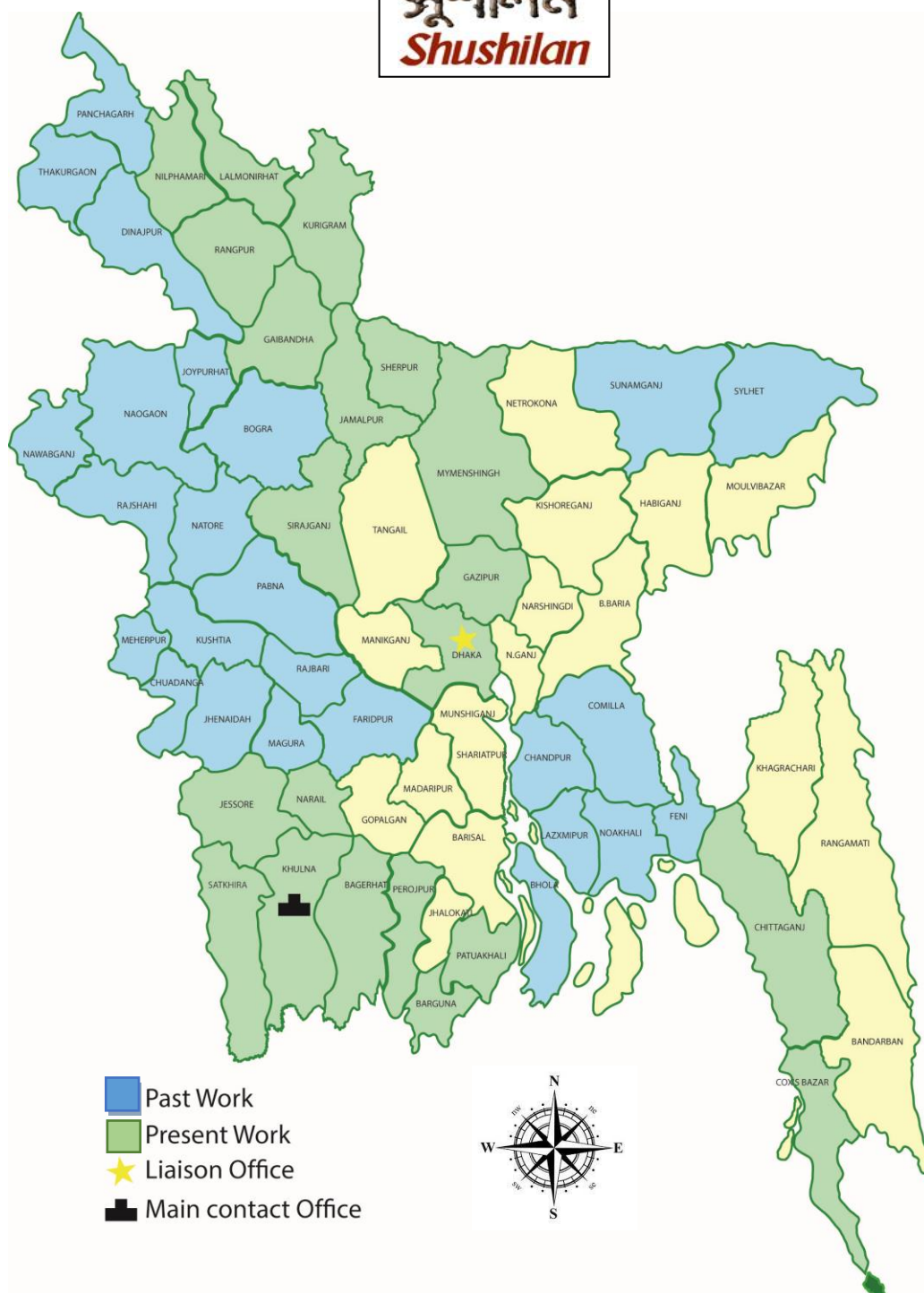


Organizational Profile



Main Contact Offices

Head Office

Mostafa Nuruzzaman

Chief Executive

Telephone: +880 191 531 9448

Mobile: +880 172 051 0199, +880 155 211 2778; +880 172 706 2227

Email: ce@shushilan.org; ce.shushilan@gmail.com

155, Jalil Sarani, Commercial cum Residential Area

Rayermahal, Boyra, Khulna-9000, Bangladesh

1. Type, Level and Registration Details of Shushilan

Type: Non-Government, Non-Political, Voluntary Development Organization.

Level: National NGO

1.1. Registration Details in Bangladesh

Registration authority	Registration number	Date
Department of Social Welfare	Social Welfare-94/1991	09/10/1991, Valid date: life-time.
NGO Affairs Bureau	NGO Affairs Bureau 768/93	01/11/1993 Valid until: 01/11/2028
Microcredit Regulatory Authority, Bangladesh Bank	00 345 – 00075 – 00038	05/09/2007, Valid date: annually renewed.

TIN Registration

Registration authority	Registration number	Date
National Board of Revenue (NBR) Deputy Commissioner Office Companies Circle-2, Tax Region Khulna	141374673930/Circle-2	05/12/2017, Valid date: annually renewed.

VAT Registration

Registration authority	Registration number	Area code	Date
VAT Registration unit Khulna	3011125503	30101	16-2-2012 Valid date: annually renewed.

Trade License

Registration authority	Registration number	Date
Khulna City Corporation	Registration:1/401 Area-14 Khulna	Registration date: 27/09/2003 Valid date: annually renewed.

1.2. Identity and Registration in International Communities/Donors

Registration authority	Registration number	Date
USAID Central Contractor Registration (CCR) and SAM of Government of USA	Unique Entity ID: GU2WLLBL79H7	Expiration date: 06/04/2024
Consultative Status of NGO Branch, ECOSOC, UN	94-Shushilan	13/8/2013
European Union (PADOR Registration)	Europe Aid ID: BD-2007- ECS 2711582518	31/10/2017
Asian Development Bank (ADB) Consultant Management System (CMS) Number	011164	24/1/2012
World Bank	dhakaoffice@shushilan	20/1/2012

2. Background

Shushilan, a Bengali name signifying endeavours for a better future, is a national non-government development organization set up in 1991. The organization came into being in the face of the degradation of socio-ecological resources in the southwest coastal region with a specific mission to redress the declining natural resource base, livelihoods and food security of the people. Upholding human rights and gender equity for the socially disadvantaged communities, especially women and marginalized groups, is the main concern of Shushilan's development initiatives. Shushilan is right based NGO working in the southwest coastal region to ensure livelihood security of the resource-poor community through promoting sustainable agricultural farming system and environmental health.

Wetland resource management with a focus on aquaculture is one of the principal components of Shushilan's development initiatives in the region.

3. Organizational philosophy:

Human potential is infinite. The point is to explore its multi-dimensional manifestations and harness it to promote human welfare.

4. Fundamental Principles

- Equality of mankind.
- Combat poverty.
- Safeguarding interest of future generation.
- Do No Harm.
- Uphold national interest and help the underprivileged communities.
- Democratic, transparent and accountable practices.

5. Core values of Shushilan

- Shushilan learns from people
- Shushilan believes in equality irrespective of race, religion, caste, creed, gender and age
- Shushilan upholds the family values
- Shushilan believes in participation
- Quality services is our commitment
- We work for backward, vulnerable and poor people
- Shushilan always respects environment and protect environment
- Shushilan always maintains democratic practice at all level

6. Vision

A congenial society for the economic and socio-cultural development of the socially underprivileged communities.

7. Mission

Create opportunities and enable the socially underprivileged community for Sustainable Environmental Resource Management, Adaptation to Climate Change, Access to Education, Health, Secured Livelihoods, Human Rights, Good Governance, Girls and Women Empowerment, and Gender-Equity.

8. Strategic Directions

The eight strategic priorities identified for the future direction of Shushilan are:

1. Improve livelihoods and food security of rural and urban people with special attention to coastal, riverbank, wetlands and hill tracks;
2. Improve education, ICT, health and nutritional condition of vulnerable people;
3. Reduce risk of and respond to the disasters, climate change, and environmental resource management;
4. Promote human rights and good governance;
5. Value chain and market linkage development;
6. Develop people's organization, youth and community leadership;
7. Humanitarian response to refugees, migrants and host communities;
8. Resettlement of development induced displaced people.

9. Cross-cutting Issues

- Gender and Equity
- SRHR & HIV/AIDS
- Transparency & Accountability

- Sustainability
- Value for Money

10. Development Approaches

- Grassroot democratization
- Right Based Approach
- Empowering Approach
- Networking and Partnership Approach
- Decentralization Approach
- Farming System Approach
- Community Based Resource Management
- Indigenous Knowledge Based Development
- Sustainable Development Approach

11. Policy Framework of Shushilan

- Development endeavors principally focus on poorest of the poor destitute women, outcastes, indigenous people, ethnic minorities and Hard-Core Poor (HCP) communities. The issue of their development is the first priority. Shushilan works to empower resource poor community at all levels: community, social and national levels.
- Works for conservation of environmental resource base.
- Takes up development initiatives within the policy framework of the Bangladesh government.
- Takes up all development initiatives taking gender perspective into consideration.
- Takes up development programs taking economic, social, political and cultural equity into consideration.
- Takes up all development initiatives taking sustainability of development partners into consideration.
- Works to ensure availability of local resources and government facilities in the interest of the resource poor people.
- Proceeds from project to program.
- Implements development programs through networking and development partnership.

12. Location and Address of Main Offices

Head Office Mostafa Nuruzzaman Chief Executive 155 KDA, Jalil Sarani (Rayermahal Part), Boyra, Khulna-9000, Bangladesh <u>Communication:</u> Telephone: 01915319448 Mobile: 01727-062227, 01720510199 Email: shushilan.admin@gmail.com ce@shushilan.org, ce.shushilan@gmail.com	Dhaka Liaison Office Mustafa Bakuluzzaman Deputy Director Dhaka Liaison office House # 614, Road # 12, Baitul Aman Housing Society Adabor, Dhaka-1207, Bangladesh <u>Communication:</u> Tel : 02 9120877 Mobile: 01720505710 E-mail: dhakaoffice@shushilan.org Website : www.shushilan.org	Kaliganj Office Mostafa Aktaruzzaman, Deputy Director, College Road, Kaliganj, Satkhira <u>Communication:</u> Mob: 01912-848840 :01720-540990 Email: aktheruzzaman@shushilan.org shushilan_ho@yahoo.com
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13. District, Upazila and Union Level Offices

