

**SYLHET JUBO ACADEMY**

**Annual Report  
2006**





# SJA

## Annual Report

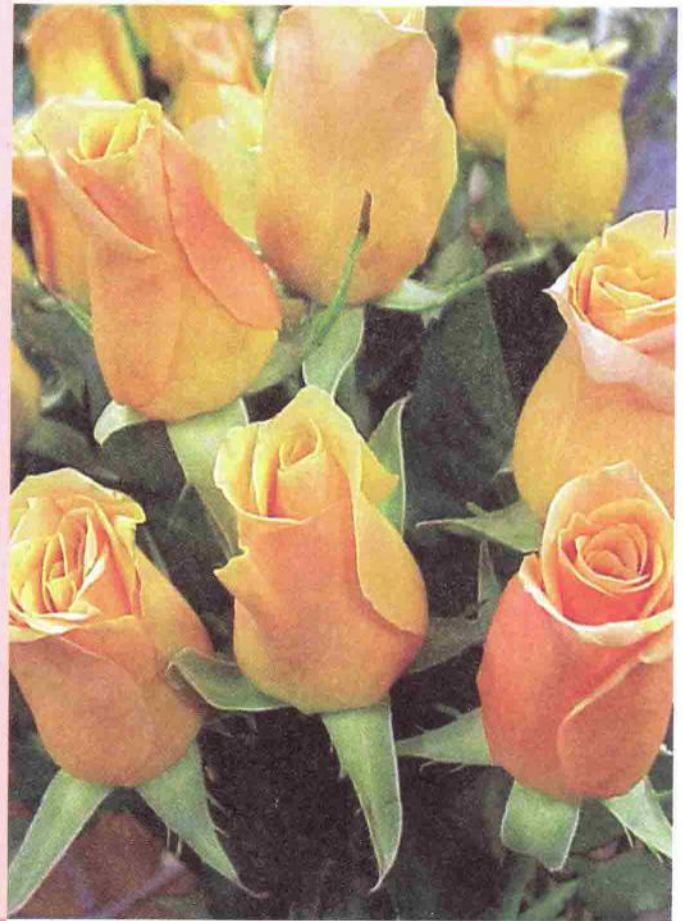
### 2006



#### VISION

A society free from poverty, hunger and all forms of discrimination based on gender, creed or ethnicity.





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## A Note from the Executive Director

SJA has gathered 15 years of grassroots level experiences so far in the vast arena of human development and also left long but a short span of 15 years of time and space into the antiquity. The experiences it gained through the implementation process of activities, projects and programs have enabled us to become an SJA of today from a beginner SJA of 1991 who have faced not unlikely challenges and transformation obstacles. It has adopted some strategic shifts and turns from need based to rights focused but also implemented and has been implementing program/s of both merits together. The organization has incorporated new development dimensions from youth programs in the beginning to non-formal education for all, from health and family planning to HIV, STI and AIDS and EAW and elimination of gender discrimination and many of them together. SJA always keeps itself update with the changing circumstances of development trends, ideas, ideology and examines and cross-examines the needs of them on the ground and the people in particular.

Another specialization of the organization is that it focuses its working area only in Sylhet Division, which is not isolation at all, rather a concentration in persistent manner to address and mainly to make people understand and affluent to redress issues/needs/problems by utilizing the uniformed experience.

In the year we have implemented a handful of projects, which we have tried to reflect in this report.

We are grateful to all our past and present supporters, Donors, the Government of Bangladesh, partner organizations, our community level stakeholders, members of the General and Executive Committee who have extended and have been extending continued supports to SJA and I personally acknowledge my heartrending gratitude to all of them. I also express my warmest wishes to all my colleagues and all staff members and volunteers and specially those who put their endeavors in this report.

**AHM Faisal Ahmed**  
Executive Director



# A c r o n y m s

AAB	ActionAid Bangladesh	IBR	Institution Based Rehabilitation
AED	Academy for Educational Development	IDCS	International Deaf Children's Society
AIDS	Acquired Immune Deficiency Syndrome	IEC	Information Education and Communication
ASEH	Advancing Sustainable Environmental Health	IHC	Integrated Health Centre
BAP	Bangladesh AIDS Program	IPEA	Integrated Participatory Empowering Approach
BCC	Behaviour Change Communication	KII	Key Informant Interview
BLAST	Bangladesh Legal Aid and Services Trust	LGI	Local Government Institute
BRDTI	Bangladesh Rural Development Training Institute	MDG	Millennium Development Goals
CAIODC	Creating Awareness and Inclusion Opportunities for Deaf Children	NFOWD	National Forum of Organizations' Working with the Disabled
CAP	Community Action Plan	NOC	Nagorik Odhikar Committee
CBO	Community Based Organization	NSG	Nari Shahayata Group
CBR	Community Based Rehabilitation	OCC	Onestop Crisis Centre
CEDAW	Convention on the Elimination of all forms Discrimination Against Women	PFT	Project Facilitation Team
CMPEVAW	Community Mobilization Project to End Violence Against Women	PRT	Primary Rehabilitation Therapy
CHDRP	Community Handicap and Disability Resource Person	PRSP	Poverty Reduction Strategic Paper
CPSWHSP	Community Participated Sustainable Water Hygiene and Sanitation Project	PWDs	Persons with Disabilities
CSA	Community Situation Analysis	SGP	Small Grant Project
DILARA	Deaf in Literacy and Rights Academy	SMC	School Management Committee
DPHE	Department of Public Health & Engineering	STAR	Stepping Stone and Reflect
DV	Domestic Violence	STI	Sexually Transmitted Infection
GKNHRIB	Gender, Knowledge, Networking and Human Rights Intervention in Bangladesh	SUST	Shahjalal University of Science and Technology
HBSW	Hotel-Based Sex Worker	SYAW	Stop Violence Against Women
HH	House Hold	TDR	Traditional Dispute Resolution
HI	Handicap International	USTF	Union Sanitary Task Force
HIV	Human Immuno-deficiency Virus	USAID	United States Agency for International Development
		WAB	WaterAid Bangladesh
		WatSan	Water and Sanitation
		VAW	Violence Against Women



## Mission Statement

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SJA deals with people in distress, who are poverty stricken, socioeconomically marginalized, illiterate, disables, discriminated due to gender, creed, ethnicity and so and thereby excluded. Women and children, the most vulnerable group of the population, are the primary concern of SJA. The organization promisingly and persistently works to uplift the downtrodden, and to bring sustainable changes in the lives of the deprived people.

SJA wants to establish well organized community of healthy and literate individuals who are both motivated and empowered to develop/improve their socioeconomic status. SJA firmly believes that through partnership and active participation, local people can develop their own capacity to make productive use of local resources, wise use and conservation of natural resources.

SJA desires to help people in rediscovering/regenerating their hidden potential by promoting human rights, dignity, gender equality and creating healthy living environment.

In the complex process of human development SJA remains open in learning and sharing of knowledge and skills, in partnership building with organizations, Government institutions, development partners for being ever unsaturated in the development process.

SJA upholds humanity and gives importance to and values human potential and discourages any sort of sectarianism. SJA maintains gender balanced staffing, encourages their development/improvement and broadens their commitment level towards the grassroots where the inspiration of SJA remains/belongs to.







## SJA Milestone

- 1991 Emergence of SJA
- 1992 Youth focused skills training and development
- 1994 Non-formal education for underprivileged children & adults
- 1995 Incorporation of health and family planning
- 1998 Introduction of disability program
- 1999 HIV/AIDS prevention
- 2001 Integration of human rights issues as part of development
- 2003 Strategic shift to rights based approach
- 2005 End violence against women  
Connect deaf people to rights and opportunities





# SJA at a Glance

## Programme Infrastructure

Central Office	01
Project Office	08
PRT Centre	01
Community Clinic	01
Static Clinic/IHC	02
School of Deaf Children	02
Training Facility	04

## Programme Coverage

Districts	04
Upazilas (sub-districts)	12
City Corporation	01
Paurashava	04
Villages	1,232
Urban Slums	20
Population Covered	0.78million

## Human Resources

Senior-level Staff	18
Mid-level Staff	15
Front line Staff	120
Support Staff	10
Total Staff	163
Volunteer	468

## Development Sector

Health and Population
Education
STI and HIV/AIDS
Disability
Water and Sanitation
Gender and Human Rights

## Annual Expenditure

Year	Amount in Tk.
2002	9,619,724.00
2003	10,143,311.00
2004	14,016,275.00
2005	12,245,236.00
2006	19,726,353.00





## SJA: An Overview

Sylhet Jubo Academy (SJA) came into existence/emerged in August 1991 by a small band of philanthropists/volunteers and social workers, led by Mr. A H M Faisal Ahmed, a former United Nations Volunteer. Their aim was to develop a local based notforprofit and nonpolitical development organization that would operate at grassroots level to address the real needs of socioeconomically marginalized community people.

The nomenclature signifies 'a working and learning centre of youths of Sylhet' and in that way the organization made its appearance with youth training activities in order to develop young people's skills and thereby flourishing their economic prospects. Since then, SJA is in the journey of stream of human development activities and has involved itself in development innovation along with quantitative and qualitative expansion. The organization now focuses its efforts on combating diseases like STI and HIV/AIDS, malnutrition; social wounds like poverty, illiteracy, unemployment and issues like disability, health, environment generation, water and sanitation, gender sensitization and stop violence against women and children.

