

# Organizational Profile



## Main Contact Offices

### Head Office

Mostafa Nuruzzaman

Chief Executive

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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: lifetime.
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

<p><b>Head Office</b>  <b>Mostafa Nuruzzaman</b>  <b>Chief Executive</b>          155 KDA, Jalil Sarani          (Rayermahal Part ), Boyra,          Khulna-9000, Bangladesh  <b>Communication:</b>          Telephone: 01915319448          Mobile: 01727-062227,          01720510199          Email:          shushilan.admin@gmail.com          ce@shushilan.org,          ce.shushilan@gmail.com</p>	<p><b>Dhaka Liaison Office</b>  <b>Mustafa Bakuluzzaman</b>  <b>Deputy Director</b>          Dhaka Liaison office          House # 614, Road # 12,          Baitul Aman Housing Society          Adabor, Dhaka-1207, Bangladesh  <b>Communication:</b>          Tel : 02 9120877          Mobile: 01711-047266          E-mail: dhakaoffice@shushilan.org          Website : www.shushilan.org</p>	<p><b>Kaliganj Office</b>  <b>Mostafa Aktaruzzaman,</b>  <b>Deputy Director,</b>          College Road, Kaliganj, Satkhira  <b>Communication:</b>          Mob: 01912-848840          :01720-540990          Email:  <a href="mailto:aktheruzzaman@shushilan.org">aktheruzzaman@shushilan.org</a>  <a href="mailto:shushilan_ho@yahoo.com">shushilan_ho@yahoo.com</a></p>
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#### 13. District, Upazila and Union Level Offices

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

<b>Ukhiya Project Office-3 Ukhiya</b> Uttar Pukuriya, Ukhiya, Cox's Bazar	<b>Ukhiya project office-4</b> Mulvitapara, Post: Ukhiya Upazila: Ukhiya, Cox's Bazar.	<b>Camp Office-2</b> Camp- 4 Extension, Cox's Bazar
<b>Camp Office-3</b> Camp- 9, Cox's Bazar	<b>Camp Office-4</b> Camp- 15, Cox's Bazar	<b>Camp Office-5</b> Camp- 20 Extension, Cox's Bazar
<b>Netrokona Office</b> Holding no. 000400, South Nagra, Joynagar, Sadar Hospital Road, Netrokona	<b>Gaibandha Office</b> Holding no. 1245, College Raod, Palashpara, Gaibandha Sadar, Gaibandha	<b>Kurigram Office</b> Palash Bari, Belgacha Khalilganj, Kurigram Sadar Kurigram
<b>Jamalpur Office</b> Bulbul Bhaban, Central Bus Stand Modhupur Road, Fulbaria Jamalpur	<b>Sunamganj Office</b> 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 Sadar, Idgaon, Teknaf, Ukhiya, Kutubdia, Moheshkhali, Chokoria, Pekua and Ramu
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.	Munshigonj	Louhojong, Sadar and Sirajdikhan

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

### 15. Shushilan's Five Program domains with Key Achievements

Program Domain	Sub-programs	Key Achievements/Major Successful Initiatives
<b>1. Socio-economic development</b>  Beneficiary coverage: 1.1million (11 lacs)	Group savings and Micro-credit support	<ul style="list-style-type: none"> <li>• During 1991-2022, a total no. of 9,235 groups have been formed out of which 963 were male groups, 7,347 female groups and 925 were mix groups where total covered 167,618 beneficiaries (male 45,815 and female 121,803) which also covered a total no. of 24 projects.</li> <li>• From 1991 to 2022, there have been disbursed Tk 10,642,367,249 as a microcredit loan among the 82,929 people (63,459 women and 19,470 men). Loan collection was 8,960,097,378 BDT which recovery rate was 84.4% that is quite satisfactory and loan status is 1,662,400,392 BDT which rate is 15.6%.</li> <li>• Shushilan has provided house construction loan with low interest rate to the resource poor communities through a no. of 8 projects.</li> </ul>
	Small- scale rural enterprise development and Market linkage	<ul style="list-style-type: none"> <li>• More than <b>149,013</b> small-scale rural entrepreneurs have created during 1991-2022 through 67 different development projects such as; EFSN (1-4), EFSL, MaNaR, SWAPNO, SUNDARI, PARIBARTAN, Re-Claim, ReECall, Proshar, ER+, AER, etc.</li> <li>• A total no. of 114,013 beneficiaries linked to the market through 76 development projects yet now.</li> </ul>
	Agro-based business promotion	<ul style="list-style-type: none"> <li>• During 1991-2022, more than 65,269 beneficiaries involve to the agro-based business promotions through 96 different development projects.</li> <li>• With the help of 31 development projects there were 259,344 beneficiaries (Male 79,489 and Female 179,855) involve with the homestead gardening and a total no. of 76 projects have implemented for women empowerment.</li> <li>• Women have developed their agro-based business through grant support and capacity building trainings during starting the related projects.</li> </ul>
	Livelihood and food security	<ul style="list-style-type: none"> <li>• Shushilan has implemented a total no. of 144 projects to create working opportunities for the resource poor people to increase their income including women for Livelihood and Food Security.</li> <li>• Out of 144 projects alongside, Shushilan has implemented more than 144 projects on Food for Work, Cash for Work, VGD, Food Security individuality etc.</li> <li>• Shushilan awarded three times on “Prime Minister’s National Award on Plantation” (in the years 1999, 2003 and 2008). So far, a total no. of 25 projects has implemented on tree plantation.</li> </ul>
	Humanitarian Assistance to the Rohingya Refugees and support to the Host Communities	<ul style="list-style-type: none"> <li>• Shushilan started working in Teknaf of Cox’s Bazar since 2007 with SRDI, DAE on Food Security and Soil Fertility Program. During 2007, a total no. of 57 projects completed for humanitarian assistance to the Rohingya refugees and a no. of 17 projects are continuing.</li> <li>• Partnership with GIZ, VSO, USAID, Oxfam, DFID, Embassy of the Kingdom of Netherlands, WFP, IOM, FAO, ACF, WorldFish, Helvetas, HKI, IRC amongst both for Rohingya and host communities.</li> </ul>



