

PROCHESTA

A BRIEF PROFILE

July 2019



Prochesta

a community Development Centre.

Communication info:

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Background:

PROCHESTA is a Non-political, non-profitable and Non-Government Voluntary Development Organization formed with the initiatives of a few committed and dedicated social workers and philanthropists. PROCHESTA established on 08.06.1994 with an aim to promoting human and socio-economical development for the under privileged people living in rural area. To achieve the aim, we organize the rural people who are living in poverty to improve their livelihood. This organization initiated by some like-minded development patrons, for the upliftment of the socio-economic condition of rural & urban communities as well as dissemination of information about development.

The philosophy of the organization is based on the conviction the paramount need of the men, women. Children both urban and rural is not relief but release from the prison of poverty, Its main focus is to promote the socio-economic conditions of the under-privileged, landless and economically poor people especially women through Organization, Education, Training, Participation and joint activities. Prochesta runs its major activities in Sylhet Division.

Date of inception : June 08, 1994
Chief Executive : Mr. Ali Naki Khan
Designation : Executive Director
Address : Head Office – Village : Prithimpassa
Upazilla-Kulaura, Dist. Moulvibazar.
Liason Office: Road 4,House 50. 2 A
P C Culture Housing
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Legal Status (Registration)

Legal status: To ensure legal validity PROCHESTA has obtained the following registrations from the respective department of Government of Bangladesh.

1. Department of Social Service : Registration Number: Moulvi--154
Dated: 21.11.1996

2. NGO Affairs Bureau (Foreign donation) : Registration Number: 2223
Dated: 11.04.2007, Last renewal dated: 11.04.17 -10.4.2027)
3. Joint Stock Companies, Bangladesh : Societies ACT Registration
Registration Number: S9258, Dated: 21.04.2009
4. Department of Youth & Sports : Registration Number: 61, Dated: 09.08.2007

Vision of PROCHESTA:

Prochesta dreams of a society where the haor folk, ethnic communities and people with disabilities are empowered, exercise their rights, and live with dignity.

Mission of PROCHESTA:

Prochesta's mission is to become an aide to Haor folk, ethnic communities and people with disabilities in accessing their rights to resources and manage them sustainably for a dignified living in the society'.

For the haor folk, bio-diversity, rights to access, dignified livelihood, managing crises arising from climate change, use of resources, and improvement of livelihood are key areas. For ethnic communities, however, becoming of an integral part of mainstream people, protection of traditional rights, and cultural protection are core issues. For the people with disabilities, dignity in family, society, and becoming part of mainstream opportunities are forthcoming issues.

Goal of PROCHESTA:

To improve quality of life of the haor folk, ethnic communities, people with disabilities and the community people as a whole.

Objectives of PROCHESTA:

The key objectives of the organization include:

1. To develop interest and increase participation of haor folk, ethnic communities and people with disabilities in development activities.
2. To identify local resources and challenges to establish accesses to such resources for the target people such as un/underutilized fish ponds.
3. To create favorable health support atmosphere and help control population growth.
4. To help develop awareness on social barriers, religious stigmas, injustices, exploitation, deprivation through education and motivation.
5. To help reduce social menaces like divorce, acid throwing, child marriage, and any form of torture (Gender-based Violence) through increasing awareness.
6. To help prevent women and child trafficking.
7. To improve/protect environment through tree-plantation, develop agriculture nursery and other appropriate interventions.
8. To educate land less farmers on regenerative agricultural development.

Values of PROCHESTA

A system of PROCHESTA wants to be guided by a system of values. A part of the values is expected to define its internal behavior and some other its behavior to external agencies. The internal behavior relates to the nature of interactions among staff members irrespective of position and gender and their relationship to the organization as well. The external behavior characterizes the nature of interactions of PROCHESTA through its staff members with others including agencies. The values are elaborated in the following:

Values for Internal system:

- **Gender sensitive:** It is the practice of equal opportunity for all staff members irrespective of gender and consideration of specific needs of women at work while they pursue their duties.
- **Cooperative:** The staff members will be variable Qualified, busy and healthy. Therefore, there will always be situations that extension of help will be needed from each other to accomplish the work for the organization as a whole.
- **Mutual trust, confidence and respect:** All a staff members equally are dedicated to the organization. Trust, confidence and respect should determine the nature of inter-staff relationship at all times irrespective of positions, gender and levels.
- **Participatory management style/ autonomy/ decentralization:** Appreciation for the opinion of respective staff members in the decision-making process is to be practiced. It will define space for different levels of management to think independently and decide while remaining committed to the overall objectives of the organization.
- **Non-discriminatory (religion and ethnicity):** The staff members of any religious and ethnic background enjoy equal opportunity. Ethnic and religious background will not influence any organizational actions.
- **Transparency and accountability:** All staff members are committed to maintain necessary documentation of the work processes they are part of for scrutiny. They believe that they must inform their performances to the superiors, and where necessary to peers and subordinates regarding the performances expected.
- **Honesty and Integrity:** The truth and generally accepted social norms of the locality, non-harmful actions should prevail over any individual patterns.
- **Resource conscious:** Proper and economic use of resources in all of its operations.

- **Policy driven:** The values as elaborated above will be reflected in policies (HRM&D, Gender, Procurement, Administration, etc.) and all staff members will comply and any non-compliance will invite enforceable sanctions.

Approaches and Strategies

Beneficiaries: Externally, PROCHESTA will be transparent, respectful, gender-sensitive and non-discriminatory towards its target people as well. Meeting long-term interest of beneficiaries will be the prime driving force for all actions of PROCHESTA.

Community: Even when the community is not the direct beneficiary, PROCHESTA respects community concerns, makes its activities open to them and seek their cooperation while implementing its activities.

Government: Accountability and transparency: PROCHESTA will maintain all documentation of all efforts and processes and provide reports on its performance and financial situation to relevant government entities voluntarily.

Partnership: PROCHESTA always considers itself as a partner of government to complement either government activities or perform activities as interested by the government.

Donor: Transparency and accountability: As to be practiced towards the government, PROCHESTA will maintain documentation of all of its activities and work processes including financial operations subject to provision of funding and report to the donor as to be agreed.

Understanding: PROCHESTA will seek and comply with the specific donor requirements and changes over time subject to change of policies on any side.

Other NGOs

Partnership: PROCHESTA believes that due to specialization, presence and level of. Expertise, it cannot alone address the challenges of the complex geographical and cultural context it is in. Therefore, it will actively seek partnerships with relevant organizations locally, nationally and internationally to a total process needed for the beneficiaries.