SJA is legally registered with the NGO Affairs Bureau, Department of Social Services and Joint Stock Company of the Government of Bangladesh.





## **& HIV/AIDS : Sylhet Context**

Sylhet is situated to the northeast of Bangladesh and is bordering with Assam, Meghalaya and Tripura state and not far from Manipur state of India. It is the gateway to the eastern part of the Indian Territory. Secondly, cross border trades and commerce are taking place at this location. Huge numbers of transport labors, small business people, day labors, grosser, vendors gather together in this location. India is a highly vulnerable country to HIV/AIDS especially Manipur. Thirdly, a huge numbers of tourist and travelers have been visiting Sylhet to enjoy its beautiful sights, natural colors and vegetation, hills, forest, rivers, water falls and teagarden and flora and fauna.

A large number of expatriate from Sylhet are living mainly in Europe and in the Middle-East who might come in contract with sexual diseases. Moreover the national statistics reveals the fact that most of the identified HIV/AIDS infected people came from Sylhet.



## HIV and STI Prevention Project

SJA has been working in the field of STI and HIV-AIDS since 1999 without any pause, rather with gradual expansion and grater coverage. SJA is one of the pioneers and a champion in the field of HIV-AIDS prevention in Sylhet Division. In 1999 the organization built a partnership and networking with HASAB (HIV/AIDS and STD Alliance Bangladesh) to implement awareness raising, promotion of safer sex practice through encouragement of condom use, peer education and syndromic STD case management, message dissemination activities and so on in the field of HIV-AIDS in Sylhet which continued till 2002.

The organization had implemented HIV-AIDS Prevention Project focusing HBSW for a period of 33 months (February 2003 to October, 2005) with the financial and technical support of Family Health International (FHI)/USAID under IMPACT Fund. Further as a continuation SJA has been implementing HIV-AIDS Prevention Project since November, 2005 sponsored by Family Health International (FHI) under BAP of USAID through expanding its area coverage.

The organization worked with ICDDR, B in the National HIV Sero-surveillance Programme (5th and 6th Rounds) in Sylhet. It is to mention that SJA undertook and completed a mapping beyond Sylhet district in five areas (Sunamgonj and Chhatak Municipal area under Sunamgonj District, Moulvibazar & Sreemangal Municipal area under Moulvibazar District and Habigonj Municipal area of Habigonj) under Sylhet Division. The situational and in-depth assessments among hotel-based sex workers in Sylhet performed by FHI and SJA in May 2003 in-between IMPACT Fund and BAP funded programs of SJA revealed a totally ignored target group with alarming HIV risk. Literacy rate and knowledge of STI-HIV and AIDS were very poor; inconsistency in condom use and STI rate was very high among hotel-based and street-based female sex-workers.

There was high rate of violence and injecting drug use among women and their clients. Most unfortunately none of 310 interviewed women knew HIV testing places with confidentiality.

Large part of the assessed hotel-based sex-workers was local and mobile in nature. The same findings came out from another assessment conducted by SJA at Sreemangal. HBSW in Sylhet come from wider socio-economic backgrounds. There are full times as well as part time sex-workers who get other professions/jobs and so remain mobile and disguise. So as is the case everywhere, it is difficult to estimate their number. Clients are mostly businessmen, small traders, youths, transport workers, truckers, police men, unemployed people, and travelers/tourists

### Goal

To reduce the risk of STI and HIV transmission among hotel-based Sex-workers and their clients in the cities of Sylhet and Sreemangal .

### Objectives

- ★ Create a supportive environment for working with sex-workers through social mobilization
- ★ Increase competency of project staff on project management and behavior change
- ★ Promote risk elimination and risk reduction practices among sex workers and their clients through outreach and IHC
- ★ Create options for quality STI services for HBSW and their partners
- ★ Create VCT services options for HBSW
- ★ Increase utilization of IHC services by HBSW
- ★ Strengthen referral networks for other services for sex-workers and their clients
- ★ Promote knowlegdge, skills and access to products for correct and consistent use of condoms for risk reduction.



### Locations

Sylhet City Corporation and Sreemangal Municipality under Sylhet division.

### Target Population

HBSW and their clients

Activities of this project are arranged under three broad-heads as per their merits. These are IHC based interventions, Out-reach interventions and Advocacy & Networking. In fact there are some basic activities under each of these broad head which are mentioned below and the following tables depict the achievements of the project:

### IHC based activities

- Peer education and site worker training
- Training on SBC (Strategic Behaviour-change Communication)
- In-house training to sex-worker
- STI treatment & counseling
- Refer sex-workers for general health and other services not available at IHCs
- Literacy & adult education for peer educator and peer volunteer
- Condom distribution and demonstration
- Modhumita membership card distribution
- Modhumita branding

Particulars	Quantity	Beneficiaries
In-house training for sex-worker	174	1,805
Group session in the IHC	132	984
Literacy class for peer educator and peer volunteer	144	22
STI session	123	-
STI patient treated and counseling	-	1,313
Counseling	307	307
Refer sex-workers for general health services	-	326
Modhumita membership card distribution	-	215
Site workers training	24	34
Training on peer education	1	19
Condom demonstration	-	4,210
Condom distribution	32,705	-
Lubricant distribution	3,205	-
Modhumita branding	2	-





### Out-reach activities

- One-to-one and group contact
- Peer education with life-skill approach
- Condom distribution and demonstration
- Counseling
- Partner management through referral and follow-up
- STI case management
- SBC materials and 'Modhubarta' newsletter distribution

Particulars	Quantity
Condom distribution	312,005
Lubricant distribution	25,040
Referral card distribution (female)	2,482
One to one and group contact (Male & Female)	36,322
Referral card distribution (Male)	4,587
Men Client leaflet distribution	9,817
Modhubarta distribution	360
Modhumita calendar distribution	45

### Advocacy and Networking

- Advocacy and sensitization with different stakeholders (management staff of different hotels, City Corporation and Paurashava representatives, police, pimp, religious leaders, govt. officials, local elites, adolescent, local club members, journalist etc.) to create congenial atmosphere.
- PFT meeting
- World AIDS Day 2006 observation
- Awareness raising session with school and college level adolescent and youths.

Particulars	Quantity	Beneficiaries
Sensitization meeting with pimp	2	40
Sensitization meeting with clients group	4	125
Sensitization meeting with Imam	2	40
Advocacy meeting with hotel managers	2	36
Advocacy meeting with religious leaders at ITC	3	298
Police training	2	60
Sex-worker training	2	30
Advocacy meeting with journalists	2	38
Advocacy meeting with local club members	2	56
Sensitization meeting with influential authority	2	42
PFT meeting	2	30
World AIDS Day 2006 observation	1	300



## Empowering Communities in the face of HIV, AIDS through STAR

SJA's STI/HIV-AIDS prevention projects/ programs were aimed at awareness generation and service delivery until the organization undertook the project on "Empowering Communities in the face of HIV, AIDS through STAR" in 2005. Through this project SJA has incorporated rights focused strategy to HIV, AIDS prevention, awareness raising and livelihood promotion. The people have rights to know about HIV, AIDS and thereby to fight against this deadly disease through developing an inbuilt mechanism within the community/society. The merit and specialty of this project is to involve the people from all walks of life of the community. This project is supported by ActionAid Bangladesh (AAB) which is sponsored by the European Union (EU).

In Sylhet, community level response to HIV/AIDS is still very inadequate due to social stigma. STAR circles have been working to involve the communities to break this stigma, in knowing and responding HIV/AIDS.

### Aim

Prevention and mitigation of HIV and AIDS among poor women and girls, men and boys.

### Objective

To develop an integrated approach to individual and community empowerment in the face of HIV and AIDS through diverse action.

### Working Location

Sylhet Sadar and Biswanath Upazila under Sylhet district

### Target Communities

The project intervenes with the following community groups

- Tea laborers
- Villagers
- Indigenous people
- Slum dwellers
- Rickshaw puller
- Migrated people

### Social Mapping

Ten (10) social maps for each of ten target communities of the project location were developed to know the real situation by the support of knowledgeable local community people, both male and female, community leaders. A social map contains and reflects all necessary and relevant information of the following kinds:

- Village area
- Population (Male, female, children)
- House (hut, building, half-building)
- Communication (roads, bridge, culverts, rivers, canals etc)
- Institutions (schools, colleges, madrasha, NGOs, GO, clubs etc.)
- Local market (bazaar, shop)
- Place of worship (mosque, mondir, church, shrine etc.)
- Power structure (local government, influential people, elites etc.)
- Health access (hospital, clinic/CC, doctor's chamber, dispensary)
- Natural resources (tea garden, lake, hill, garden, stream, land, pond, river etc.)

### STAR Circle

STAR circles are formed with adolescents and adults, men & women and interest is induced in them in learning literacy. One male and one female circle are formed in each community. Every circle has 25 members who are from the target communities. Facilitators are selected from circles on the basis of their literacy skills, age, acceptance to the community people, understanding and motivational capabilities and the like. Female facilitators work with female circles and male for male circles. A circle arranges two to three meetings in a week. Every Circle is known by a given name. 20 circles are in operation.



### Training to Facilitator

Two fold training is provided to 20 facilitators. In the training the facilitators are introduced with the tools of 'stepping stones and reflect', given in-depth understanding of various aspects of human behavior, risk behavior, HIV-AIDS, sexual health education, generation respect, communication, gender equality, stigma, trust, honesty, love and so on. They acquired knowledge and skills on technique/strategy, data collection, problem identification and integration.

