PO members
§ Rickshaw van project	47 PO members
§ Health project	164 PO members
§ Plantation guards	26 PO members
§ Partnership projects	15 PO members
§ Bangladesh Riffles	2 Adabashi
Total	576 PO members

Enhancing the Livelihoods of CDA's Beneficiaries

Takh Shial Kheda village, Birgonj Upazilla, Dinajpur District



Takh shial kheda is the village in Sator union, Birgonj Upozela in which Sathi Rani Sarker lives. Her father Sushil Chandra Sarker is the head master of Takh shial kheda primary school.

In 1996 Sathi was married and as is customary, went to live with her husband in the house of

Sathi received no financial support from her husband for either herself or her son. She passed her days thinking about her son and their future. This thinking began to take over her sleep and eventually made her sick. One day, one of her neighbours suggested that she became a member of one of CDA's samity's. In due course, Sathi went to "Akota Mohila Samity" meeting in the para where she lives. She became a member of the samity and disclosed her problems to the other members. An opportunity arose when CDA announced its intention to train some of the samity members on tailoring. The samity members selected Sathi for the training.

On completion of the tailoring training Sathi received a loan to buy a sewing machine. She began sewing at her house where all the villagers came to her for their sewing needs. When she had also gathered many customers from outside of her village she decided to open a tailoring shop to her village market. Within a short amount of time she was able to open a tailoring shop in the village market where, besides tailoring, she sells clothes.

her in-laws. After a year Shathi had a son. By the time her son was two years old her husband had married a second wife at which point her in laws started to torture with her. Eventually, when life became intolerable, she left the house of her husbands family and moved back to live with her father's family.

Now Sathi Rani Sarker is an independent woman and her son is going to school. She has a dream for his higher education and so is saving money in preparation. She thinks about a life full of brightness and happiness.

“I am success to eradicate poverty from my family”

Asru Mohila Samity, Singarol village, Pirgonj Upazilla, Thakurgaon Distric



Rasna Begum became a member of Asru Mohila samity on 12th July 1998. Her husband Soleman is an agril day labourer who has an average of 90 days work per year and whose average income is just Tk.60 per day.

It was difficult for Soleman to meet the expenses of his family and as a result the family members often had only 1 or 2 meals a day and on occasions even had to completely forego food altogether. The situation began deteriorating further due to the yearly increase in the number of available young day labourers. Rasna was in serious trouble because she was unable to feed her children. Eventually she decided to do something about the situation. She applied to CDA's samity for admission where she received training on Kitchen Gardening; Poultry & Live stock; Sustainable Agriculture and Samity Management.

Rasna has since received 4 separate loans from CDA which she has fully repaid. She has developed a vegetable garden beside her house from where she sells vegetables to her neighbours. In the year 2000 she was able to buy her first cow. Now she has 4 cows & 3 goats from which her sales average 2 liters of milk per day.

Rasna Begum played a vital role in overcoming the critical situation of her family. As such, she is a role model for her society.

Ensuring 200 man days Guarantee scheme for Agril labors.



On 16th October 2005, World Food day was observed by CDA & it's Federation of village based People Organisations with the theme of "Ensuring 200 man days Guarantee scheme for Agril labors". Approximately 10,000 people participated from 6 of CDA's working areas in which rallies and peoples gathering were organised. A memorandum was also submitted to the local administration with the following demands.

- A cell should be formed under the Prime Minister's office to overcome the Monga situation and to provide work to the unemployed men and women
- A list should be developed of the unemployed and hungry men & women with the assistance

of Upazilla, Union Parishad, Municipality and working NGO's,

- Local government at Upazilla, Union Parishad & Municipality levels as well as NGOs who are working in the locality can organize the poor people and make a "local development family level plan" with discussion & search out opportunities for work.
- Sanction immediate special funds to the Upazilla, Union Parishad and Municipality to overcome the Monga situation. In order to eradicate Monga & Poverty an alternative structure (Support system) should be formed to increase the purchasing power of the poor.
- Classify labour according to experience & qualification and provide employment, taking necessary steps to provide proper wage or rice / wheat in lieu of money. Ensure rationing system round the year and provide dealership to the poor.
- Form a committee with Upazilla, Union Parishad, municipality and the civil society to observe the work distribution according to the monga effected people list, provide supervision, monitor work and develop a transparent wage distribution system.
- Distribute Employment card / VGF card amongst the Monga affected people (hungry & comparatively weak people) and provide publicity before publicly announcing the list.
- Identify employment opportunities under Upazilla, Union Parishad and Municipality

areas including: Restoration of abandoned ponds, canals, and excavation of Beels; Repair of road calverts; Formation of embankments to protect against river erosion; Irrigation canals & water reservoirs; Agro & fruit forestry; City forestation; Road sweeping work in City, Town, Sub town, Market etc.; Sewerage & Drainage system development & cleaning; Sanitary latrine installation at village level; Reformation of fallow & unused land as productive; Installation of disabled friendly structures in multistoried buildings; Cleaning work in Bus terminal, Rail Station, Ferry & launch Ghat; Hospitals; Security guards; Developing traffic systems; Eliminating sources of traffic jams; Citizens services; Recovery of Govt. land (Khas land) and distribution amongst the landless; Implementation of a immediate action plan to rescue the Monga effected people; reconstruction of the country by providing employment to the re-excavation of ponds and providing lease which is under "orendro Project"; Provision of training to Monga effected people in return for food at the time of lean season to develop manpower.

