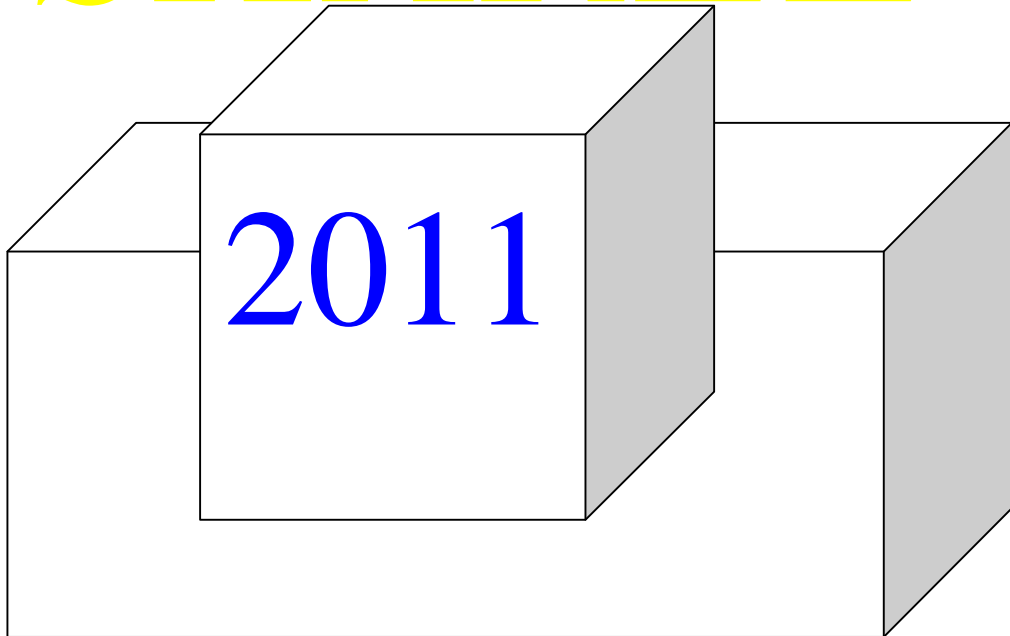


ANNUAL REPORT-2011

SHAREE



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†PZbvq gybevwaKvi

41/23/4, Zigatola (New Road), Dhanmondi, Dhaka-1209
Phone: 02-8130480, 9113135, e-mail: sharebd@gmail.com

SHAREE Annual Report 2011

Introduction of the report:

Annual Report 2011 reflects the values of SHAREE in belief and in practice. In the year 2011 SHAREE succeeded to develop its Strategic Plan in consultation and dialogue with the stake holder for next 15 years. Women Human Rights, Dalit Rights, Education & action under climate change situation, Development of Human Rights Defender, Strengthening of Panchayets of Dalit community under a network of Dalit community and in a gradual process SHAREE turn over as a Dalit organization is placed in the Strategic Plan.

The year 2011 SHAREE effort with the Dalit community and with the women mostly placed in the form of Promotion and Protection of Dalit Human rights, Establishment of rights of women and Children. Support and initiate to resist violence against women, Involvement of untouchable /Outcast community in the main stream of Development, eradicate illiteracy through operating Pre-primary school, Non-formal primary Education and Social Education, organize advocacy campaign(s) and support to networking on different human rights issues and gender issues.

Development partners are found very positive for Dalit Human Rights and while visiting SHAREE and its working areas the representative encourages to continue actively. The development partner's representative round the year visited SHAREE and they are from Bread for the world, Germany, OXFAM, GB, Bangladesh, MISEREOR, Germany, KIOS, Finland, Dalit Net work, Nepal and International Dalit Network, Switzerland.

1. Brief on SHAREE

SHAREE (**Self-Help Association for Rural people through Education and Entrepreneurship**) is a non-government, non-profitable and non-political right based organization working mostly for the mainstreaming of the Dalit Community and empowerment of women through establishing women human rights and to contribute for social development. It was established in 1992 and it is a women lead organization.

SHAREE from the very beginning of its intervention in the field of development geared all its strength towards reducing gender gaps in the community and bringing the untouchable community in the mainstream of development to cover gender justice for developing a society of distributive justice.