	in Cox's Bazar	<ul style="list-style-type: none"> <li>Number of <u>Completed Projects</u> for humanitarian assistance to the Rohingya refugees: around 57</li> <li>Number of <u>on-going Projects in Rohingya</u> refugee camps and Host communities: 17</li> <li>Existing Staff-Volunteer Information in Cox's Bazar</li> </ul> <table border="1"> <thead> <tr> <th>Category</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <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><b>Total</b></td> <td><b>370</b></td> <td><b>160</b></td> <td><b>530</b></td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>Number of offices: 25</li> </ul>	Category	Male	Female	Total	Staff	241	105	346	Volunteer	129	55	184	<b>Total</b>	<b>370</b>	<b>160</b>	<b>530</b>
	Category	Male	Female	Total														
	Staff	241	105	346														
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<b>Total</b>	<b>370</b>	<b>160</b>	<b>530</b>															
Resettlement	<ul style="list-style-type: none"> <li>Shushilan has implemented a total no. of 23 projects on Resettlement and land acquisition. In various projects like REOPA, ER &amp; ER+, Disaster Resilience Habitat, Forth Fisheries Project, Early recovery and rehabilitation support, road construction project, Housing Construction projects. Shushilan has resettled 14,268 EPs and 39,730 PAPs.</li> </ul>																	
Economic development of the hardcore poor women	<ul style="list-style-type: none"> <li>Since 1995, more than 250,000 hardcore poor women engaged with their economic development of poor women to increase their income by the implementing 68 projects.</li> </ul>																	
Women Empowerment	<ul style="list-style-type: none"> <li>So far, Shushilan have been implemented a total no. of 76 projects for women empowerment</li> </ul>																	
<b>2. Education &amp; ICT and Health &amp; Nutrition Program</b>  Beneficiary coverage: 1.8 million (18 lacs)	Education program	<ul style="list-style-type: none"> <li>From 1995 to till now yearly based teaching school were formed a total no. of 230 schools where engaged 6,835 students (boys 1,859 and girls 4,976). From 1994 to till now a total no. of 11,279 trainees (Female 7,705 and Male 3,570) were trained on LGED practical education which was organized through 542 centers (Female Center 384 and Male center 140).</li> <li>From 2008 to till now food for education (School Feeding Program) have been implemented by a total no. of 18,785 schools where engaged total 7,700,705 students (boys 4,082,666 and girls 3,618,039) under a total no. of 48 projects. So far Shushilan has been implemented a total no. of 67 educational projects.</li> </ul>																
	Health (Maternal and Child)	<ul style="list-style-type: none"> <li>From 2007 to till date Shushilan implemented a total no. of 65 maternal health related projects where formed SAM, UHC, FWC and CCT centers for improving sexual and reproduction health status of target community.</li> <li>Through the journey, has implemented 50 child health care related projects where reduce mortality rate of newborn baby by the applying of Clorohexiden 7.1.</li> <li>From the "Shushastho kendra" there were 40,000 mother and child and newly wedding people have received health care services over the year from 2007.</li> </ul>																
	Nutrition (Maternal and Child)	<ul style="list-style-type: none"> <li>So far a total no. of 119 nutritional related projects (60 maternal nutritional projects and 59 child nutritional projects) have been implemented where engaged a total no. of 363,438 beneficiaries (milky mother 93,890 and</li> </ul>																