Dacope Upazilla Office Lonch Ghat, Dacope Khulna	Morrelgonj Office, Gulishakhali Bazar, Nishanbaria, Morelgonj, Bagerhat.	Koyra Project Office Madrasha Road, Koyra, Khulna
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Abhoynagar Center Office Chalishia, Nawapara, Abhoynagar, Jessore.	Satkhira District Office Narkeltala More, Satkhira Sador, Satkhira	Keshobpur Project Office Keshobpur Main Road, Michel Gate, (House Owner of Montu Ghosh), Keshobpur, Jessore
Kaligang Project Office Mohila College Road, Kaligang, Satkhira.	Munshyganj Center office Munshigonj, Shyamnagar, Satkhira	Kaligang Project Office Thana More, Kaligang, Satkhira
Kadomtola Center Office Kadomtola, Pirgazon, Ratanpur, Kaligonj, Satkhira.	Krisnanagar Center Office Krisnanagar, Kaligonj, Satkhira.	Noabeki Center Office. Noabeki, Bazar, Shyamnagar, Satkhira.
Munshiganj Office Tiger Point, Munsigonj, Shyamnagar, Satkhira.	Patkelghata Office Main Road, Majumder Filling station, Patkelghata, Satkhira	Shayamnagar Upazila Office Mohasin College More, Main Road, Shyamnagar, Satkhira.
Vetkhali Center Office Vetkhali, Ramjannagar, Shyamnagar, Satkhira	Kalaroa Office Tulsidanga, Kalaroa, Satkhira.	Tala office Jatpur, Tala, Satkhira
Barguna District Office House#71, Promi Villa, 3rd floor, Govt College Road, Barguna.	Asasuni Office Manikhali Road, Assasuni, Satkhira	Parulia Center Office Parulia main road, Debhata, Satkhira
Bamna Office West sofipur, College Road, Bamna, Barguna.	Patharghata Office Akon Villa, Hospital Road, Patharghata, Barguna.	Amtoli Office Kukata Main Road, Amtoli, Barguna
Barisal office House # B8/2, Road # 20, Rupatopi Housing State, Rupatoli, Barishal	Pirojpur Office, Krishna Nagar, Pirojpur Sador, Pirojpur.	Maheshkhali office Dack Bangla More Grokghata Bazar, Maheshkhali
Chittagang Office c/o Salam Sheab, Shanta Pukur Par, Dakkin Sarai Para, Power play, Chittagang.	Cox's Bazar District Office Haque Tower 03, Cox's Bazar Medical College Road, Jhilwanja, Sadar, Cox's Bazar (3 units: B, C and D in 8 th floor and B unit in 9 th floor)	Mohazon para office , EMCRP Project Nearby DPHE office, Mohazon para, Cox's Bazar
Unchiprang Office Unchy prang, Teknaf, Cox's Bazar	Ukhiya Office-1 Mohoripara, Ukhiya, Cox's Bazar	Teknaf Office -1 KK Pera, besid of Rashin Fisheries, Teknaf, Cox's Bazar
Ratnapalong Office Shardikata, Ratnapalong, Uhkiya, Cox's Bazar	Palong Garden Office Palong Garden, Uhkiya, Cox's Bazar	Balukhali Office Camp-12, Balukhali, Ukhaya, Cox's Bazar.
Borhanuddin Office Near of Mohila College, Main Road, Bhoranuddin Upazila, Bhola	Tazumuddin Office C/o: Shamim Ahamed, Hatshoshi ganj, Tazomuddin, Bhola	Dawlatkhan Office Upazila Road, Dalutkhan Bazar, Dalutkhan, Bhola
Ukhiya Project Office-2 Uttar Pukuriya, Ukhiya, Cox's Bazar	Ukhiya Project office-3 House # 10, Sadrikata Ward number 9, Ratna Palong-4750, Ukhiya, Cox's Bazar	Whykong Office C/o- Abdul Doyan, Modham Hila, Canjorpara, Noyapara, Teknaf, Cox's Bazar
Teknaf Project Office-2 C/O. Aktheruzzaman, KK Para, Teknaf	Shaparidip Project Office Tinrastermor, Shaparidip, Teknaf	Camp Office-1 Camp- 2 East, Cox's Bazar

Ukhiya Project Office-3 Ukhiya Uttar Pukuriya, Ukhiya, Cox's Bazar	Ukhiya project office-4 Mulvitapara, Post: Ukhiya Upazila: Ukhiya, Cox's Bazar.	Camp Office-2 Camp- 4 Extension, Cox's Bazar
Camp Office-3 Camp- 9, Cox's Bazar	Camp Office-4 Camp- 15, Cox's Bazar	Camp Office-5 Camp- 20 Extension, Cox's Bazar
Netrokona Office Holding no. 000400, South Nagra, Joynagar, Sadar Hospital Road, Netrokona	Gaibandha Office Holding no. 1245, College Raod, Palashpara, Gaibandha Sadar, Gaibandha	Kurigram Office Palash Bari, Belgacha Khalilganj, Kurigram Sadar Kurigram
Jamalpur Office Bulbul Bhaban, Central Bus Stand Modhupur Road, Fulbaria Jamalpur	Sunamganj Office Holding no. 642, Ward no. 7 Bagan Bari Road, Peernari West Teghoria, Sunamganj Sadar, Sunamganj	

14. Area of NGO Operation i. e. Geographical Coverage

Shushilan is implementing multidimensional projects in the below mentioned districts but we have also implemented one project which cover training for health professionals in all the municipalities under 64 districts of Bangladesh by Health Economics Unit (HEU).

Division	District	Upazila	Union	Villages	Participant Households
8	32	190	1,505	24,884	More than 20,000,000

Geographical Coverage

SL	District Name	Name of Upazila covered
1.	Satkhira	Satkhira sadar, Shyamnagar, Kaligonj, Kolaroa, Assasuni, Debhata, Tala
2.	Khulna	Khulna City Corporation, Koyra, Dumuria, Doulatpur, Digholia, Batiaghata, Paikgacha, Dacope, Terokhada, Fultola and Rupsha
3.	Bagerhat	Bagerhat Sadar, Sharonkhola, Rampal, Kachua, Mongla, Morelgonj, Chitalmari, Fakirhat and Mollarhat
4.	Jessore	Avoinagor, Monirampur, Keshabpur, Bagharpara, Chougachha
5.	Kushtia,	Dumuria, Dalutpou
6.	Pirojpur	Pirojpur Sadar, Indurkani, Vandaria, Mothbaria, Najirpur, Kawkhali, Nesarabad
7.	Patuakhali	Patuakhali sadar, Golachipa, Doshmina, Kolapara, Mirzaganj, Amtoli
8.	Barguna	Barguna sadar, Patharghata, Bamna, Amtoli, Taltoli and Betagi
9.	Barishal	Barisal Sadar, Babugonj, Ujirpur, Banaripara, Gournodi, Agoiljhara, Muladi, Mehendigonj, Hijla, Bakergonj
10.	Bhola	Tajumudding, Borhanuddin, Doulatkhan, Bhola Sadar
11.	Cox's Bazar	Cox's Bazar, Teknaf, Ukhiya, Kutubdia, Moheshkhali, Chokoria, Pekua, Ramu and Saintmartin
12.	Dhaka	Dhaka South, North City Corporation, Savar Sadar, South City Corporation and Surtapur
13.	Rangpur	Mithapukur, Pirganj and Rangpur Sadar
14.	Narsingdi	Belabo, Sadar and Shibpur
15.	Rajshahi	Charghat, City Corporation, Godagari, Poba and Tanore
16.	Ghazipu	City Corporation, Gazipur Sadar, Kaliakair, Kapasia, Sreepur and Sripur
17.	Jhenaidah	Sadar
18.	Bogura	Bogura Sadar, Dhunut, Dupchachiya, Shahjahanpur, Sherpur, Shibganj,
19.	Chapnawabganj	Sadar, Shibganj
20.	Chittagong	City Corporation, Sadar and Shitakundu
21.	Sylhet	City Corporation
22.	Mymensing	Louhojong, Sadar and Sirajdikhan

23.	Netrokona	Atpara, Barhatta, Durgapur, Khaliajuri Upazila, Kalmakanda, Kendua, Madan, Mohanganj, Netrokona Sadar and Purbadhala Upazila
24.	Sunamganj	Shantiganj Pouroshava, Biswamvarpur, Tahirpur, sunamganj-s, Sulla, Jamalganj, Jagannathpur, Doarabazar, Dharmapasha, Chatak, Derai, Satak Pouroshava
25.	Kurigram	Bhurungamami, Char Rajibpur, Chilmari, Phulbari, Kurigram Sadar, Nageswari, Rajarhat, Raumari and Ulipur and municipality is Kurigram Sadar and Ulipur
26.	Gaibandha	Gaibandha, Gobindagonj and Shundargonj Pouroshova & Sundarganj, Gaibandha Sadar, Sadullapur, Palashbari, Gobindaganj, Saghata and Fulchar upazila
27.	Jamalpur	Dewanganj, islampur, jamalpur-s, madarganj, melendah, sarishabari, bakshiganj upazila and Jamalpur, Sarishabari, Dewanganj, Melendah, Islampur and Madarganj Pouroshova
28.	Manikganj	Sadar and Singair
29.	Mymensing	Fulpur, Muktagacha and Sadar
30.	Tangail	Sadar, Basail, Bhuapur, Delduar, Dhonbari, Ghatail Gopalpur, Kalihati, Madhupur, Mirzapur, Nagarpur, Sakhipur
31.	Rangamati	Rangamati Sadar, Naniarchar
32.	Bandarban	Bandarban Sadar

15. Shushilan's Five Program domains with Key Achievements

Program Domain	Sub-programs	Key Achievements/Major Successful Initiatives																		
1. Socio-economic development of the under privileged poor Beneficiary coverage: 1.1million	Group savings and Micro-credit support	<ul style="list-style-type: none">During 1991-2022, a total of 9,812 groups have been formed, women possess the lions share in these groups.In 2021-22, BDT 151,283,000 was distributed as micro-credit loan to 3,940 beneficiaries. The recovery rate in the period was quite satisfactory (71%).About 8 projects had provided house construction low interest rate loan to the resource poor communities.																		
	Small- scale rural enterprise development and Market linkage	<ul style="list-style-type: none">A total of 51,639 smallscale rural enterprises has been created during 1991-2022 through different development project and linked them to the market.About 15 development projects have been implemented to develop the smallscale rural enterprise including EFSN (1-4), EFSL, MaNaR, SWAPNO, SUNDARI, PARIBARTAN, Re-Claim, ReECall, Proshar, ER+, AER, etc.During 2021-2022, around 10,000 poor farmers and small-scale business holders are linked to the market through development projects and programs.																		
	Agro-based business promotion	<ul style="list-style-type: none">About 100 projects has been implemented for agro-based business promotion out of which 11 projects are ongoing.About 2,000 farmers including women have developed their agro-based business through grant support and capacity building trainings during the period of 2011-2022.																		
	Livelihood and food security	<ul style="list-style-type: none">Implemented around 100 projects to create working opportunities for poor people, majority women to increase their income.Alongside, implemented around 90 projects on Food for Work, Cash for Work, VGD, Food Security, etc.Shushilan has been awared 3 times “Prime Minister’s National Award on Plantation” (in the years 1999, 2003 and 2008).																		
	Humanitarian Assistance to the Rohingya Refugees and support to the Host Communities in Cox's Bazar	<ul style="list-style-type: none">Started working in Teknaf of Cox’s Bazar since 2007 with SRDI, DAE on Food Security and Soil Fertility Program.Started provision of humanitarian assistance to the Rohyinga refugees since September 2017Implemented DRR activities with CDMP at Kutubdia, Maheshkhali and Cox’s Bazar Sadar in 2012-14Partnership with GIZ, VSO, USAID, Oxfam, DFID, Embassy of the Kingdom of Netherlands, WFP, IOM, FAO, ACF, WorldFish, Helvetas, HKI, IRC amongst both for Rohyinga and host communities.Number of Completed Projects for humanitarian assistance to the Rohyinga refugees: around 60Number of on-going Projects in Rohyinga refugee camps and Host communities: 14Existing Staff-Volunteer Information in Cox’s Bazar<table><tr><th>Category</th><th>Male</th><th>Female</th><th>Total</th></tr><tr><td>Staff</td><td>241</td><td>105</td><td>346</td></tr><tr><td>Volunteer</td><td>129</td><td>55</td><td>184</td></tr><tr><td>Total</td><td>370</td><td>160</td><td>530</td></tr></table>Number of offices: 25				Category	Male	Female	Total	Staff	241	105	346	Volunteer	129	55	184	Total	370	160
Category	Male	Female	Total																	
Staff	241	105	346																	
Volunteer	129	55	184																	
Total	370	160	530																	