- A national employment commission could be formed to fulfil the rights to nutritional food around the year amongst the rural labour and provide appropriate wages as well as 200 man days guarantee scheme could be made to overcome the Monga situation

6.0 Environment & Sustainable Land Management Program

Program Introduction

With chronic poverty common place it is difficult to justify why an environmental program with a strong preventative element takes priority alongside programs addressing immediate day to day needs. The reality is that most households are dependent on the productivity of the land for their daily needs. Deterioration of the land and environment may not have a significant effect next week or even next month but will lead to disaster in future years and therefore make it difficult to break the cycle of poverty. Indeed, many of the problems faced today could have been preventable if similar issues had been given consideration in past years.

CDA's program focuses on the following areas: sensitisation to inform the population of the issues and consequences, alternative practices to allow people to make a difference at a practical grass roots level, mobilisation and advocacy to demand good practices at industrial and infrastructural level and finally legislation to add enforcement and deterrent

Achievements of the Environment & Sustainable Land Management program

During 2005 CDA greatly increased its knowledge and capacity to implement this program. Initially one of the staff attended a three week training course on sustainable agriculture: viable alternative options for resource poor farmers organised jointly by JICA and Angoc and conducted in The Philippines. As a result of the

training, an action plan was developed to compliment CDA's Environment and Sustainable Land Management program. CDA's representation at the training was also nominated as country coordinator for Bangladesh hence contributing to these issues at National level.

Simultaneously to the above training, CDA appointed an agriculturist whose initial role was to develop CDA's nursery facilities using the current best practices. The wasteland outside the kitchen at CDA's training centre became a beautiful and flourishing kitchen garden within a few short months, providing organic vegetables to course participants. As well as strengthening CDA's own nursery business, this enterprise is designed so that best practice can be reapplied by CDA's group members through their free access to a successful demonstration plot.

Other achievements within this program have included:

§ Total Miniponds	241
§ Total Plantation:	12,415
§ BIG:	170
§ Organic farming:	15.8 Acres
§ Compost pits:	159
§ Green Manure:	29
§ Fish Culture:	159



Success story of Amedul on BIG

*Amedul Haque, Banshbari PO, Ranishankoil
Upazilla, Thakurgaon district.*



My name is Amedul Haque. I am a member of Banshbari PO of Hossain gaon union of Ranisonkoil Upazilla in Thakurgaon district. Originally I was employed in agril labour during which time I was very poor. During the agricultural season I was able to earn between

Tk.3,000 and Tk.4,000 which had to last me all year. As a result I had many difficulties bearing up to the expenditure of my family.

Things changed for me when CDA announced its intent to train a group of people on Bio Intensive Gardening (BIG). Our PO was asked to select some participants and so I requested that I was

considered and was lucky enough to be accepted.

I received my training in December 2003 during which time I learnt many things such as how to make compost fertilizers and bio insecticides. On completion of the training I started my own garden on my own small land. My first harvest was very poor due to an outbreak of insects that I was unable to control. I discussed the problem with CDA's agriculturist who suggested that I used a light trap together with the biochemicals to get rid of the insects. I collect cow dung, Neem and jute seeds to prepare my compost fertilizer and bio pesticides from my neighbours and village.

Now I have no problems with my garden. I am able to earn Tk.3,800 every two months from my garden. My neighbours are also interested in my gardening system and some of them have already reapplied my BIG systems. I am happy with my garden. Not only is it supplying me with money but it is also supplying vegetables for my families needs.

7.0 Human Resource Development Program

Program Introduction

Bangladesh has a massive population which is currently a burden but has potential to serve as an asset. It has been proven by some successful countries that appropriate use of human resource can reduce and even eliminate poverty.

CDA's final program is aimed at developing that Human Resource potential. Much of the work is through training and sharing skills both within the organisation and outside at local, national and international level, hence greatly expanding the beneficiaries of this program. Other areas of note in this program include a new focus on technology and a plan to improve communication, management, leadership and coaching skills for CDA's staff and beneficiaries alike.

Training ethos

CDA believes that everything people learn through its training programs will be useful in their development. Training, education & learning all play an essential role in developing the capacity & capability of both staff and beneficiaries. CDA practices participatory and action oriented methods, follows practical methodologies and considers the problems and experience of a learner in light of the real context.

Achievements of the HRD program

PO member training

In order to increase the institutional capacity of the PO's towards self governance, CDA offers

extensive training support. Whilst some initial stage trainings and workshops are aimed at the entire group for conceptual awareness, more advanced training is delivered to the Executive Committee members of the groups for leadership capacity. More specialist skills are imparted to the PO APA;s (Assistance Providing Assistants) in order to increase administrative capacity.