		<p>pregnant 71,387 and malnourished children 198,161).</p> <ul style="list-style-type: none"> <li>• A total no. of 102 health and nutritional projects has been implemented till now.</li> </ul>
	Safe Water & Sanitation	<ul style="list-style-type: none"> <li>• So far, a total no. of 74 projects on safe water to improve the health status of target community, during this time, there were prepared 600 rainwater harvesters and a no. of 773 deep tubewell installation.</li> <li>• Under the sanitation program, Shushilan implemented a total no. of 67 projects on sewage/sanitation. Since 1992, a total no. of 131,234 family based sanitary latrines (new 124,832 and reform 6402) and a no. of 2336 community based sanitary latrines (new 1,606 and reform 730) have been installation.</li> <li>• 392 water tanks distributed in Koyra and Dacope upazila with the support of Concern Worldwide.</li> </ul>
	Covid-19	<ul style="list-style-type: none"> <li>• In Covid-19 Shushilan implemented a total no. of 25 projects where supported to the 67001 families. In that cases Shushilan supported those people with the various types of services such as; 99.825MT HEB, 1783 hand washing sessions, 779 awareness sessions on Covid-19, 35 HWDs, 6445 HHs coverage with soap and blanket, 200 PPE and 10000 leaflets.</li> </ul>
	ICT	<ul style="list-style-type: none"> <li>• In 2014-2015, Shushilan has developed an IT sector under the project on “Learning and Earning Development Project” funded by ICT Division of GoB where SSC/HSC level village people participated. Presently the IT sector has been continuing its works even after the project completion. This year Shushilan 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, troubleshooting etc. to 450 people in 15 batches under 9 upazila of Sylhet district.</li> <li>• In 2015-16 basic outsourcing, training provided to 960 Journalists/Media Workers in 32 districts of the country.</li> <li>• In 2016-17, training on skill development in Smart Phone Usage, Information Technology and Agriculture related skill development where 200 entrepreneurs participated and orientation on knowledge and skill development in the use of information technology where 100 entrepreneurs participated.</li> <li>• A no. of 23 youths was training on ICT and computer usage in Shyamnagar through REECALL project supported by Oxfam.</li> <li>• So far, a no. of 1660 information technology micro-entrepreneurs have been created.</li> </ul>
<p><b>3. Disaster, Climate Change and Environmental Resource Management</b></p> <p>Total beneficiaries covered about 3.9</p>	Soil Resource Management	<ul style="list-style-type: none"> <li>• Shushilan has implemented 45 different projects intending to introduce saline tolerant sustainable rice and vegetables agriculture, conservation of biodiversity and introduction of diverse agro-eco zone especially in saline areas. There were 42,779 farmers prepared compost plant (Vermi compost 2120, quick compost 923, kitchen compost 14687 and pit compost 21,967) and a total no. of 3,082 demonstrations on compost plant have been established.</li> <li>• So far, Shushilan has implemented 18 different projects for the conservation of biodiversity.</li> <li>• Under agricultural materials distribution, a total no. of 24,832 farmers received 800 tons rice, 2.75 tons wheat and 0.4 tons vegetables seed and in 2012-13, 205 power tiller, 78 shallow mechiene, 388 paddle thresher, 900</li> </ul>

million (39 lacs)		<p>widers, 13 Ec meters, 1450 seed storage drums and 582 prayers distributed through the Food Security projects.</p> <ul style="list-style-type: none"> <li>• Since 2000, from the agricultural service center of Shushilan has sold 58.2Mt compost fertilizers, 477.1Mt rice seed and provided services of soil and water test to the 16,787 people and resource center users 61,549 nos.</li> <li>• Shushilan has contributed significantly in agriculture and soil resources management in the Coastal Areas of Bangladesh.</li> <li>• Soil management activities includes Homestead gardening, Sustainable agriculture, Demonstration farm, Vegetables gardening, HYV, rice seed production, Fish culture, beef fattening, Poultry farm, IPM, Farmer cooperative, Saline tolerant agriculture, Indigenous knowledge-based program, Technology uptake, etc.</li> </ul>
	Water Resource Management	<ul style="list-style-type: none"> <li>• From 2005, with the aim of water resource management there were 41 rainwater and safe drinking water related projects, 19 saline tolerant aquaculture projects and 16 research projects implemented in eco-demo farm.</li> <li>• From rainwater and safe drinking water related projects Shushilan established 11,526 no. of rainwater harvester, 190 no. of motka reservoir, 1455 PSF, 417 no. of pond water reservoir, 3473 shallow tube well and 11529 deep tube well.</li> <li>• With the help of Shushilan Water Aid Project, around 1,394 cluster-based Swa-unnyon forums have been formed in Shyamnagar and Asashuni upazila, which are playing a major role in community-based water management. Currently 65,601 members have come under this service.</li> <li>• With the aim of water resource management for sustainable environment, different projects have been implemented on safe and rain water preservation techniques, saline purifier water treatment plant, saline tolerant Aquaculture, Eco-Demo firm, mangrove nursery, crab culture, etc.</li> </ul>
	Forest Resource Management	<ul style="list-style-type: none"> <li>• Since 1996, Shushilan 163.57 km afforestation with roadside plantation by the 137,760 no. of tree plantation and 453.8 acre Char land afforestation by the 28,100 no. of mangrove sapling through 16 projects. Shushilan has gained “Prime Minister National Award for Tree Plantation” for 3 times (in 1999, 2003 and 2008 as 3<sup>rd</sup>, 2<sup>nd</sup> and 2<sup>nd</sup> position respectively). No. of 5 Bee-keeping projects have been implemented till now and trained 80 farmers for bee-keeping and also provided them with necessary accessories and help. From the Shushilan’s nursery, there were distributed a total no. of 529,865 different types of medicinal, fruit and trees sapling.</li> </ul>
	Disaster management and humanitarian response (During Disaster Response)	<ul style="list-style-type: none"> <li>• Shushilan took immediate actions to respond during any kinds of disaster like as; SIDR related 27, Aila related 22, Mohasen related 1, Roanu related 1, Bulbul and Amphan related 27 projects. For disaster management more than 78 projects has implemented during disaster happened where provide different types of support to the 118,644 victim people.</li> </ul>
	Disaster Preparedness	<ul style="list-style-type: none"> <li>• A total no. of 21 disaster preparedness projects has implemented. During disaster, Shushilan implemented a total no. of 72 projects for relief and nutrition support and after disaster/post disaster; Shushilan implemented 35 projects for rehabilitation.</li> </ul>