SHAREE believes on non-directive, bottom up, integrated and participatory development frame work and acts as a catalyst with concerned people of its working areas. It aspires for a society free from exploitation, deprivation, malnutrition and oppression. Where every individual will be able to get rightful shares of the resources, human rights, basic needs, and justice will be honored; people could be able to live in peace and harmony as stated in the holy constitution of the country. SHAREE Program and projects are very much comprehensive to Government Five Years Plan for development.

a. Vision:

Rishi, Dalit, Horizon and other professionally excluded people establish their human rights and live in dignity with the mainstream society being free from poverty, injustice and discrimination

b. Mission Statement:

To enhance capacity and opportunity of the beneficiary-partner women and children, establish their self governed institutions and net work –linkages (in-house and with mainstream) and influence the policy formulation at national level.

c. Target Beneficiaries

SHAREE committed to implement it's all the activities in the community level for the development of poorest section of the community with special preference to the Dalit community and in general women and Children. SHAREE believes community action reflection for developing its program & intends to execute the field program with the following stakeholders:-

- Dalit Community(Rishi,Dalit,Horizon and other professionally excluded communities)
- Destitute women & Children
- Marginalized farmer
- Victims of Natural Disaster

d. Approach & Strategy

SHAREE believes that there could be no change if people do not participate actively and consciously. For any of the work with the community it follows participatory method of implementation towards

- Build capacity and create opportunity
- Influencing the policy formulation
- Networking and linkage

e. Organization Management

The General Council of 21 members of the organization is the highest policy formulation body and met once in a year to review and approve plans, budgets, expenditures, and progresses and also formulate policy decisions and elects Executive Committee for 3 years. The Executive Committee (EC) of 7 members met quarterly to approve and review the quarterly plans, budgets, expenditures and progresses and makes policy decisions. The Executive Director materializes the decisions through employed & trained staff and volunteers. A participatory decision making process is strictly followed for implementation of the project activities with the stake holder.

f. Legal Status

SHAREE is registered under

NGO Affairs Bureau of Government vides Registration Number 1595, Date: 10/12/2000 and

Directorate of Social Services vides Registration number DSS Number-Dh 04776 Date: 17/11/99.

g. Working Areas

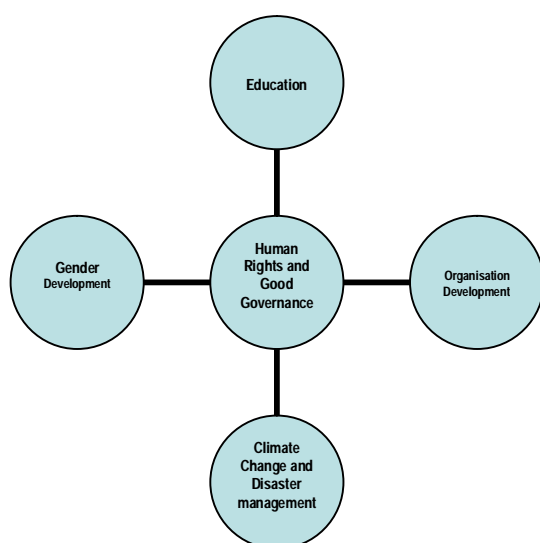
No.	District	No.	Upazilla / Thana
01.	Dhaka	01.	Dhanmondi
		02.	Keranigonj
		03.	Hazaribag
		04.	Shyampur
		05.	Lalbag
		06.	Sabujbag
		07.	Savar
		08.	Badda
		09.	Mirpur
		10	Kotowali
		11	Sutrapur
02.	Gazipur	10.	Gazipur Pourashava & sador Upazila
03.	Narayangonj	11.	N. Gonj Pourashava & Sadar Upazila
		12.	Shiddhirgonj
		13.	Bandar
			Sonargon
04.	Jamalpur	14	Jamalpur Sadar
		15	Sarishabari
05.	Natore	16	Natore Sadar
		17.	Baraigram
06.	Sherpur	18	Sherpur Pourashava & Sadar Upazila
		19.	Shreeborde
		20	Jinaigati
		21	Nalitabari
		22	Nakla
07.	Pirojpur	23	Pirojpur Sadar
		24.	Nazirpur
		25.	Marhbaria
		26.	Bhandaria
		27.	Kawkhali
		28.	Nesarabad
		29.	Zianagar

h.Total staff strength

Management Staff	Supervisory Staff	Field Staff	Service staff	No. of Male staff	No. of Female staff	Total staff
7	9	110	2	50	78	128

2. SHAREE Intervention in the field of Development

SHAREE intervention in the field of Development is to empower Dalit community, the most scandalous, hateful and appealing cast system created by human being on the question of sacred & unsacred which is absent by the Government initiative as well as development partner. SHAREE endeavor is to ensure women participation at all decision making committees, prepare children for education mainstreaming & strengthening Dalit Panchayet and youth clubs for establishing their human rights(Panchyet). The over all action program of SHAREE is to attain the goal of MDG in collaboration with Government & development partner. The intervention that addressed in implementation of development programs are:-



1. *Human Rights and Good Governance*
2. *Education*
3. *Climate Change and Disaster management*
4. *Gender Development*
5. *Organization Development*

