



Uniting for Equal Dignity

ANNUAL REPORT 2009



Civic Bangladesh

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Foreword

Roads to development are many. We construct the one that harmonizes the themes of freedom, dignity and justice to build a free, fair and dignitarian society which, we hope, becomes enlightened, productive and sustainable in its due course.

Freedom is a common human aspiration. Dignity is what everyone wants. Justice is the savior for all. The savior comes to all alike when dignity accompanies freedom. Freedom exercised ignoring the right to dignity often becomes abusive and ultimately threatens the institutionalization of democracy while the lack of equal dignity for all constrains the access to justice for all.

This forms our conceptual basis, encourages us to weld the thematic integration with programmatic intervention, and adopt a need-responsive strategy of developing a culture of dignity through delivering education, training and campaign programs.

Inspired by the stirring civic response to our campaigns, we developed networks (e.g., Bangladesh Dignity Forum) to encourage the participation of our allies such as leading academics, political leaderships, social organizations, media, business elites and other professionals at home and abroad. Further, the quest for excellence and innovation has created new possibilities in the fields of education and training suitable for the 21st century.

Thus the progress we made so far in 2009 with our small private income appears impressive indicating that we would be able to better navigate and explore new avenues once we access sufficient resources to enhance our capacity. The Annual Report 2009 presents an account of the progress and possibilities, which we are happy to share with our dear colleagues, supporters, well-wishers, academics and practitioners.

We are thankful indeed to our trustees, colleagues, friends and allies supporting the innovations orchestrated and led by Mr. Bayezid Dawla, Founder and Executive Director of Civic Bangladesh. We are thankful particularly to Dr. Robert W. Fuller and Professor Claire E. Sheridan who kindly travelled from the USA in February 2009 to help the dignity campaign take off the ground.

The road we have taken is long enough but not unending...

Mirza M. Shaheen
Chairperson
Civic Bangladesh Trust

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Acronyms

BDF	Bangladesh Dignity Forum
BOMSA	Bangladesh Ovibashi Mohila Sramik Association
Caritas	an NGO
CEN	Civic Education Network
CIMEN	Civic Media Net
CYND	Civic Youth Network for Democracy
GAT	Gandhi Ashram Trust
GYDC	Global Youth Democracy Campaign
HRO	Human Rights Organization
LSTB	Law and Society Trust Bangladesh
MJF	Manusher Jonno Foundation
RACINE	a local NGO
RTI	Right to Information
Sushilan	an NGO
US	United States
WMD	World Movement for Democracy
WYDD	World Youth Democracy Day
WYMD	World Youth Movement for Democracy
YOUR	Youth Rights

1.0 Civic Bangladesh

1.1 Organizational Background

Civic Bangladesh is a philanthropic, non-profit and non-partisan voluntary development/human rights organization (HRO) working thematically around FREEDOM, DIGNITY and JUSTICE to build a free, fair and dignitarian society in Bangladesh which is culturally enlightened, economically productive and environmentally sustainable.

Civic Bangladesh was established in 2005 in Arambag residential area of Mirpur, Dhaka and operated on a limited scale until it was registered as a Trust in 2006 with an aim to advance democracy and governance in Bangladesh. The organization mobilized a group of young students around Global Youth Democracy Campaign (GYDC) and drew the attention of the media. The youths were gradually involved in the Civic Youth Network for Democracy (CYND) created and hosted by Civic Bangladesh to foster their engagement in institutionalizing freedom, to expose and address threats to civil society, and to exercise the freedoms of association, expression and assembly. The organization soon discovered a missing link between freedom, dignity and justice which formed its potential ground for launching the dignity-for-all campaign in Bangladesh.

To lead the dignity campaign across the country, Civic Bangladesh created Bangladesh Dignity Forum in December 2006 as a platform for civic participation in creating a culture of dignity by opposing the evils of rankism. The campaign successfully mobilized noted academics, media personalities, lawyers, physicians, development workers, women leaders and human rights activists of the country. Civic Bangladesh took no time to get connected with development thought leaders, actors and agencies at home and abroad. Books and articles on human dignity were translated and published; an academic lecture was arranged for Dhaka University students; and civic dialogues, roundtable conference, seminar, grassroots meetings, forum meetings, and divisional workshops were organized to develop civic awareness, incorporate more voices into the campaign and to strengthen the Forum. Civic Bangladesh looks forward to igniting a nationwide social mobilization to promote human dignity in the economic, social and political institutions as the vehicles of access to justice for all.