	Pre Disaster preparedness	<ul style="list-style-type: none"> <li>• From 2000, for pre disaster response shushilan formed a total no. of 314 CRA, 952 no. of capacity development of disaster management committee, 11173 no. of disaster preparedness team, 476 no. of picture drama exhibition, 3668 no. of housing, 264 no. of sanitary latrine, 140,496 no. of people received IGA and prepared 219 no. of Contingency Plan for union parishad.</li> <li>• Since 2006, a total no. of 14 CRA/LLP/DM Plan/ PVCA related projects implemented. Shushilan developed a no. of 26 CBOs (Shudin) and a no. of 40 Shushamoy farmer's group for "Food Bank and Seed Bank" through the 2 different projects.</li> <li>• From 2002, Shushilan implemented a no. of 22 different pre-disaster preparedness projects.</li> </ul>
	Post Disaster management	<ul style="list-style-type: none"> <li>• In post disaster activities with the help of WFP, Shushilan provide 105 MT biscuit among the 35,000 families and 2460 MT rice, 155.4 MT pulse, 94.98 MT edible oil among the 25,900 families and also 689.30MT WSB distributed among the 24713 mother and child.</li> <li>• With the help of UNFPA, Shushilan distributed Hygiene Kit among the 4,000 families and with the help of IRRI, Shushilan distributed 72.5 MT rice among the 14,500 families and with the help of Cristian Aid, rice, pulse, oil, saline, polythene sheet and silo distributed among the 3,035 families.</li> <li>• With the help of WFP and LG-Hope Family Bangladesh, Shushilan implemented 26 canal reexcavation (59.08km), 8 embankment repair (15.686km), 24 earthen road repair (39.305km) and 90 plinth raising by the 11,600 people.</li> <li>• From 2001, Shushilan has implemented relief and nutritional activities; there were a total no. of 235,893 people supported to Cash/Food for work, 57,901 people Cash for training, 6,665 school feeding activities and 341,724 no. of nutritional support (MNP-324,615 and NI-17,109).</li> <li>• Since 2000, Shushilan has implemented a total no. of 72 relief and nutritional projects where supported to the housing construction, housing materials and cyclone shelter. A total no. of 5290 housing has constructed 3221 no. of housing material support and a no. of 268-cyclone shelter.</li> <li>• Since 2000, Shushilan has been implemented a total no. of 35 post disaster management projects where implemented to the infrastructure development such as; 149.3 km Canal excavation, 121.56 km Canal Re-excavation, 82 Pond digging, 42 pond re-excavation, 1626 plinths raising of homestead, 411.09km road construction (kacha-376.10km and paka-34.99km), 74.73km kacha road reconstruction and 162.18km river embankment.</li> </ul>
	Reducing Impacts of Climate Change Vulnerabilities	<ul style="list-style-type: none"> <li>• From 2003, Shushilan has implemented a total no. of 64 tackling climate change projects.</li> </ul>
	Adoptation	<ul style="list-style-type: none"> <li>• Shushilan trained a total no. of 7,396 farmers on climate change adoptation with 600 sessions through Farmer's Field School and also infrastructure development to the climate adoptaion such as; 4.5km embankment construction in Chattogram, 14 Canal excavation for waterlogging condition in Satkhira and established a no. of 319 climate resilience housing.</li> </ul>

	Mitigation	<ul style="list-style-type: none"> <li>• In climate change mitigation situation Shushilan took different types of initiatives such as; training, afforestation, use of green energy (solar system) etc.</li> <li>• Shushilan trained and awared the people on climate change mitigation and coping with the changing situation through CBO development</li> <li>• Since 1994, Shushilan afforested 60km road with an own initiative where a total no. of 60,000 saplings has transplanted and also 76km road afforested by the different type of saplings with the help of WFP and Concern Worldwide.</li> <li>• Risk mitigation of climate change, Shushilan supported eco-friendly chula (Bondhu Chula) to the 300 families with the help of Cristian Aid.</li> </ul>
<b>4. Human Rights and Good Governance</b>  Beneficiary coverage: 1.2 million (12 lacs)	<b>Good governance: Strengthening Of Union Parishad</b>	<ul style="list-style-type: none"> <li>• The Union Parishad has 13 standing committees in an effort to make the activities of the Union Parishad more dynamic and active. From 2007 to till now a total no. of 2,662 meetings on Union Parishad strengthening have been completed, out of which, (629 Agricultural, 637 Educational, 635 Health, 618 Law and Order and 143 Finance and Organization Standing Committee meeting). Besides, 40 follow-up workshops have been organized on the 5-years planning of the Union Parishad.</li> <li>• Since 2007, a total of 691 union open budgets have been announced through the implementation of 32 projects. Apart from this, a total no. of 12 projects have been implemented to increase sustainable tax collection. So far 255 Union Parishads have been brought under tax collection. Besides, workshops, trainings and tax fairs have been organized with tax payers, tax fairs organized with the local people and stakeholders to increase public awareness.</li> <li>• Since 2007, 162 Union Village Courts and 86 Union Arbitration Councils have been activated where received 672 complaints through village court and 155 compliants through salish out of which 125 compliants have been resolved.</li> <li>• From 2007 to till now there were 16 projects have been implemented to strengthening the Union Parishad.</li> <li>• So far, a total of 37 projects have been implemented about Union Parishad related and implemented.</li> <li>• Since 2001, Sushilan has implemented a total of 24 projects related to good governance.</li> <li>• Major activities include strengthening standing committee, citizen awareness through picture drama, Participatory planning &amp; budgeting, Partnership with Ups, Enhance Tax collection, Activate village court and arbitration Council.</li> </ul>
	Network with women members of Union Parishad	<ul style="list-style-type: none"> <li>• From 2000, Shushilan has been implemented only 2 projects for networking with union parishad women members where organized 97 planning meeting in presence of 1,432 male and 472 were female. Also held on 97 financial management meeting and developed a total no. of 96 CiG groups (where male 5,137 and female 3,451).</li> </ul>
	Networking with NGOs and CBOs	<ul style="list-style-type: none"> <li>• In 2000, Shushilan formed Community Clubs and CBOs' network called "Oikkoyatan".</li> <li>• In 2003, Shushilan established a NGO network forum with 49 NGOs that called "Oytijho" till now, there were 26</li> </ul>