1. Human Rights and Good Governance

Background

The Constitutional rights of the citizen if ensured than the people become happy and lead a joyful life in the community. Unfortunately the poorest section of the community does not aware of the rights. The untouchable Dallit community has never oriented on the issue. Though Dalit and other neglected communities are like other citizens of Bangladesh, but they have always been deprived of the constitutional rights and consequently fall victims to severe social discrimination. They couldn't stand up as a strong & influential community in our society obviously because they lack privileges of education, opportunities and right of owing a property. They are far from the conception of human rights & they usually do not react on the demand. No initiative yet taken in favor of the Dalit community & they are living under as usual deprived situation. The participation of Dalit women in the community development sector is restricted by the existing leadership. The women folk in the Dalit community have no participation and they are innocent of the rights and issues on the women.

Objectives

1. Human Rights and Good Governance program is to bridge between the Dalit communities and the Government service sector to ensure the support services & enjoy the rights in a proper way as declared in the constitution.

2. Development of women rights as human rights

SHAREE intervene the factor in tri-ways method:

- a. Orient the community about the constitutional rights & mobilizing them through strengthening their existing leadership system(Panchayet) inclusive women in the leadership.
- b. Introducing the community with the service delivery institutions and support to negotiate with the authority.
- c. Support to be aware on information rights, legal rights & transparency.

Activities to be undertaken

- Sensitize meeting with the existing Panchayet leader of the Dalit Community on constitutional rights and citizen rights.
- Capacitate the Panchayets and women groups on Human rights, Leadership skills & campaign planning.
- Organizes meeting with the Government Authority & the community leaders for ensuring sector support and mainstreaming
- Organizes Rally, Folk songs, debate, video screening & Human chain on the issues that reflect Dalit Rights & women rights.
- Observance of International days on Human Rights, Dignity day & abolition of Discrimination.
- Media campaign & publications on Dalit issue & women rights.
- Published IEC Material on Dalit Issue.

Activities performed during the year 2011

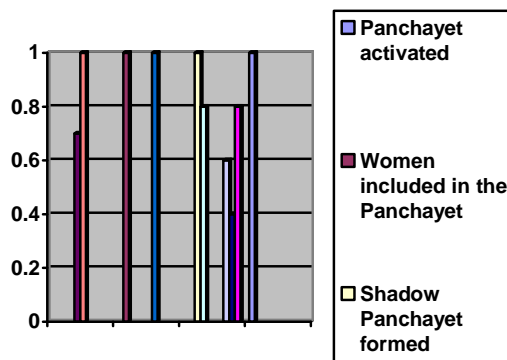
1. Capacity building of Panchayet members on Management, Book keeping, and community leadership
2. Human Development Training of Panchayet Leader
3. Workshop on women inclusion in Panchayet
4. Orientation to Panchayet Members on Violence Against Women
5. Training to selected women folk on human rights, Gender & development and leadership
6. Sensitize of Panchayet committee with local Government Offices
7. Training to youth & women Human rights defender
8. Leadership Training to youth
9. Publish magazine, observation National Rights day
10. Stakeholder orientation on Human right
11. Meeting and training with Shadow women Panchayet on Panchayet politics and Community development
12. Lobby advocacy for budget allocation for women, Dalit & Climate victim.

13. Publish features on Dalit issue in the national daily & Booklet and disseminate widely
14. Skill Development training to women for a period of six months to raise family income for children education

Achievement in 2011

Interrelation between SHAREE & community people is developed.

- i. 44 Panchayet under Dhaka, Narayanganj, Jamalpur and Sherpur activated with development thought
- ii. Traditional views and attitude are changing under a gradual process of training and discussion. Right based thinking is now shared among 70% people. Regular meeting with resolution practices by 80% and functional with norms
- iii. 40% of the community people both male and female Participated Rally, Human Chain organized on Dalit issue. The Panchayet leaders with selected women leader attend the advocacy meeting with Govt. Officials and raise their demand on different issue.
- iv. Shadow Panchayet is formed with 15 women in each of the Panchayet areas & 100% meet monthly. Women become more vocal on their rights issue. An organization is developed by the women as “Dalit Nari Andolan.”
- v. 40% trained women group very much active to raise the voice of women and attempt to resist early marriage, dowry, VAW or any of the oppression against women. 70% Panchayet act directly. 80% Panchayet decided to protect early marriage.
- vi. 100% Panchayet included women member in the Panchayet committee.
- vii. A central committee of **Dalit Rishi Panchayet Forum** is formed where women secretary also included. Draft Constitution of Dalit Rishi Panchayet forum is prepared by their own consensus & mostly followed.
- viii. Community concern for children education is developed. 100% family concentrated for children education. 321 students from Bikash pre-primary school of SHAREE admitted to primary school.
- ix. Developed relation with Local Government Authority & the Authority also aware about the problems of the community. Direct scope to discuss with DCC is developed and hopes they will get 50% job under DCC.
- x. UPPR Project of UNDP with DCC involved Dalit community women in the project implementation develops their confident for future sustainability
- xi. Developed relation with the service delivery institution. 93 people received different safety net allowances.
- xii. Door of the Department of Social Welfare & Youth Development is now opened for the Dalit community people. They themselves could communicate for their interest.
- xiii. Defender on women Human Rights are Trained and actively working in the community area.
- xiv. Publication of monthly SWAPNA, quarterly Dalit Kontho and Peoples Rights
- xv. Negotiation between
- xvi. Census & Enclave area