### Baseline Survey & Background Study

A baseline survey, confined within circles, is conducted and a background study is done among the targeted communities on family planning, income, gender situation, need assessment, literacy, mobility, power structure analysis and knowledge on HIV-AIDS. A day-long orientation, questionnaire development and PRA method were followed/used. Findings of the baseline survey are viewed and analyzed from the following perspectives-

- Mobility and service access
- Socio-political accessibility
- Access to family decision
- Literacy competency
- Conception and contraception
- Safe blood donation and transfusion
- Awareness on HIV-AIDS

### Reconnaissance Visit & Rapport Building

Discussion and dissemination of HIV and AIDS prevention activities in the society especially among adolescent and youths is still a stigma and embarrassing issue. In the circumstances reconnaissance and rapport building tool has been proved and effective means in implementing the project activities. Project team has arranged person to person and house-hold level meetings to build relations with villagers and communities as a continuous process.

Team also met with community leaders and others influential stakeholders like religious leaders, teachers, local government representatives, female opinion leaders, lawyer, journalist, local elites etc.

### Reflect

By the reflect process the facilitator and the participants discussed various issues like -rights, domestic violence. They found and analyzed various problems and compiled them using some reflects tools.

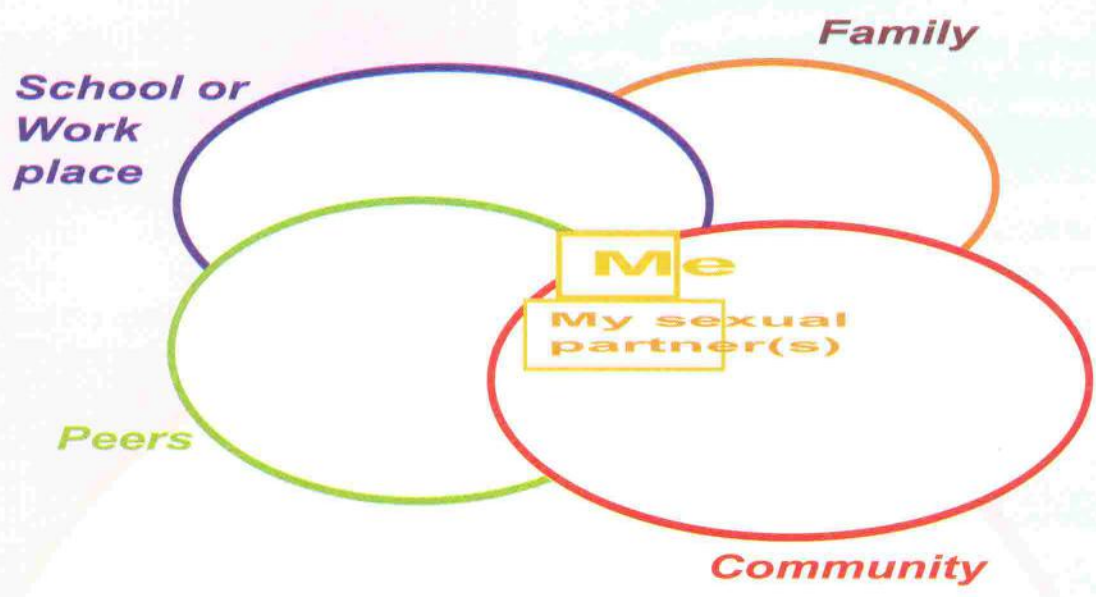
### Use of Stepping Stones (SS) tools in Circle:

The facilitators use the stepping stones tool in the circle. The participants are more conscious about HIV/AIDS and concern over relationship and sexual health. They have shared the tools with their partners, family, friends and co-workers and with the community. Being introduced with STAR, some behavioral changes have come into being in them. All the participants now are dancing, singing in their own circle, an exploration of cultural traits is discovered in them.

### Circle Management Committee (CMC)

A CMC is formed with men and women in a target community where two circles of female and male are working. A CMC is usually comprised with 7-11 members. CMC helps to operate a circle effectively and to grow community ownership with the community leaders, local government representatives, religious leaders, female opinion leaders. 10 CMCs have been formed in ten target communities. A CMC usually arranges bi-monthly meetings with the participants and discusses on action plan, their success. But for important discussions and urgent necessity it arranges meeting as and when required.





This diagram shows how the circle participants are changing the behavior pattern in their own community.

**Advocacy & Campaign**

**Observance of Global Week of Action 2006**

The Global Week of Action 2006 was observed on May 20, 2006 in befitting manner to grow awareness on safe blood transfusion and a colorful rally was arranged on the theme. All circle members and their guardians, committee members and circle facilitators participated in the activities. The general people enjoyed the rally accompanied by band party, display of placards. A discussion session was also arranged on the topic of safe blood transfusion and HIV, AIDS to mark the day where Deputy Civil Surgeon of Sylhet, attended as the chief guest.

**World AIDS Day 2006 Observation**

SJA observed the World AIDS Day- 2006 in a befitting manner with day-long programs. The observance ceremony begins with a colorful rally inaugurated by Police Super of Sylhet, accompanied by some dignitaries. It was followed by a discussion session on the issue of HIV, AIDS.

After the discussion session a cultural program was arranged. Babul Sarkar, a renowned Baul singer, along with others sang theme based songs and a drama was staged by circle facilitators and participants of STAR focusing HIV, AIDS messages. In the evening "Roktojoba" (a film on the theme of HIV, AIDS) was projected at some public gathering places. About 4000 people enjoyed this documentary and were able to know about HIV, AIDS. Moreover SJA in collaboration with Sylhet Cable System (SCS), a private cable TV operator, telecasted this film to create mass awareness.

**Observance of World Human Rights Day' 2006**

SJA observed the World Human Rights Day' 2006 at the organization level capacity by the participation of all programs people, beneficiaries and stakeholders. The STAR team along with its community participants/circle members has participated in the festivity.



The following table gives the impression of STAR activities in a nutshell

Activities	Achievement
Training to Facilitator (1 <sup>st</sup> part)	04
Training to Facilitator (2 <sup>nd</sup> part)	04
Refreshers Training	04
Facilitators' Monthly Meeting	12
Facilitators Forum Meeting	02
Documentary Film Show at Circle level (RAKTO JABA)	10
Observation of World Aids Day	01
Observation of World Human Rights Day	01
Rally on Safe Blood Transfusion	01
Discussion session on the Global Week of Action	01
Formation of Supporter Group	03
Networking Meeting with GOs, NGOs, Civil Society	02
Circle Management Committee meeting	10
Advocacy Meeting at Upazila level	02
Telecast Documentary Film through local cable-network	03
Exposure visit	01

### Action Point

STAR team works with mostly people of diverse profession and socio-economic category like tea garden people, ethnic group – Patra, slum people, rural folk, illiterate poor people and so forth. So they live with various odds of life which they need to address. Their identified problems have been summed up on the basis of prioritization on their degrees of necessity/importance and 25 action points have been finalized to solve their immediate problems/challenges. Then STAR circles have started working with these 25 action points which are as follows:

01. Acquiring basic literacy
02. Establish women rights
03. Create awareness on various diseases
04. Mosquito prevention
05. Develop awareness on HIV, AIDS
06. Personal hygiene behaviors
07. Use of safe water for all purpose
08. Stop child marriage
09. Stop dowry
10. Vegetables gardening
11. Education for the tea garden children
12. Tree plantation
13. Tube-well installation
14. Reproductive and sexual health education for adolescents
15. Observation of national/international days
16. Handicrafts and sewing
17. Dramatization on HIV, AIDS theme at festivals
18. Stop drugs
19. Give up smoking
20. Stop gambling
21. Rights to access of services from health department
22. Women mobility and decision making competence
23. Immunization facilities
24. Stop violence against women
25. Stop polygamy





**Behavioral Change of an Auto-rickshaw driver**  
 'Life is valuable but unsafe sex is a threat to life'  
 -Zahidul Islam

Zahidul Islam is an Auto-rickshaw driver and who has migrated from Rangpur district. He is an unmarried youth of 26 years. He lives in a slum in Sylhet City Corporation. He had no idea about HIV and AIDS before participating STAR circle of SJA.

He told, "I used to go to guilty places frequently. I notice some passengers talk about going to prostitutes. Since my involvement with STAR circle I never go to unsafe sex because of extreme danger that I came to know from them. Now I know that life is more valuable than unsafe sex practice."

Now he discusses with his counterparts about the matter and motivates others to stop risky behaviour and practice. "By participating the STAR sessions I am now aware about various matters along with diseases. Thousands of young people can be protected by this endeavor," he said.

Now he is thinking to go for a blood test. He thanked SJA's STAR circle for the noble endeavor to raise awareness on HIV/AIDS.



## Disability

Usually disability is defined as the physical or mental impairment. But disability is not only a physical or mental impairment rather it is defined by the culture also. Somewhere what is normal sickness in other context it is a disability recognized in the socio-cultural settings. Disability is a complex form of deprivation and the PWDs are found with less capability and less self-confidence within the existing physiological, social and cultural settings. PWDs are handicapped in society due to physical, social and cultural barriers that prevent them from fully and equally participating in social, economic, political and cultural activities. They are excluded in society and from development programs. PWDs are predominantly poor and marginalized in society. They must be brought into the mainstream of the development process.



The prevalence of disability in Bangladesh is believed to be high because of overpopulation, extreme poverty, illiteracy, lack of awareness, and above all, lack of medical care and services.