Program Domain	Sub-programs	Key Achievements/Major Successful Initiatives
	Resettlement	<ul style="list-style-type: none"> Has implemented about 20 projects on Resettlement and land acquisition and two projects are recently closed those are “Resettlement Assistance of Matarbari 2X600 MW USC Coal Fired Power Project” funded by Coal Power Generation Company Bangladesh Ltd. (CPGCBL); and Chittagong City Outer Ring Road Project funded by CDA/JICA. To mitigate asset losses, to restore income level and to resettle affected people in terms of economic and social measures “Chittagong City Outer Ring Road project had been implemented during 2012-2017. In various projects like REOPA, ER & ER+, Disaster Resilience Habitat, Forth Fisheries Project, Early recovery and rehabilitation support, road construction project, Housing Construction project’s, has resettled 14,268 EPs and 39,730 PAPs.
	Economic development of the hardcore poor women	<ul style="list-style-type: none"> Total number of 27,200 women has been involved in economical development from 2021-2022 through 11 projects. Total number projects implemented are under this head is 150 among those five projects are now ongoing. Five projects regarding empowerment of women are going on and four have been implemented.
2. Sustainable Environment al Resources Management Beneficiary coverage: 3.9 milliom	Soil Resource Management	<ul style="list-style-type: none"> Implemented around 30 different projects indenting to introduce sustainable agriculture, conservation of biodiversity and introduction of diverse agro-eco zone especially in saline areas, out of which 9 projects implemented during 2021-2022. Soil management activities includes Homestead gardening, Sustainable agriculture, Demonstration farm, Vegetables gardening, HYV, rice seed production, Fish culture, Poultry farm, IPM, Farmer cooperative, Saline tolerant agriculture, Indigenous knowledge-based program, Technology uptake, etc. Contributed significantly in agriculture and Water Resilience in the Coastal Areas of Bangladesh
	Water Resource Management	<ul style="list-style-type: none"> With the aim of water resourse management for sustainable environment, 11 different projects have been implemented during 2021-2022 on safe and rain water preservation techniques, saline purifier water treatment plant, saline tolerant Aquaculture, Eco-Demo firm, mangrove nursery, crab culture, etc.
	Forest Resource Management	<ul style="list-style-type: none"> Shushilan has gained “Prime Minister National Award for Tree Plantation” for 3 times (in 1999, 2003 and 2008 as 3rd, 2nd and 2nd position respectively). Within the last decade, trained around 100 farmers for bee-keeping and provided them necessary accessories and help.
	Disaster Management & Reducing Impacts of Climate Change Vulnerabilities	<ul style="list-style-type: none"> Takes immediate actions to respond during all cyclones hit in the coastal areas of Bangladesh where cyclone Mocha hit in May 2023. Immediately responded in Saint Martin Island of Teknad sub-district. For disaster management, implemented 10 projects during 2021-2022. 31,500,000 BDT was distributed to 3,000 beneficiaries under CFT project. During 2011-2021, implemented around 50 projects for relief distribution and for other responses.

Program Domain	Sub-programs	Key Achievements/Major Successful Initiatives
3. Education & ICT and Health & Nutrition Program Beneficiary coverage: 1.8 million	Education program	<ul style="list-style-type: none"> During 2021-2022, VSO supported Education in Emergencies project implemented targeting ensure Early Childhood Care & Education to 3-5 years children Host & Rohingya community, ensured non formal education to 6-14 years Rohingya children under Cox's Bazar Education Sector Myanmar Curriculum and improved educators and teachers' knowledge, teaching skill in both camp and host communities. About 17 school feeding program have implemented over the year 2019-20
	ICT	<ul style="list-style-type: none"> 23 youths are trainiend on ICT and computer usage in Shyamnagar through REECALL 2021 project supported by Oxfam. Has developed an IT sector under the project on "Learning and Earning Development Project" funded by ICT Division of GoB. Presently the IT sector has been continuing its works even after the project completion. During 2014-2015, provided 15 IT/ICT based trainings on Basic IT such as Microsoft office software and advanced training such as website design and development, animation-adobe flash fx, digital audio editing, digital video editing, multimedia software, photoshop, hardware, trouble shooting etc. to 800 people in 15 batches. Conducted training on basic concept and computer usage to 400 participants in 20 batches for those who had to take part on SSC/HSC or above at the villages under the project "Learning and Earning Development Project" funded by ICT Division of GoB.
	Health	<ul style="list-style-type: none"> Through the journey, has implemented around 150 projects for improving health status of targeted community. During 2020-2022, have implemented SAM and MAM case managemet by the support of Unicef. Over last decade, implemented 24 maternal and adolescents' reproductive health care and 22 child healthcare related projects.
	Safe Water & Sanitation	<ul style="list-style-type: none"> During the year 2021-2022, implemented around 20 projects for safe water and sanitation. During September 2013 to December 2020 implmented "Max Value for WASH in Blue gold Polders in Amtoli (MF Shushilan)" project with funding from Max Foundation, with a budgeted 68,503,777 BDT In 2014 "WaSH for Development: Reaching out to extreme Poor of the remote rural areas of Bangladesh" project had been implemented in collaboration with Concern World Wide. 392 water tanks distributed in Koyra nad Dacope upazila with the support of Concern Worldwide.
	Nutrition	<ul style="list-style-type: none"> During 2020-2022, Shushilan have implemented SAM and MAM case managemet by the support of Unicef. During this 32 years journey, Shushilan have implemented around 150 projects for promoting nutrition.
4. Human Rights and Good Governance	Human Right & Access to Social Justice	<ul style="list-style-type: none"> 10 projects related to human right and social justice have been implemented over past 10 years. Shushilan has implemented "Local Governance Programme SHARIQUE Phase III" funded by HALVETAS and SDLG by USAID
	Strengthening Democratic	<ul style="list-style-type: none"> Major activities include strengthening standing committee, citizen awareness through picture drama, Participatory planning & budgeting, Partnership with Ups, Enhance Tax collection, Activate village court and arbitration Council.

Program Domain	Sub-programs	Key Achievements/Major Successful Initiatives
Beneficiary coverage: 1.2 million	Institutions	
	Advocacy	<ul style="list-style-type: none"> One project have been implemented in Khulna City Corporation for promoting advocacy for ensuring waste management, environment protection and other citizen amenities there. Took major initiatives like Khas land movement, Ahammadia's religious rights movement, Munda Adibashi minorities rights.
	Protection of Women and Child Trafficking	<ul style="list-style-type: none"> Shushilan is implementing "Combating Early Marriage in Bangladesh" by Plan Internation at Bhola district. 10 projects related to human right and social justice have been implemented over past 10 years. Trafficking in Persons" project funded by DANIDA, as a partner of Rights Jessore. Awareness raising, income generating activities, legal support to the victims, etc., are major activities of the project. Moreover, it has implemented other 6 projects related to the child and women trafficking over the last 5 years.
5. Sustainable Peoples Organization Beneficiary coverage: 2 million	People's Organization	<ul style="list-style-type: none"> "Shuvosakal" "Shusamaj" "Shadhikar" "Shuvosakti" "Sha-unnayan" "shushamay" and "Shudin" are 7 people's organization projects where Shushilan worked for empowerment.
	Capacity Building of Development Partners	<ul style="list-style-type: none"> Shushilan provides Training, Technological support & Consultancy services to its development partners and people's organization for capacity building. During 2021-2022, Shushilan provided skill development training to 949 people.
	Mass Awareness Program	<ul style="list-style-type: none"> Plenty of Cultural Programs, Rallies, Day observations, Workshops, Seminars, Dialogues, message dessimation through posters, leaflets, booklets, magazines, hoarding boards, stickers, etc. have been done over the years for raising awareness among people. Shushilan special drama team has organized 161 drama shows aiming to increase awareness about climate change, food security, disaster, nutrition, women and children trafficking, etc. during 2021-2022.

15.1. Socio Economic Development of the Under Privileged Poor

The main objective of this program is to generate initial capital for the rural poor. The weekly savings of group members and credit disbursed serves as an initial capital for micro enterprise development. The activities under this program are as follows:

Group savings Credit Small- scale Rural Enterprise Development Market Linkage	Economic Development of the hardcore poor women Agro-based Business Promotion Support to differently-able people
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15.2. Sustainable Environmental Resource Management

The principal objective of sustainable environmental resource management program is to ensure food and livelihood security of the Sundarbans dependent resource poor eco-sensitive community of the southwest coastal region. Sustainable resource management program involves multi-dimensional activities. The initiative involves strong advocacy component with specific focus on sustainable agriculture, conservation of biodiversity and introduction of sustainable agriculture in diverse agro-eco zone especially in saline area are essential components of *Shushilan's* resource management.

15.2.1. Soil resource management

- Homestead gardening
- Sustainable Agriculture
- Demonstration farm
- Vegetables gardening
- HYV rice seed production
- Fish Culture
- Poultry farm
- Integrated Pesticide Management (IPM)
- Farmer cooperative
- Saline tolerant agriculture
- Indigenous knowledge-based program
- Technology uptake

15.2.2. Water resource management

- Surface Water
- Safe Water
- Aquaculture

15.2.3. Wetland resource management

- Eco-demo farm

15.2.4. Forest resource management

- Homestead plantation
- Roadside plantation
- Bee-keeping

15.2.5. Renewable resource management

- Electricity Generation

15.2.6. Humanitarian Response & Disaster Management

- Disaster preparedness
- Relief and rehabilitation

15.2.7. Reducing Impacts of Climate Change Vulnerabilities

15.3. Education, Health and Nutrition

The existing socio-political institutions including political parties belong to the influential and rich section of the society and are dominated by the propertied class. The poor have no access to these institutions and hence they are deprived of the facilities provided by the state and the society.

The resource poor community particularly the women need an alternative institution of their own as a bargaining platform and as an instrument of socio-economic empowerment. With this aim in view, the specific activities taken up by *Shushilan* are as follows:

15.3.1. Education program

- Non-Formal Primary Education
- Functional Education

15.3.2. Health

- Primary Health Care
- Reproductive Health care
- National Nutrition Program
- Drugs

15.3.3. Safe Water

Shushilan has installed 11 new PSF, renovated 24 PSF, 08 deep tube well, 82 rain water harvest plant, 07 saline and iron removal plant, 07 new school latrines, renovated 14 school latrines in 2021-2022. In addition, more than 500 tube wells were installed during last decade in our working area with the support of NGO-Forum and Concern-Bangladesh. Research has been conducted in 2004 with the support of Dhaka University and Unicef for acquifere ground water. Moreover, Shushilan have distributed 00 km water pipeline and distributing safe water in Munshigonj, Shyamnagar, Satkhira.

15.3.4. Sanitation

Shushilan has covered 100% sanitation in Krishnagar village of Kaliganj UPazila in 1993. Through the journey, Shushilan have contributed to the community by providing sanitation intervention to bring positive change in their lives. Shushilan has set up 2034 no of new latrines and repaired 1266 no of family-based latrines in different working areas particularly in the camp areas.

15.3.5. Hygiene Promotion

Shushilan promotes hygiene practice through community-based approach along with water and sanitation infrastructure. These include increase awareness to ensure hygiene and community-based water management, Sustainable Provision for Safe Water, Environmental Sanitation and Hygiene Practices, Water trucking, Installation of pit latrines, Latrine repair and/or dislodging, Distribution of Hygiene kits, Access to water and sanitation facilities to schools.