Panchayet activated	100%
Women included in the Panchayet	100%
Shadow Panchayet formed	100%
Developed relation with Govt.	80%
Participation of male & female in the rally & meeting	70%
Trained women and Panchayet resist early marriage	100%
Panchayet in the central committee	50%
Linkage developed with SW, YD	50%
Service delivery ensured	40%
Women liberty to share	80%

- Nation wide campaign by SHAREE on Dalit inclusion in the National Census 2011 aware Dalit community on the importance of inclusion in the census. The Panchayets of different area taken positive initiative and communicated with the authority. 21 National Daily reflected the issue during campaign.

- Birth registration and its necessity are recognized and each of the area follows the rules. 70% people by this time registered and the process is in continuation.
- To protect early marriage a contract negotiation been signed between Local government authority & the marriage register

- **Advocacy on Missing minorities and Dalit Human Rights during SASF Bangladesh.**

South Asia Social Forum, Bangladesh 2011 raises its voice as “Another South Asia is Possible” The main theme behind was –

Democracy for Social Changes in South Asia: Participation, Equity, Justice and Peace.

- SHAREE Participate in the forum and organized side events on Missing minorities and Dalit Human Rights during SASF Bangladesh. To raise the voice in favor of Dalit community nationally & internationally SHAREE also published Poster on the issue, organized rally of the Dalit community and a seminar. The seminar concluded as:-

“To work for development of Dalit community there is need of real statistics, Research Government reorganization of the minority issue, favorable law, willingness & a wide range of Dalit network for lobby and advocacy. There is also need of political participation, enrollment in the education & ensure Dalit access for Government facilities/services delivery institutions.”

Challenges:

The government doesn't recognize the Dalit Issue

- 1. Total abolition of internal conflict among Panchayet leaders is urgency. Smooth function mostly hampered only because of conflict.*
- 2. Women members included in the Panchayet but yet not honored in general. It may need more nourishment for successful involvement.*
- 3. People of the community live below the National Poverty Line. No donor or government support is available for their economic development. Women of Dalit demanded income generation to reduce poverty and empower as well.*
- 4. The Panchayet's of Dalit Community have no effective imitative for economic development of their own communities.*
- 5. Nation wide Dalit net work with the participation of each of the District is needed some more time with continuous support. Political empowerment depends on the strength of the Net- Work.*
- 6. Dalit access to Government facilities still not easily allowed.*
- 7. The Dalit community can not compete with majority community for employment, Govt. Services and even for NGO services if those are not specifically given to them.*
- 8. Divisions and conflicts among the Rishi, Dalit and Harizon Panchayet's.*
- 9. The community mostly excluded from the National Census.*

10. Legal rights, constitutional rights

11. Exclusion, backward /forward linkage

Note: Genarel Versus Dalit Community

2. Education

Background

Literacy for All is a human right and essential for human resources development. The constitution of the country has clearly spelt the kind of the basic education the country must have and it enjoins upon the government to impact such education within a given time frame. As a signatory to the world conference on EFA held in Jomtien in March 1990, World

Summit for Children held in New York in September 1990, EFA Summit on Nine High Population Countries held in New Delhi in 1993, the Government of Bangladesh was committed to achieve literacy by the year 2015. The PRSP of Bangladesh also focuses Education as basic condition for poverty alleviation.

SHAREE committed its services to education with an emphasis to the education of poorest family children especially to Dalit Community as the community is far behind of the sector because of discrimination & deprivation. To break the emotion of Dalit family and their negligence to child education rather to involve them in the working sector for family income SHAREE provided its best effort to overcome the situation and to support Dalit community children for mainstreaming to existing education sector. To enhance the activities in a wide spread situation SHAREE involve its-self with different Govt. Project for education like Post Literacy Continuing Education for Human Development (PLCEHD), NGO Foundation support for Pre-school support to poorest children & with donor fund.

Objective:

Create opportunity for the children of Dalit community for education & mainstream with the existing educational institutions.