		meetings have been held.
	Access to Social Justice	<ul style="list-style-type: none"> <li>• Since 2001, Shushilan has been started the Shalish program. So far 8,752 complaints have been received out of which 4,738 complaints have been solved through arbitration, awaited 2,229 complaints and rejected 1,785 compliants. Till now, Shushilan has implemented a total no. of 6 Shalish related projects.</li> <li>• Since 2001, a total no. of 13-court case related projects have implemented. So far, a no. of 846 compliants has received out of which 593 compliants have been resolved, awaited 226 compliants and 27 compliants have rejected.</li> </ul>
	Human Rights	<ul style="list-style-type: none"> <li>• Till now Shushilan have been implemented a total no. of 25 human rights related projects.</li> </ul>
	Protection of Women and Child Trafficking	<ul style="list-style-type: none"> <li>• From 2001, Shushilan started Prevention of trafficking in women and children project with the help of Freedom Foundation.</li> <li>• Alongside, Shushilan implemented a total no. of 19 projects on prevention of trafficking in women and children.</li> </ul>
<p><b>5. Sustainable Peoples Organization</b></p> <p>Beneficiary coverage: 2 million (2 lacs)</p>	Development of People's Organization	<ul style="list-style-type: none"> <li>• Shushilan developed a total no. of 9 people's organization that are "Shuvosakal (<i>Poor People Organization</i>)" "Shusamaj (<i>Citizen's Forum</i>)" "Shadhikar (<i>Women Organization</i>)" "Shuvosakti (<i>Youth Organization</i>)" "Sha-unnayan (<i>Community based Organization</i>)" "shushamay (<i>Farmers' Organization</i>)" and "Shudin (<i>All members of the community</i>)" "CiG (<i>Community in Governance</i>)" and "Ward Platform (<i>Water Management Organization</i>)" where Shushilan worked for empowerment.</li> <li>• The journey of <b>Shuvosakal</b> started from 1991. Since then Shuvosakal was born to provide loans to those poor people to ensure their employment and food security. Since 1991 Shuvosakal develop a total no. of 5,339 groups where (mixed groups 475, female groups 4,179 and male groups 685) which were total members 109,452 (where female members 87,438 and male members 22,014)</li> <li>• Ward Committee is one of the key organ of the <b>Shushamaj</b>. Creating a process through this ward committee so that leadership is developed in each ward and a group of honest people are born, who can play a role in the development of that ward, by themselves, for themselves. Shushamaj developed 5 committees such as; cluster, ward, union, upazila and district committee. Till now, a no. of 1,719 ward shushamaj, 171 union shushamaj, 29 upazila shushamaj and 2 districts shushamaj committee have been developed.</li> <li>• <b>Shadhikar</b> is a women organization which was developed by the 4 committees such as; cluster, union, upazila and district committee. Till now, a total no. of 164 union committee and 20 upazila committees has been developed.</li> <li>• <b>Shuvoshakti</b> is a youth organization which was developed by the 4 committees. Till date, a total no. of 900 ward committee, 100 union committee and 14 upazila committees has been formed.</li> <li>• <b>Sha-unnayan</b> is a community based organization which was developed by the 5 committees. Till now, 6,415 cluster/village committee, 1035 ward committee, 115 union committee, 8 upazila committee and 2 districts committee has been formed.</li> <li>• <b>Shushamoy</b> is a farmer's based organization that was developed by the 4 committees. Till now, a total no. of</li> </ul>

		<p>1,792 cluster/village committee, 471 ward committees, 53 union committee, and 470 upazila committees has been formed.</p> <ul style="list-style-type: none"> <li>• <b>'Shudin'</b> is an organization of all levels of people at the community who are skilled and capable in managing and dealing with natural disasters. Where formed only of the Executive Committee. So far only 2 committees with 13 members have been formed. Note that there is no village, ward, union, upazila, district committee here.</li> <li>• <b>CiG</b> (Organization of public participation and transparency in Union Parishad): that ensuring their transparency and accountability to the public and enhancing public involvement in all their activities. Initiatives have been taken to form the Citizens in Governance (CiG) Forum with the aim of strengthening and making the local governance system effective in all local government activities, especially planning, decision-making, service quality improvement and public involvement.</li> <li>• <b>Ward Platform</b> (Water Management Organization) is an organ of sustainable people's organization. So far, Shushilan has created 28 Ward Platforms (Water Management Organizations) and 2 Water Management Associations.</li> <li>• Where people's organization actively participation, Shushilan could work there smoothly without any type of disturbance.</li> </ul>
	Capacity Building of Development Partners	<ul style="list-style-type: none"> <li>• Shushilan provides Training, Technological support &amp; Consultancy services to its development partners and people's organization for their capacity building.</li> <li>• Shushilan provided two types of training such as, 433 subjects on Human Development and 401 subjects on Skill Development Training.</li> <li>• Since 1991, a total no. of 237,753 people (male 133,471 and female 104,282) have got received human development training and a total no. of 211,975 people (male 141,391 and female 70,584) have got skill development training from Shushilan with the help of different projects.</li> </ul>
	Mass Awareness Program	<ul style="list-style-type: none"> <li>• Plenty of Cultural Programs, Rallies, Day observations, Workshops, Seminars, Dialogues, message dissemination through posters, leaflets, booklets, magazines, hoarding boards, stickers, etc. have done over the years for raising awareness among the people.</li> <li>• Since 1992, more than 3,446 picture drama shows on different issues with the help of different donors and own initiatives. Such as; shalish 180, good governance 14, gender 98, human rights 12, rice cultivation 84, fish culture 15, safe drinking water 79, health and nutrition 552, strengthening union parishad 85, sanitation 569, food security 316, climate change 106 and in rohingya host community 792 etc. etc. and to increase awareness about climate change, food security, disaster, nutrition, women and children trafficking, etc.</li> </ul>