15.3.6. HIV/AIDS

We all know that HIV/AIDS is a deadly threat to us. Globally it is a hot issue; everybody is trying to find a way to escape or to cure, but every day the threat is increasing gradually. The MDG – 6: declared the global mandate of combating against HIV/AIDS. Patients of HIV/AIDS are increasing in Bangladesh at an alarming rate. Lack of awareness and improper education has increased the risk. Shushilan wants to add a little strength to the effort of Bangladesh to combat against HIV/AIDS. The young generation is under severe threat of HIV/AIDS for their reckless behavior. Awareness building can play a vital role in combating against. Shushilan has determined HIV/AIDS as one of the cross-cutting issues of Shushilan's program implementation.

The people's organizations of Shushilan – Susamaj, Shuvoshakti, Shuvosakal, Sadhikar & Swa-unnayan are taking part actively. About 7000 members of these people's organizations are aware about HIV/AIDS. Shushilan has initiated to aware people about HIV/AIDS that is in every training program Shushilan keeps one hour time to work on HIV/AIDS, every people who ever has taken training from

Shushilan got aware about HIV/AIDS. Shushilan campaigned over HIV/AIDS through picture drama where around 2000 people got aware about HIV/AIDS in each session. In 2020-2021, around 150 sessions were conducted in the camp areas in their local language. Shushilan believes that is not the end there are a lot scope to work on HIV/AIDS, that is why Shushilan is now trying to emphasis on this issue on its activities level, in planning different work plan and project. Shushilan realized that HIV/AIDS is a big problem; Shushilan is determined to work for a solution of the problem.

15.4. Human Rights & Good Governance

All development issues ranging from sustainable natural resource management to human rights conservation are in essence related to good governance. Ensuring socially disadvantaged, less privileged communities' access to justice, common resources and existing socio-political institutions are some of the burning issues constituting Shushilan's mainstream agenda on good governance.

15.4.1. Access to Social Justice

- Salish (Alternative Dispute Resolution)
- Court case support

15.4.2. Strengthening Democratic Institutions (LEBs)

- Strengthening standing committee
- Citizen awareness through picture drama
- Participatory planning & budgeting
- Partnership with UPs
- Enhance Tax collection
- Activate Village Court and arbitration Council

15.4.3. Advocacy

Principal issues on which advocacy is carried out are consolidation of democratic institutions at grass roots, ownership of landless on commons, eco-specific land use pattern, ecologically inconsistent shrimp culture, bio-diversity conservation, woman, child trafficking and human rights etc.

- Khas Land Movement
- Ahammadia's religious rights movement
- Munda Adibashi minorities rights

15.4.4. Protection of Women and Child trafficking

Shushilan is implementing "Combat Trafficking in Persons" project funded by Danida, as a partner of Rights Jessore. Awareness raising, income generating activities, legal support to the victims etc. are major activities of the project.

15.5. Sustainable People's Organization

People's organization is one of *Shushilan's* mainstream agenda consists of essential components as outlined below.

15.5.1. People's Organization

- a. Poor and Vulnerable
 - i. Group formation
 - ii Ward, Union, Upazilla & District Committee formation
- b. Civil Society
 - i. Ward Committee
 - ii. Union Committee
 - iii. Upazilla Committee
 - iv. District Committee
 - v. Water Management Committee
 - vi. CBO development.

15.5.2. Organizational capacity building

- Human Resource development
- Technological Capacity Building
- Resource center development
- Financial sustainability

15.5.3. Capacity building of development partner:

- Training
- Technological support
- Consultancy

15.5.4. Training

- Human resource development training
- Occupational skill development training

15.5.5. Mass awareness program

Cultural Program, Rally, Day observation, Workshop, Seminar, Dialogue, Poster, Leaflet, Booklet, Magazine, Hooding, Sticker, etc.

16. Number of Male and Female Employees

Throughout more than three decades journey, Shushilan become able to create job opportunities which is a great impact for reducing unemployment rate in Bangladesh.

Total staff and volunteer (From the bigging to now):

Category	Male	Female	Total
Staff	2,798	1,537	4,335
Volunteer	650	907	1,557
Total	3,448	2,444	5,892

Shushilan has total 1,276 staff members and volunteers (male: 835 and female: 441) of different backgrounds - Social Science, Engineering and Technology, Health and Sanitation, Fisheries, Agriculture, Law, Finance and Administration. Section-wise list of staff is in the table below:

Grade Wise Number of Regular Staffs

Grade	Male	Female	Total
11	01	00	01
10	01	00	01
09	04	01	05
08	04	00	04
07	09	03	12
06	06	01	07
05	32	07	39
04	65	21	86
03	94	35	129
02	395	265	660
01	52	23	75
Total	663	356	1,019
Volunteer	172	85	257
Grand total	835	441	1,276

Updated on 10 June, 2023

17. Name of Important Development Partners/Donors, Present and Past

Present/continued donors	Previous donors
Counterpart international, USAID, IRC, Penny Appeal, TDH, Landesa, International Organization for Migration (IOM), WorldFish, Helvetas Swiss intercooperation, Australian Centre for International Agricultural Research (ACIAR), UNICEF, Bangladesh NGO Foundation, British Council, Directorate of Primary Education (DPE), Embassy of the Kingdom of Netherlands, Krishi Gobeshona Foundation (KGF), Rural Development Academy (RDA), United Nations Development Programme (UNDP), VSO, World Vision Bangladesh, World Food Program (WFP) Bangladesh, Local Government Division, Ministry of Finance, Health Economics Unit, Ministry of Disaster Management and Relief, IRRI,	Marie Stopes Bangladesh, Practical Action Bangladesh, Bangladesh Export Processing Zones Authority, Action Contre la Faim (ACF), Oxfam-GB, Chittagong Development Authority (CDA), Coal Power Generation Company Bangladesh Limited (CPGCBL), Department of Women Affairs (DWA), JICA Bangladesh, Max Foundation, DFID/UK, Start Fund, Asian Development Bank, ActionAid, GIZ, HKI, WaterAid Bangladesh, Christian Aid, Concern Worldwide, Save the Children, Engender Health Bangladesh, International Labour Organization (ILO), International Union for Conservation of Nature (IUCN), UNFPA, University Grant Commission (UGC) of Bangladesh, UNOPS, VSO, WHO, ACDI/VOCA, Asian Development Bank, KNCF-Japan, Win rock International. SHIREE, Commission, Canadian, CARE-Bangladesh, CDF, CGIAR, DANIDA, Global Plant Health Clinic, Habitat for Humanity International, IVS, Japan Embassy, Paultensen Stichting the Netherlands, Pear Japan, SIPPO, Switzerland, Stichting Overall, HYSAWA, Save the Children, ICLARM, Agricultural Extension Department, Aid Comilla, ASIRP, Arannayk Foundation, APHD, Bangladesh Freedom Foundation, Bangladesh Fisheries Research Forum (BERI), BBL, BDPC, BWDB, Department of Fisheries (DoF), Development Initiatives, D-net, FHI or BA, England, Grameen phone Limited, Government of Bangladesh, BNFPE, Local Government Support Unit (LGSU), Manitese, Ministry of Environment and Forest, Ministry of Labour and Employment, Ministry of Primary and Mass Education, Ministry of Primary Health Care, Ministry of Women and Children Affairs, NGO Forum, NGO Foundation, NNP or Ministry of Primary Health Care and The World Bank, Planning Commission, PETRA, Proshika, SRDI or Ministry of Agriculture, Stromme Memorable Foundation (SMF), Training and Technology Transfer (TTT), BRAC, CDMP, Uttaran, ICT Division GoB, HYSAWA.

18. Year Wise Fund Handling Capacity (last 10 years)

Year	Fund (BDT)
Jul 2011-Jun 2012	614,719,212
Jul 2012-Jun 2013	807,192,405
Jul 2013- Jun 2014	683,954,505
Jul 2014- Jun 2015	824,278,016
Jul 2015- Jun 2016	876,901,366
Jul 2016- Jun 2017	758,282,597
Jul 2017-June 2018	950,266,246
Jul 2018-June 2019	1,353,567,804
July 2019-June 2020	1,581,697,000
July 2020-June 2021	1,615,980,601
July 2021-June 2022	1,457,677,032
July 2022-June 2023	1,302,984,094

19. Organizational Strengths

19.1. Organizational Policies and Manuals:

Shushilan has a Long-Range Strategic Planning (LRSP) for the period of 2019-2024 to strategically plan the implementation priorities: humanitarian assistance and the development programs. Accordingly, based on this strategic planning, we have developed policy-guidelines to successfully implement the

programs following our principles and the quality standards taking these guiding frame works. Shushilan has the following policies and the guidelines in place:

SI	Name of Policy
1	Financial Management Policy
2	Cash Management Policy
3	Admin Policy
4	Procurement policy
5	Emergency procurement and non-food procurement & logistic policy
6	Internal Audit Policy
7	Anti-Money Laundering Policy
8	Environmental and Social Safeguard Policy
9	Information Disclosure Policy
10	IMEL policy
11	Digital Technology Policy
12	Gender Policy
13	Protection from Sexual Exploitation and Abuse (PSEA) Policy
14	Human Resource management and Development policy
15	Risk reduction and humanitarian response policy
16	Complaint Management Policy
17	Health & Safety Policy
18	Child Protection Policy
19	Anti-fraud & Whistleblower Policy
20	Partnership Policy
21	Fund Raising policy
22	Resettlement Management Policy
23	Cultural Respect and Development Policy
24	Safeguarding Policy
25	Financial Risk Management Policy
26	Anti-Terrorist Policy
27	Policy and procedures for the disposal of Assets
28	Policy of Ethics
29	Anti-Sexual Harassment Policy
30	Human Rights Policy
31	Staff Welfare Management Policy
32	Staff Savings Management Policy
33	Gender Policy - operational Guideline
34	Savings and credit policy
35	Recruitment Guideline
36	COVID 19 – <i>Shushilan</i> Interim Operational Guideline
37	Staff Guideline
38	Emergency Response Financial Management Manual
39	Financial Management Policy

19.2. People's Organization

Shushilan has solid achievements in formation of CBOs or People's Organization to work with the local government bodies. Shushilan has strong infrastructure of community-based people's organizations. The organization pursues a community-based participatory development approach in management of environmental resources and conservation of basic human rights. In the process of implementation of various development projects, it has been concentrating on shaping a community based participatory development model to trigger peoples' initiative for self development. ***Swa-uddiyag'*** offers a conceptual and organizational framework for a **community based, participatory, integrated Development Model** now taking shape in the process of Shushilan's development endeavor in the coastal region. These are

Shusamaj, the Civil Society Platform; **Shuvoshakal**, Poor people's organization, **Swadhikar**, Women network and **Shuvoshakti**, the Youth organization and **Shwunnyan**, the Village Development organization. All of those CBOs have representative platform starting from village level, ward level, Union level, Upazila level and District level for ensuring the good governance and human rights issues and establish people justice. A total of 10,224 community-based groups and community-based people's organizations covering 198 unions of 25 Upazilas under six districts of the country comprising of 255,600 members out of which 153,360 are females and 102,240 males. These group members are now playing a positive role in community health, social development, environment and human right etc.

19.3. Track of strong practice of organizational good governance and accountability

Shushilan has operated organizational, People Organization and UP levels meetings for ensuring good governance and accountability. We have organizational control through General Committee and Executive Committee meetings and also Internal Control by the Top Management, Implementation Strategic Thematic Groups, Program Development Forum & General Management committees. We have Project Control through Project Management Committee at the grass route level to ensure the transparency and accountability of LGI by People's organizations' meetings. At Ward level: Susamaj Ward Committees, Shuvoshakti ward committee and Shuvoshakti Ward Committees; at Union level: Susamaj Union Committees, Shuvoshakti union committee and Sadhikar union level committees; at Upazila level: Susamaj Upazila Committees, Shuvoshakti Upazila committee & Sadhikar Upazila Committees; and at District level: Susamaj District Committees, Shuvoshakti District committee & Sadhikar District Committees.