Training conducted during 2005 included:

- § Organisational Development & Management
- § Leadership & Communication
- § Partnership Development & Management
- § Project Management
- § Advanced leadership
- § Advocacy
- § Rights based training
- § Financial management
- § Strategic planning
- § APA (PO volunteer) training

Additional activities co-ordinated under the HRD program for PO capacity building included:

- § Exposure visits
- § Strategic planning workshops

In total the HRD program hosted 3,801 participants from a targeted 70 PO's.

Staff Development training

Staff development training is a vital part of organizational capacity building. CDA has always placed a special emphasis on staff development training to enable them to better execute the program and hence increase the impact at

beneficiary level. CDA conducts some of its own staff training whilst seeking opportunities for higher training both in country and abroad.

Training organised by CDA for its staff between March 2005 and February 2006 included:

- | | |
|---------------------------------|----------|
| § Basic training (new staff) | 50 staff |
| § Training of trainers | 24 staff |
| § Training of facilitators | 42 staff |
| § Strategic planning | 55 staff |
| § Participatory self monitoring | 30 staff |
| § Advocacy | 15 staff |
| § Financial management | 20 staff |
| § Cultural training | 10 staff |

Other capacity building events attended by CDA staff but organised by other institutions included:

- § Sustainable agriculture: viable alternative options for resource poor farmers [JICA & ANGOC, The Philippines]
- § TOT on women's entrepreneurialship
- § Curriculum development workshop for women's entrepreneurialship [BWCCI, Dhaka & Humber Inst, Canada]
- § TOT on CEFE for non literate [BS Net, Dhaka]
- § Curriculum development workshop for disaster management training [CARITAS, Dhaka]
- § Sharing of best practice of quality education [CAMPE]
- § Workshop on Public Health Movement [PHM]

HRD Program Impact

Training is of little value unless it brings about change in practices and behaviors. The training conducted by CDA during the last year has delivered real impact at beneficiary level as demonstrated by some of the highlights of the changes brought about by participants below.

Organisational Development & Management

- § 56 PO's regularly conduct GB & EC meetings
- § The leaders of 36 PO's are conducting issue based meetings
- § 55 PO's keep records & have appropriate systems such as bank accounts

Leadership & Communication

- § 141 PO members participate in conflict meetings
- § 90 PO members are liaising with GO, NGO & civil society
- § 122 members hold positions in local committees such as Hat Bazaar, Schools, Madrasha, mosques & temples
- § 12 PO members are helping other members to access their lawful rights

Partnership Development & Management

- § 22 PO's have initiated joint fish cultivation projects
- § 12 PO's have made initial contact with their Union Parishad's for road side plantation
- § 19 PO's are coordinating with GO's, NGOs and other NGOs to implement joint projects

Project Management

- § 18 POs have initiated their own micro credit programs using their own funds
- § 10 POs have initiated sanitation and beef fattening projects

Advanced Leadership

- § 28 PO members are helping to arrange public gatherings
- § 10 PO members have taken the leadership in various committees such as Madrasha, schools, disaster management, protest & security and afforestation.

Advocacy

- § 90 members are discussing rights based issues with local government
- § POs are actively participating in protest movements, holding discussions with the Local Government and placing memorandums to the UNO

Rights Based training

- § PO members are observing national and international days
- § 64 PO members have protested against local injustice
- § 128 PO members have participated in rights based gatherings

Financial management

- § 62 POs have opened bank accounts
- § 31 POs are managing their own finances
- § 18 POs audit their accounts



Exposure Visits

- § 18 PO's have built their own office room
- § Leaders are reorganising their PO's to make them stronger
- § PO members understand the importance of and are participating in coordination, networking & alliance building.

Strategic planning workshops

- § PO's are preparing & implementing 3 year plans

Strategic planning training

- § 58 POs have been able to identify their strengths, weaknesses & risks
- § 36 PO's have started activities in relation to strategic planning

Volunteer (APA) training

- § 30 volunteers are helping to re-organise the POs and their programs

A tale of a struggling woman

*Renu Bala, Borobachapukur, Birgonj Upazilla,
Dinajpur District*



Renu Bala lives in Borobachapukur which is situated in Birgonj Upazilla, Dinajpur district. Below is the remarkable story of Renu's development.

Renu Bala was a desolate woman. She had to fight every day against the harsh realities of life to earn just a handful rice for her family, including her two small children.

Over time Renu came to learn about Institution Building from a member of CDA's staff. Being inspired & motivated she decided to initiate a female samity which she called 'Shapla'. Gradually she inspired other women to become united in the samity where they began to deposit their small savings. The rest of the women elected Renu as president of the samity.

After taking a loan and repaying it in due time, CDA offered Renu training in tailoring skills. At first she was worried because of her two children but on later discussion with her husband, he agreed to look after them on her behalf. Renu began her 3 month training and quickly proved herself to be a dedicated trainee. During the training she was able to return to her native village to enjoy some very happy times with her children.