1.2 Vision

Civic Bangladesh envisions a free, fair and dignitarian society in Bangladesh which is culturally enlightened, economically productive and environmentally sustainable.

1.3 Mission

Civic Bangladesh seeks to advance the cause of humanity in the economic, social and political institutions through education and engagement.

1.4 Objectives

The objectives for which the organization is constituted are any and/or all of the following:

- To create a culture of dignity in the economic, social and political institutions of the country;
- To mobilize social resistance against the violation of dignity, the evils of rankism, and the abuse of power associated with ranks;
- To enhance civic power to exercise freedoms of choice, association, assembly and expression;
- To develop an informed, alert and vibrant civil society, and consolidate democracy;
- To help develop transparent and accountable governance at the central and local levels; and
- To promote and protect equal access to human rights and justice.

1.5 Strategies

To attain the above-mentioned objectives the organization shall follow either any or all the strategies as mentioned below:

- To build community-based civic organizations, develop leadership and enhance institutional capacity;
- To develop civic knowledge and awareness among the people organized into different interactive forums;
- To build the capacity of the organized women and men and enable them to be productive, confident, strong and dynamic;
- To develop civic infrastructure and institutions including networks, alliance and coalitions at the grassroots, local and global levels;
- To network with the grassroots, local and global actors, agencies and institutions;
- To pilot action research projects for innovation, replication and extension to improve the life of people;
- To develop, or collaborate or take part in developing models suitable for the healthy and sustainable progress of the present and future generations; and
- To conduct research, policy research, campaign, mobilization and advocacy activities.

2.0 Programs

2.1 Education Program

The Education and Development Program has been undertaken to pursue a new education model suitable for the 21st century due to a predictable collapse of the Industrial Age. The education models that have been devised and practiced so far until now to suit the needs of an Industrial Civilization need to be replaced with the one/s compatible with post-industrial sustainable development to minimize the devastating impacts of climate change. To pilot a holistic, ecological and inclusive education model, however, the Executive Director consulted with US education specialist Dr. Pamela A. Gerloff, President and Founder of Compelling Vision, and won her consent to experiment with new education model under a “US-Bangladesh Sister School Initiative”.

2.2 Capacity Building

Civic Bangladesh has taken this program to empower the civil society through providing education on civic values, cultures, knowledge, skills, and competency and raise their cognitive awareness of free associations and expressions, social and cultural pluralism, respect for cultural diversity and differences among different activists and actors. To develop awareness and capacity of the network members, the program prepared for providing awareness training and orientation on human dignity, social and political rights and the basic principles of democracy. To facilitate the training on human dignity, it will use its books entitled “*Jago Saba*” and “*Sabar Jonno Marjada*” as learning and reference materials, and to build awareness of democracy, the organization has developed a booklet on “*Gonotantrer Mool Ritiniti* (Basic principles of democracy)”. Further, the Executive Director has negotiated with Dr. Pamela Gerloff to pilot a training course on “Energetics of Change for Social Change Activists” next year.

2.3 Right to Information (RTI)

The organization initiated the Right to Information (RTI) program to mobilize the journalists to exercise press freedom, develop an informed and alert civil society and hold the government to account. To do so, it has taken preparatory measures for building the capacity of the local journalists so that they can exercise the freedom of expression and ensure the remote communities’ the right to information. Moreover, the program has taken an initiative for building a network of community journalists and training them to play better roles in covering the unreported issues, events and incidents of social and political importance. Furthermore, to make the voters an informed choice, it plans a media campaign to generate public awareness about the electoral rules and regulations, parties, policies, candidates and the process ahead of the parliamentary and local government elections.

2.4 Civil Society and Governance

Civic Bangladesh has taken this program to strengthen civil society, advance democracy and governance through promoting effective political participation in local governance, and mobilizing demands to make the policy process responsive to the needs of the marginalized and the excluded. To promote accountability and transparency of the local government, it planned issue-specific interactions, consultations, debates and dialogues. To strengthen the civil society, deepen democracy and promote good governance, however, Civic Bangladesh has developed different networks such as Bangladesh Dignity Forum (BDF), Civic Education Network (CEN), Civic Media Net (CIMEN), and Youth Rights (YOUR) Alliance. Also it engages with the global civil society to glocalise common concerns and interests, and contribute to the efforts at building a more just and equitable world.