### 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 acquire 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	<b>4,335</b>
Volunteer	650	907	<b>1,557</b>
<b>Total</b>	<b>3,448</b>	<b>2,444</b>	<b>5,892</b>

*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
Volunteer	172	85	257
<b>Grand total</b>	<b>835</b>	<b>441</b>	<b>1,276</b>

*Updated on 10 June, 2023*

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

Present/continued donors	Previous donors
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<p>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,</p>	<p>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 Sticking 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, PETRRA, Proshika, SRDI or Ministry of Agriculture, Stromme Memorable Foundation (SMF), Training and Technology Transfer (TTT), BRAC, CDMP, Uttaran, ICT Division GoB, HYSAWA.</p>
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## 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 Resilience 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 parisads, 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 parisads of 3 districts (Satkhira, Khulna and Jesshore) for procurement processing and installation of WASH infrastructures.

### **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 Parisad).

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. We have the following staff strength in Cox's Bazar:

**Staff and Volunteer in Cox's Bazar:**

Category	Male	Female	Total
Staff	241	105	346
Volunteer	129	55	184
<b>Total</b>	<b>370</b>	<b>160</b>	<b>530</b>

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-unnyan- 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
- Federation of NGOs in Bangladesh ((FNB)

## 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 exhtingisher	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 reports, 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

SN.	Title	Conducted by
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			
SI	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
<b>Posters:</b>			
SI	Issues	Publication year	Remarks
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
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
<b>Leaflets:</b>			
SI	Issues	Publication year	Remarks
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
<b>Stickers:</b>			
SI	Issues	Publication year	Remarks
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
<b>Brochure:</b>			
Sl	Issues	Publication year	Remarks
1.	Mediation	2001	English
2.	Agriculture Service Centre	2001	English
3.	<b>Shushilan</b> -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
<b>Baghrotat (Quarterly Magazine for Coastal Voice):</b>			
Sl	Issues	Publication year	Published Nos.
1.	1 <sup>st</sup>	2002	500
2.	2 <sup>nd</sup> , 3 <sup>rd</sup> , 4 <sup>th</sup>	2003	1500
3.	5 <sup>th</sup> , 6 <sup>th</sup> , 7 <sup>th</sup>	2004	1500
4.	8 <sup>th</sup> , 9 <sup>th</sup> , 10 <sup>th</sup>	2005	1500
5.	11 <sup>th</sup> , 12 <sup>th</sup> , 13 <sup>th</sup> , 14 <sup>th</sup>	2006	2000
6.	15 <sup>th</sup> , 16 <sup>th</sup> , 17 <sup>th</sup> , 18 <sup>th</sup>	2007	2000
7.	19 <sup>th</sup> , 20 <sup>th</sup> , 21 <sup>th</sup>	2008	3000
8.	22 <sup>nd</sup> , 23 <sup>rd</sup> , 24 <sup>th</sup> , 26 <sup>th</sup>	2009	3000
9.	27 <sup>th</sup> , 28 <sup>th</sup> , 29 <sup>th</sup> 30 <sup>th</sup>	2010	3000
10.	31, 32,33,34 <sup>th</sup>	2011	3000
11.	35 <sup>th</sup> , 36 <sup>th</sup> , 37 <sup>th</sup> 38 <sup>th</sup>	2012	3000
12.	39 <sup>th</sup> , 40 <sup>th</sup>	2013	1500
13.	41 <sup>th</sup> , 42 <sup>th</sup>	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"> <li>Residential &amp; fooding facilities</li> <li>Well equipped and all modern facilities</li> <li>200 participants capacity</li> <li>At a time two batch residential training capacity</li> <li>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</li> <li>Training-banquet Hall 1 (300 seat) AC /non-AC conference room (100seats), meeting room (25 seats).</li> <li>Training / Meeting equipment-laptop, multimedia, sound system, other modern facilities.</li> <li>Multimedia projector</li> <li>computers-desktop and laptop including internet printers</li> <li>Photocopiers and Camera</li> <li>White board, display board, flip charts, VIP cards, tripod stand etc.</li> <li>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</li> <li><i>Subject related demo visit opportunity</i></li> <li>Entertainment support for training centre adjusted with Sundarban</li> </ul>
		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"> <li>Non residential &amp; fooding facilities</li> <li>25-30 participants capacity</li> <li>Training-banquet hall-01(100 seat), Non ac conference room-(100seats), meeting room-(30 seats).</li> <li>Training / Meeting equipment-laptop, multimedia, sound system, other modern facilities.</li> <li>Multimedia projector</li> <li>Computers-desktop and laptop including internet printers</li> <li>Camera</li> <li>White board, display board, flip charts, VIP cards, tripod stand etc.</li> <li>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</li> <li><i>Subject related demo visit opportunities.</i></li> </ul>
3	Satkhira Training Center (3) Krishnanagar Training Center, Krishnanagar, Kaligonj, Satkhira	20' x 40'	<ul style="list-style-type: none"> <li>Non residential &amp; fooding facilities</li> <li>25 to 50 participants capacity</li> <li>Training-banquet hall-01(100 seat), Non ac conference room-(100seats), meeting room-(30 seats).</li> <li>Training / Meeting equipment-laptop, multimedia, sound system, other modern facilities.</li> <li>Computers-desktop and laptop including internet printers</li> <li>Camera</li> <li>White board, display board, flip charts, VIP cards, tripod stand etc.</li> </ul>