Cooperative: While PROCHESTA believes in the competition of performance, it will always collaborate with other organizations for mutual benefits and seek resolution of any probable conflict with other NGOs performing similar works in the same area.

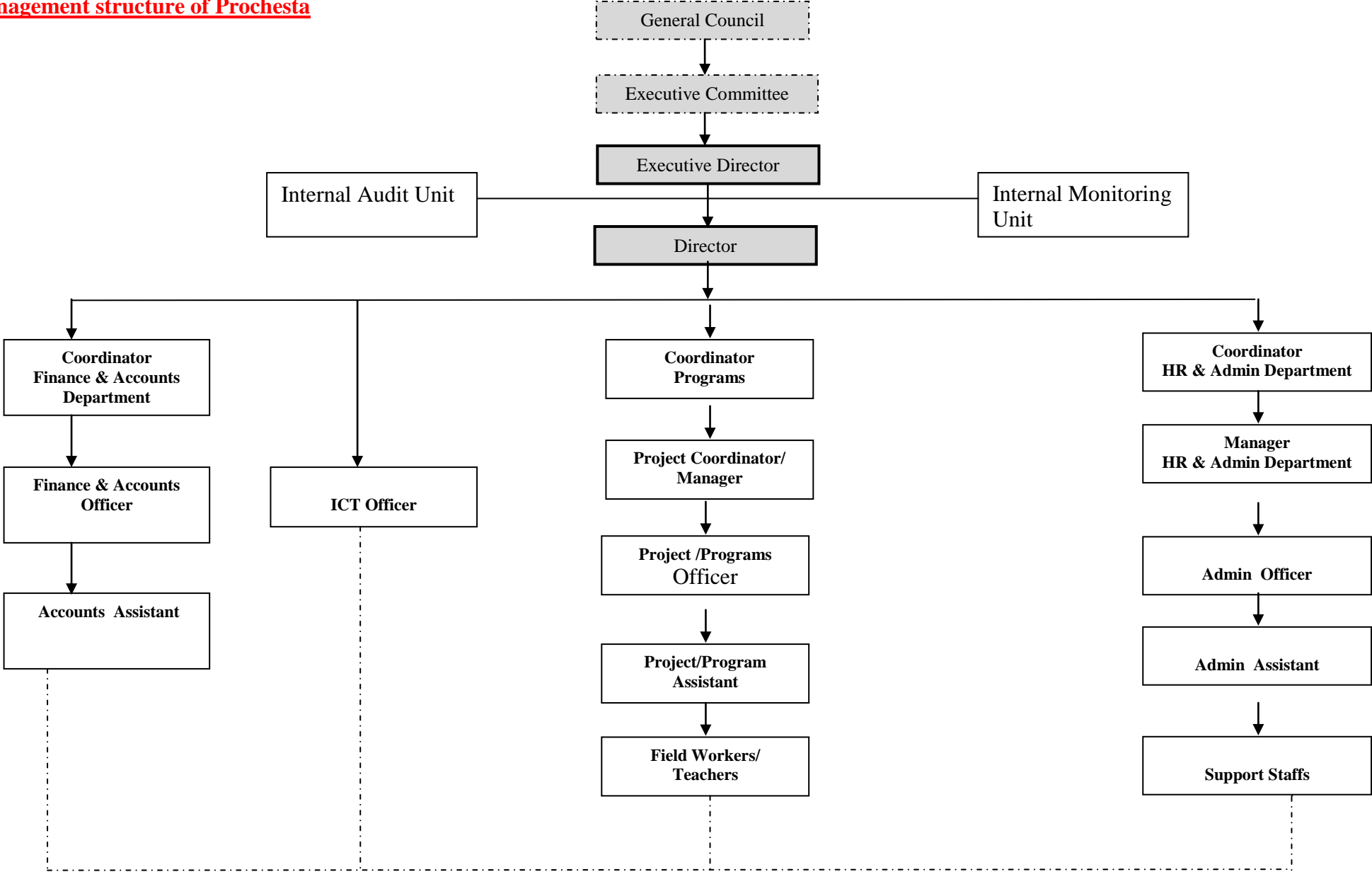
While pursuing the mission the mentioned values will guide PROCHESTA's efforts to bring about changes in the lives of the target people. Ultimately, which strategies PROCHESTA want to implement depend on the situation of the target people and organizational situation of

PROCHESTA. The following section analyzed and organizational situation of PROCHESTA. The following section analyzes the situation PROCHESTA faces.

Organization Structure

Prochesta has an approved constituency to regulate and maintain all sorts of activities. The organization is governed in participatory and decentralized manner. It has a general body, which is mainly responsible for the governance of the organization as well as the development of beneficiaries. The Executive Director (ED) on behalf of Executive Committee (EC) conducts overall management. The EC convenes meeting for making necessary decision and review progress of organization after each 3 month and General Council (GC) brings together at least once in a year. The EC is responsible to the general Council for its activities. There is a Core Management Team consisting with 15to 17 members and headed by the Executive Director(ED). This Team is responsible to implement the policies as well as Organizational management affairs. The Executive Committee (EC) governs all the activities taken as development initiatives. Executive Committee (EC) is reportable to the general body. Executive committee (ED) is the member secretary of this committee, he has to design, implement and handle all the income and expenditure related work. He is responsible to the Executive committee and he has to ensure all the necessary to the target groups for his activities too. An Executive Committee (EC) consists of 7 members elected by 21 Members of general council for 2 yearly takes up the responsibility of execution of execution of the organization.

Management structure of Prochesta



Names of the members of the approved Executive Committee / Governing body: (Duration 01.07.2018 to 30.06.2020)

Name	Qualification	Designation	Profession
Md. Moyub Hossain	B.A	Chairperson	Business & Social Work
Ali Naki Khan	B. A	General Secretary	Business & Social Work
Md. Ishak Mia	BA	Treasurer	Social Work
Mr. Abdul Monaf	HSC	Member	Business & Social Work
Misbun Nahar	B. A (Hons.) MA	Member	Private Service & Social Work
Durga Rani Rajvor	SSC	Member	Social Work
khasi	SSC	Member	Social Work

Human Resource

Adequately experienced, skilled and trained human resources are the main strength of any organization. It has experienced skilled, dedicated professional staff. Teams consist of diversified education, knowledge and skill e.g. social science graduates, agriculturist, health professional and technologist, economic and financial analysts. Prochesta provides fundamental (basic) and refresher training based on need assessment to build capacity of the staff members for diversified fields/thematic areas such as social mobilization, health care, agriculture, water and sanitation, economic development. It maintains two broad categories of staff namely, permanent and project staff. It also has regular staff, contractual staff and volunteers.