On completion of the training, CDA offered Renu a loan of Tk.3000 which she used to start her sewing business. All the local poor men & women came to her for their tailoring needs and over time her business thrived. Once her loan was repaid she spent her income on the purchase of land where she was able to build 3 tin shed rooms. She was also able to buy a rickshaw van for her husband, thereby creating employment for him as their children grow older.

Other villagers observe the rapid developments in Renu's life with astonishment and decided that they also wanted to become a member of her samity. By 2005 they had formed Borobochapukur Peoples Organisation with 4 samitys. From this point on, CDA began training to increase the knowledge, attitude and skills of the EC committee to strengthen and increase the capacity of the PO. Now all the people in the village are united and follow Renu's lead in demanding their rights.

The story of Akoti Peoples Organisation

Narabari, Birol Thana, Dinajpur District

Narabari is situated in the northern part of Birol thana under Dinajpur district. Akoti village stands by the side of a market place. Most of the villagers are illiterate and exist in poverty. They live in broken houses and have no food security all year round. Most of the villagers are employed as agricultural day labour which means that their work is seasonal. In the lean season, when there is no work, they have to sell their labour in advance at a reduced rate to raise enough money just to survive. Consequently they have nothing to look forward to at harvest time when all the others around them are smiling.

Most of the people in this village are malnourished and suffer from disease. Worst is the condition of the children who are little more than beggars.

The women of the village must participate in income generating activities as well as their domestic work but still they struggle on a daily basis with lack of resource. Yet despite these extreme hardships, the people of village have not forgotten that they are human beings and are fighting to release themselves from the grasp of poverty.

Together, with the help of CDA, the villagers are taking steps to make change. Initially they formed the Keya and Sathi samity through which they managed to find the mental strength to make

savings. Through the samity they organised meetings, documented regulations, have discussed issues and taken participatory decisions. CDA provided the groups with human resource trainings through which they strongly gained in confidence. With their new determination and resolve they were able to form the Akoti Peoples Organisation in 2002

comprising of the members of their 4 samity. The PO is now well established with its General Body and Executive Committee which has elected a president, secretary and cashier. The villagers are working collectively to improve their situation.



Bishnupur PO celebrates Victory Day

*Bishnupur village, Ranishankoil Upazilla,
Thakurgaon District*



Bishnupur village is located in the northern part of Ranisonkail Upazilla in Thakurgoan district. Most of the villagers live below the poverty line. Through their work with CDA in their efforts to improve their socio-economic condition, the village founded first Samity groups and then later, in 2002, formed its Peoples Organisation.

CDA provided training human resource development training to the PO with the aim of changing knowledge, skill and attitude in order to eventually develop a self dependent organisation within the village. In 2005 the PO members attended a leadership & communication training from where they gained the strong conviction to celebrate Victory Day on 16th December.

In preparation for the events they formed a subcommittee which included 2 Union Parishad members, a local farmer, and members of the local club as well as the PO members themselves.

On Victory day the president of the sub committee presided over events. The days activities started at 9am with the laying of flowers at the symbolical Shahid Minar. A short discussion followed on the significance of Victory day. During the discussion, the speakers highly praised the significance of the victory day celebrations which had been organized by the POs & farmers samity. The president Mr. Babul Ahmed gave a warning to motivate the participants saying, “Our victory which cost the lives of 3,000,000 and the chastity of 200,000 women will be reduced to dust”. He clarified this by adding that “Though we do not have a lack of resource, we have a lack of worthy and competent leaders & leadership. That is why we have not enjoyed the real taste of independence.”

Life before Kumorganj Peoples Organisation

Kumorganj village, Ranishankoil Upazilla, Thakurgaon District

The village of Kumorganj is situated in the north-west corner of the country, just 8 Km from Ranisonkail Upazilla in Thakurgoan district. It is a small village with 93 families and 3,740 people.

Prior to the 1980's, most people in the village were employed in the pottery business. However, many of the community fled to India during the conflicts in 1965 and later in the 1971 liberation war. Over a period of time the local powerful men seized the assets and the Government declared 22 acres of land as vested property. The Government rehabilitated 43 new families in the village in July 1996 through its Asrayan project. The people live hand to mouth and are forced to sell their advanced labours whilst on the brink of starvation.

CDA began its activities in the village in 2001 with the formation of samity groups. Later a PO was founded. A positive change has since been observed in the life styles of these neglected people through their efforts towards integrated development.

The people of Asrayan have been able to change their socio-economic condition, becoming confident and less dependent on others. CDA training team assisted the EC members of the PO



with various trainings such as Organisational Development & Management, Community leadership, partnership development and advocacy. One member of the PO has been trained as a volunteer (APA).

Whilst talking to EC members Lovliara & Mujibur Rahman in Kumorganj Community Centre (used as the PO office room), a small signboard is noticed hanging at the balcony. Loveliara informed us that after completion of Organisational Development & Management

training, the members made the sign board, opened a bank account, an ensured the correct use of a cash book, ledger, notice book and regulations book. Other activities of the POs are rapidly moving forward. They settle the local disputes & conflicts and participate in gatherings in order to demand their rights after receiving leadership & communication training. We are also informed that the PO members have had discussions with the local Government regarding the leasing of a pond which is now in progress.