To ensure the UP-level Transparency and Accountability, we have activated standing committees through open budget declaration of UP, enhancing tax collection, activating village courts and arbitration councils, standing Committee sharing meeting, coordination meeting among UP and people's organizations.

20. Mobilization of social capital

Shushilan has entered into development and disaster management partnership with CONCERN; Shushilan entered into sub-project partnership with PETRRA, a project of IRRI; Shushilan has established close linkage with BRRI, BARI, BINA, SRDI, DAE, Bangladesh Agriculture University (BAU), Chittagong University, Khulna Univerty, GTZ for promotion of research and extension. It has networking and partnership also with BSAF, ADAB, CAMPE, VHSS, CDF, ALRD, COFCON, NGO Forum, Regenerating Agriculture Forum, CNN, Sangjog, Padma, Shushilan-CARE-RVCC Partnership.

21. Partnership/Networking

Shushilan believes in capacity development of local organizations and implements different interventions targeting them. Shushilan has a special training cell which organizes trainings for internal staff members as well as for other organizations. The major interventions for capacity building of the local organizations are as follows:

- Skill development through training such as communication and networking.
- Technical capacity development for the relevant staff members to promote livelihood interventions.
- Creating linkage with other stakeholders for their networking and common development
- Developing different manuals for financial management and leadership development.
- Helped the CBOs to develop policies, procedures and facilitated their legal registration.

Moreover, the cell has provided training to the government staff members to develop capacity for health services provision and the staff members of the different NGOs for disaster management with the financial support of Concern World Wide and on the financial management with the financial support of NGO Foundation.

- With the funding from USAID and with support from Counterpart International, under Enhancing Reliance in Bangladesh (ERB) project, Shushilan provided fund and technical support to NGO, PARIBARTAN – Khulna, to build capacity of Khulna City Corporation.
- With the financial support from the Engender Health, Government of Netherlands and Save The Children, Shushilan provided training for the health workers for promotion of child and maternity health.
- With the financial support from Government of Bangladesh and the European Union, Shushilan provided trainings to 1,800 health workers working in 300 different municipalities in Bangladesh.
- Shushilan provided vocational training to 1,000 women for building entrepreneurship and business capacity aiming to promote the export of their produce.
- With the financial support of USAID and ARD, Shushilan provided training to the local government representatives in 115 union parishes, municipalities and upazilas to activate Act 2009 (at the moment the act was new and the local government representatives were not aware about the contents and procedures to follow).
- With the support of HAWSYA, Shushilan built capacity of union parishes of 3 districts (Satkhira, Khulna and Jesshore) for procurement processing and installation of WASH infrastructures.

21.1. Experience in awarding and managing grants

Number of projects implemented through implementing partners: 6

Geographical coverage areas: Satkhira, Khulna, Jesshore, Bagerhat, Nowakhali and Cox's Bazar.

Shushilan gathered experiences to receive award and manage big, medium and small grants from different UN agencies, INGOs and government departments.

From European Union funding for food security, in collaboration with SRDI (Soil Resources Development Institute) supported Agrotechnology discipline of Khulna University for new variety development and 2 local NGOs (Nongor and Enraz) for piloting those new varieties of the crops. It was implemented in 8 districts in Khulna, Barishal and Chittagong divisions.

With funding from Bangladesh Agricultural Research Council (BARC), Shushilan implemented ASRIP project supporting NGO Uttaran for promoting agricultural development in Satkhira district.

With the funding from Voluntary Service Overseas: VSO, Shushilan extended support to develop capacity of local NGOs, Nokshi kotha, IDEAL, Polli Chetana and Bhumija for strengthening the local government through training, open budget, tax collection, etc. in Satkhira district of Khulna division.

With funding from International Rice Research Institution (IRRI), Shushilan supported **22 NGOs** for agricultural project implementation, where Shushilan developed the network, provided training and monitored the progress.

With funding from Asian Development Bank (ADB), Shushilan supported BRAC for building capacity of women members in the local government (Union Parishad).

With the funding from European Union Small Initiative for Local Innovative NGOs (SMILING) project, Shushilan managed SEBA NGO for providing WASH infrastructure development and building awareness in Bagerhat district of Khulna division.

While implementing the above grants, Shushilan ensured proper project proposal development with detailed action plans, timely extension of the financial and technical support as well as proper monitoring of the progress and financial management.

22. Networks Organized by Shushilan as lead organization

- **Oitijhya:** A local NGO network in greater Khulna with near about 50 NGOs. The platform primarily work for advocacy and negotiation for securing safe drinking water for the coastal vulnerable communities
- **Women Network:** It consists of a) Women UP members and b) Women Shalish (Mediation) Committee members of Shyamnagar & Kaliganj Upazilas in Satkhira district.
- **Oikytan:** A local Club/CBOs network of Shyamnagar & Kaliganj upazilas in Satkhira district

23. USAID, US government funded projects

Number of projects: 31

Number of Federal Audit faced: 4

Total fund: 23,667,319,361

The projects funded through partnership or as a consortium using the funding from USAID or US Government funds:

1. WFP: 5
2. WorldFish: 4
3. IRRI: 3
4. IRC: 2
5. World Vision: 2
6. VSO: 2
7. Engender Health Bangladesh: 2
8. Save the Children: 2
9. WaterAid: 1
10. ARD: 1
11. Counterpart: 1
12. YES: 1
13. Winrock International: 1
14. Hellen Keller International: 1
15. ACDI VOCA: 1
16. PRICE: 1
17. CARE Bangladesh: 1

24. Projects and Capacity in Cox's Bazar

Shushilan has been working in Cox's Bazar since 2010. Shushilan has implemented more than 3 dozen of projects in Cox's Bazar and currently implementing 14 projects. Its donors current funding partners are government of Bangladesh, UN agencies, bi-lateral and multi-lateral donors like INGOs and NGOs in Bangladesh. Shushilan has been serving or recently served 105,575 Rohingya refugees (53,668 male and 51,907 female) and 95,044 people in the host communities (41,349 male and 53,695 female) and has formed many male and female adolescent & youth and beneficiary groups and networks, including physical infrastructures (centers) to serve them. Shushilan has smooth functional relation with higher interest and higher influence stakeholders such as RRRC, CICs, UNOs, local government representatives, community leaders, Majhis, Emams and adolescent and youth activists and groups in the camps and host communities.

Staff and Volunteer in Cox's Bazar:

Category	Male	Female	Total
Staff	241	105	346
Volunteer	129	55	184
Total	370	160	530

Among the offices and staffs, below 21 offices and the staff members stationed there will be cornerstone to implement projects, programs or activities in the areas:

1. Cox's Bazar District office, House of Nurul Islam Danu, Marine Drive Road, South Kolatoli, Kolatoli, Cox's Bazar.
2. Meeting & Training Centre, Modern Resort, Marine Drive Road, Kolatoli, Cox's Bazar.
3. Mohazon para office, EMCRP Project, nearby DPHE office, Mohazon para, Cox's Bazar.
4. Palong Garden Office, Palong Garden, Uhkiya, Cox's Bazar.
5. Mohoripara project office, Mohuripara, Ukhiya, Cox's Bazar.
6. Ratnapalong office, Shardikata, Ratnapalong, Uhkiya, Cox's Bazar
7. Uttar Pukuriya, Ukhiya, Cox's Bazar.
8. Mulvitapara, Ukhiya, Cox's Bazar.
9. Whykong Office, C/o- Abdul Doyan, Modham Hila, Canjorpara, Noyapara, Teknaf, Cox's Bazar.
10. Unchipara office, Unchipara, Teknaf, Cox's Bazar.
11. Shaparidip project office, Tin raster mor, Shaparidip, Teknaf.
12. KK Pera, beside of Rashin Fisheries, Teknaf, Cox's Bazar.
13. C/O. Aktheruzzaman, KK Para, Teknaf.
14. Shaparidip project office, Tinrastermor, Shaparidip, Teknaf
15. Maheshkhali office, Dack Bangla More Grokghata Bazar, Maheshkhali, Cox's Bazar.
16. Camp offices: 6 (camps 2 East, 4 Extension, 20 Extension, 9, 15 and 20 Extension)

25. Projects in Bandarbar

Shushilan has working experience and footprint in Bandarban as briefed below:

- Implementing Bangladesh Regional connectivity project (BRCP) in partnership with Government of Bangladesh and funding from the World Bank for entrepreneurship development, majority focused on the girls and women's economic empowerment.
- Implemented Moringa cutting distribution and nutrition messaging to aquaculture farmers with funding from the USAID and technical support of the WorldFish
- Implemented the project 'Support to Health and Nutrition to the poor in urban Bangladesh', with funding from the European Union, providing trainings to the government health staff and Paurashava staff members.

26. Community based organizations (CBO) of Shushilan:

1. Shusamaj- Citizen's Forum, developed by the civil society members
2. Shuvoshakal- Youth Group at grass root level
3. Shadhikar- Women network to establish their rights and to fight against evils
4. Swa-unnayan- Managing the community based WatSan organizations
5. Shusomoy- Farmers' platform to raise their voice and capacity to increase food production
6. Kishor Kisor Dol- Adolescent networking Group

27. Membership in National and International donors and communities:

Shushilan has formal membership with the following organizations/forums that contribute significantly to maximize the impact of the project through information sharing, exchanging experiences, skills, etc:

- Economic and Social Council of United Nations (ECOSOC)
- International Union for Conservation of Nature and Natural Resources (IUCN)
- Food Cluster (WFP and sFAO)
- Nutrition Cluster (GOB)
- WASH Cluster (UNICEF and DPHE)
- Shelter cluster
- Education cluster
- Health clusters
- Association of Development Agencies of Bangladesh (ADAB);

- Credit Development Forum (CDF)
- Association for Land Reform and Development (ALRD)
- Bangladesh Sishu Adhikar Forum (BSAF)
- Asia-Pacific Water Forum
- Engage Men and Boys Network
- CSO Alliance
- Shifting the Power
- CAMPE
- NGO platform

28. Major Office Equipment and Logistics:

28. Major Office Equipment and Logistics:

Furniture & Equipment:			Information Technology (IT):			Vehicles:		
SL	Particulars	Quantity		Particulars	Quantity		Particulars	Quantity
1.	Secretariate table	247	1.	Desktop computer	8	1.	Micro-bus	02
2.	Normal table	368	2.	Laptop	259	2.	Car	03
3.	Chair	2,954	3.	Multi-media projector	12	3.	Truck	01
4.	Display board	43	4.	Video camera	05	4.	Motor cycle	152
5.	Bookshelf	69	5.	Digital camera	34	5.	Bi-cycle	85
6.	File cabinet	40	6.	Color Television	27	6.	Van	5
7.	Steel rack	57	7.	Power Generator	10			
8.	Cots/bed	159	8.	Voice Recorder	12			
9.	Steel Almirah	47	9.	GPS	15			
10.	Ceiling fan	305	10.	Accounting Software Tally	06			
11.	Stand Fan	18	11.	Scanner	45			
12.	Fire exhtinguisher	85	12.	Photocopier machine	2			
13.	Air conditioner	32	13.	CC camera	25			
14.	Refrigerator	12						

29. Research facilities:

- **A library at Agricultural Service Center inside Head Office, Kaliganj, Satkhira**
Contains more than 3000 books and repots, journals, audio-video documentary films on different sectors of development
- **A Digital Archive with Hard Copy Documents at Liaison office, Dhaka**
Contains soft copies/digital forms of different research and development publications (books, reports) of national and international level R&D organizations in Compact Discs (CDs). The documents are on environment, forestry, agriculture, aquaculture, human rights, rural development, gender etc.
- **Eco-demo farm for on farm research and technology dissemination**
Shushilan has established an Eco-demo Farm on 16 acres land at Burigoalini, Munshiganj, very close to the Sunderbans at Shyamnagar upazila. Main objectives of the farm are to develop environment friendly integrated agriculture system in saline zone of southwest region through on farm research and technology dissemination and replication at farmers' level to diversify livelihood options
- **Agriculture Resource Center**
Shushilan has established an Agriculture Service Center (ASC) on 6.5 acres land with an Agriculture Demonstration Farm for freshwater zone and an Agriculture Resource Center. The

purposes of the demo-farm are creating a model for environment friendly integrated culture system practice and demonstration of appropriate technology amongst the resource poor farmers through training and demonstration. There is a poultry farm of around 3000 poultry birds along with cow and goat rearing, fish culture, seed production, marketing and nursery activities. *Shushilan* earns around Taka 25000 per month from the ASC.