At present 31 (Male=21 and Female=10) regular staff is working in its head office and branch offices and 85(Male=35 and Female=50) project staff is working with Prochesta. There are sound experience employees engaged in PROCHESTA programmatic management. They possess high degree of work commitment and sincerity towards the mission of the organization. The organization also has skilled and efficient staff in the area of RBA, PRA, Gender, Human Right, women and child right, TOT, Finance & HR management Monitoring and Evaluation and Organization Development etc.

Target Community

Haor folk, ethnic communities and people with disabilities are the main target audiences of Prochesta. Targeting vulnerable people has varied from project to project. Different vulnerability criteria indicators, as set by Prochesta e.g. Daily income less than USD1, land holding pattern, thatched roof house, food intake per day, frequency of natural calamity, burdened by diseases, lack in access and control over resources, inability participate in planning and decision. These criteria tools are aligned our initiatives among destitute women, resource poor & hardcore/ultra-poor, girl child, persons with disability or special ability, geographically & environmentally challenged people. Prochesta is trying to lifting the poor out from poverty, illiteracy, economic dependency and other multifaceted problems that restrict people's sustainable development.

Strategic plan:

PROCHESTA has formulated strategic plan for the period of 2017-2021. This year was contemplated change for the organization. These beneficiaries, community members, local government representatives, GOB extension officers, journalists and staff members contributed with the process formulation of strategic plan. The Strategic Plan consists establishes the Strategic Framework comprising Vision, Mission and Values includes the analytical basis from external and internal PROCHESTA wants to implement to successfully implement the programmatic strategies.

In the phase PROCHESTA has restructured its organogram first according to faor and non-haor areas. The next level of differentiation in haor areas would be function-oriented like Education, Disaster Management and Health, Environment, Income Generation and VGD. In case of non-haor areas, the next differentiation is according to Tea Garden and Non-Tea garden Areas which again will differentiate the next level according to functions like Education, Disaster/Health, Income and Skill Training. PROCHESTA will provide admin and accounts services as technical backstopping to other branch offices. The organogram will include M&E, Research and Training positions.

Programmatic Strategies

Prochesta has expertise and home advantage to work for the Haor folk, adibashis and people with disabilities. It may concentrate its works in these areas while remaining opportunistic to initiatives of Government and donors' suggested initiatives, so far as they remain within the purview of its mission and vision.

Haor Area

Prochesta should consider Haor area as a living apace for people, where they have to earn their livelihood maintaining the natural system with all bio-diversities intact. It wants to move towards a broad view of Haor internalizing the most recent research findings and policies. As a local organization, Prochesta is determined to become a more credible organization than other.

Goal: The Haor folk gradually become a core agent to manage and sustainably live from haor resources.

Strategies

- Establish the community as direct user groups of haor resources (fisherman, land, etc.)
- Support to haor folk to implement national haor strategy

- Support to early cultivation/processing system to prevent the harvest from flash flood
- Introduce alternative farming system (duck, veg, other crops) as an adaptation measure
- Under local level advocacy organizing communities
- Join partnership and networking with other organizations which pursue the interest of Haor folk
- Invite media to present Haor issues and livelihood challenges of the people and to mobilize support for Prochesta's activities.
- Undertake collaborative efforts with noted national and international researchers to continue studies on Haor issues and options for the poor.

Actions to be undertaken

- Establish people's organizations and expand to more areas
- Provide awareness of rights and improve capacity building to claim rights
- Utilize social accountability approach (community mobilization and activism) in advocacy
- Adapt and implement GoB plan of action on Haor
- Support to early cultivation and processing system (adaptation
- Utilize social accountability approach (community mobilization and activism) to access env-friendly seed varieties from GoB/ private sources.
- Undertake partnerships with agricultural scientists to develop env-friendly farming system
- Introduce appropriate harvesting technology and promote small entrepreneurs as service providers

Ethnic Communities (Tea garden, Khasi and dalits)

The area of operations of Prochesta inhabits tea garden, Khasia community and dalits. The tradition of Prochesta's work and its credibility with the ethnic communities puts it in a favorable position to work for them.

Goal: Prochesta is 'An aide to ethnic communities in their effort to materialize their livelihood maintaining their culture and tradition'.

Strategies

- Advocate for quality primary education including ECD
- Advocate for ensuring access to land family health services in the hilly areas
- Advocate for the protection of land rights Khasis community is traditionally enjoying
- Support to ethnic organizations (Youth) to demand GoB services (capacity building, actions)

Actions

- Primary education
- Advocate for quality primary education from GoB in the hilly areas
- Continue with ECD incl. bi-lingual system in Khasia communities
- Seek GoB support for pre-school in hilly areas.
- Undertake social accountability approach (community mobilization and activism) to more teachers/adiabatic teachers and materials for primary school.

Branding

PROCHESTA understands as how it wants the stakeholders perceive and experience it as an organization and its services. PROCHESTA believes that branding will not only enhance its acceptance, preference and protection, but also bring material support for sustainability of the organization. PROCHESTA will strive for branding as an organization and separately for its services simultaneously.

PROCHESTA's core messages in the branding process will be different for various stakeholders including target people, communities, local government, donors and the government. The media and tools will also vary accordingly. PROCHESTA will follow up whether the expected brand image has reached its audience effectively.

Branding as an organization

PROCHESTA's branding as an organization targets all. The core message is for whom it works, what change it stands for and how. The audience must believe in it, become emotionally attached and move to join PROCHESTA in whatever way. The message is: CONNECTION POOR WITH HAPPINESTA! All external communication will carry this message and must be articulated.

Branding of services

Unlike branding as an organization, branding of PROCHESTA's services address different audience within the general audience. The core message for each service is differentiated according to recipients. Also here, each target audience must believe in it, become emotionally attached to join the Endeavour in whatever way. The message is variable for different audience as the purposes are different. The following matrix illustrates the needed media for audience-specific brand messages.

Disabilities

The work with people with disabilities remains a challenge. Prochesta's presence in the area is a great advantage, but diversified type of disabilities require a multi-faceted approach, which Prochesta has not been doing so far. Therefore, in future, Prochesta needs to work more through partnership, networking, and strengthening skill and economic potentials of the people with disabilities.

Goal: Prochesta is an aide to physically challenged people to attain their rights (mobility, work, etc.)