A survey/study jointly done by HI, NFOWD and Unnayan Onneshan, in February 2005, shows that 5.6% people in Bangladesh have a disability of one kind or another, though the statistics on disability prevalence is a matter of serious debate. People living in Char or Haor areas in Bangladesh have greater incidence in disability terms where almost 7% have one kind of impairment. It is also found in the survey that intellectual impairment is higher in Sylhet division.

In Sylhet deaf children and youths have limited inclusion opportunities to development and social activities. Negative attitude on deafness and about deaf people are widespread. Opportunities for education, vocational skills development and employment are very few. Deaf communities, especially children & youths are often exploited, misled and deprived of rights. Root causes of these problems are communication barriers, limited awareness and advocacy activities, non-existence of parents support groups and limited efforts to build skills of deaf children & youths, their families and carers.

# DISABILITY



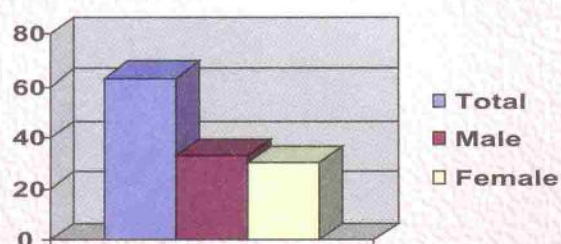
## Development Program for the Disabled

SJA has been working in health program since 1995 in of Sylhet District. In the efforts of health program implementation process SJA came across PWDs in the communities when the organization itself felt handicapped in responding disability issue and developing them in the real sense with its existing capacity. So, conscience strikingly SJA initiated a small scale development program for the Disabled in 1998 which has been gradually expanding. Then SJA developed network/partnership with NFOWD, HI and CDD and trained up some of its staff members on disability management and development and has established a therapeutic (PRT) centre within the office premises.

SJA has been working in Community Based Rehabilitation (CBR) as well as Institution Based Rehabilitation (IBR) and providing support to physical, multiple, intellectual, speech/hearing/ (deaf), and visually handicapped people. SJA's supporting mechanism covers counseling, therapeutic treatment (PRT), assistive devices, referral, non-formal education, sign language training, vocational training, IGA support, advocacy etc. Trained CHDRPs, social communicators and others of SJA are efficient and active in this field. The organization has made some exemplary achievements so far.

### Number of disabled people enrolled

A total of 63 disable people are enrolled afresh in 2006 among them 30 are female and 33 male.



### Disability Tracking

Life Cycle Time	Male	Female	Total
By born disable due to pregnancy complexity	13	16	29
Labor mishandling/ complexity	4	4	8
Childhood time (0-5 years)	8	10	18
Pre-adolescent period (5-10 years)	1	-	1
Adolescent period (10-18 years)	2	-	2
Maturity period (18-40 years)	5	-	5
<b>Total</b>	<b>33</b>	<b>30</b>	<b>63</b>

### Causes of Disabilities

Causes	Male	Female	Total
Pregnancy Complexity	13	16	29
Delivery Complexity	4	4	8
Diseases	8	5	13
Wrong Treatment	5	3	8
Unknown Reason	1	1	2
Others	2	1	3
<b>Total</b>	<b>33</b>	<b>30</b>	<b>63</b>

### Disability basis therapeutic treatment (PRT) provided

Disability Category	Male	Female	Total
Physical	4	2	6
Mental	-	2	2
Multiple	2	-	2
Cerebral Palsy	5	7	12
<b>Total</b>	<b>11</b>	<b>11</b>	<b>22</b>



### Age group basis therapeutic treatment given

Age Group	Male	Female	Total
0 -5 Years	2	3	5
5 – 10 Years	4	5	9
10 – 18 Years	0	2	2
18 – 40 Years	5	0	5
40 – 55 Years	0	1	1
Total	11	11	22

### Assistive device

Three kinds of assistive devices (Cock-up Splint, Stand-in tables, Punching Ball) are provided to four disable boys & girls.

### Referral

Two boys (below 10 years of age) with club-lip & club-palate problems and one adolescent girl with Cerebral Palsy are referred to the Sylhet Osmani Medical College and Hospital and Royal Hospital.



### Mainstreaming to formal education/ Inclusive education

SJA has motivated and made parents of disable children aware to send their kids to nearby primary schools to help them growing up in educated way. Accordingly school teachers were also motivated to get disable children admit in their schools. Finally the school authority and parents were counseled to create a congenial atmosphere so that disable children can be encouraged to go to school to learn with their fellow students. In this process SJA is able to enroll six (6) students in the mainstream primary education.

### Non-formal Literacy Centre for Deaf Children

Besides multiple disability development activities SJA focuses on development for the deaf. SJA has been running a non-formal Literacy Centre for deaf children at SJA office premises since April 2006. Seventeen (17) deaf children (boys & girls) are learning Bangla Sing Language and elementary education in this centre. Two teachers (female & male) have been taking classes regularly.



## Rasel wins over Disability!

Rasel has Guillian Barre Sundrome and has suffered from scoliosis, cutvature of the spine since birth. He lost the strength of the lower part of his body and could not move a bit when he suffered from high fever at the age of 11 years. His medical treatment was inadequate and as a result his condition did not improve. He remained bedridden for four years and everybody of his family gave up all hope of his future.

SJA initiated a self funded program for disable people in 1998. Rasel's parents came to know the disability activities of SJA and sought support for their beloved son. Mr. Shorful, a CHDRP of SJA, observed the condition of Rasel and immediately started therapeutic treatment on him. He visited Rasel many a time, gave him lessons on how to do exercises, to practice games and advised his parents to give him physical therapy, nutritious food with patience. Rasel's condition then began to improve. Shorful then made weekly visit to him. Once he even discouraged Rasel's mother on her demand of a wheelchair.

With physical improvement Rasel gradually regained flexibility and balance, to sit without help and to stand on foot with a little support. He was able to start walking exercises just within a year. He used elbow crutches for three months only. With the increase of mobility he began attending school. Because of walking difficulties he mainly studied at home but attended school exams and passed class VII after a lapse of five years time.

Rasel's physique improved remarkable well since 2002. He used to come to and utilize SJA Therapy Centre for improving, strengthening and firming his walking. He started to play outdoor games like cricket and to avail localpublic transport. In the mean time SJA donated him a rickshaw and facilitated in getting its registration in quick time from the Sylhet City Corporation. As a result it was easier for him to attend school and at other times it becomes a source of earning. In 2004 he achieved a milestone by passing the SSC Examination. Then he completed a basic computer (IT) training course. Now he is studying at the Sylhet Polytechnic Institute and side by side running a small business of telephone-fax in Sylhet city. SJA always remained and has been remaining with Rasel and providing psychological support in time of his deep need.

Rasel was and still is a very strong minded person and his determination would be an example for others. He is grateful to his parents, friends, teachers, neighbors and SJA to help, support him for his come back to normal life like many others. His motto of life is to work for disable people.



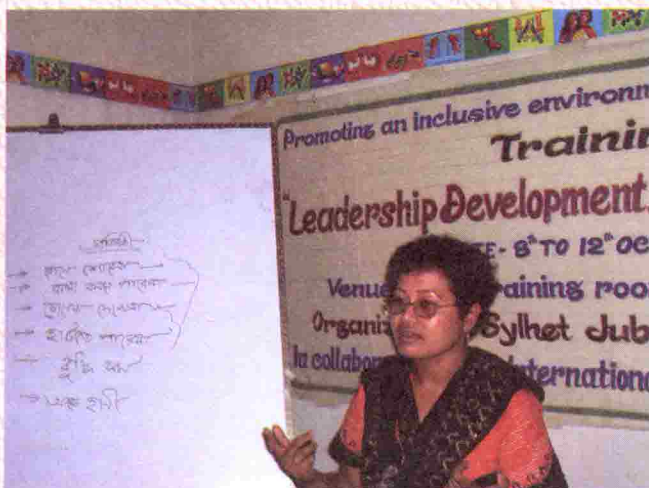
## Creating Awareness and Inclusion Opportunities for Deaf Children (CAIODC)

Particularly deafness is little understood unlike other forms of disabilities in the societies of Bangladesh though disabilities in general are ignored and thereby almost unattended here which leads to misconception and superstition. Deaf people have to live almost in isolation and exclusion in families and societies. The first impression of people in meeting a deaf person is one of annoyance and irritation and therefore an avoiding and neglecting tendency work in their minds while reaction to other disabilities is one of sympathy and pity but not at all a sense of togetherness and equality. There exists no accepted system of communication with deaf and 'total communication' happens very rarely. There are very few interpreters and there is a want of developed sign language as well.

SJA built a partnership with CDD in 1999 and worked together to address different disability issues. This CAIODC was a collaborative project implemented by SJA and CDD where CDD provided the technical support while SJA implemented the project activities in Sylhet with the financial support of IDCS-UK. The overall activities performed through the project have made some well impact among the deaf people in Sylhet.

The activities performed through the project are carers support groups, Bangla sign language training for carers, deaf and school teachers, skills training on leadership, refreshers training on Bangla sign language, sessions on Bangla sign language to secondary school students, local level awareness raising activities, school level art and essay competitions, learning workshop, strategic planning and action plan development workshop.