The Agriculture Resource Center consists of 3 components:

- **Library**
The library contains books and literatures on various development issues and serves as a technology dissemination center which transmits updated information and extension messages amongst all category farmers and strengthen researchers and farmers linkage.
- **Soil and water testing mini-lab**
The laboratory is equipped with soil and water testing kits and delivers services at farmers' doorsteps.
- **Input sale center**
Quality rice and vegetables seeds are procured from various authentic sources and delivered to farmers from this sale center. The demo-farms and service center have proved very useful for linking up farmers especially the resource poor farmers with various service providers and ensuring farmers access to quality inputs. The service center with necessary support can effectively contribute to strengthen backward forward linkage in micro-enterprise development.
- **Soil and water testing laboratory**
Shushilan has a soil and water test laboratory established in 2001. One of the main objectives of the laboratory is to test the soils and water opened round the year for the community farmers. Following facilities are there in the laboratory.
 - One trained lab technician
 - Necessary Reagent
 - Microscope
 - Soil safe machine
 - Moisturizer machine
 - HP kits
 - PH test machine

29.1. Research Study and Publications

Shushilan has emerged as a development organization facing degradation of natural resources and livelihood opportunities of the resource poor community in the south west coastal zone of the country due to human pressure and natural disasters. It helps the people to live with environment through its development activities including promotion of livelihoods, disaster management, tree plantation, capacity building, and technology transfer and information dissemination. The development activities in many cases could not reach to its goals due to lack of information regarding development needs and priorities, SWOT analysis, impacts and dissemination of results among wider community. In this context, Shushilan has established a research cell in the organization in 2007 to carry out development needs and priorities of the resource poor communities, explore livelihood opportunities, analyze the development impacts, technology innovation and dissemination, social, environmental and development interaction which help the communities better understanding the causes and consequences of poverty, disaster mitigation and adaptation process, and to step out them from poverty. A dedicated research team of 15 researchers is working in carrying out different researches.

The organization has successfully implemented the following research projects to provide the services to the Government agencies and international NGOs. Research studies included need assessment and evaluating the impacts and achievements of the funded projects with extensive review of existing literature, policies, procedures and systems. Extensive policy and literature review comprise of gaps of the policies. The organization assessed the capacity need, carried out stakeholders' analysis with necessary recommendation. The organization also formulated brief policy papers and formulated strategy to address the findings and gaps. Gender and diversity analysis and capacity development of the beneficiaries and stakeholders were conducted as per the contract agreement of the services. As an example, but not limited to, the organization conducted the following research activities in the last ten years.

The studies conducted by Shushilan individually and in collaboration with other agencies are as below:

SN.	Title	Conducted by
1.	Bench mark survey under technology uptake PERRA sub-project.	Shushilan.
2.	Base line survey under Shushilan-Concern Partnership project	Shushilan and Concern
3.	Base line survey under Shushilan-CARE RVCC Partnership project	Shushilan
4.	Vulnerability Context Study under RVCC project	CARE and Shushilan
5.	Contingency Plan for Disaster Management under Shushilan-Concern Partnership project	Shushilan
6.	Group profile and livelihood status analysis	Shushilan
7.	Study on Rice and Livelihood in the Diversifying Economy of Bangladesh PETRRA Subproject RP 14 with Collaboration of NRI, UK	BRRI, HEED, BARD, Shushilan
8.	Environment and Rural Livelihoods: A reflection on changes of livelihood and ecological degradation in shyamnagar, Satkhira	Shushilan and Concern
9.	Life and environment: The livelihoods trend analysis of Kaliganj Thana of Satkhira district from ecological perspective	Shushilan and Concern
10.	A study on livelihood of the women headed families in southwestern coastal region close to Sundarban of Bangladesh: A research paper for postgraduate diploma in development planning by Mustafa Bakuluzzaman	Sponsored by Shushilan
11	Rain water harvesting in a low-cost method	PEER Japan
12	Base line survey under IASSVC project	Shushilan & Danida
13	Base line survey under PUP project	Shushilan & Danida
14	Community Risk Assessment	Shushilan & CDMP
15	Base line survey under IAEA JVC project	Shushilan & EC
16	Water Governane and Community Based Water Management	Shushilan & IWMI
17	Gender inequality: a barrier to house climate change adaptation behavior	Shushilan & WFC
18	Base line study o Food Security project	Shushilan & SRDI
19	Domestic Response during disaster	Shushilan & DI
20	Baseline study of National Nutrition Project	Shushilan & NNP
21	Climate change and Biodiversity	Shushilan & KNCF

Partnership/Networking with Research Institutes

Shushilan has developed linkage and network with different research institutes namely BRRI, BARI, BINA, SRDI, Dhaka University, Chittagong University, Bangladesh Agriculture University and Khulna University. It has undertaken some partnership research projects and at present conducting research on participatory water management with Khulna University.

29.2. List of IEC/BCC Materials

Books			
Sl	Name of the Book	Publication year	Language
1.	Documentary on Climate Change	2014	English
2.	Documentary on Climate Change	2013	English
3.	Documentary on Polder Water Management	2012	English
4.	Documentary on Nutrition	2013	English
5.	Documentary on Breast Feeding	2011	English
6.	Documentary on WASH	2010	English
7.	Documentary on SIDR	2007	English
8.	Documentary on Aila	2009	English
9.	Documentary on Pot Song	2008	English
10.	Women and Child Trafficking: Picture of Satkhira	2000	English
11.	In Quest of Sustainability	2001	English
12.	Law and Mediation Handbook	2001	English
13.	Daily Law Handbook	2002	English
14.	Handbook of Extension Workers	2003	English
15.	Vegetable Cultivation Handbook	2003	English
16.	Landless Rehabilitation and Fight: Satkhira	2005	English
17.	Human Rights Movement: Wetlands of South-West Coastal Region	2005	English
18.	Law Handbook	2005	English
19.	Susamaj Policy	2005	English
20.	Shuvosakal Policy	2005	English
21.	Case Study	2006	English
22.	People's Union, People's Budget	2008	English
23.	People's Union Parishad Staff Guideline	2008	English
24.	Samajik Najyota	2008	English
25.	Union Parishad Standing Committee and People's Participation	2009	Bengali
Posters:			
1.	Family Planning	2014	English
2.	Maternal and Neonata Child Health	2014	English
3.	Module of Nutrition Worker	2014	English
4.	Health and Health Care	2014	English
5.	Brest feeding and Extra Food for child	2014	English
6.	Human Trafficking	2013	English
7.	Women Right	2013	English
8.	Family Planning	2012	English
9.	Safe MR	2011	English
10.	Health and Nutrition	2011	English
11.	Climate Change	2010	English
12.	Sanitation	2009	English
13.	Good Governance	2009	English
14.	Nutrition Calendar	2008	English
15.	Women and Child Trafficking	2000	English

SI	Issues	Publication year	Remarks
16.	Environment	2001	English
17.	Mediation	2001	English
18.	Gender	2002	English
19.	12 Years of the Organization	2003	English
20.	Life and Livelihood	2003	English
21.	Human Rights Movement in Southwest Coastal Region	2005	English
22.	Shuvosakal Federation	2005	English
Leaflets:			
1.	Women and Child Trafficking	2000	English
2.	Family Planning	2012	English
3.	Safe MR	2011	English
4.	Health and Nutrition	2011	English
5.	Climate Change	2010	English
6.	Good Governance	2009	English
7.	Nutrition Calendar	2008	English
8.	Environment	2001	English
Stickers:			
1.	Women and Child Trafficking	2000	English
2.	Family Planning	2012	English
3.	Safe MR	2011	English
4.	Health and Nutrition	2011	English
5.	Climate Change	2010	English
6.	Good Governance	2009	English
7.	Nutrition Calendar	2008	English
8.	Environment	2001	English
9.	Gender	2003	English
10.	Drug Addiction	1998	English
Brochure:			
1.	Mediation	2001	English
2.	Agriculture Service Centre	2001	English
3.	Shushilan -Concern Partnership Project	2003	English
4.	Mediation Project	2004	English
5.	Profile of the Organization	2004	English
6.	IAEAJVC Project	2009	Bengali
7.	SDLG	2013	English
8.	Food Security	2013	English
9.	Water and Sanitation	2012	English
10.	Safe MR	2011	English
11.	NNP	2008	English
Baghrotat (Quarterly Magazine for Coastal Voice):			
1.	1 st	2002	500
2.	2 nd , 3 rd , 4 th	2003	1500
3.	5 th , 6 th , 7 th	2004	1500
4.	8 th , 9 th , 10 th	2005	1500
5.	11 th , 12 th , 13 th , 14 th	2006	2000
6.	15 th , 16 th , 17 th , 18 th	2007	2000
7.	19 th , 20 th , 21 th	2008	3000
8.	22 nd , 23 rd , 24 th , 26 th	2009	3000

9.	27 th , 28 th , 29 th , 30 th	2010	3000
10.	31, 32,33,34 th	2011	3000
11.	35 th , 36 th ,37 th 38 th	2012	3000
12.	39 th , 40 th	2013	1500
13.	41 th , 42 th	2014	1200

30. Training Centers, Equipment and Facilities

Sl. No.	Location of Training Venue	Capacity	Available Facility of Training Venue
1	Satkhira Training Center: Tiger Point – Jibon Utkarsha Kendra, Munshiganj, Shyamnagar, Satkhira (Baghrotot, Swapnaggon)	60' x 25'	<ul style="list-style-type: none"> Residential & fooding facilities Well equipped and all modern facilities 200 participants capacity At a time two batch residential training capacity Accommodation: VIP (king size bed) 6 rooms with AC, normal (2-bed) 6 rooms, non-AC 2-beds 5 rooms, non-AC 3-beds 3 rooms, non-AC 4-beds 2 rooms, non-AC 8-beds 2 rooms. Non-AC 4-beds 10 rooms Training-banquet Hall 1 (300 seat) AC /non-AC conference room (100seats), meeting room (25 seats). Training / Meeting equipment-laptop, multimedia, sound system, other modern facilities. Multimedia projector computers-desktop and laptop including internet printers Photocopiers and Camera White board, display board, flip charts, VIP cards, tripod stand etc. Own cultural team that performs Pot Songs (Songs with pictures on different issues) to make the participants more aware on specific subjects related with training <i>Subject related demo visit opportunity</i> Entertainment support for training centre adjusted with Sundarban
		36' x 25'	
		22' x 25'	
		40' x 25'	
2	Satkhira Training Center (2) Collage Road, Kaligong, Satkhira Contract person.	28' x 20'	<ul style="list-style-type: none"> Non residential & fooding facilities 25-30 participants capacity Training-banquet hall-01(100 seat), Non ac conference room- (100seats), meeting room-(30 seats). Training / Meeting equipment-laptop, multimedia, sound system, other modern facilities. Multimedia projector Computers-desktop and laptop including internet printers Camera White board, display board, flip charts, VIP cards, tripod stand etc. Own Cultural team that performs Pot Songs (Songs with pictures on different issues) to make the participants more aware on specific subjects related with training <i>Subject related demo visit opportunities.</i>