Support to Government initiative to increase net enrollment rate of the children in the primary education and reduce drop out to achieve the goal of MDG.

Lobby Advocacy in the Education Ministry / Department for special attention to Dalit children education.

The intervention in the sector mainly focuses on the-

- Organize Pre-School in the Dalit Community areas and coaching support to students in the primary and high school level.
- Develop community concern for children education.
- Mainstream the community with the existing education services institutions and the Government authority.

Activities to be implemented

- Pre-schooling support to the community children aged 5-6 by involving community teachers.
- Coaching support to Primary & secondary students of the community to reduce drop out and child labor.
- Meeting with the mothers in a regular basis on caring, feeding and preparing children for education and women rights as well.
- Mobilizes Community leaders and parents for responding & stepping children education.
- Organizes meeting with community leaders & the School Management Committee (SMC) for getting support for admission and facilities for the community children.
- Organize national level advocacy meeting with the participation of the higher officials of Education Ministry/Dept.

. In the reporting year 2011 SHAREE supported 11 Pre-primary schools for the Dalit children with 336 student and support to admit 321 students to closer area Primary school. The following chart focuses the visibility of the effort:

Location	No. of school	Female	Male	Total learners
Sherpur	2 (Sweeper community)	38	28	66
Dhaka	6 (Cobbler community)	108	72	180
Dhaka	3 (Sweeper community)	46	44	90
Total	11	192	144	336

SHAREE run the children school by involving the community teacher as selected by the community people and formed a center Management Committee (CMC) for monitoring by the community people locally.

SHAREE started implementation PLCEHD-2 project from June 2009. 34 Center developed (Two shifts- Day time Class with Female learners & after sun set class with male learners). After the completion of 1st phase the 2nd phase started in August 2010 and continued up to October 2011 with 2040 learners. The learners supported to continue their learning's on literacy and also supported with need based skill training for 2040 learners in the Sreebordi Upazila of which male female are 50-50. The courses were the following:

- Cow and Goat Rearing
- Food processing
- Sewing & Tailoring & Block Batik
- Fish Culture
- Vegetables gardening
- Electrical house Wearing
- Nursery
- Mechanical (Electric goods)

At the end of second year MOPA evaluation focuses achievement on SHAREE endeavor where 87% successfully learned and confident to start IGA on their learning. SHAREE successfully incorporated the learners with the local resources to get support for their different activities.

Impact of PLCEHD

- Mobilization of the community masses increases the interest on education.
- Scope created to be skilled on need based skill.
- 50% learners started utilization of skill through the support of local resources.
- Increases production and Introduce the learners with the production market
- Rate of production increment contribution to national income

Coaching Support to Dalit Students

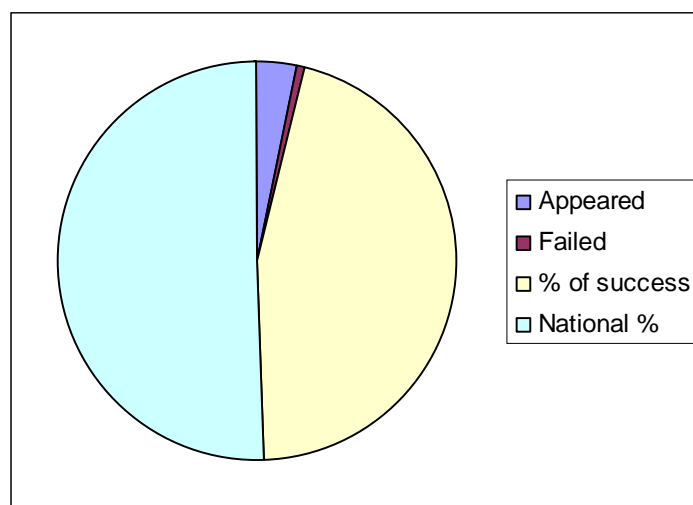
The Dalit community students mostly drop out from education only because of their poverty. Most of the families are unable to fulfill the continuous demand of the student. Coaching support to prepare the daily routine task is essential for a student either in the family or by any of the specialist. Illiteracy of the family member could not full fill the demand and low income does not permit to ensure from out side support. As a result the student at one time drops out from the study. To reduce drop out and to ensure the continuous study SHAREE organizes coaching support for the Dalit students in the working areas. The chart reflects the impact on the content.