Intervention	Quantity
Carer support group (20 members)	01 group
Meeting of carer support group	24 meetings
Bangla sign language training for carers and deaf	20 people
Bangla sign language training for secondary school teacher	14 Teachers
Secondary schools under the project	08 Schools
Leadership development training for deaf	20 people
Advocacy workshop	02 workshop
Art & essay competition of school student	09 competition
Bangla sign language sessions for students (20 session in each school)	240 students
Strategic planning and action plan development workshop	01 workshop
Project learning workshop	01 workshop



I made an unannounced visit to a young woman's house whose family had been receiving some sign language input from SJA staff. I was accompanied by the project officer and sign language interpreter. The family were really pleased to see us and went all out to make us welcome. The old grandmother was thrilled and said 'My granddaughter is 20 years old. I did not know she had so much to say or understand so much about things around her. It is only since I have started to talk to her through my fingers, that I have been able to understand what she is saying. I am so grateful that I have been able to see this before I die'

Ms. Brinda Crishna  
Director-IDCS-India  
(From a report of visit to SJA)



## Promoting an Inclusive Environment for Deaf Children and Youths (PIEDCY)

SJA focuses on development of deaf alongside multiple disability development activities. The organization is effectively involved in creating inclusive environment for deaf children and youth. SJA has also developed expertise in the field of disability within its core team. In this backdrop SJA has been implementing the PIEDCY project since April 2006 with the assistance of Small Grant Project (SGP) of IDCS-UK.

This project addresses the needs identified through interactions with deaf communities and experiences of working with deaf children, youths and their families. This project works with and for the deaf and their family members of rural and urban areas of Golapgonj and Sylhet Sadar Upazila under Sylhet district.

### Goal

Promote empowerment, participation and inclusion of deaf children and youths by creating greater awareness, popularizing and increasing use of Bangla sign language and skills generation among deaf youths and their parents as advocating & change agents.

### Objectives

- Empower the deaf children, youth and their families and make them aware of their rights.
- Improve communication through Bangla sign language support.
- Provide agro-based & basic computer application for deaf youths
- Encourage participation & inclusion of deaf children & youths in the mainstream development.
- Develop carers/parents support groups
- Encourage education for deaf children.

### Main Focus

Deaf Children	25
Deaf Youth	20
Parent of Deaf	43
Non-formal Literacy Centre Operation	01
Secondary School Teacher	14
Mainstream Schools	08



### DILARA: A Non-formal Literacy Centre

A literacy centre was established on September'06 at Golapgonj Upazila and 25 deaf children are enrolled. One female teacher who received Bangla sign language training as a carer has been conducting classes regularly. The functional literacy centre provides basic education needs of deaf children and also contributes in sensitizing communities. The deaf children of DILARA have learnt about 400 sign words and are able to use them in communication.



### Bangla Sign Language Training for Carer/Parents

There are two carer support groups, one for rural and the other for urban area. For each of these two carer support groups a basic Bangla Sign language training has been arranged separately and each training session endured for 10 days. A total of 43 carers got this training.

The training aimed to transform knowledge to the carers and parents of deaf and make them familiar with Bangla Sign Language, make communication easier with the deaf, disseminate the knowledge and information of scientific Bangla sign language in the community.

### Bangla Sign Language Refreshers Training for Secondary School Teacher

The 5 days refreshers training course was conducted by the spontaneous participation of 12 teachers of eight (8) schools who got basic Bangla sign language training in the previous year. The participants learned, reviewed and practiced over 1200 Bangla sign language words. Creation of inclusion opportunities at secondary schools continues as teachers received refreshers training and sensitization activities done with peer students and teachers.

### Training on Group Management, Leadership, Advocacy and Resource Mobilization

Five days long 'group management, leadership, advocacy and resource mobilization' training was imparted in two batches to rural and urban deaf and their parents/carers support group members separately. 40 carers and deaf participated the training session with great interest. The training aimed to develop information and knowledge to the carers/ parents of deaf, empower deaf through their parents, make them able to advocate the rights of deaf and achieve competency to moderate the carer forum/carers support group.

### Formation of Parents/Carers Support Group

Two parents/carers support groups are formed with the parents/carers of rural and urban area separately who received the Bangla sign language and leadership trainings. Through this process they are empowered for the right advocacy of deaf and to get them united and work under a collective platform for the well being of the deaf.

#### Urban Support Group

A general meeting of deaf parents/carers was held on 5th August 2006 at SJA office. The urban carer support group was formed with 20 members in this meeting. The Urban Support Group meets twice in a month on first and third Saturdays. A total no. of 7 meetings was performed.

#### Rural Support Group

Rural Support Group was formed with 20 members on 20th September, 2006 at Golapgonj, Sylhet. They meet twice in a month on first and third Wednesdays. Rural Support Group arranged 5 meetings so far.





## Advocacy Workshop

An advocacy workshop was arranged on 7th June, 2006. 39 participants of social elites, journalist, teacher, GO and NGO officials and parents/carers of deaf attended this advocacy workshop. The purpose of the workshop was to create opportunities for deaf people, rights of deaf community, and to bring positive attitude/atmosphere toward deaf.

The findings and recommendations of the workshop are:

- Government should take initiatives to train up teachers to teach deaf students
- There should be arrangement for deaf students at schools
- Employers should appoint disables in their organizations
- Increase employment opportunity for disable people
- Create education opportunities for over 400 deaf people in Sylhet
- Take initiative to bring change in social norms towards deaf families
- NGOs side by side government should come forward for the wellbeing of the deaf
- All should work for empowering and bringing deaf to the mainstream



## Sensitization Session

Sensitization session aims to create mass awareness on deaf and disability at community and institution level. Nineteen (19) sensitization sessions were conducted in rural and urban areas. Among them 12 sessions were conducted at community level and 7 at institution level. A deaf person and a trained carer were present at each of these sessions and assisted the project staff to conduct sessions.

### A Little Girl with a Great Smile

Lucky Dey was born in the village "Zigly" under Chatalek Upazila, Sylhet District. She is the lone child of her parents. Her mother was in labour for 12 hours to give birth her. The new born lucky did not cry and her skin color turned white. Lucky suffered high fever and measles at the age of one year. Quack (traditional healer) and homeopathic treatment were given to her. During her growing up period her mother noticed that lucky could not response to low voice. The Sylhet Osmani Medical College Hospital doctors told that she would cure gradually. But unfortunately she is now a deaf. Lucky is keen to learn but her peers do not help. One day Lucky's parents brought her to a primary school but the teachers did not admit her. Lucky's mother searched scope for her education in vain.

One day she knew about SJA's deaf school. Lucky got admitted here. Now she is happy with her education. She learnt Bangla sign language. Her mother also received Bangla sign language training. Her family members also learnt sign language. Now Lucky can communicate with them easily. She dreams for a self employed life. Her mother is now hopeful with her only daughter.



## Community Participated Sustainable Water Hygiene, Sanitation Project (CPSWHSP)

Bangladesh has been progressing optimistically towards a satisfactory WatSan scenario in the recent times despite many problems. The moves from the government and relevant agencies and stakeholders addressing the problems and focusing on effective progress have been showing promises for a desirable WatSan future. The Government of Bangladesh has declared an intensive sanitation movement "Sanitation for All by 2010" in line with the global initiatives like World Summit on Sustainable Development, 2002 in Johannesburg, South Africa and the Millennium Development Goal (MDG) and the UN proclamation of new water decade "Water for Life 2005-2015". From the SACOSAN 2003 onwards the government has taken many positive steps while pledging for all out cooperation from all concerned.

SJA has been implementing the Community Participated Sustainable Water, Hygiene, Sanitation Project (CPSWHSP) at all six unions of Jointapur Upazila, Sylhet with a commitment of hundred percent (100%) WatSan coverage since September, 2006. Jointapur is an underserved area because of its remoteness, and poverty stricken population. The basic WatSan situation is worse in comparison to other parts of the country. The project has passed its inception period in the reporting year.

### Goal

Improve health condition through reduction of water-borne diseases by promoting safe water, environmental sanitation and hygiene promotion interventions for the population within the project area with special emphasis on poor, disabled, adolescent, indigenous and other disadvantaged groups of people.

### Objectives

- ensure access to safe water supply options, use and maintain by all population within the project area.
- ensure access to sanitation options, use and maintain by all population within the project area.
- improve key hygiene behaviour among the population within the project area.
- build the capacity of users, formal and informal institutions to promote, maintain and continual use of safe water supply and sanitation facilities along with sustainable hygiene practices.

In this inception period SJA has completed the project intervention set up like staff recruitment and foundation training and office set up. Newly recruited field and management level staff have made rapid rural appraisal in the project area, have introduced themselves & built up rapport with difference stakeholders (civil society, local elite, UP chairmen and members, District & Upazila level GoB & NGO officials, field level service providers etc.), district and upazila level launching workshops, union level planning workshops, meetings on WatSan inventory with UPs, data collection on WatSan, inventory & data finalization activities.