Sl. No.	Location of Training Venue	Capacity	Available Facility of Training Venue
3	Satkhira Training Center (3) Krishnanagar Training Center, Krishnanagar, Kaligonj, Satkhira	20' x 40'	<ul style="list-style-type: none"> • Non residential & fooding facilities • 25 to 50 participants capacity • Training-banquet hall-01(100 seat), Non ac conference room-(100seats), meeting room-(30 seats). • Training / Meeting equipment-laptop, multimedia, sound system, other modern facilities. • Computers-desktop and laptop including internet printers • Camera • White board, display board, flip charts, VIP cards, tripod stand etc. • <i>Shushilan</i> has own cultural team that performs Pot Songs (Songs with pictures on different issues) to make the participants more aware on specific subjects related with training • <i>Subject related demo visit opportunity</i>
4	Khulna Training Center	30' x 32'	<ul style="list-style-type: none"> • Residential & fooding facilities • 50 participants capacity • At a time two batch residential training capacity • Accommodation-ac vip (king size bed)-3rooms, ac normal (2bed)-2 rooms, non ac 2 bed-5rooms, non ac 3 bed-5rooms, non ac 4bed-8rooms, Training banquet hall 1 (100 seat), ac/non ac conference room (100 seats), meeting room (25 seats). • Training/Meeting equipment-laptop, multimedia, sound system, other modern facilities. • computers-desktop and laptop including internet printers • Photocopiers and Camera • White board, display board, flip charts, VIP cards, tripod stand etc. • <i>Shushilan</i> has own cultural team that performs Pot Songs (Songs with pictures on different issues) to make the participants more aware on specific subjects related with training • <i>Subject related demo visit opportunity</i> • Entertainment support for training centre adjusted with Sundarban
5	Dhaka Training Center House # 18, Road # 05, Shakertak, Adabor, Dhaka Contract Person: Sukanta Biswas, Asst. Admin officer, Cell :01714900296	18' x 30'	<ul style="list-style-type: none"> • Residential & fooding facilities • 30 participants capacity • At a time two batch residential training capacity • Accommodation- normal(2bed)-02rooms, non ac 2bed-05rooms, non ac 03bed-05rooms, non ac 04bed-8rooms • Training-banquet hall-01(50 seats), non ac conference room-(100seats), meeting room-(30 seats). • Training / Meeting equipment-laptop, multimedia, sound system, other modern facilities. • computers-desktop and laptop including internet printers • Photocopiers and Camera • White board, display board, flip charts, VIP cards, tripod stand etc.

Sl. No.	Location of Training Venue	Capacity	Available Facility of Training Venue
9.	Agriculture Service and Training Centre	800 square feet.	<ul style="list-style-type: none"> • Non residential and fooding facilities. • Training materials are available. • Training-banquet Hall. • Computer, Laptop with internet services. • Accommodation. • Whiteboard, display board, flip chart, VIP card, tripod stand, etc.

Guest houses

We have 3 guest houses (in Dhaka, Khulna and Munshiganj of Shyamnagar Upazila, Satkhira district). The guest houses play active role in mobilizing local volunteers and staff in development programs. It also provides service for different project implementing donor with modern facilities.

31. Major Achievements of Organization

- Reached to more than 10,000,000 families in 64 districts for their socio-economic changes
- Created a base in the coastal regions for working on adaptation and mitigation of impacts of climate changes
- Built up the capacity of the local government of around 300 Union Parishad
- Attained people's confidence in recovery and rehabilitation services at the time of disaster.
- Gender Equity and Equality are being realised by the community for socio- economic benefit.
- Agricultural service center and eco-demo farm have been established to promote community level climate change adaptation in fresh water and saline zone.
- A strong network built with International, National and Government level which help Shushilan to work for changing in the areas of Human Rights, Environment, Good Governance and Climate change
- Greater involvement in advocacy and empowerment of people living in poverty, specifically women – headed households.
- Established a visionary organization with a number of dedicated and motivated staff.
- The community awareness on environmental issues in the ecologically sensitive area of the southwest costal region developed.
- Successfully integrated micro-finance with micro-enterprises for hardcore poor, especially for women
- Provided emergency support (during and post disaster period) to around 750,000 people in four major disasters particularly SIDR, AILA, Mahasen and water logging in the coastal areas of Bangladesh focusing relief and rehabilitation.
- Capacity building of LGIs of about 1300 union parishad and pourashaova.
- Shushilan has started the Rohingya response operation since September 2017. Now Shushilan covering around 40,000 Rohingya community and host community in food security and livelihood, nutrition, DRR, WaSH, environment, youth mobilization, education, market/business promotion, psycho social well being, women empowerment and so on.
- More than 7,000 (1,400 farmers field school) grass roots people's organization are capable of playing active role in community development through capacity building and ownership.
- Created greater awareness among the community people on DRR, CCA, SRHR, human rights, good governance and other social issues
- Contributed to graduate at least 2m hard core poor.
- To increase school enrolment rates and elimination of gender disparity in education Shushilan able to reach to around 100,000 school going children by distributing protein fortified biscuit and school meal at poverty prone areas of Bangladesh.

- Work to reduce the sufferings and to get compensation properly of the resettlement victims community people.
- Cash distribution for IGA implementation valued 517,700,000
- Shushilan contributed for women empowerment.

32. Sector Wise Organization Strength

32.1. Disaster Risk Reduction and Emergency Response

Bangladesh is one of the disaster-prone countries of the world though her geographical location and funnel shaped make the country more vulnerable to disaster risk. Again, the booming population of the country which has lives with different disaster threat within more than 40 million people live greater disaster risk in the coastal area. More than ten cyclonic disasters happen in this region from last decade which was difficult to overcome this situation in any country. From this point of view the organization works in all over the country particularly along the coastal region with specific mission to strengthen and build up capacity and emergency response of pro-poor and poor people. Even though the organization implementing 34 numbers of projects which has versatile task and responsibilities demonstrates that strengthen and capacity build up of local community and enhance resilience from any kinds of disasters vulnerability. Shushilan has expertise professional staff in disaster sector thus established a disaster management cell to early recover, redress and management of any kinds of hazards. Moreover, it has established a Disaster Management Guideline for the staff to know-how what can done and what to do in pre, during and post disaster.

32.2. Water, Sanitation and Hygiene Promotion

Shushilan has long term experience of work in water and Sanitation through implementing projects program at national level. Through providing of safe water and sanitation and hygiene promotion the organization has been implementing 25 nos. of project. Millions of people still live in dire necessity of water and sanitation facilities in the hard-to-reach areas i. e. the exposed coastal area, drought-prone area, haor area, char area and the flood-prone area of Bangladesh. To reduce the dire needs the organization has over 320 well experienced staff working with water and sanitation and hygiene promotion activities.

32.3. Capacity Building of Local Government

Shushilan has introduced capacity building training on activating standing committees, open budget declaration of UP, enhancing tax collection, activating village courts and arbitration councils, coordination training among UP and people's organizations. In this process Shushilan has try to capacity building of UPs and has experienced of completing 13 projects on capacity building of UPs. Currently, 42 experienced staff which got number of trainings to work in the object of capacity building of UPs.

32.4. Food Security and Agriculture

Through agricultural development, Shushilan provides agricultural input for hard core poor people. We have experienced professional staff members with strong academic background and thus provide agricultural information, technical support and work with development of agriculture-based eco-friendly environment. The organization has an eco-demo farm which works to develop environment friendly agriculture system and saline tolerable agriculture. It has implemented 17 projects on food security and agriculture development.

32.5. Health, Nutrition and Education

Shushilan has implemented more than 32 development project and another 9 projects are ongoing. Through the project Shushilan provides nutrition support of 2000 mother and 5000 malnutrition children with 703 centers. Moreover, Shushilan has almost partnership with health, nutrition sector donor such as UNICEF, WFP, WB, ACF, FAO. Nevertheless, the organization provides emergency food

supply for nutrition uptake of mother and child thus it provides emergency food supply more than 1 lakh mother and child.

32.6. Research

Shushilan has very good working team consists of experienced professional with strong academic background and working experience in research field. Apart from these experienced professionals with strong academic background in different disciplines Shushilan has a very competent field level working force comprising good number of Researcher, Field Workers, Surveyors, Supervisors, Coordinators, Programme Manager and Project Director.

32.7. Resettlement and Rehabilitation

Resettlement and rehabilitation Program forms an integral part of *Shushilan's* overall strategic action to protect people from their absolute poverty and not to fall in destitution due to losses of property, assets, businesses, lands, services, etc. due to extreme events, road construction or re-construction activities by the government and many other organizations. Shushilan has been very much involved to identify the losses of the people and also rehabilitate them through different alternative income generating activities. People affected by displacement on account of land acquisition necessitated for construction and improvement of roads and highways are entitled to adequate compensation and relocation and we believe that the NGO could play a significant role in the process.

32.8. Behaviour Change Communication

As a community base organization, Shushilan works with community for changing traditional behavior. Moreover, Shushilan develop community friendly more than 150 ICE/BCC materials with specific topic of water and sanitation, early recovery and disaster management etc. For carrying out of know-how, Shushilan established a cultural team of its own initiatives to provide different information for changing behaviour of local community.

32.9. Livelihood

As the own initiatives, Shushilan create livelihood opportunities for poor, hard core poor people and links with different types of income generation activities. We also provide support to vulnerable communities through improved livelihood with special attention to coastal, riverbank and wetlands areas. We develop as an effective development institution to serve the vulnerable communities to develop their lives and livelihoods. Moreover, Shushilan established a training cell with training modules and 7 training centers to enhance the capacity of vulnerable people for earning capability.

32.10. Climate Change and Adaptation

As a coastal based organization, Shushilan has been working in the field of climate change as its beginning. The organization develops different climate smart adoptive technology of its own initiatives and provides support different technology. Moreover, due to its versatile initiatives Shushilan work with IUCN for development of lives and livelihoods of coastal vulnerable community.

33. Organizational Governance and Management

33.1. Organization control:

General Committee:

General Committee is the highest administrative tier of the organization. The General Committee, comprising 21 to 25 members, is the guardian of the constitution. It elects the Executive Committee for three years. The members of this committee are known as the 'General Members' of the organization.

Executive Committee:

The Executive Committee is the competent authority holding power to control the organization in formulating organizational policies and approving the accounts, budgets, policies, procedures and programs. As per the constitution, the Chairman of the Committee is the 'formal head' of the organization. The secretary is the Chief Executive of the organization and leads the organization. The members of the executive committee meet quarterly.

Name, position, gender and duration of the Executive Committee.

Name	Position	Sex	Duration of the
A J M Azizur Rahman	President	Male	3 years (12 July 2020 to 11 July 2023)
Shahana Hamid	Vice President	Female	
Mostafa Nuruzzaman	Secretary	Male	
Illa Devi Mollick	Treasurer	Female	
Jafarullah Kutubuddin Md Ebrahim	Member	Female	
Shahely Parvin Jharna	Member	Female	
Kanika Sarker	Member	Female	

33.2. Internal Control:

Top Management:

The top management of the organization consists of the director, the advisors and the assistant directors of the organization. The top management has the main responsibility to structure the formulated policies for proper implementation as well as coordinate and formulate operational policies and methods. The top management meeting is held monthly.