			<ul style="list-style-type: none"> <li>• <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</li> <li>• <i>Subject related demo visit opportunity</i></li> </ul>
4	Khulna Training Center	30' x 32'	<ul style="list-style-type: none"> <li>• Residential &amp; fooding facilities</li> <li>• 50 participants capacity</li> <li>• At a time two batch residential training capacity</li> <li>• 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).</li> <li>• Training/Meeting equipment-laptop, multimedia, sound system, other modern facilities.</li> <li>• computers-desktop and laptop including internet printers</li> <li>• Photocopiers and Camera</li> <li>• White board, display board, flip charts, VIP cards, tripod stand etc.</li> <li>• <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</li> <li>• <i>Subject related demo visit opportunity</i></li> <li>• Entertainment support for training centre adjusted with Sundarban</li> </ul>
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"> <li>• Residential &amp; fooding facilities</li> <li>• 30 participants capacity</li> <li>• At a time two batch residential training capacity</li> <li>• Accommodation- normal(2bed)-02rooms, non ac 2bed-05rooms, non ac 03bed-05rooms, non ac 04bed-8rooms</li> <li>• Training-banquet hall-01(50 seats), non ac conference room-(100seats), meeting room-(30 seats).</li> <li>• Training / Meeting equipment-laptop, multimedia, sound system, other modern facilities.</li> <li>• computers-desktop and laptop including internet printers</li> <li>• Photocopiers and Camera</li> <li>• White board, display board, flip charts, VIP cards, tripod stand etc.</li> </ul>
9.	Agriculture Service and Training Centre	800 square feet.	<ul style="list-style-type: none"> <li>• Non residential and fooding facilities.</li> <li>• Training materials are available.</li> <li>• Training-banquet Hall.</li> <li>• Computer, Laptop with internet services.</li> <li>• Accommodation.</li> <li>• Whiteboard, display board, flip chart, VIP card, tripod stand, etc.</li> </ul>

#### Guest houses:

We have 3 guest houses (in Dhaka, Cox's Bazar, 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. Shushilan took immediate actions to respond during any kinds of disaster like as; SIDR related 27, Aila related 22, Mohasen related 1, Roanu related 1, Bulbul and Amphan related 27 projects. For disaster management more than 78 projects has implemented during disaster happened where

provide different types of support to the 118,644 victim people. 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**

So far, a total no. of 74 projects on safe water to improve the health status of target community, during this time, there were prepared 600 rainwater harvesters and a no. of 773 deep tubewell installatiion. Under the sanitation program, Shushilan implemented a total no. of 67 projects on sewage/sanitation. Since 1992, a total no. of 131,234 family based sanitary latrines (new 124,832 and reform 6402) and a no. of 2336 community based sanitary latrines (new 1,606 and reform 730) have been intallation. 392 water tanks distributed in Koyra and Dacope upazila with the support of Concern Worldwide.

### **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. The Union Parishad has 13 standing committees in an effort to make the activities of the Union Parishad more dynamic and active. From 2007 to till now a total no. of 2,662 meetings on Union Parishad strengthening have been completed, out of which, (629 Agricultural, 637 Educational, 635 Health, 618 Law and Order and 143 Finance and Organization Standing Committee meeting). Besides, 40 follow-up workshops have been organized on the 5-years planning of the Union Parishad. Since 2007, a total of 691 union open budgets have been announced through the implementation of 32 projects. Apart from this, a total no. of 12 projects have been implemented to increase sustainable tax collection. So far 255 Union Parishads have been brought under tax collection. Besides, workshops, trainings and tax fairs have been organized with tax payers, tax fairs organized with the local people and stakeholders to increase public awareness. Since 2007, 162 Union Village Courts and 86 Union Arbitration Councils have been activated where received 672 complaints through village court and 155 compliants through salish out of which 125 compliants have been resolved. From 2007 to till now there were 16 projects have been implemented to strengthening the Union Parishad. So far, a total of 37 projects have been implemented about Union Parishad related and implemented. Since 2001, Sushilan has implemented a total of 24 projects related to good governance. 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.

### **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. Shushilan has implemented a total no. of 144 projects to create working opportunities for the resource poor people to increase their income including women for Livelihood and Food Security. Out of 144 projects alongside, Shushilan has implemented more than 144 projects on Food for Work, Cash for Work, VGD, Food Security individuality etc.