Strategies

- Referral to relevant organization
- Skill and asset transfer to capable and motivated persons
- Provide tools/instruments to respective persons for mobility
- Partnership with organizations specialized in works for people with disabilities
- Advocate for appropriate physical structure for improved mobility

Actions

- Sign Mou with specialized organizations dealing with different disabilities and refer to them

- Identify needs/interest for skills
- Undertake feasibility analysis (market)
- Line with service providers/markets with Bangladeshi organizations .
- Line with need-based counseling services
- Seek for sponsors to provide tools/equipments for mobility
- Continue advocacy for employment with tea garden and self-employment

WORKING AREAS:

We intend to cover all the disadvantaged community and underserved areas of country but presently are active with interventions in remote and inaccessible areas of Moulvibazar, Hobiganj, Sunaamgong, Sylhet and Bramonbaria districts.

Partnership and Memberships:

Prochesta has been operating its activities with the financial and technical assistance of different national, international vis-à-vis government and non-government agencies since its inception and Prochesta has established good and wide partnership with prominent networking organizations. The detailed list is given below:

Name of organization	Type of Membership	Membership from
National Forum of Organizations Working with the Disabled (NFOWD)	Do	From 2004
NAHAB	General Member	From 2008
CAMPE	General member	From 2007
The Civil Society Alliance for Scaling up Nutrition (CSA for SUN), Bangladesh	General member	From 2012
NGOFC	General Member	From 2017

Financial Management and Bank Information

Prochesta is committed to maintain 360° accountability and transparency in both of its program and financial system. To this effect, it follows generally accepted accounting principles (GAAP), rules and concepts for maintaining basic accounting. It has a standard accounting policy (written in easy and understandable languages with useable rules) for maintaining day-to-accounts as well as reports. The distinct feature of the accounting manual describes how vouchers (Debit, Credit and journal) to be prepared, how to post it in books of accounts e.g. cash book, ledgers and other subsidiary books, how to rectify/adjust any records if any mistakes and how to prepare basic accounting reports. It has a stringent policy of financial monitoring that ensures budgetary control, avoids unexpected reimbursement, and helps in developing cost effective service delivery systems in the organization.

Project offices maintain manual accounting records now in the process of automation. Besides, hand it has very functional administrative and HR policies which contribute in maintaining financial transparency of the organization. There is a self-explanatory chapter on procurement in the administrative policy contains two separate chapters on Store/Inventory management and Transport/vehicle management.

HR policies are very clear about personnel benefit packages. It has a system of contributory Provident Fund, Gratuity and Festival Bonus. Every personnel are informed about their entitlement and claims accordingly. Donors and other stakeholders could easily rely on systems and procedures it maintains.

The mother Bank Account of the organization is operated by the joint signatures of the Chairperson, General Secretary and the Treasurer of the organization according to the approved EC meeting resolution and the approved amount is transferred to the project accounts as per the approved budget.

Programmatic Focus of Prochesta

PROCHESTA ongoing program activities focuses on the sector or thematic area following-

- Education
- Community Empowerment
- Food & Livelihood Security
- Human Rights
- Women empowerment & Gender Equity
- Child Rights
- Disability
- Health, Water & Sanitation
- Poverty Reduction

Ongoing Programs / Projects and Donors:

At present Following activities have been implementing in the working area:

Sl.	Name of Donors	Name of Projects	Duration	Project Area
1	EDUCO	ALOY ALOW	2019-2023	Komolganj,Maulvibazar
2	CBM-CDD	PHPRBD	2019-2021	Kulaura,Maulvibazr
3	Ministry of Womens Affairs, Gov	VGD	2019-2020	Maulvibazar Sadar.Borolekah.Maulvibazar
4	NOREC	Exchange Project	2019-23	Kulaura
5	Ministry Education.Bangladesh Gov			

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Completed Projects and Donors:

Prochesta has successfully completed the following projects/programs;

Sl.	Name of Donors	Name of Projects	Duration	Project Area
01	Oxfam Hongkong	Hakaluki livelihood development Project (HLDP)	2013-16	Kulaura Upazilla of Maulvibazar District and gulapganj Upazilla of Sylhet District.
02	Office of Global women issues-USA	Baby Basic program in Bangladesh	2015-16	Moulvibazar(Kamolgonj Alynogor Tea garden)
03	Cbm-CDD	Promotion of Human Rights of Persons with Disabilities in Bangladesh (PHRPBD) Project	2010-18	Kulaura of Moulvibazar
04	Plan International	Developing model of Inclusive Education in Bangladesh	2014-16	Kulaura of Moulvibazar
05	Ministry of Women's affairs. GOB	Support to Lactating Mother	2012-16	Moulvibazar Pourashova.
06	Ministry of Women's affairs. GOB	Vulnerable Group Development(VGD)	2012-16	Moulvibazar
07	UNICEF-GoB	SHEWA-B	2007-12	Borolekah of Moulvibazar and Tahirpur of Sunamgong
08	Oxfam-GB	AGUP	2007-10	Kulaura & Borolekha of Moulvibazar.
09	Oxfam-GB	SIPPL	20011-12	Kulaura & Borolekha of Moulvibazar.
10	CDD	Provat Network	2009-11	Kulaura,Moulvibazar
11	Protibondi foundation & own	CAHD	1998-05	kulaura, Moulvibazar
12	Hasab Consortium	Prevention of the HIV/AIDS.	2008-11	Kulaura of Moulvibazar
13	NGO FORUM	NCNSP	2008-11	Kulaura , Moulvibazar
14	Oxfam GB	CMPEVAW	2009-11	Moulvibazar
15	UNDP-GoB	CWBMP	2005-06	Fenchugong,Sylhet
16	USCC-B	AIOP	2008-11	Kulaura,Moulvibazar
17	Centre for Development Services(CDS)-GoB	Participation of Urban Poor in Municipal Governance Project	2006-07	Moulvibazar Pourashova.
18	BRAC	NFPE	2005-10	Kulaura,Moulvibazar
19	Institute of	Election Monitoring,	2006-07	Kulaura , Moulvibazar

Sl.	Name of Donors	Name of Projects	Duration	Project Area
	Development Affairs	Voter and Civic Education Project		
20	USCC-B	LEAD	2006-07	Kulaura, Moulvibazar
21	NGOF	Community Managed Watsan Program	2005-06	Kulaura, Moulvibazar
22	NGOF	Post Flood Rehabilitation of Water Supply and Sanitation activities	2004	Kulaura, Moulvibazar
23	ARD, Inc. of Burlington	UP networking support services	2003	Kulaura, Moulvibazar
24	Oxfam -GB	CMPEVAW	2009-12	Moulvibazar
25	NGO Forum	GTF	2011-14	Moulvibazar, Borolekha
26	UCEP-Bangladesh	CWRA	2012-14	Bramonbaria Pourashava
27	Ministry of Environment, GOB	CBAECA	2011-14	Kulaura of Moulvibazar & Fenchugong of Sylhet.
28	Aga-Khan Foundation -FIVDB	ECDSP-B	2009-14	Kulaura & Komolganj of Moulvibazar.
29	Stromme Foundation -VARD	ECCO	2009-14	Kulaura & Kamalgong of Moulvibazar.