Development of Manikpara PO

Manikpara village, Birol Upazilla, Dinajpur District



Manikpara is a hamlet which is located in Birol Upazilla adjacent to the border within Dinajpur district. Despite Birol thana being very close to the Sadar thana development has not touched this area even after 35 years of independence.

The people in this area lived their lives on a day to day basis and were mainly involved in smuggling operations due to the proximity to the Indian border. Due to 80% of the local assets belonging to the powerful men, no alternative employment opportunities are available in this area.

Three years ago a wire fence was constructed along the border which immediately stopped the main source of income generation for the village. They must now sell their agricultural labour in advance and hence at a much reduced price. However even this is only available for four months of the year with the rest of year depending on luck.

Stepping into this village you realise that poverty is not only a threat to resources but a continual battle for day to day survival. The people of this village live their lives at the lowest end of the poverty scale. In order to reduce their poverty, promote people's empowerment and encourage people to demand their rights, CDA began working in this village in August 2002 starting with the formation of samity groups.

Falguni, a PO member, explains the history of the PO when questioned. The first stage of demanding rights commenced with uniting of the para-based samity. The PO members then

undertook various HRD trainings such as Organisational development & management, community leadership, and Partnership development. The training has given them a solid basis for their new found confidence and they now conduct themselves as a model PO.

The PO has participated in many different social activities and have observed various national day observations. They settle their own conflicts themselves. As a result their role is ostensibly to protest at the corruption in the locality. Lipiara, a PO EC member, explains that recently the influence from drugs was very acute. Local non-refined wine was being sold publicly with the help of powerful men. As a group, the PO members discussed this dangerous problem in order to decide how best to stop it.

On entering the PO's office you are faced with all the necessary documentation such as register books, cash books, regulation books and other necessary papers. The PO members also discuss their small savings scheme. They have opened a bank account and have collectively saved Tk.4,221. When asked what they plan to do with this money they explain that they wish to become independent. On hearing such inspired words, it seems that Manikpara PO may indeed be a sanctuary for the unprivileged people.

8.0 Cross Cutting Themes

8.1 Introduction to cross cutting themes

Three areas have been identified by CDA as critical to each of the 6 programs. They have been defined as cross cutting themes and whilst they do not have their own programs, they are mainstreamed into each of the other programs.

8.2 Gender

Gender inequality impedes poverty reduction. There is a lack of consciousness about women's rights, particularly amongst the poorer levels of society, and the many social and cultural barriers mean that their rights are not accessed.

CDA endeavours to ensure that women are equally represented in all of its activities and each of the programs have objectives and activities to ensure this. In 2005 CDA achieved the following results with regards to gender equality:

- § 64% of CDA's group members are female.
- § More than half of PO EC members are female
- § 44% of training participants have been female

Gender is not only restricted to CDA's program activities and beneficiaries. During 2005 CDA also began a process of Gender mainstreaming at organisational level.



8.3 Human Rights

Human rights are extensively violated in Bangladesh. The facilitating mechanisms are numerous but include a poor governance climate, corruption, lack of awareness and means for people to demand their rights, poor policy and policy that is not enforced.

CDA's human rights activities embrace all these areas through activities such as awareness raising, rallies, mobilisations, discussions, demand for policy change, and creation of a better governance climate. Whilst some of these activities are discussed separately under the third of the cross cutting themes, those related to Human Rights awareness that were conducted in 2005 include:

- § 10 different day observations including 2nd white band day.
- § Distribution of 5,200 posters on 3 issues
- § Rights based training for 128 PO members
- § 8 rights based issues discussed in the PO's
- § Social research to identify areas of rights violation
- § Legal Aid support



8.4 Policy, advocacy & networking

Policy reform and implementation will be one of the most successful and sustainable process to ensure a reduction in poverty and is one of the fundamental elements of CDA's Rights Based approach. Many mechanisms exist to make demands to the respective local, regional, national and even international authorities. This may include advocacy from a mobilised society or direct discussion and networking. During 2005 CDA participated in the following activities:

- § Formation of 96 PO advocacy groups
- § 7 mobilisation events (see inside back cover for 2nd White Band Day report)
- § Participation / organisation of seminars, workshops & meetings including:
 - Adabashi leaders workshop [ALCOP]
 - Environmental awareness [CAMPE]
 - Iron tablet distribution [HPL]
 - Volunteer meetings [HPL]
 - Adabashi land issues [ARLD]
- § Preparation of case study for publication and attendance at regional seminar on the best practices for strengthening rural poor organisations [IFAD & ANGOC, Bangkok]



9.0 Child protection: Community mechanisms & national policy

Project Introduction

CDA's project in association with Save the Children UK, which began in August 2000, has continued to protect the rights of children in 8 Districts in the North West corner of Radshahi Division. The project which was previously named 'Protection of Rights of Children in Conflict with the Law' began a new phase under the name 'Child protection: Community Mechanisms and National Policy' in September 2005.