Coaching organized	No. of Center	students Male	students Female	Total
High school coaching for reducing child labour	03	58	32	90
Primary Coaching center to reduce dropout and child Labour	03	49	40	89

Result focus

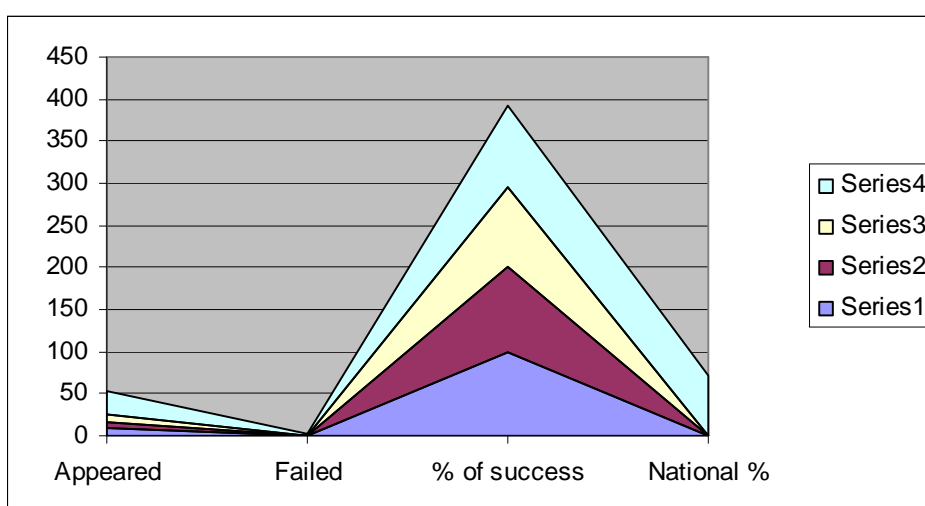
Primary group

Sl.	Area	Appeared	Failed	% of success	National %
1	Gonoktuli	6	1	83	92
7	1			86	
3	Dayagonj	16	1	94	
Total	3area	29	3	88	92



Junior group (JSC)

Sl.	Area	Appeared	Failed	% of success	National %
1	Gonoktuli	9	-	100	
2	Nazira Bazar	8	-	100	
3	Dayagonj	9	1	96	
Total	3area	26	1	96.15	72



The impact of coaching is found very satisfactory. It supported to reduce dropout and as well as raise confidence of the student to continue their study. The result of the primary students and JSC indicated the impression.

Challenges:

- *Resist drop out from school education is a big challenge to Dalit children education*
- *Lack of pre-schools, Continuation of studies and quality primary education and technical training for drop-outs.*
- *Lack of employment-oriented skills, technical training and employment opportunities.*

3. Climate Change and Disaster management

Background

The burning issue for the nation is the climate change & future threat for the nation that urges to prepare the nation to over come the challenge under an adoptive situation. Bangladesh has greatest concern about the consequences and preparedness against Climate Change impacts. SHAREE induced Climate Change and emerged as a major challenge of development intervention. The future of this small country mostly depends on how far we make progress in

our struggle from vulnerability to Climate resistance. The real victims across globe, in bellow, have mostly remained in darkness about the phenomenon called Climate Change.

In adverse effect of global warming and Climate Change has become an unavoidable reality to the people of Bangladesh, especially in the coastal zone. The geographical position along with the huge population, poverty, low literacy and malnourishment has amplified the threat of Climate Change.

Objective:

Develop awareness of the community people about climate change and future threat in Bangladesh and as well as preparation for adaptation with alternatives for survival.

SHAREE planned to address three components in the existing working areas for combating Climate Change.

- They are – (a) Awareness & preparedness for disaster management
 (b) Alternatives and adaptation for natural resource management
 (c) Community Capacity building for adaptation

Activities:

- Organize courtyard meeting with the community people in all the SHAREE working areas all over the country.
- Organizes sharing meeting with the people and the Upazila officials to develop a process of integration to face the threat of climate change.
- Organizes Rally and Human Chain for people’s attention on the climate change issue.
- Training to community people on the appropriate alternatives to become active to fight against and adapt for survival.
- Development of demonstration farm to develop the attitude of the community people for appropriate alternatives in the agriculture sector.

SHAREE also led to develop a forum with disaster prone area partner organization named as “Climate Change and Justice Network” to execute the above stated emergency components for challenging the crisis of climate change and vulnerability of disaster situation.

The following special events SHAREE organized in the different field in support of community awareness and adaptation in 2011

Name of event	Number of event	Places of event	No. of participants	Remarks
Human Chain to become aware on Climate change and risk	2	Sherpur and Pirojpur	262	
Developed district level forum to face the risk of climate change.	2	Sherpur and Pirojpur	25 members committee in each	
General meeting on climate change situation and risk	2	Sherpur and Pirojpur	174	
Yard Meeting on Climate change awareness	62	Sherpur, Pirojpur, Dhaka and Narayangonj	1100 female and 928 Male.	