Written Policy documents of the organization

- a. Organizational Profile
- b. Brushier
- c. Management Policy
- d. Financial Manual
- e. Gender Policy
- f. Child protection policy
- g. Anty Froad Policy

Training Centre

Training centre has been established and run by Prochesta since 2008. We organize our meeting and some local training Here For the benefit of organization now arrange and rented other development organization for conduct development training.. Prochesta offers facilities of guest House, Two well furnished modern training Room and two dormitory in prochesta premises. Total capacities of this training room are now for 30 trainees. Now this time 1 Batch (30 trainees) .

Major project highlights:

Hakaluki Livelihoods Development Project (HLDP): Hakaluki haor is the biggest haor in Bangladesh and it is most important natural resource and rich biodiversity. The people who live in the Haor areas for their livelihood is very much threatened in the context of food security. Natural disaster like early flashflood, flood, hail storm, wave erosion and cold wave damage their crops, infrastructure, livestock and other livelihood asset. Recognising the particular vulnerabilities of these areas, the Hakaluki Livelihoods Development Project (HLDP) is designed to focuss on livelihoods and disaster risk reduction. Total 2000 household has been selected and 50 CBOs are formed. The poor and marginal farmer, fishermen, day laborer and some other poor people has been including in the CBOs. The project has been implementing at Kulaura and Golapgonj in Moulvibazar and sylhet districts during March 2013 to June 2015.

Goal: Resilient livelihoods for quality life of at risk haor dwellers in Kulaura and Golapganj under Moulavibazar and Sylhet districts.

Objectives:

- 1800 households have increased access to food and income security and enjoyed quality of life
- Communities and households have improved capacity to cope with disaster risk and anticipate climate change impact.
- CBO and women are more empowered with better life skills and capacity to claim rights and entitlements

Major activities:

Institutional development and capacity building

- Formation of community based organization
- Provide different IGA and leadership development training

Advocacy and campaign

- Workshop with Upazilla administration and Elite, Media, Political Person, CBOs to mobilize regarding Khas Land, Lease, Rights of Fishermen community
- Campaign to end violence against women, DRR, CCA, sanitation, education and health

DRR & CCA

- Orientation on flood, sanitary latrine, improved cooking stoves and solar panel system
- Installation of deep tube well in most vulnerable communities
- Observe national days (maximum 6 national/Int days/events per upazila)
- Facilitate quarterly UDMC meeting and SC meeting conduction(5 meet per Quarter within 2 uz)
- Orientation to schools on DRR, CCA, WATSAN, Health and Gender issue
- Fruit Trees Distribution among the Beneficarie

Target beneficiaries: Total 2000 household has been selected at Hakaluki Haor dwellers

Major achievement:

During the reporting period the project team has accomplished some areas of success and key achievement. Successfully has been operating and facilitating development process among 50 CBOs (2000 household Female 1151 & male 849). Developed personal skill in different trade by receiving different training among 1035 CBO members (Male-331, female - 704) and 1130 HH have involved economical empowerment process through providing training and linkage support. # 866 HH have involved in homestead gardening. Union disaster management committees were more proactive and they have continued their regular meeting and identified their local problem, make disaster management plan according to plan. Community people, School (teachers & student) and Union parishad body, three tire people aware about DRR & CCA, .CBO member and community people were involved in climate resilience crop (early variety rice cultivation,(565 HH). Alternative crop -369 HH.) cultivation, raised their house pith(135 HH) Improved water and sanitation situation (792 HH used latrine 1400 HH used safe water).Improve child education situation # 130 student has newly enrolment.# 130 student has got opportunity quality education by establishing tuition support program. CBO members were aware about their rights # 22 members got social safety net opportunity and 371 fishermen have got their rights about fishermen identity card. # 29 CBO has access to cultivate kanda khash land. From now the female social mobility are gradually increased and participated in different training, session, workshop, Campaign with male in different level.# 65 household has involved in Duck and fish base enterprise development. # 5 producer groups has involved in vegetable cultivation. Total 369 household has involved in crop diversification and total cultivated land was 38-hector. #30 CBO has open bank account and managed their savings. # 04 CBO has got registration from youth development department.



Figure 1: early variety rice cultivation



Figure 2: cattle vaccination program



Figure 3 Sanitary latrine distribution



Figure 4 : Capacity building training

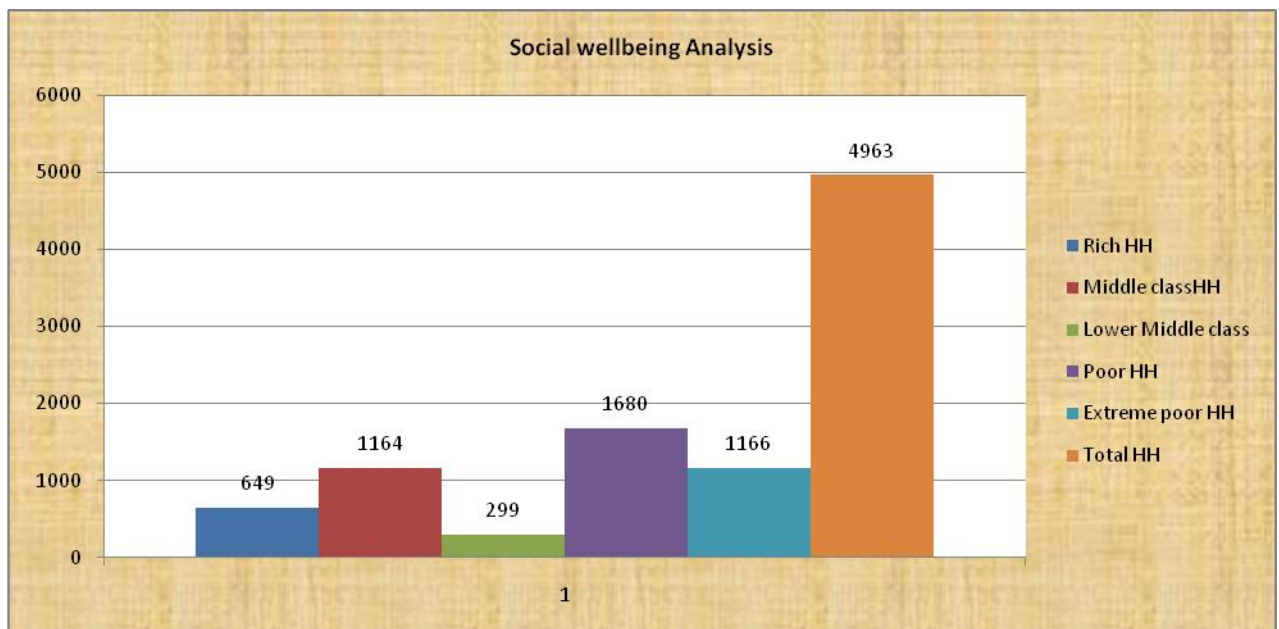


Figure 5: alternative crop cultivation



Figure 6: Day observation

Social Wellbeing Analysis Statement



Where is a will, there is way

Collected By: Samarjit Singh, FF –HLDP

Masum Ahmed is lives from one village in a Basantapur under Sarifgonj Union in Golapgonj sub district town. His father Aftab Ali is an ultra poor farmer.