Achievements of the project in 2005

Task force meetings and workshops

- § The relevant people whose work brings them into contact with children (Department of Social Welfare, Jailers, Magistrates etc) are informed about Child Act 1974 and International child rights certificate.
- § There is increased coordination between district level officials on child protection
- § Other NGO's are included in the task force to ensure child rights.
- § Implementation of a separate judiciary for children has become an important issue
- § The age of children is now being mentioned by police officials in cases and objections.
- § One magistrate has been nominated in every district especially for child cases.
- § Children are now being released quickly from courts and judges are becoming more flexible in child cases.

- § District Offense Children Revival and rehabilitation Samity has initiated education, trainings & rehabilitation of detained children.

Collect & collate monthly lists of children detained in eight jails

- § Communication made with the family's of detained children for their fast release
- § Reduction from 59 to 42 detained children during the year.
- § Discussion with children on causes of detention helped the release process

Communication with police department

- § A good relationship has been established with the police department in the project area.
- § Increased speed of information on children in custody for judiciary.

Monitoring of Police, Social Welfare & Judiciary

- § Appraisal made of whether the Police department is following the Government & divisional direction



- § Appraisal made of whether the detained children are receiving the proper facilities as described in the Children's Act

Network with Government, NGOs & Civil society

- § Relationship built with the free law related service providing the District legal aid committee, Government department, public prosecutor and related Government officials.
- § Communication extended with the free law relate service and rehabilitation providing GO, private organisations, NGO's, Women lawyer samity etc
- § Children are getting bail and release from court through the provision of legal information of the child act to lawyers.
- § 149 children (123 boys & 26 girls) were freed from jail through the integrated initiative

Coordination committee with Social Welfare Dept.

- § District, Thana and city social welfare dept officials informed on their legal responsibility towards the detained children.
- § Ensured rapid action of activities of District, Thana and city social welfare department officials on Juvenile Justice Issues.
- § Social welfare officials encouraged to develop & submit social inquiry reports to the court of detained children.
- § Communication established between Upazilla task force and police station.

Implementation of child protection policy in CDA

- § All staff made aware and sensitised to child torture
- § No reported occurrences of child torture within the staff and related people
- § Child friendly mentality developed by the staff.

10.0 Disabled Efforts for Self Help Project

Project Introduction

According to World Health Organisation statistics nearly 16 million people in Bangladesh are born disabled. This equates to over 10% of our population. These unfortunate people not only have to bare their physical and mental constraints but are also deprived and deserted of their rights.

CDA has been conducting a project named 'Disabled Efforts for Self Help' (DESH) since January 2004 which is due to complete in early 2006. The project, funded by Abilish Foundation Finland, was initiated with the objective of increasing dignity and self sufficiency by empowering the disabled people with economical, cultural and human rights issues. The project is operational in 12 wards of Dinajpur municipality.

Achievements of DESH project in 2005

Disability survey

A survey was conducted in Dinajpur Municipality area to understand the number of disabled people and their problems. A needs assessment was then conducted with 426 disabled people within this group.

Group formation

Following the successful example of CDA's Institution Building program, disabled groups were created to create unity within this sector of society. Ten groups have been formed within the municipality who regularly hold meetings.

Physical Aid

Physical aid was distributed amongst the disabled people including: 4 wheelchairs, 2 pairs of crutches, 4 sets of ear phones, and medication

Meetings & workshops

Meetings and workshops were conducted to sensitize civil society, GOs and NGOs on disability issues and remind them of their responsibilities. The theme of these events was "Civil Society Responsibility Ensuring Health & Physical stability of Disable People".

Training

Skills training was provided to disabled people to empower them economically & improve their confidence. Training included business management (shop keeping & accounting) and handicrafts such as wax work, soap making and candle making.

Day observations

Five days were observed by the disabled groups to create awareness and empower them. The days observed were:

- § International Mother Language Day
- § International Women's Day
- § World Health Day
- § International Disabled Day
- § World Human Rights Day



Let there be light

*Mahfuzur Rahaman, Dolonchapa Samittee,
Dinajpur Sadar*

Until recently Mahfuzur Rahaman was blind and slightly mentally disabled.

Mahfuzur was born in 1988. When he was only five months old he had suffered a long fever. By the age of 9 months he again struck ill, this time with Typhoid & Measles. His parents admitted him to hospital where he seemed to recovered but over time it became evident that he had

developed some mental health problems.

His parents remained very much positive and admitted him to school as normal. When he was in class three his teachers noticed and informed his parents that Mahfuzur had a problem with his eyesight and that he was learning very slowly compared to the other children. His parents took him to several doctors, but after some time the

treatment was stopped when his father, who worked for a private organisation, was unable to bear the cost. Mahfuzur became regarded as nuisance for his family as well as his society.

On 30th January 2005 Dolonchapa disabled peoples Samittee was formed in the number ward of Dinajpur municipality area. The samity was formed with the assistance from CDA's DESH project. Mahfuzur was admitted as a member of the samity and was given the opportunity to have an operation on his eyes with financial assistance from the DESH project. After his operation Mahfuzur suffered from some complications but through the treatment of a physician he recovered.

Mahfuz has received the gift of sight. He now works in a shop as a salesman and is no longer a burden for either his family or his society.