### **32.5. Health, Nutrition and Education**

From 2007 to till date Shushilan implemented a total no. of 65 maternal health related projects where formed SAM, UHC, FWC and CCT centers for improving sexual and reproduction health status of target community. Through the journey, has implemented 50 child health care related projects

where reduce mortality rate of newborn baby by the applying of Chlorhexiden 7.1. From the "Shushastho kendra" there were 40,000 mother and child and newly wedding people have received health care services over the year from 2007. So far a total no. of 119 nutritional related projects (60 maternal nutritional projects and 59 child nutritional projects) have been implemented where engaged a total no. of 363,438 beneficiaries (milky mother 93,890 and pregnant 71,387 and malnourished children 198,161). A total no. of 102 health and nutritional projects has been implemented till now. 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. From 1995 to till now yearly based teaching school were formed a total no. of 230 schools where engaged 6,835 students (boys 1,859 and girls 4,976). From 1994 to till now a total no. of 11,279 trainees (Female 7,705 and Male 3,570) were trained on LGED practical education which was organized through 542 centers (Female Center 384 and Male center 140). From 2008 to till now food for education (School Feeding Program) have been implemented by a total no. of 18,785 schools where engaged total 7,700,705 students (boys 4,082,666 and girls 3,618,039) under a total no. of 48 projects. So far Shushilan has been implemented a total no. of 67 educational projects.

### **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, asserts, 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. Shushilan has implemented a total no. of 23 projects on Resettlement and land acquisition. In various projects like REOPA, ER & ER+, Disaster Resilience Habitat, Forth Fisheries Project, Early recovery and rehabilitation support, road construction project, Housing Construction projects. Shushilan has resettled 14,268 EPs and 39,730 PAPs.

### **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. From 2003, Shushilan has implemented a total no. of 64 tackling climate change projects. Shushilan trained a total no. of 7,396 farmers on climate change adoption with 600 sessions through Farmer's Field School and also infrastructure development to the climate adoption such as; 4.5km embankment construction in Chattogram, 14 Canal excavation for waterlogging condition in Satkhira and established a no. of 319 climate resilience housing.

### 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	Male	
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) Shuvosakal: (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
- h) Ward Platform (Water Management Organization)

### **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

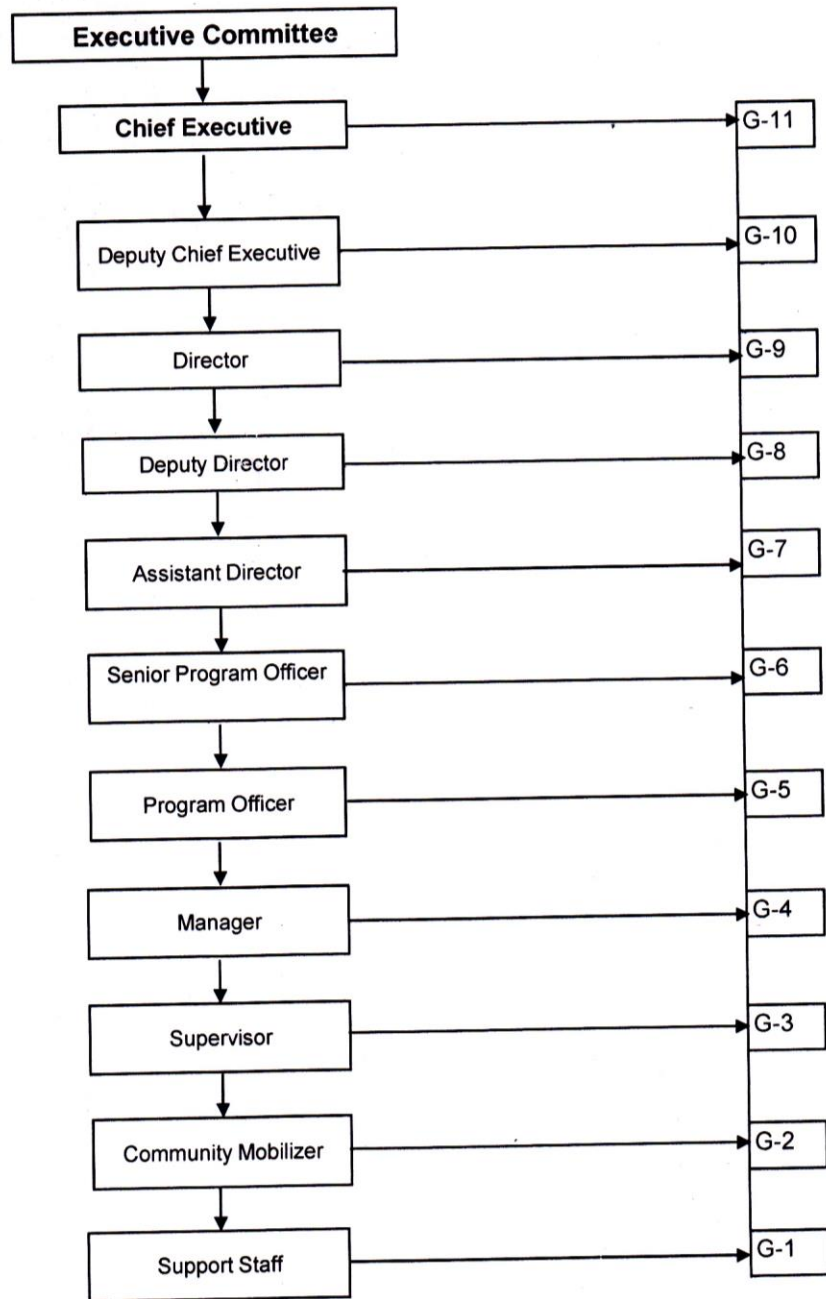


## 32. The Organizational Structure of Shushilan

Organogram of Shushilan :



Line management



**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