Masum played as Chairmen of Basantapur “**Khorubeel Unnayan Samabay Samittee**”. He lives with 12 family members in a join family. Masum is an idle farmer.

He has been involved with HLDP at times for various purposes such as group meeting, training, workshop etc. He participated in seed production; preservation and marketing training on 22-23 December, 2014 were arranged by HLDP project. He recalls that crops (Boro) could not grow up due to flash flood. Rather it has been damage and hampering the income security in every year. Considering this things, “I would like to do some different instead of rice” he added.

He received so many advice and suggestion during training and taking initiative to cultivated Wheat exhibition. He said, “I became interested to know more about it but i did not get an opportunity to explore the idea & exhibition”. He continues, attending the training “I came to know the procedure and technique to harvest the wheat”. He was cultivated in 35 decimal lands by getting 305 KG wheat from this production. He added, as this is the first time initiative is really inspired the community people and fellow farmer also become interesting to take initiative like me. He expected that he would able to harvest maize, sweet guard with greater initiative in coming year. He recall, this initiative brings a new positive change for him and hopefully he would able to contributing for his areas development as well.

He expressed, all the training and meeting organized by Prochesta Hakaluki Livelihoods Development Project (HLDP) will gradually brings a positive change the group member and adjacent with Hakaluki Haor.



Project name: Develop a practical model of inclusive education in Bangladesh

Background of the project:

Bangladesh, a developing country, operates one of the largest primary education systems in the world with approximately 17.5 million children. The country has achieved immense progress in some of the educational arenas like net enrollment rate (98.7%, boys 97.2% while girls 99.4%), gender parity (1.02),¹ and pre-primary education (around 40% of school have at least one child attending pre-primary classes)² over the last few years. According to Annual Sector Performance Report (ASPR) 2012, survival rate and primary cycle completion rate have also been increased from 67.2% and 60.2% respectively in 2010 to 79.5% and 70.3% in 2011. But still the quality of education is a daunting challenge. In a recent study, Asadullah and Chaudhury (2012) confirmed that a large proportion of children do not attain basic competence (measured in terms of primary school curriculum based test on numeracy) upon completing primary schooling. It is only 2% children who attain all the measurable terminal competencies (Annual Sector Performance Report 2011, Campaign for Popular Education 2008). Moreover, primary schools are the mostly poorly managed level of education in the Bangladeshi education system. In many cases, school management committees (SMCs) are not fully activated and parent teacher associations (PTAs) are rarely capable of addressing management issues³ either, and school authorities are not accountable to parents and communities, who, in any case, are largely unaware of school activities.

Despite overall increases in primary education over the last few years, there are still more than 3 million out of school children and opportunities for schooling are limited for specific groups, including the following categories of hard-to-reach children: children with special needs; children in remote areas (Char, Haor-baor, flood prone areas, disaster prone areas etc.); children living in extreme poverty; children living in slum areas and working children. Research suggests that there are three dynamics of exclusion in education (FIVDB, 2011). The first of these mainly occurs in the socio-economic and political levels that make conditionality by which large numbers of children cannot enter the educational system. With this kind of exclusion students can never enroll in school. The second type of exclusion happens in the school system and creates discrimination and domination among students in the classroom and deprives a large number of students from receiving a quality education. The third type of exclusion happens as a result of ineffectiveness of schools or the education system as a whole that forces students to leave school before completion.

The government of Bangladesh has a strong commitment to ensure 100% enrolment, attendance and primary cycle completion with a minimum standard of quality. To achieve this, several policies, strategies and initiatives are in place in the government system but the efforts focus on all children rather than targeting specific groups of children, thus ensuring maximum attendance but without an emphasis on inclusion of marginalized groups. Such children endure very difficult circumstances and require special interventions from both technical and programmatic perspectives. The interventions are specific but these should not be delivered ‘specially’ to a particular group, rather through a common mechanism. In this way, inclusiveness addresses the special needs and conditions of hard to reach children as well as adding significant value to the quality of education for all children.

In principle, inclusive education is a priority for the government of Bangladesh and there are many strategic directions for implementing inclusive education which are articulated in the

¹ Bangladesh Primary Education Annual Sector Performance Report 2012

² Bangladesh Primary Education Annual Sector Performance Report 2012

³ Nath, S.R., & Mahub, A. Op. cit.

government's Inclusive Education Framework. In this framework, excluded groups are identified considering four major areas; Disadvantaged areas (poor, ultra poor, slum, geographically disadvantaged areas etc); Gender; Ethnic groups and Special needs (Children with disabilities).

There is a two-way problem; it has become difficult to enroll a large number of disadvantaged and marginalized children and to retain a good number of students due to multiple reasons and challenges. An inclusive school and education system is the best answer to these challenges. Inclusive education aims to gradually change the whole education system, so that every school and every teacher is able to welcome any child (regardless of their disability, talents, gender, poverty, ethnicity, etc.), and provide them with a good quality education alongside their peers⁴. It is mostly about developing an attitude of flexibility and problem solving – enabling schools, teachers, parents and children to work together to solve the causes of exclusion. Inclusive education theory says that children are excluded because of problems with the education system. For instance, exclusion happens because the school environment is inaccessible, or because teachers have negative attitudes or have not been well trained, or because the curriculum is not flexible to the needs of certain children. So the solution is to change the way the mainstream education system works, so that it can accommodate all sorts of different children. Inclusive education entails identifying and removing barriers and providing reasonable accommodation, enabling every learner to participate and achieve within mainstream settings.