Activities	Achievement
Foundation training on ASEH, PRA and ignition	30
Monthly staff coordination meeting	3
Quarterly staff coordination meeting	1
Orientation at Upazila level	1
Orientation at Union level	6
Selection the volunteers for WatSan inventory	54
Data collection and completion report on WatSan inventory	178 villages/54 wards/6 UP
Meeting with union level on WatSan inventory	6
Reform the Ward Sanitation Taskforce Committee	48
Reform the Union Sanitation Taskforce Committee	6
District level launching workshop	1
Upazila launching workshop	1
Union planning workshop	6

### WatSan Inventory

Total Household(HH)	Total Population
23,613	149,808

### Latrine Status

Options	Status	% by total HHs
Hygienic Latrine	3531	14.94
Unhygienic Latrine	13542	57.34
No Latrine	6546	27.72
Total:	23604	100

### Safe Water Status

Options	Status	% (of total water option)
Deep Tube-well	37	0.96
STW	3221	83.27
Tara	99	2.56
Tara -2	35	0.90
Dug well	123	3.17
Ring well	136	3.52
Rain Water Harvesting	07	0.18
Other	210	5.43
Total	3868	100



## Gender, Knowledge, Networking & Human Rights Intervention in Bangladesh (GKNHRIB)

Bangladesh is passing through a process of democratic transition in the socio-political arena and struggling with poverty of vast majority of its population as a developing country which have resulted in common human rights violation and neglect in the country. Human rights abuses are particularly serious and grave in nature in cases of women.

SJA has been addressing and working with human rights issues since 2001 as integral part of various development projects and programs on-going and new. Later, the issue of violence against women was especially addressed with care and much attention in the form of campaign for awareness raising, local level mediation for SVAW, networking/ communication with legal-aid support organizations, workshop, seminar, and symposium arrangement. The human rights issue becomes a part and parcel of SJA's mission, vision and one of the core objectives. The organization approaches every human development issue from rights perspective from then on.

In this process and continuous persistence SJA participated in the network of 12 NGOs working with the Bangladesh Legal Aid and Services Trust (BLAST) in May 2003 to implement the Gender, Knowledge, Networking and Human Rights Intervention in Bangladesh. This project is supported by AED/USAID. As a result, SJA got the opportunity and scope to work in wholistic approach to address the burning issue of gender focused widespread human rights violation. It is a successful program and SJA has made some achievements and contributions to the national level efforts of improving the gender focused human rights violations.

### Project Location

District	Upazila
Sylhet	Gowinghat
	South Surma
	Biswanath

### Goal

Generate policy-relevant knowledge on gender related rights violations, influence the justice-seeking behavior of individuals victimized of human rights violations and to create gendered social capital at household and community level.

### Objectives

- stop human rights violations against women
- create a "shalish" (traditional mediation process over local disputes) environment for women to assert their rights and to ensure their participation in "shalish"
- develop institutional capacity of SJA
- create a data bank for documentation of human rights violations



### Uthan Baithak (Court-yard Meeting)

Uthan Baithak is an effective tool of community awareness generation. To reach maximum number of village womenfolk the strategy of Uthan Baithak is strictly followed as a form of legal, human rights, and gender awareness campaign. A total of ninety (90) Baithaks has been arranged.

### Legal Awareness Training of the NOC and NSG

Legal Awareness Training programs are arranged and designed to inform the members of the NOC and NSG groups about the laws and justice system of the country. These training sessions are mainly organized in the community offices of the respective villages. Members of Shalish Committee, NOC and NSG, school teachers, marriage register, SJA staff and NGO representatives attended the training programs. Ten (10) no. of Legal Awareness Trainings have been performed and a lawyer has conducted each of these trainings.

### Mediation (Shalish)

Mediation is a process of conflict resolution in traditional way. Traditionally local level influential and elite people are supposed to mediate local conflicts where misappropriations were often be done or happened and so impartiality could be called in question. Moreover there was no female representation even when parties or one of the parties was a woman. On the other hand they had no knowledge/authority on laws and the legal proceedings of the country. In the circumstances SJA has brought a change/reform in the mediation process by forming community level Mediation Committees with a panel of mediators ensuring female participation a must. Shalish/Mediation committees were formed with members of NOC and NSG, teachers, UP members, local elites.

A complaint is formally registered when it is informed to the mediation worker/shalish committee members, then a fact finding mission is sent for investigation. On the basis of the evidence, notice is issued to both the parties regarding the Shalish to be organized. On the basis of their willingness/consent a mutually convenient date and place for Shalish is fixed. A total of ten (10) complaints were reported and were solved through mediation process.



### Facilitation and monitoring of Traditional Dispute Resolution (TDR)

Up to six month after mediation, cases/disputed matters are followed up/monitored. Door to door visit and discussion with the disputants, interview with the key informants of cases, neighbors, and discussion with other relevant people are done as methodology for facilitating and monitoring of Traditional Dispute Resolution (TDR).

### Case Referral

If and when the disputant parties fail to solve the problem and can not come to a negotiation cases are referred to BLAST legal unit for further assistance. Cases are also referred to BLAST which seem unsolvable through mediation. Three (3) cases have been referred to BLAST unit authority for legal support. When a complaint is sued in a court the offended party gets the legal aid support free of cost.



### Coordination meeting with NOC and NSG

Usually bimonthly routine is followed to arrange a coordination meeting. The merit of this meeting is to follow-up the shalish and to discuss about the similar incidences if any in the community. Sixty (60) coordination meetings with NOC and NSG members have been arranged in total.

### Meeting with BLAST Legal Unit

Two (2) formal meetings have been arranged with BLAST Sylhet Unit to share the field level experiences and to discuss about the extent of support/assistance BLAST can render.

### Selection of Bari (Home) Based Leader

Bari Based Leaders are chosen and nurtured to act as interlocutor between household members and NOC/NSG. Usually a female leader is identified from the Uthan Baithak (courtyard meeting) who has leadership quality and organizing ability and is proactive and vocal by nature and is selected for such a leadership

### Meeting with Bari (Home) Based Leader

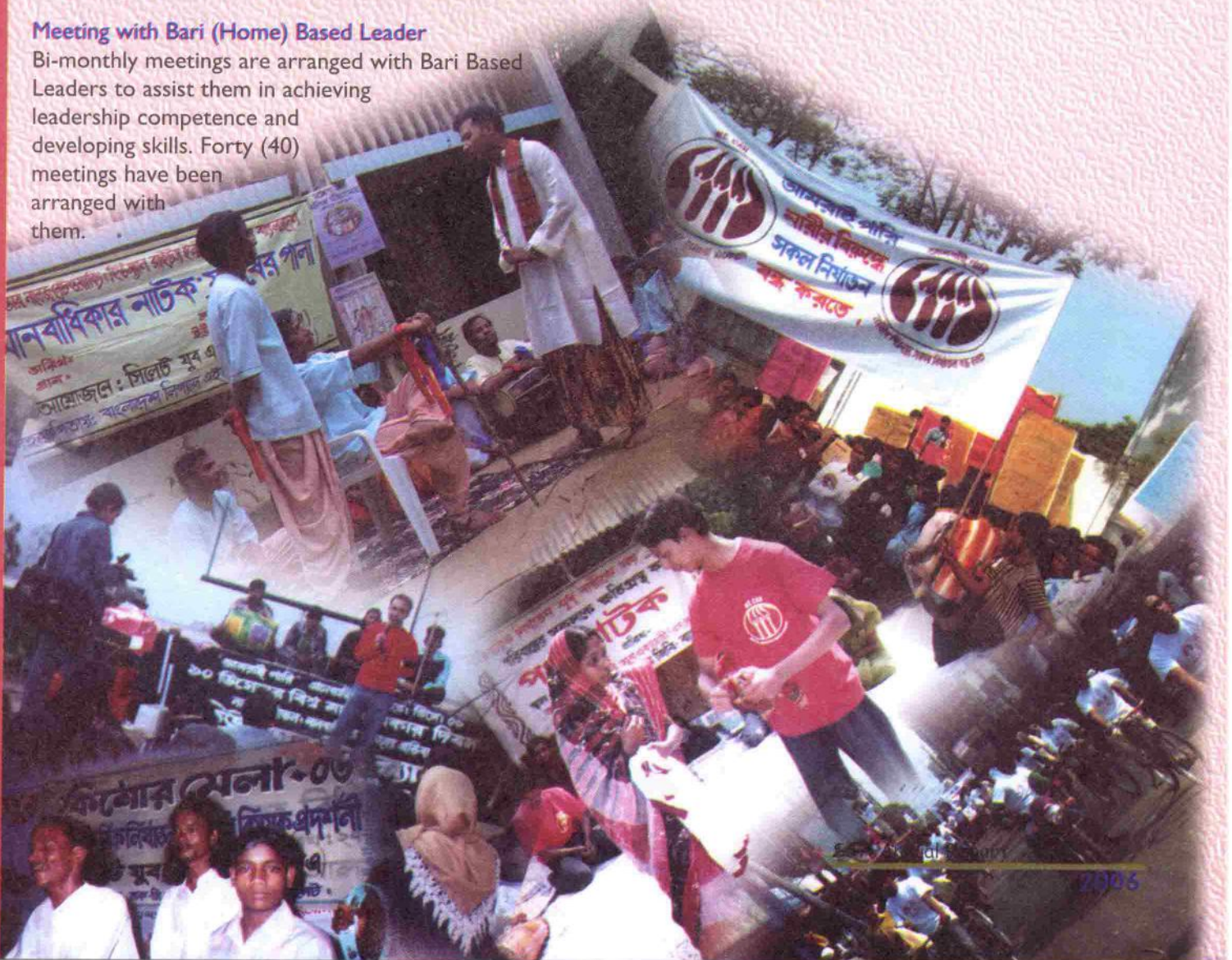
Bi-monthly meetings are arranged with Bari Based Leaders to assist them in achieving leadership competence and developing skills. Forty (40) meetings have been arranged with them.