11.0 CDA Enterprise

Introduction to CDA Enterprise

CDA has a number of small enterprise activities, the objective of which is to ensure its customers receive a fair price for their product, hence reducing the power of the middle class who otherwise take control of the market. An additional and significant benefit of the enterprise activities is they require both skilled and unskilled labour hence increasing employment opportunities for the local poor people.

Husking Mill

CDA operates a manual husking mill with a daily production capacity of 1,200Kg. The mill operates 365 days per year and employees both permanent and casual staff.

§ Rice bought & sold	539 Tonne
§ Rice processed	1,139 Tonne
§ Wheat bought & sold	800 Tonne

→ 8,640 man days employment created at CDA's husking mill

Milk chilling centre

CDA purchases milk from local farmers and, after testing and chilling, sells it to the bulk market. The chilling centre has a capacity of 500 litres per day.

§ Milk bought & sold	172,800 Litres
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→ 20 people supply milk on a daily basis whilst a total of 30 families benefit from the milk supply enterprise

Publication and packaging

CDA has a small offset printing press which has recently been refurbished and is now actively involved in the new publication and packaging enterprise. The press is capable of printing 1,00,000 pages per day and is a valuable resource for CDA's advocacy and awareness publicity materials.

Training centre

CDA has two training centres, the main one just 25Km from Dinajpur adjacent to the historically famous Kanta jeo (Kantagee) Temple and the other in Ranishankoil serving those in the north of CDA's working area. The main campus has residential accommodation for 150 participants, 4 training rooms and several small discussion rooms. It enjoys both a more temperate climate as well as beautiful natural surroundings and so attracts many other organisations in addition to CDA's busy training schedule.

- § 1,000 guests from other organisations
- § 21,000 persons hosted in total during the year.

→ ### Man days employment were created at the training centres for local adabashi villagers

Nursery

CDA has a small nursery at its central training centre. The nursery has approximately 20,000 plants which it sells in the local markets.

→ ### Man days employment were created at CDA's nursery



12.0 Planning, Monitoring & Evaluation

Introduction to PME department

The Planning, Monitoring & Evaluation (PME) function at CDA provides support to program & project alike, from conceptualisation to final evaluation. The purpose of the department is to provide qualitative & quantitative data along with effective support to the project and program related staff in regards information, decision making and the activities executed by CDA personnel. The PME department has head office based staff as well as field based staff who collect and validate information. The department uses tools such as PRA (Participatory Rural Appraisal) and participatory monitoring & evaluation at village level. CDA has also developed capability with GIS (Geo Graphical information System) which is a tool which will support work in regards to scoping and setting the boundaries for its projects and program through the use of mapping.

Social research

In 2005 CDA founded a social research desk within its PME cell. The social researcher assists with understanding the context, conceptualisation and makes recommendations which can be used for future planning work. The cell also provides factual based prioritisation of causes of violation of rights which is of great assistance with advocacy campaigns and PO discussions.

Advocacy, research and communication

In 2005 CDA also founded an advocacy, research and communication desk.

The officer works hand in hand with the social research desk to understand current issues from an external perspective. Technical advice is on hand to ensure advocacy campaigns are executed with the maximum impact and based on the real contextual issues.

Achievements of the PME department in 2005

As well as recruiting the two new above mentioned desks in the PME department in 2005, CDA was also able to recruit 3 field monitors whose responsibility it is to evaluate and validate the MIS and other indicators at field level.

Another significant achievement was the design and training of a strategic planning facilitators course for the field staff. The field staff now facilitate field based strategic planning workshops for the PO's who are approaching separation.

Other achievements include:

- § Preparation of reports to donors & other stakeholders
- § Preparation of annual report
- § Annual and project planning
- § Regular monitoring & MIS
- § Gender mainstreaming audit
- § PO gradation survey

- § Training for staff on participatory monitoring & evaluation
- § Preparation of project proposals
- § Publication of leaflets, posters for advocacy and TV news articles on mobilisation events
- § Preparation of village profiles and several research papers on local employment issues.



13.0 Organisational Information

Staffing

The number of staff at CDA significantly increased during 2005 due to the initiation of the ERF&EPP project although a number of positions are waiting to be filled to complete the ideal structure as defined by the organogram. The majority of these vacant positions are due to programs which are only partially active due to funding limitations. At the end of the year the situation was as follows:

§ Management & administration	3
§ Institution Building / Health & environment programs	42
§ HRD / Education & Culture programs	10
§ Livelihood program	93
§ Projects	5
§ Finance & Admin	29
§ PME (inc. advocacy & social research)	6
§ CDA Enterprise	2
TOTAL STAFF	190



Organisational Development

Introduction to OD work

The need for increased organisational capacity continues to be a priority for CDA. During 2005 the process was partially facilitated with the support of a volunteer management adviser who has been provided through the kind assistance of Voluntary Services Overseas (VSO) for a 2 year period.

Although the primary focus of work has been to secure resourcing to match the new strategic direction, other efforts have attempted to tackle organisational and human resource systems in a systematic way. In particular the following changes were implemented during 2005.