2.4.1 Bangladesh Dignity Forum

Civic Bangladesh created Bangladesh Dignity Forum (BDF) to provide a platform for



individuals and organizations willing to promote the equal dignity campaign launched in December 2006 by the organization. Civic Bangladesh launched the campaign to achieve the overall objective of developing a dignitarian society fed upon the principles of cohesiveness, flexibility, tolerance, nonviolence,

openness, and mutual empathy, respect and co-operation. The Forum secretariat based at Civic Bangladesh and supported by a steering committee has made substantial efforts at mobilizing support for the campaign.

Noted US thought leader, eminent educationist and the global campaigner of Dignity for All Dr Robert W Fuller, and Professor Claire Sheridan exchanged opinions with the members of Bangladesh Dignity Forum in a meeting on 31 January 2009 at the Forum's secretariat, Civic Bangladesh. The meeting was attended, among others, by Ms. Nargis Jahan Banu, Ms. Kamrunnahar, Ms. Syeda Shamima Sultana, Ms Archana Sanyal, Mr. Sirajuddahar Khan, Mr. Shah Abdus Salam, Dr. Anisuzzaman, Mr. Kamran Jacob, Mr. Badrul Hasan, Mr. Dewan Wasek, Mr. Swapan Kumar, Mr. Mahfuzer Rahman, Mr. Abdullah-Al-Mamun and Mr. Sharfuddin Ahmed. The discussion was facilitated by Mr. Bayezid Dawla, General Secretary, Bangladesh Dignity Forum.



Bangladesh Dignity Forum played significant roles in mobilizing significant participation in the roundtable conference entitled “Rights and Justice: The Dignity Perspective of Development in Bangladesh” on 3 February 2009 and again in a discussion on “*Jago Sabai: Gonnobakti, Nagonnobakti O Marjadar Rajniti* (All Rise: Somebodies, Nobodies and the Politics of Dignity)” on 15 May 2009. In addition, the Forum communicated with different NGOs, civil society organizations and individuals across the country to raise their interest in the issue, and received encouraging response to the call for building a countrywide network. Further, the Forum Secretariat e-campaigned through different popular social networks such as Facebook and Twitter, and disseminated information and reports to raise cognitive awareness of rankism and dignity among its members.

2.4.2 Civic Education Network (CEN)

Civic Bangladesh is developing Civic Education Network (CEN) as an umbrella of non-governmental developmental organizations. CEN seeks to help build a vigilant, vibrant and responsive civil society through civic knowledge and awareness development for promoting human dignity and rights, justice, democracy and good governance in Bangladesh. To do so, CB Bangladesh has awarded memberships to Catalyst, an NGO based in Rajshahi district, and Adivasi Bikash Kendra (ABIK), another NGO based in Chapai Nawabganj district.

2.4.3 Civic Media Net (CIMEN)

Civic Media Net (CIMEN) is an emerging network of media professionals working with the national and local print and electronic media. The objective of building this network is to empower the excluded, remote and coastal communities and connect their ‘subaltern’ voices to the mainstream media at the national and global levels. To do so, CIMEN strategically seeks to develop community journalism, introduce innovative reporting techniques and areas to the target media professionals, and develop their capacity. Thus the community journos are expected to play important roles in exposing many unreported issues, events and incidents of social and political significance to private and public attention and criticism, holding elected leaderships to account, and building an informed and alert civil society at grassroots. Led by a seven-member steering committee which meets periodically at Civic Bangladesh, the secretariat of the network, CIMEN made some progress in developing its operational framework.

2.4.4 Youth Right (YOUR) Alliance

Youth Right (YOUR) Alliance mobilises youth participation in developing civic leadership, skills and cultures, and promoting values and principles to deepen democracy, promote dignity and facilitate access to justice. Civic Bangladesh created this network in 2006 and involved its members in meeting, exchanging ideas and observing the World Youth Democracy Day (WYDD) as part of the Global Youth Campaign for Democracy (GYCD).

2.4.5 Networking at Local and Global Levels

Civic Bangladesh is a member of CIVICUS: World Alliance for Citizen Participation (<http://www.civicus.org/new/media/MembersDirectory.doc>) and networks with World Movement for Democracy (WMD), and World Youth Movement for Democracy (WYMD). Also, it engaged in active participation with Dignity for All, and the Global Core Team of Human Dignity and Humiliation Studies (<http://www.humiliationstudies.org/whoweare/coreteamlong.php#dawla>). In addition, the organization has become a member of Equity and Justice Network in Bangladesh. Further, it exchanged ideas and information at the national and global levels by using different social networks including the Facebook, Twitter, Ashoka, IDEA International and so on.