Impact Observed:

- 25% trained farmer family of Sherpur and Jamalpur started alternative farming during off season.
- More than 30% of People of the working areas become aware on the risk under climate change situation.
- Dalit community people oriented on the issue as one of the most deprived section of community.

Challenges:

1. *The Poorest and Dalit community mostly deprived from the information on the challenges of Climate change situation and its impact on resources.*
2. *National relief and rehabilitation plan does not specify the Dalit community for special preference.*
3. *Panchayet committee has no plan of action for the community to get prepared during and or after any of the Disaster due to climate change.*

4. Gender Development

Background

Respect to each other and responsibility for social development is followed no discrimination for any sex is the main basis of Gender Equity. Evidence in the new millennium however shows the need for more focused work on gender & empowerment issues to change norms of the society so that the rights of the girl and women can be protected. Women are deprived and facing vulnerability in the family level, in the society and in the state level. Right to possess equal opportunity in terms of Right to enjoy mental and personal freedom as stated in the Constitution of the country is needed to be executed & to be protected by the law is the main theme behind SHAREE gender Development intervention. The equal rights on property and as well as participations of the women in the decision making process will act as pivotal to human progress for a sustainable development. Being a women lead organisation SHAREE carefully handle the issue.

Objective:

Bring out change in the attitude and behavior of people towards gender equity and policy lobbying for reducing gender discriminations and increase women participation.

SHAREE in implementing the program on gender sensation follows:

- Organizes discussion meeting in the community level with both male and female members of the family.
- Organize women group in the community level and monthly sharing to be equipped on the information that related to women empowerment and gender equality.
- Training to group members with the family partner on Gender Equality & development to start gender balance from the family.
- Rally, Human chain in observance of International Women Day, Human Rights Day, Daughter Day, and Mother Day etc relates to women, Participation & liberation.

At the same time organized massive campaign program on equal property rights and support to women for economic empowerment through women opportunity fund.

In the reporting year the following programs were implemented:

Serial No.	Name of the events	Number of events	Location of the events	Number of participants		
				M	F	Total
1	Discussion on women rights and gender equity with school representative	2	Gonoktuli City colony Sonatagar Boubazar	12 8	16 16	52
2	Cultural team development	3	Gajamohan Tenary High school Gonoktuly UCEP school Zarina Sikder School	- 20 -	40 20 40	100
3	Meeting with Suphia Kamal Fellow	1	SHAREE Office Auditorium	2	34	36
4	Meeting with Marriage Register & Brahmin to resist early Marriage	2	Zarina Sikder School Bou Bazar	17 6	33 21	77
5	Sharing meeting with Gender Responsive Thana Education team	2	Zarina Sikder School	25	42	67
6	Sharing meeting with NNPC member	2	Zigatola Rishi Para & Gonoktuli City Colony		32 33	65
7	Training on women Rights and Equality	1	GDRC		27	27
8	Observance of Rokeya Dibash	1	Central Shahid Minar	32	78	110
9	Sharing meeting against Eve Teasing	6	Gonoktuli City colony, Zigatola Rishi Para, Zarina Sikder School, Bou Bazar, Gajamohan Tenary High school & Sonatagar Boubazar	92	145	237
10	Gender development and women inclusion meeting in the Panchayet	2	21 Working Panchayet of Dhaka and Narayangonj	151	21	172
11	Meeting with Panchayet committee on Resisting oppression against women	10	Local Panchayet community areas	114	86	200
12	Gender development training to Shadow Panchayet member	3	Community area	-	60	60
13	Shadow Panchayet training on Panchayet Politics and community development	7	Local Panchayet community areas	-	140	140
14	Training on leadership and	1	Rayer Bazar	-	20	20

	development					
				479	904	1383

Impact of the Program:

- Gender sensation in the community level is observed in a positive manner
- Community based, School based defender group against eve teasing and oppression against women is developed and working for resisting the issue.
- Rickshaw puller, Day labor orientation on the issue through IEC materials makes the agenda positive to general mass.
- The working Panchayet included women member in the Panchayet committee & Shadow Panchayet women group are actively working for women rights.
- Separate women group in the name of Shadow Panchayet is developed in each of the working Panchayet area and they are working for women rights in the area and resist women oppression with the support of Panchayet.
- Local cultural team organizes different issue based program in the area by the local initiative and that touch the community people to become active for women rights issue.
- Rishi family women go out for marketing was an uncommon scenario in the community.

Challenges

- *Lack of social security to protect women for moving safely.*
- *Development of human rights defender group at all social level for resisting violence on spot/taking legal action.*
- *Lack of initiative for Women leadership development from the grass root level.*
- *Entrepreneurship development for the rural women is absent.*

5. Organization Development

Background

Organization Development is a significant program through which SHAREE tries to sensitize its program partner about their situation in the society. A gradual learning in the process of development planning and implementation is strictly followed by SHAREE for strengthening its own capacity and thus support to build up Community capacity through CBO for sustainable development. This part of program is based on strategic plan and growth with adaptation and sustainability. Networking, Mobilization, Resource integration, Policy

development and practice support to attain national MDG. Research, evaluation and human resource development is included in the process of participatory development.