Key Performance Indicators (KPI's): In an extension to it's new organisation values, CDA has designed a set of Key Performance Indicators. These will be used to prioritise, assess and develop competencies of staff.

Organisational structure: To complement CDA's new strategic direction, a new organisational structure was designed with the intent to strengthen both the program delivery and the organisational capacity. The new structure has been implemented and staff appointed to the limit of funding availability.

Job grading: A new job grading system has been introduced to match the new organogram. This will be the foundation of future system reforms including as pay & promotion systems.

Job Descriptions and Job Specifications: Newly designed Job descriptions are in the process of being introduced for all staff. The new design includes competencies as well as skills. Job specifications are being introduced to complement CDA's recruitment systems.

Service rules: CDA's service rules are currently in the process of a thorough review and update using a participatory approach.

Exit Interviews: A new system of exit interviews has been designed and piloted ready for full implementation. This system will collect information from departing staff to ensure that their frustrations are heard and consideration can be made as to whether changes are necessary at organisational level.



14.0 Financial Layout

15.0 Members of the Executive Committee



CDA's Annual General Meeting 2005

CDA Executive Committee 2004-2005 / 2005-2006

Dr Halida Hanum Akhter
Chairperson



Mr. Farhatul Islam
Vice Chairperson



Ad. Mr. Azizul Islam
Treasurer



Ms Laila Chowdhury
Member



Dr A.S.M. Shaidullah
Chowdhury
Member



Ms. Rashida Begum
Member



Prof. Dulal Chandra
Biswas
Member



Mr Shah-I-Mobin Jinnah
*Ex Officio
Member Secretary*



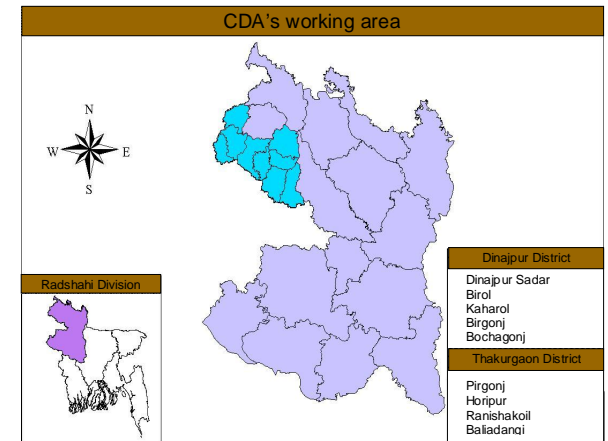
2nd White Band Day

A millennium meeting was held in September 2000 in which the world leaders committed to reduce poverty by 50% by 2015. They set 8 goals which are now known as the Millennium Development Goals. The United Nations member countries, including Bangladesh, signed the agreement.

Five years passed with little indication of change either in Bangladesh or in any other country. To create International, Social and Political pressure to ensure that the Millennium Development goals are prioritized by every country that signed the agreement, almost one hundred countries aligned themselves with the Global Call to Action Against Poverty (GCAP). As a protest against the lack of progress in achieving the MDGs, GCAP (Global Call for Action Against Poverty) declared White Band as a reminder to the countries leaders.

On 10 September 2005, CDA observed the 2nd White Band day along with other local NGOs and civil society members. CDA organised and participated in a number of events including a rally, wearing of white bands, discussion meeting, media campaign, poster & leaflet distribution and submission of a memorandum to the local administration.

- § Ensure 200 man days employment guarantee scheme for the poor people to eradicate extreme poverty and hunger.
- § Formation of a National Employment security law or National Agricultural Labour law commission and development of laws and policies to ensure reasonable wages, increased income and purchasing power to poor labourers.
- § Implementation of ILO convention 11 and initiative taken to ratify ILO convention 141 by the Government of Bangladesh.
- § Increase women participation in Power structure to ensure equality same as men and ensure fully implementation of SEUDO certificate.
- § Reduction of inequality in international trade & create diplomatic pressure for condition free remission of loans in poor countries. Ensure local market system by get rid of bad effect of World Bank, IMF & WTO.
- § Ensure quality & modern universal education for children normal development.
- § Ensure proper management of petroleum resources in national development and national plan for proper utilization and preserve forest resource, soil resource, water resource, mineral resource for a balance ecology – environment.
- § Ensure clarity and accountability of all government service providing institution and increase services to the health sector for all citizen including mother and child.
- § Ensure social, economical, humanity development to the marginal population and the minorities and ensure peaceful society.
- § Not beneficiaries, need partnership of development. Reform / develop the laws thus the poor people could have the partnership of development.
- § To establish interest of landless labor, Agricultural labor, Share cropper, small farmer as well national self interest ensure land, agricultural reform. Cancel handed over property law to eliminate National problem.
- § Protect Corruption, Nepotism and terrorism.
- § Expand information technologies to grassroots level for poverty reduction.
- § Supply food, safe water, cloth as well as all daily needs in proper price for poor laborer people.
- § Protect spreading out of fatal diseases like HIV / AIDS and ensure reproductive health service for all.



Poverty Eradication and Peoples Empowerment



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