### Human Rights Fair

It is a community awareness program to introduce and make people understand the essence and purpose of the activities of GKNHRIB project among a large volume of population. All the advocacy tools of GKNHRIB have been used for awareness generation in the fair. One fair was arranged at South Surma, Sylhet on 18 September with a set of activities like discussion sessions, cultural program, film and video shows.

### Day Observation:

The International Women's Day and International Human Rights Day were observed by the participation of community people, NOC and NSG members.





## Community Mobilization Project to End Violence Against Women (CMPEVAW)

31

The violence against women reckons as crime against human rights. The constitution of our country has clearly mentioned about the equality and rights of every citizen. But in absence of specific law against domestic violence women are deprived of their rights in the society and the DV remains an unrecognized offence. The major focus of SJA is the empowerment and emancipation of deprived people especially women and children where everyone has equal gender access, poverty free, exercise civil rights and life of pride. The organization incorporates both right focused and service delivery approaches in its programs to establishing gender equality, exercise civil rights and life of arrogance of the people.



To address DV issue at community and family level, SJA has been implementing CMPEVAW since March 2005 with the assistance of Oxfam GB. The project has been implementing in Moulvibazar and Sylhet district under Sylhet division. The project introduces development paradigm in gender and development to end VAW. It complements and facilitates the Universal Declaration of Human Rights, CEDAW, The Beijing Declaration, MDG, PRSP and 'Jatio Nari Unnoyan Nitimala' of GoB.

CMEVAW project aims to create mass awareness and to look for essential changes in people's thoughts, values, attitude and behaviour at community and family level. The project includes both preventive programme such as awareness raising, group meeting, school programme, drama/folk song, etc. including campaign and responsive mode activities such as support to survivors, counseling, referral, advocacy and communication with law-enforcing agency (police), hospital/ health personnel, and judiciary.

### Vision

To seek a fundamental shift in people's ideas, beliefs, attitude and behavior by challenging behaviour, providing alternatives and supports to end violence against women within the society.

### Capacity building

Project staffs along with some SJA personnel have been provided with three numbers of basic and refreshers trainings on gender and human rights. An orientation on the 'Project' itself has also been given to project staffs.

The project personnel have undertaken an exposure visit to SDS at Barisal to sharing and learning ideas and skills that has been implementing similar nature project.

In addition, a total of 28 staff meetings have been arranged so far.

### Situation analysis

Resource mapping has been done to identify the influential social actors and institutions in the project locations. An orientation was provided to the concern staff and volunteers before the survey (social mapping). FGD and KII tools were applied for conducting this mapping. Twenty-nine (29) FGDs (focused group discussion) and fifty (50) KII were conducted.



### Training, workshop, sensitization meeting

A total of 122 trainings, workshops and sensitization meetings were organized with homogenous group, couple group, adolescent, female group, male group, professional group, members of youth club, local elites, and UP.

### Change Maker

Male chauvinism controls the norms and mechanism of the society as it like where gender issue is totally ignored. In this age old social order change is very necessary and it is the sooner the better. Changing community norms is a process, not a single isolated event. Based on an understanding of how individuals and communities naturally go through a process of change can be more effective than those that push haphazard messages into the community. Those who are convinced about the necessity of change in gender biased attitude and practices and the need to end all forms of violence against women, are change makers. The change makers play a crucial role as volunteers in the society. Change process towards being an effective change agent claims a set of gradual ascending stages i.e. pre-contemplation, contemplation, preparation for action, action to maintenance.

2,145 change makers have been generated so far from the communities who have been voluntarily working in communities as change agents to create gender sensitive society. Twelve (12) orientation sessions and twenty two (22) sharing and view exchange meetings have been arranged with the change makers. Change makers groups have also being formed.

### Educational institution based activities

The 12 secondary schools, 2 colleges and SUST, Sylhet have been brought under educational institution based activities.

2 secondary schools teachers' orientation and meeting, 19 orientation sessions for school and college level students and 2 orientations for students of Social Work Department of SUST, Sylhet have been performed. This progressive class change makers have been remaining active in their families and societies.

### Advocacy

'Violence free homes – it is everyone's rights' is the motto of the advocacy workshop. Advocacy activities have been performed among social actors like elites, teachers, LG representatives, business community, journalists, professionals, NGOs etc. A total of 11 advocacy workshops have been arranged with these social actors.

### Alliance building

Local level alliance building is one of the core elements to EVAW. A series of interaction and meetings are needed to form an effective and worthy alliance. In this process two preparatory meetings have so far been arranged with the local level diverse professionals to establish such an alliance to work for EVAW through a collective platform.

### Drama and folk song

Drama and folk song are very popular, common kinds of recreation which are also able to teach through entertainment. Theme based drama and song are also very effective tools to motivate a homogeneous socio-cultural community people. SJA's cultural team has performed nine street dramas and eighteen folk song program at various public places in the community.



### Transport painting

Now a day's theme based painting on transports/vehicles is a popular pictorial way of message dissemination that people enjoy and learn. This sort of commercial painting has an intimate appeal to commoners. This form of message dissemination has been adopted to raise awareness against DV and gender discrimination. A total of 225 rickshaws have been painted with EVAW/Stop DV captions/messages. These rickshaws are traveling in roads and lanes in Sylhet city and the outskirts.

### IEC/BCC materials

EVAW and stop DV theme based IEC/BCC materials have been developed and distributed among community people. These materials are developed and distributed in the form of calendar, sticker, post card, umbrella, leaflet, t-shirt, festoon, etc.

### Divisional level 'We Can' seminar

A divisional level seminar was arranged by the participation of social actors, government officials, change makers, journalists, NGOs and CBOs of Sylhet division. It was a well arranged seminar to share and disseminate the overall activities and the modus operandi of the project. The Director General of NGO Affairs Bureau graced the occasion as the chief guest and the Country Representative of Oxfam GB was present as the guest of honor.

### International Exposure at Colombo, Sri Lanka

A seven member Change makers group of SJA has participated in a regional change maker assembly in Colombo, Sri Lanka in March, 2006.

### Screening VAW incident & support

The project team has visited local police station and hospitals to get DV/VAW related information and to reach to survivors and be their aide in time of need on regular basis.





### Information-cum-support cell for survivors

One 'Information-cum-Support Cell' has been set up for the survivors at SJA premises. This cell has collected DV/VAW related information, provided psychological counseling to the survivors, helped and assisted in decision matter by explaining alternatives and referring to get legal aid support.

### OCC Service

The OCC has been established at the Sylhet M A G Osmani Medical College Hospital. It has been working as a one-in-all centre where survivors used to get all needful services like treatment, psychological counseling, mediation support, support of police and lawyers, shelter as long as be needed. SJA has signed a MoU with the OCC to provide psychological counseling to survivors. A counselor of SJA has received training from the Ministry of Women and Children Affairs, GoB.

### Combat Child marriage

Two child marriages have been resisted so far by the cooperation and assistance of change makers. Local administration and law enforcing agency have provided support in this effort of SJA.





## 'We Can' campaign

We Can campaign is as if the pulse of the project to end violence against women. A total of four periodic campaigns (popular events) have been organized which are as follows

Campaign Events	Quantity
<b>i. March Campaign from March 1-20</b>	
Press conference	01 nos.
IEC/BCC materials distribution to Educational Institution	06 Institution
Video show at small gathering	02 nos.
Folk song	04 nos.
Street drama	02 nos.
Human chain	03 nos.
Rally on International Women Day	01 nos.
Change Maker orientation	06 nos.
<b>ii. June July campaign from June 25 - July 10</b>	
Advocacy meeting with journalist	01 nos.
Leaflet distribution	8,000 pcs.
Symbolic Rally (Umbrella Rally)	01 nos.
Folk song	05 nos.
Documentary film show	02 nos.
Door to door campaign	500 HH
Scroll telecast through cable TV network	15 days
Advocacy and sharing meeting with Upazila administration, Paurashava and City Corporation,	05
<b>iii. Rural women's' day campaign October 10 - 15</b>	
We Can greetings cards mailing to near and dear ones	400 per.
Distribution of sticker and leaflet	1,000
Union level gathering	03 nos.
<b>iv. 16 days of activism Campaign November 25 - December 10</b>	
Press conference	01 nos.
Postering to public places, institution and so on	12,000
Ward and union level gathering	12 nos.
Meeting with Photo journalist	01 nos.
Scroll telecast through cable TV network	7 days
Folk song functions	04 nos.
Street drama	02 nos.
Art competition for disable children	01 nos.
Human rally	01 nos.
Bi-cycle rally	01 nos.
Door to door campaign	800 HH
Symbolic (candle, lantern ) rally	01 nos.
Round table discussion	01 nos.
Human chain	01 nos.
Human in black	01 nos.



## GOVERNANCE & MANAGEMENT

Policy making within SJA is vested with its Executive Committee. This body consists of 7 members representing a wide range of social strata, professions and experience. The Executive Committee is elected to serve a term of 2 years by the 21 members General Committee. The Executive Director is the chief functionary of the organization and is accountable to the Executive Committee for the implementation of the Committee's decisions and the smooth functioning of programs.

The General Body consists of 21 members. This committee includes founder members, general members and life members. Members of this committee elect/nominate the Executive Committee (EC). It approves yearly budget, amends constitution, and takes decision regarding election. Two meetings of the committee are hold in a year in usual course.

The Executive Committee smoothly operates the entire activities of the organization. It is also responsible for maintaining all accounts of the organization. The EC sits four times a year.