Objectives

1. To develop a non-directive, bottom up, integrated and participatory development frame work where people are enjoying with their human rights without any discrimination of- race, cast and sex under poverty free situation.
2. Building capacity, institution, and capital and imparting felt-need based problem-solving programs involving a group of skilled and trained personnel.

Activities

- Basic Awareness raising sessions are organized with the groups to make them more sensitized to the women issues and structural problems of the society and initiate activities to solve the problems by themselves.
- Leaders of the groups are also trained on various issues for the organization, Leadership & Human development of the Dalit community and mainstreaming to mobilize their own effort for community benefit.
- Training courses are organized following modules developed on the. The courses are organized in the group level and at the training centre as decided in the participatory discussion with the stakeholder.
- In the organizational level SHAREE maintained a very strategic process to develop its staffs & to be trained on the concept that relates to its objectives.
- To support the target community on their right based activities it provides training to its staff through Participatory learning by doing & sharing in a regular process.
- Research, evaluation and human resource development is included in the process of participatory development.
- SHAREE sends its staff to other homogeneous organizations for receiving training from country and abroad.

Staff development training in service during 2011 reflected here as organized:

Name of Staff and designation	Received training on	Duration	Organized by	Participants from	Remarks
Preo Bala Biswas, Executive Director Ranjan Bakshi Nupu Deputy Coordinator	Study tour to learn Dalit activities in India	July 25 to August 07, 2011	MISEREOR	SHAREE	
Umesh Saha Coordinator	Training on LFA and Project Planning	18-20 August, 2011	Bread for the World (BftW)	SHAREE	
Chumki Baidya, Beauty Bepari Community Mobilizer	Early child care and Development	12-14 January, 2011	CAMPE	SHAREE	
Nirmala Baroi & Rabindra Nath Biswas Focal Person	Gender, Human Rights & Gender based violence	May 26, 2011	DDF	SHAREE	
Sanchita Talukder Project Coordinator	Basic training on Project implementation and Monitoring	26-28 September, 2011	OXFAM	SHAREE	
All Staff	Orientation on	February	SHAREE	SHAREE	

	Strategic Plan and SHAREE approached for	2011			
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Impact Observed:

- Staffs are well acquainted on the strategy of SHAREE and approach for Dalit women rights and human rights
- Gender sensation observed in the office
- Commitment of staff is renewed this time with more strength.
- SHAREE maintained required level of organizational capacities to implement the project effectively and efficiently.

Beneficiary Peoples organization development

Bangladesh Dalit Rishi Panchayet Forum is developed with 20 Panchayet. It started to work for regularizing the Panchayet committee and developed its own draft constitution for generalizing the Panchayet with same norms.

Secretary and women secretary of Dalit Rishi panchayet forum visited Karnataka with SHAREE representatives to exchange the views and ideas with the Dalit development effort by the community leaders of the neighbor country.

Training support to target beneficiary for development in 2011 is reflected here as SHAREE effort for community leadership development and women empowerment:

Serial	Name of course	Male	Female	Total Participants
1	Management Book keeping and community leadership	20	23	43
2	Human rights and gender equity	-	60	60
3	Human Development Training	60	20	80
4	Shadow Panchayet members on Panchayet policy	-	100	100
5	Development of Human Rights Defender	40	40	80
6	Exchange visit to Karnataka, India	1	1	2
7	Pre-primary community teachers training on	1	8	9

	Pedagogy			
8	Local level convention on community problem and problem solving process	18	30	48

Impact observed

- Panchayet's are activated and mostly follows the structured management procedure
- Women are not beyond is understood. by the existing Panchayet leader.
- Defending human rights is a citizen rights are realized by the trained youth and women.
- Local level convention changes the attitude of the community and interested them for integrated community effort.
- Panchayet Forum reviewed the activities of SHAREE for incorporating new Panchayet in the next phase and suggested accordingly as part of SHAREE intervention.
- Horizon Oikkyo Parished and Dalit forum integrate them in one plat form if the issues are common.

Challenges

1. *Poor common vision and plan of action for the future of Rishi, Dalit, Harizon and other professionally excluded community.*
2. *Division and conflicts within Rishi, Dalit and Horizon Panchayets.*
3. *Have no effective initiative for economic development of their own communities.*

Picture of activities in 2011 to be fixed in the different chapter
Picture of visitor in 2011 to be fixed in the end part