Implementation Strategic Group:

The implementation strategic group (ISG) includes the members of top management and the heads of the nine cells of the organization. The ISG is responsible for structuring the operation strategies of the organizational activities. The ISG members meet quarterly and in these 4 months there is no separate meeting for top management.

Program Development Forum:

The program development forum (PDF) is the forum of the personnel who are directly related to implementing the programs and projects. This forum includes the members of ISG, project managers and coordinators. The forum meets thrice a year i. e. once in 4 months. The main responsibility of this forum is to discuss and share about project implementation experiences and develop the implementation strategy.

General Management

The general management forum includes all levels of managers of the organization. The general management meeting is the place of strategy dissemination. The general management meeting is held half-yearly. The meeting is the forum learning and sharing of the manager level staffs of the organization.

33.3. Project Control:

Project Management Committee Meeting

Project implementation strategy is discussed and reviewed time to time through active participation of all project staff and senior staff of the organization in the project management committee meeting. For smooth implementation of the project activities action plan is prepared, reviewed and monitored the day-to-day activities through this meeting.

33.4. Transparency and Accountability of LGI

People's organization meeting:

Ward Committee:

Susamaj Ward Committees are formed at Ward level consisting of 15 members representing various stratum of the society for conducting 24 types of development activities with climate change as priority issue., at least one-third members are female. In the long run ward committees will evolve as a people's organization. The committees organize meeting bi-monthly basis.

Shuvoshakti Ward Committees organize meeting bi-monthly basis. The main responsibility of Shuvoshakti is to assist Shushamaj committee to undertake development initiatives. Watsan ward Committees organize meeting bi-monthly basis. The main responsibility of Watsan is to assist Shushamaj committee to undertake development initiatives. Shadhikar ward Committees organize meeting bi-monthly basis. The main responsibility of Shadhikar is to assist Shushamaj committee to undertake development initiatives.

Union Committee:

Susamaj Union Committees formed at union level organize meeting bi-monthly basis.

The Sadhikar union level committees consist of 2 representatives from each Ward Susamaj Committee. The committees organize meeting bi-monthly basis.

Watsan Union Committee level committees consist of 2 representatives from each Ward Susamaj Committee. The committees organize meeting bi-monthly basis.

Shadhikar Union Committee level committees consist of 2 representatives from each Ward Susamaj Committee. The committees organize meeting bi-monthly basis.

Upazila Committee:

Susamaj Upazila Committees formed at upazila level organize meeting quarterly basis. Sadhikar Upazila Committees are with 2 representatives from each Union committee and 5 from occupational group. The committee is elected through annual conference of Sadhikar committees' general members. The committees organize meeting quarterly basis.

UP Transparency and Accountability:**Activating standing committees**

One of the most important activities in strengthening union parishad is activating standing committees of union parishad. There are 13 standing committees in a union parishad and Shushilan presently working for activating 5 standing committees – 'agriculture', 'education', 'health', 'law and order' and 'Finance & Establishment'. In 2008-09 over 2300 meetings of standing committees held in 41 union parishads.

Open budget declaration of UP

Open budget declaration is an important way to ensure transparency and accountability of union parishad to the people. In 2008-09 with active participation of people's organization 30 union parishads held open budget preparation session and declared the budget openly. Enhancing tax collection: For smooth operation of the union parishad activities regular cash flow is necessary, for this reason along with the Govt. allocation enhancing tax collection is necessary. In 2008-09 Shushilan helped 30 union parishads in enhancing tax collection.

Activating village courts and arbitration councils

The village courts and arbitration councils are very important parts of union parishad activities. To establish justice in village level these courts and councils can play a very important role. The law for 'Village Court and Arbitration Council' has been passed in 1976. Shushilan started village court activation in 2007 and till 2008-09 has activated 30 village courts. The village courts received 672 cases; among them 295 cases were solved in 2008-09. The arbitration council can be established for

divorce, multiple marriage and dowry under 'family law'. In last 2 years Shushilan has activated arbitration council in 25 unions. The councils solved 125 complains out of 155 in the last year.

Standing Committee sharing meeting

In order to share the activities undertaken for the development of different sectors, to prepare next month's plan and the next course of action, UP standing committees conduct sharing meetings. The standing sharing committees consist of all the representatives of union parishad, relevant standing committee members, civil society and community people representatives, respected persons of the union and skilled & experienced person in the relevant subject. This forum can be good platform to enhance transparency and accountability of the standing committees. The chair of the standing committee presents half yearly report in the meeting and plan for the next 6 months is discussed there. These meetings are held in 41 unions of all the 7 upazilas under Satkhira district with the help of 'People's Union Parishad' project funded by DANIDA.

Coordination meeting among UP and People's organizations

The grass root people's organizations are highly connected with the community people. They the problems and possibilities better than others, hence they can play a vital role in the planning and implementation of the initiatives by the union parishad. To ensure their participation the coordination meeting among UP and People's organizations are held. These meetings are held in 41 unions of all the 7 upazilas under Satkhira district with the help of 'People's Union Parishad' project funded by DANIDA.

34. Network of Shushilan at local community level working

Oitiyya: A local NGO network in greater Khulna with near about 50 NGOs. The platform primarily work for advocacy and negotiation for securing safe drinking water for the coastal vulnerable community.

Women Network: It consists of a) Women UP members and b) Women Shalish (Mediation) Committee members of Shyamnagar & Kaliganj Upazilas in Satkhira district.

Oikytan: A local Club/CBOs network of Shyamnagar & Kaliganj upazilas in Satkhira district

Community concerning network:

1. Shusamaj- Citizen's Forum, developed by the civil society members
2. Shuvoshakal- Women Group at grass root level
3. Shadhikar- Women network to establish their rights and to fight against evils
4. Swa-unnayan- Managing the community based WatSan organizations
5. Shusomoy- Farmers' platform to raise their voice and capacity to increase food production

As **Shushilan** works with sustainable social development of community people by using the voluntary effort of local dedicated youths, therefore Shushilan already developed some people's organization to build network and relationships with community and young people that are given below:

- a) Shusamaj: (Citizen's forum) - Ward, Union, Upazila and District committees
- b) Shuvoshakti: (Youth organization) - Ward, Union and Upazila committees
- c) Shubhasakal: (Poor people organization) at group, Union and Upazila level
- d) Shadhikar: (Women organization) Women member network Union and Upazila Level
- e) Shusomoy: (Farmer organization) – Village, Ward and Union level
- f) Swaunnayan: (WATSAN development organization) Cluster, Ward, Union, Upazila and District level
- g) Shudin: (Farmer organization) – Village, Ward and Union level

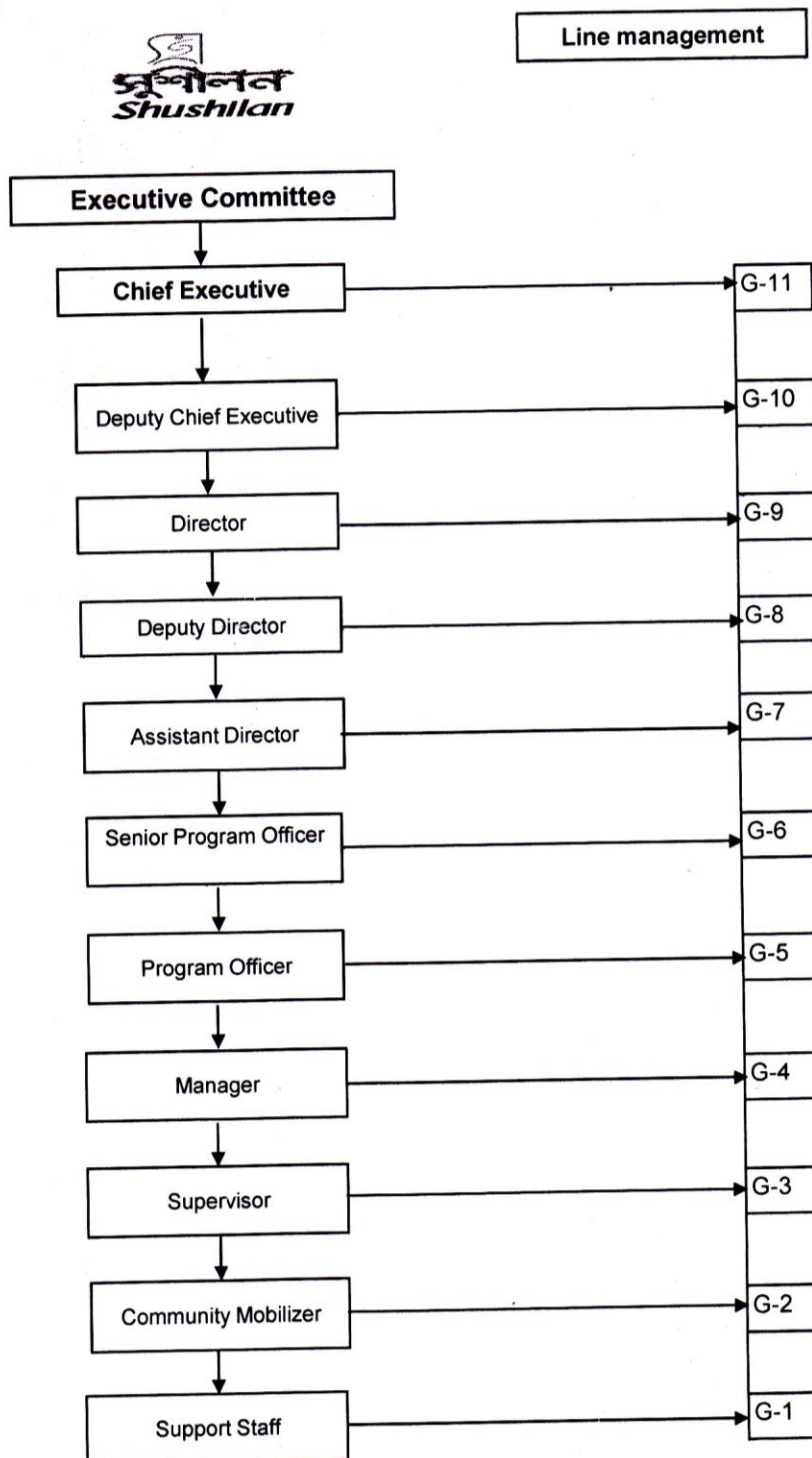
35. Cells/Units of Shushilan

Shushilan has 11 cells/units for efficient operation of organizational activities. Every cell is headed by senior personnel and maintain coordination for holistic development. Those cells play vital role for effective management and control as well as to run the organization smoothly. The cells are –

- ❖ Finance Cell
- ❖ Risk Reduction and Humanitarian Response Unit
- ❖ Research and Advocacy Cell
- ❖ Busniss Development unit
- ❖ Gender Cell
- ❖ Human Resources Cell
- ❖ Internal Audit Cell
- ❖ Information, Monitoring, Evaluation and Learning Cell
- ❖ Training Cell
- ❖ Procurement & Logistic Cell
- ❖ Environmental and social safeguard cell

32. The Organizational Structure of Shushilan

Organogram of Shushilan :



Note: As per revised organogram the position has been specified among the 11 grades but out of 11 grade new position could be included following the project and organization need. Moreover, based on the position a functional organogram will be developed for the organization. A separate organogram could be developed for different cell, Unit, Program, Project, Microcredit in accordance with main organogram.

Date of review: June 2022


Mostafa Nuruzzaman
Chief Executive
Shushilan


A J M Azizur Rahman
Chairman
Shushilan