List of the Members of the Executive Committee (2006-07)

Name	Designation	Profession
Kabita Kundu	Chairman	Teacher
KU Al-Mahbub	Vice - chairman	Business
A H M Faisal Ahmed	Secretary	Social Worker
Rajib Bhowmick	Treasurer	Business
Sufia Maleka Parvin Banu	Member	Advocate
Yousuf Ali	Member	Banker
Icramul Jalil	Member	Business

The management system within SJA is participatory and decentralized, with program planning drawing on the experience and expertise of employees at all levels. Community participation is encouraged.

SJA places great importance on building the capacity of individual employees and program participants. As such, all members of staff receive regular need based training, go through annual appraisals and performance assessments, and are also fully trained in the use of IT and office equipment. In order to better plan and manage human resources, the organization has developed service rules/personnel procedures manual, integrated financial management and operational systems manual and capacity building checklist.





মোহাম্মদ কুদ্দুস এণ্ড কোং  
**MOHAMMED QUDDUS & CO**  
 Chartered Accountants

47, Dilkusha C/A, Dhaka  
 ☎ 9551759, 8115977

AUDITOR'S REPORT ON ACCOUNTS

of

SYLHET JUBO ACADEMY (SJA)

House 20/A, Block C, Main Road, Shahjalal Uposhahar, Sylhet  
for the year ended 31st December, 2006

We have audited the accompanying Balance Sheet of Sylhet Jubo Academy (SJA) as at 31st December, 2006 and the related Income and Expenditure account and Receipts & Payments account for the year ended on that date. We note that preparation these financial statements are the responsibility of SJA's management. Our responsibility is to express an independent opinion of these financial statements, based on our audit. We conducted our audit in accordance with International Standards of Auditing (ISA) as adopted in Bangladesh. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material mis-statements.

In our opinion,

The financial statements are prepared in accordance with generally Accepted Accounting Principles, exhibit a true and fair view of the state of affairs of SJA as on 31st December, 2006 and the results of its operation for the period then ended.

We further state that :

- i) We have obtained all the information and explanations, which to the best of our knowledge and belief necessary for the purpose of audit and made due verification thereof;
- ii) In our opinion, proper books of accounts as required by the law have been kept by SJA so far as it appeared from our examination of those books ; and,
- iii) The Balance Sheet, Income and Expenditure Account and Receipts and Payments Accounts dealt with by the report are in agreement with books of accounts of SJA.

47 Dilkusha CA  
 Dhaka 1000  
 14<sup>th</sup> May, 2007

MOHAMMED QUDDUS & CO  
 Chartered Accountants



# SYLHET JUBO ACADEMY (SJA)

House-20/A, Main Road, Block-C, Shajalal Uposahar, Sylhet

## BALANCE SHEET as at 31st December, 2006

PROPERTY AND ASSETS:	NOTE	General Fund	Credit Program	Health & Santation	Disable Program	Gender & HR Program	Development Program	Total
FIXED ASSETS: AT cost	1.0	478,101		742,000			165,800	1,385,901
CURRENT ASSETS:								
Revolving Loan Fund	2.0		2,025,622					2,025,622
Advance & Deposits	3.0	110,152	138,952	25,000		13,245	141,301	428,650
SJA Kamalgonj	4.0	40,000						40,000
Temporary Loan					500			500
Staff Loan	14.0						12,155	12,155
Closing Balance:								
Cash in hand		1	1,939	15,906	5,870	5,253	2,316	31,285
Cash at Bank		1,097,127	24,491	1,420,026	84,697	740,575	303,781	3,670,697
<b>Total:</b>		<b>1,725,381</b>	<b>2,191,004</b>	<b>2,202,932</b>	<b>91,067</b>	<b>759,073</b>	<b>625,353</b>	<b>7,594,810</b>
FUND AND LIABILITY:								
Fund Account	5.0	1,429,685	1,250,159	2,182,112	91,067	759,073	58,910	5,771,006
Project Fund	6.0	159,566						159,566
Staff Security Fund	7.0						178,102	178,102
Bangladesh Bank Loan	8.0		202,790					202,790
Group Members' Saving	9.0		738,055					738,055
CURRENT LIABILITY:								
Inter Project Loan	10.0						388,176	388,176
Temporary Loan	11.0	117,505		20,820				138,325
Professional Fees	12.0	10,000						10,000
Suspense Account	13.0	8,625					165	8,790
<b>Total:</b>		<b>1,725,381</b>	<b>2,191,004</b>	<b>2,202,932</b>	<b>91,067</b>	<b>759,073</b>	<b>625,353</b>	<b>7,594,810</b>

Executive Director  
SJA

Signed in terms of our separate management report of even date.

47, Dilkusha C/A  
Dhaka, Bangladesh  
14th May, 2007

**MOHAMMED QUDDUS & CO**  
Chartered Accountants



## SYLHET JUBO ACADEMY (SJA)

House-20/A, Main Road, Block-C, Shajalal Uposhahar, Sylhet

### CONSOLIDATE INCOME AND EXPENDITURE ACCOUNT for the year ended 31st December, 2006

INCOME:	General Fund	Credit Program	Health & Sanitation	Disable Program	Gender & HR Program	Development Program	Total
Grants in Aid	10,212,695		6,645,222	467,968	2,548,257		19,874,142
Service Charge		9,544				276,767	286,311
Bank Interest & Others	442,033	9,202	21,491	16,498	21,685	15,992	526,901
Service Charge on Staff Loan						1,725	1,725
Sale Proceeds of Medicine			3,842				3,842
<b>Total Income:</b>	<b>10,654,728</b>	<b>18,746</b>	<b>6,670,555</b>	<b>484,466</b>	<b>2,569,942</b>	<b>294,484</b>	<b>20,692,921</b>
EXPENDITURE:							
Transfer to other Projects	9,675,247						9,675,247
Program Expenses		26,604	4,990,396	625,158	2,080,680	185,669	7,908,507
Administrative & Other Expenses	549,607	45,301	3,398	2,633		2,691	603,630
<b>Total Expenditure:</b>	<b>10,224,854</b>	<b>71,905</b>	<b>4,993,794</b>	<b>627,791</b>	<b>2,080,680</b>	<b>188,360</b>	<b>18,187,384</b>
Revenue Surplus/(Deficit)	429,874	(53,159)	1,676,761	(143,325)	489,262	106,124	2,505,537
<b>Total:</b>	<b>10,654,728</b>	<b>18,746</b>	<b>6,670,555</b>	<b>484,466</b>	<b>2,569,942</b>	<b>294,484</b>	<b>20,692,921</b>



## SYLHET JUBO ACADEMY (SJA)

House-20/A, Main Road, Block-C, Shajalal Uposhahar, Sylhet

### CONSOLIDATE RECEIPTS AND PAYMENTS ACCOUNT for the year ended 31st December, 2006

RECEIPTS:	General Fund	Credit Program	Health & Sanitation	Disable Program	Gender & HR Program	Development Program	Total
Opening Balance:							
Cash in hand	389	543	2,286	648	127	2,616	6,609
Cash at Bank	540,263	123,743	340,935	233,244	269,684	359,907	1,867,776
<b>CAPITAL:</b>							
Sale of old Furniture	30,600						30,600
Revolving Loan Recovery		104,047					104,047
Group Members' Saving		290					290
Staff Welfare Fund						122,335	122,335
Staff Loan						50,845	50,845
Temporary Loan	156,677						156,677
Advance		46,900			266,155	39,000	352,055
Suspense Account	8,625					35,555	44,180
<b>REVENUE:</b>							
Grants in Aid	10,212,695		6,645,222	467,968	2,548,257		19,874,142
Service Charge		9,544				276,767	286,311
Bank Interest & Others	442,033	9,202	21,491	16,498	21,685	15,992	526,901
Service Charge on Staff Loan						1,725	1,725
Sale Proceeds of Medicine			3,842				3,842
<b>Total Receipts:</b>	<b>11,391,282</b>	<b>294,269</b>	<b>7,013,776</b>	<b>718,358</b>	<b>3,105,908</b>	<b>904,742</b>	<b>23,428,335</b>
<b>PAYMENTS:</b>							
<b>CAPITAL:</b>							
Furniture & Fixture	500		559,050			146,800	706,350
Revolving Loan Disbursement		81,309					81,309
Staff Welfare Fund						129,795	129,795
Bangladesh Bank Loan		85,625					85,625
Staff Loan Payment						63,000	63,000
Temporary Loan	61,000						61,000
Advance	7,800	29,000	25,000		279,400	35,300	376,500
Suspense Account						35,390	35,390
<b>REVENUE:</b>							
Transfer to other Projects	9,675,247						9,675,247
Program Expenses		26,604	4,990,396	625,158	2,080,680	185,669	7,908,507
Administrative & other Expenses	549,607	45,301	3,398	2,633		2,691	603,630
<b>Total Payment:</b>	<b>10,294,154</b>	<b>267,839</b>	<b>5,577,844</b>	<b>627,791</b>	<b>2,360,080</b>	<b>598,645</b>	<b>19,726,353</b>
<b>Closing Balance:</b>							
Cash in hand	1	1,939	15,906	5,870	5,253	2,316	31,285
Cash at Bank	1,097,127	24,491	1,420,026	84,697	740,575	303,781	3,670,697
<b>Total:</b>	<b>11,391,282</b>	<b>294,269</b>	<b>7,013,776</b>	<b>718,358</b>	<b>3,105,908</b>	<b>904,742</b>	<b>23,428,335</b>





## **SYLHET JUBO ACADEMY (SJA)**

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