Considering the challenges, barriers and problems identified in different areas of access, quality and governance of the primary education system, a comprehensive, unified acceptable and inclusive primary education model is vital for a country like Bangladesh. To address the above problems and to support the primary education system in achieving quality primary education for ALL, Plan Bangladesh will strive to develop an effective, innovative, participatory and inclusive primary education implementation model which will cover access, governance and quality based on the government's initiatives (I PEDPII, IE strategy, PEDPIII etc.). As a priority to address issues for the most marginalized and disadvantaged groups of children, especially children with disabilities, Plan Bangladesh will initiate a project for developing a practical inclusive education model in close collaboration with UNICEF and the government of Bangladesh which will complement PEDP III initiatives on Inclusive education and at the same time develop a demonstrative model of inclusive education for potential adoption and scale up.

Project Goal:

An efficient inclusive and equitable primary education system is in place that delivers effective and relevant child friendly learning to ALL children.

Project Objectives and Intermediate Outcomes:

- Schools are implementing practical inclusion strategies from pre primary to grade V
 1. Schools have appropriate inclusive friendly environment for ALL children
 2. Resources (T-L materials, and AD) for IE are available
 3. Teachers demonstrate inclusive practice in all aspects
 4. Better school management that demonstrates ownership of inclusive practices
 5. ALL children in targeted areas are participating in education in a friendly, enabling school environment and are more equipped and confident

Communities are sensitized, motivated and acting for Inclusive education and children with disabilities

1. Communities (local elites, leaders, UP members, CBO/CMC adolescents, children etc.) are aware on IE

⁴ World Vision UK (2010). *Travelling together How to include disabled people on the main road of development.*

2. Parents (CWD and NCWD) are motivated and involved in promoting Inclusive Education

Project Activities:

- Support to ensure Accessibility
- Provide need based Training
- Operate Shishu Bikash Kendra
- Support to school make colorful & enjoyable
- Orientation to Community



Figure 7: Training program

Location of the Project: The project will be implemented in selected 10 (ten) mainstream primary schools of Kulaura upazila, Moulvibazar district that location and schools are selected by Plan International Bangladesh through consultation with Directorate of Primary Education (DPE) based on the findings from national situation analysis based on secondary data.



Figure 8: Sishu bikash kandra

Targeted Beneficiaries/Stakeholders: The project will directly cover all stakes of primary school considering school catchment area; e.g. Children (from 0 year to primary education age), School Teachers, SMC, PTA, SLIP Committee of project selected Primary Schools, Upazila Education Office, Upazila Resource Centre, Upazila Education committee as well as community level stakes (Parents, Union Parisad, Community

leaders, Community people, People with disability, Community disadvantage group, Community Resource Team, Parents Group, Children Cycle etc.). The project related key messages will be disseminated to all primary schools and all people of Kulaura upazila through social mobilization and campaign activities; those are treated as secondary participants.

Project Duration: February 2014 to June 2019.



Figure 9: colour full school

Project Implementation Strategy

As this project is aiming to develop a practical model of inclusive education in Bangladesh in line with the PEDP III, a major aspect of the implementation strategy will be to align the work to that of the government. To achieve the end of project objectives, there will be two tiers of input

through working at working with schools and working with parents and community. Recognizing that the end results are intertwined and cannot necessarily be compartmentalized, the strategies will be carefully derived in a balanced way so that any change or failure at the strategic level will not affect the project activities.

Basic Literacy Program (BLP) 64 Districts project

Project title : Basic **Literacy Program (BLP) 64 Districts project**

Project duration: 16 December 2018 to 15 June 2019

Project areas : Kulaura Upazila of Moulvibazar district

Target group: 9000 Men and 9000 women age between 15-45 years.

Objectives of the project:

- a. Provide Literacy and Numeracy to the adult men and women of aged 15-45 years for the proposed working area for literate them.
- b. Provide life skill training of that neo-literate people to increase their capacity.
- c. Linkage the neo-literate people with the local financial institution and local NGOs to create opportunities for income and employment generation.
- d. Create opportunities for the neo-literate for access to the local government offices.
- e. To contribute in eradication poverty creating opportunities for income and employment generation provide life skill training to targeted people.

Major activities of the project:

- a. Coordination with local administration, local government institutions, NGO's, CBO's service providers, stakeholders and community people.
- b. Conduct bench mark survey
- c. Selection of learners
- d. Establishment learning center
- e. Formation of center management committee
- f. Recruit Teachers and supervisors
- g. Facilitate foundation training for the teachers and supervisor for knowledge gathering about the project
- h. Orientation of CMC members
- i. Distribution of materials for learning centers
- j. Ensure community contribution
- k. Center based education program that is literacy and numeracy program for the adult men and women.
- l. Life skill education for neo-literate adult men and women
- m. Conduct regular monitoring and evaluation
- n. Organize social mobilization, advocacy dissemination, training, workshops, seminars, orientations etc
- o. Conduct CMC and ULC meeting regularly
- p. Attend monthly UNFEC committee meeting

- q. Attend monthly DNFEFEC committee meeting
- r. Organize monthly refreshers meeting with teachers and supervisors
- s. Ensure quality teaching learning process
- t. Ensure proper roles and responsibilities of teachers supervisors
- u. Ensure attendance of learners
- v. Ensure community participation and resource mobilization
- w. Prepare and timely submission of Statement of Expenditure (SOE)
- x. Formation of Upazila assessment committee
- y. Reporting each months to DC's office and Bureau of Non-Formal Education office
- z. Mid-term evaluation by Prochesta and send to the respective office
- aa. Supportive action for improvement
- bb. Final Evaluation conducted by the External evaluation firm and send report to the donor and respective offices.
- cc. Linkage of the neo-literate people with financial institutions and local Micro-Credit providing organization through a meeting.

Key achievements of the project:

- a. 9000 men and 9000 women got knowledge and achieved literacy and numeracy
- b. 9000 men and 9000 women received life skill education
- c. 30% of neo-learners got job at local job market.
- d. Rest of the neo-learners will get micro-credit support from the local financial institution by which they will involve themselves in income generating activities or become self employed.
- e. Poverty is reducing gradually.

Key learning of the project:

- a. Baseline survey enabled to identified appropriate number of learners
- b. Learning center setup in the well communicated areas ensured 100% attendance and quality education
- c. Quality teachers and supervisors is must for quality education
- d. Education friendly environment in the learning centers ensured joyful and spontaneous education for the adults.

Main challenges:

- a. Enroll huge number of learners and start 600 learning centers.
- b. Ensure on time learning materials to each and every learners
- c. Ensure minimum life skill of all learners.