2.4.6 Collaborating

Civic Bangladesh explored opportunities of collaboration with social development organizations to advance the cause of dignity and justice in Bangladesh. In pursuit of such opportunity, the Executive Director of the organization exchanged opinions with Barrister Amirul Islam and Barrister Tania Amir to forge ties of collaboration and cooperation with the Law and Society Trust Bangladesh (LSTB). In addition, meetings between the Executive Director of Civic Bangladesh and the Project Director of Bangladesh Ovibashi Mohila Sramik Association (BOMSA) were held to discuss areas of cooperation between the two organizations.

2.5 Advocacy Campaigns

2.5.1 Dignity Campaign

Civic Bangladesh launched its Dignity Campaign in December 2006 to advocate building a dignitarian culture, society and government. To mobilize civic participation in and support around the campaign for eliminating rankist behavior and practices from the economic, social and political institutions, the organization formed Bangladesh Dignity Forum eventually.



Bangladesh Dignity Forum (BDF) provides a platform for individuals and civic organizations to advocate with the Government of Bangladesh (GOB) to fulfil its constitutional obligation and commitment. The Constitution of Bangladesh states:

"The Republic shall be a democracy in which ...respect for the dignity and worth of the human person shall be guaranteed..."

--From The Constitution of the People's Republic of Bangladesh
ratified 4 November 1972

It is remarkable that Bangladesh is one of the few countries that include dignity in their constitutions. While most countries are only beginning to recognize the significance of dignity and are only beginning to use the language of dignity, Bangladesh did it early in history in its **Proclamation of Independence** dated 10 April 1971 "to ensure for the people of Bangladesh equality, human dignity and social justice". Civic Bangladesh promotes this campaign also in tune with **Article 1 of Universal Declaration of Human Rights**, which affirms that: "All human beings are born free and equal in dignity and rights".

To achieve dignity for all, however, Civic Bangladesh does not find any model to follow; therefore, it is imperative that the organization develop a model replicable for building a dignitarian world. To promote the cause, the campaign undertook a number of individual and public consultations in 2009 as presented below.

Meeting with Vice-Chancellor, University of Dhaka

Civic Bangladesh organized a meeting between Dr. Robert W. Fuller and Professor Claire Sheridan and Professor AAMS Arefin Siddique, Vice-Chancellor, University of Dhaka



on 31 January 2009 in the latter's office. Dr. Fuller and Professor Siddique exchanged opinions and discussed issues of developmental interest and cooperation. The meeting was also attended by Mr. Bayezid Dawla, Executive Director, and Ms. Nargis J. Banu, Advisor, Civic Bangladesh.

Seminar at University of Dhaka

The Faculty of Social Sciences of the University of Dhaka organized for Civic Bangladesh an academic seminar entitled Special Lecture on DIGNITY AND DEVELOPMENT by Dr Robert W. Fuller on 2 February 2009 at RC Majumdar Auditorium of the university. Presided over



keynote address in an interactive session which was participated in by the students and teachers of the university. The address was preceded by introductory remarks by Mr. Bayezid Dawla, Executive Director, Civic Bangladesh. Professor Claire Sheridan and Professor Abul Monsur Ahmed also spoke on the occasion.

Publication Ceremony in National Book Fair at Bangla Academy, Dhaka

Civic Bangladesh organized the launch of a book entitled “*Jago Sabai: Gonnobakti, Nogonnobakti O Marjadar Rajniti*”, translated into Bangla by Bayezid Dawla from its original English version of “All Rise: Somebodies, Nobodies and the Politics of Dignity”. The launch took place on 2 February 2009 in the National Book Fair at Bangla

Academy,
Dhaka.

Author of
“All Rise”,



Dr Robert W Fuller unveiled the cover of the book in the ceremony graced by the attendance of Professor Arefin Siddique, Vice Chancellor, University of Dhaka as chief guest and Dr Syed Mohammad Shahed, Director-General, Bangla Academy as special guest.

The author of “All Rise”, Dr Fuller, said he felt privileged to see “All Rise” had been translated into *Bangla* which is now a world language, and paid tribute to the language martyrs of the 1952. He hoped that the book now available in *Bangla* would be helpful for many of those willing to build a dignitarian society, a dignitarian nation and a dignitarian world.