Impact:

- a. Increased school attendance in the project location
- b. Household income increased due to life skills and awareness
- c. Access to job market increased.

a. NOREC Skill Exchange Program

Project title : International personnel exchange project

Project duration: October 2018 to September 2021

Partner organization: Nepal Disabled Human Rights Center (DHRC-Nepal)

Project areas : Kulaura Upazila of Moulvibazar district Bangladesh and Gokarneshwor-05, NayaBasti, Jorpati, Kathmandu, Nepal

Target group: 02 skill staffs

Objectives of the project:

- Privet sector development including promoting rights and enable a positive environment for PwDs aim to social integration.
- Area of disability is comprehensively imparted with health care, rights, and privet sector and livelihood rehabilitation.

Outcomes of the project :

- **Outcomes 1:** The Prochesta has initiated disability voice radio programme in Moulvibazar district with the DHRC supported capacity to create a positive environment for PwDs by end of the project.
- **Outcomes 2:** Persons with Disabilities (PwDs) of Kulaura sub-districts received public services, resources and facilities (e.g. health, education, safety-net, income generating activities-IGAs and legal service) from government institutions in accordance of constitutional entitlements and privet sector mobilization with DHRC supported advocacy approach by the end of the project.

Major activities of the project :

Proposed activities to achieve outcomes has to be performed by FK participants:

Inception period:

- Participants will conduct in-house workshop and training at Prochesta to integrate good practices and success of DHRC on disability health, rights, and management practice with appropriate tools and approaches to Prochesta staffs.
- Review of secondary data to accumulate knowledge on local disability health care functionaries, facilities and practices of Bangladesh for better planning and programming.
- Meeting with stakeholders to understand the current needs and practices.
- Conduct environment scanning on being familiar with Who is doing What

Exchange period:

- Conduct hands on capacity building training to Prochesta staffs on disability voice radio programme.
- Develop a training module on the radio programme and magazine publication on disability.
- Mobilize associated privet sector actors to aim to ensure better services for PwDs.
- Facilitate community orientation on PwDs health, rights and legal aid services.
- Community mobilization and group formation of PwDs aim to raise voice for rights and entitlements

- Facilitate capacity building training of PwDs for better health, livelihood, rights, and privilege.
- Develop capacity building training module on health, rights and better livelihood of PwDs.
- Facilitate PwDs monthly group meetings with the field visit.
- Design and conduct awareness initiatives through CSO, LGIs, and health and educational Institution etc.
- Advocacy on disability rights issues through the workshop, meeting with duty bearers and policymakers aim to create a positive environment for PwDs.
- Conduct community mobilizing activities to create positive environment/attitude for PwDs aim to ensure social inclusion.
- Mobilize associated private sector actors to aim to ensure better services for PwDs.
- Information, education and communication (IEC) materials development and dissemination to create mass awareness on comprehensive disability rights, management, and rehabilitation.

Achievements of the project :

- a. Two senior officials of Prochesta and two official of DHRC participated in the Introductory Seminar held on 13-15 February 2019 at Nepal
- b. Two senior official of Prochesta visited DRHC office and activities at Nepal on 16 February 2019
- c. Two officials of DHRC-Nepal visited Prochesta activities and offices in Kulaura , Moulvibazar, Bangladesh on 12-14 March 2019
- d. Feasibility study report prepared and submitted
- e. Financial report prepared and submitted to NOREC

Key learning of the project

- a. Appropriate leadership may enable even a local organization to establish international partnership.
- b. Organizational reputation and goodwills is must for organizational sustainability.

Main challenges :

- a. Communication with the other organization in other country
- b. On time availability of fund.
- c. Ensuring staff engagement with different language and culture.

Impact :

- a. Increased funding opportunity of the organization
- b. Organizational capacity and competency enhanced.

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Regular meeting/ **Promotion of Human Rights of Persons with Disability in Bangladesh (PHRP)**

Alternative Livelihood Program for vulnerable families of Moulvibazar (ALP):

PROCHESTA is implementing ALP support from Chevron-Bangladesh. Under this project 16 VDO (Village Development Organization) formed and provide need based IGA Training. Project also sanctions grand money for each VDO. The main activities of ALP:

- Awareness Building
- Training
- Support for AIGA

Hakaluki Livelihoods Development Project:

The people who are lives in the Haor areas their livelihood is very much threatened in the context of food security and another livelihood needs. Natural disaster like early flashflood, flood, hail storm, wave erosion and cold wave damage their crops, infrastructure, livestock and other livelihood asset. So due to natural disaster and climate change impact the whole eco-system is going to under risk day by day, which is very much uncertainty for such people life and livelihood.

Considering this context Prochesta has been implementing the mentioned Project since March 2013 till to date. There are five unions considering the project working areas at Kulaura and Golapgonj Upazila under Moulvibazer and Sylhet district. Total 2000 household has been selected and 50 CBOs formation including the male and female both are participated entirely. The poor and marginal farmer, fishermen, day laborer and some other poor people has been including in the CBOs. The project aims to develop the livelihood of the most vulnerable haor dwellers. There're 2000 households have primary target at primary stages and all the target households organized by # 50 CBOs, the CBO members organized monthly/ fortnightly meeting in the community and analysis their problem, prepare community development plan and develop linkage and coordination strategy by the assistance of HLDP- project with Union perished, Upazilla perished and other line agencies for claim their rights.

Vulnerable Group Development (VGD) Program :

Prochesta implementing VGD Program with financial support from GoB for vulnerable & poor women . Under this program provide skill training for awareness raising and IGA training for reduce their vulnerabilities. Prochesta also collect savings from each beneficiaries by monthly basis of taka 10/ beneficiary. Total amount will return them at the end of the Program. The main activities of VGD:

- Life Skills Training
- IGA Skills Training
- Savings collection

Promotion of Human Rights of Persons with Disabilities in Bangladesh (PHRPBD):

Prochesta implementing PHRPBD Project with the support from CDD-cbm. Under this project formed self-help group with disable persons. Provide them life skill training for raise their voice linkage with different stake holder and service provider. The main activities of PHRPBD:

- Group Formation
- Awareness (Rights)
- Training
- AIGA

Future Plans:

The organization is planning to reinforce/consolidate its efforts in the current intervention areas and has planned to expand few more districts as soon as possible. It recognizes the need for enhancing the coverage of its activities in future through ensuring involvement of community with mainly women as a gatekeeper. It emphasizes creating opportunities for generating employment/income in those areas at the first hand, and then plan for further consolidation, and then plan for extension in new areas.

At present the organization is playing an active role in the field of development through creating reputation in the localities through active participation and at the same time the organization would take effective initiative in near future for extension its activities in vulnerable areas of Dhaka, Sylhet and Chittagong more specifically all 3 hill districts.

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