Vice Chancellor Professor Siddique said Civic Bangladesh published the book to introduce the notions of human dignity experienced at the global level. “All Rise” is now “*Jago Sabai*” available around. It would



by Dr. Shaikh Abdus Salam, Professor and Chairman, Department of Mass Communication and Journalism, University of Dhaka; the seminar was attended by the university teachers and students. Dr. Fuller delivered the

benefit and enrich the common faculty of knowledge and support the civic movement for equal dignity for all human beings. The Vice Chancellor added that the publication of the book in Bangla would pave the way for building a dignified Bangladesh.

The Director-General of Bangla Academy said the arrival of the author of the book in Bangladesh to launch the book signifies his commitment to the cause that should also be supported. The publication of "Jago Saba" makes a valuable contribution to the collective intellectual faculty in Bangladesh.

The festive moments of the launching ceremony along with interviews of the author and the chief guest were telecast live on different TV channels. Radio channels also covered the event including the interviews of the author.

Roundtable Conference on RIGHTS AND JUSTICE: The Dignity Perspective of Development in Bangladesh

Civic Bangladesh organized a roundtable conference entitled "Rights and Justice: The Dignity Perspective of Development in Bangladesh" organized on 3 February 2009 in the VIP Lounge of Jatiya Press Club.



Global campaigner of Dignity for All and author of *All Rise: Somebodies, Nobodies and the Politics of Dignity*, eminent scientist Dr Robert W Fuller keynoted the conference addressed by Mr. AHM Khairuzzaman Liton, Mayor, Rajshahi City Corporation as chief guest; and former Deputy Speaker of Parliament Professor Ali Ashraf MP and Ambassador Waliur Rahman, former Secretary, Ministry of Foreign Affairs, Government of the People's Republic of Bangladesh, as special guests. Professor Claire Sheridan contributed to the roundtable as a guest speaker.



The conference stressed the need for building a dignitarian society which is essential for a healthy and functioning democracy and maintained that exercising and accessing equal dignity is the prerequisite for institutionalization of democracy. To make people aware of

dignity as their right requires the involvement of all concerned including the political leaderships, civic and development activists and religious leaders, noted the conference participants.

The roundtable was addressed, among others, by Mr. Farid Hossain, Bureau Chief of The Associated Press (AP); Barrister Tania Amir, Barrister Jenefa Jabbar, Mr. Kieron Crawley, Country Director, Concern Worldwide; Dr. Kamrul Hassan Khan; Mr. Azizur Rahman Khan (Asad), Development Consultant. Vision and Method; Dr. Nafeesur Rahman, Director, National Forum of Organizations Working with the Disabled (NFWOD); Mr. Sirajuddahar Khan, CEO, Interaction; Ms Afroza Rina, Women's Right Activist; Ms Shamima Nasrin, President, Shadhin Bangla Garments Shramik-Karmachari Federation (SBGSKF); Mr. Moloy Chaki, Programme Coordinator, Bangladesh Disaster Preparedness Centre (BDPC); Mr. Badrul Hassan, Deputy Programme Manager, Save the Children (USA); Kazi Sufia Akhtar,





Bangladesh Mahila Parishad; Ms Sonia Jesmin, Advocacy Specialist, Concern Worldwide; Dr. Anisuzzaman, Lecturer, Gono University; and Ms Kohinoor Mahmud, Karmajibi Nari. Mr. Bayezid Dawla, Executive Director, Civic Bangladesh moderated the roundtable conference.



Discussion on “Jago Sabai: Gonnobakti, Nagonnobakti O Marjadar Rajniti”

Civic Bangladesh organized a discussion on the book entitled *Jago Sabai: Gonobakti, Nogonnobakti O Marjadar Rajniti* translated from its original book entitled "All Rise: Somebodies, Nobodies and the Politics of Dignity" written by Dr. Robert W. Fuller. Presided over by Mr. Bayezid Dawla, Executive Director, Civic Bangladesh, the discussion attended by Professor AAMS Arefin Siddique, Vice-Chancellor, University of Dhaka; Mr. Md. Sharful Alam, Secretary, Ministry of Cultural Affairs, Government of the People's Republic of Bangladesh; and Mr. Iqbal Sobhan Chowdhury, Editor, The Bangladesh Observer as special guests. (The Minister for Social Welfare of the Government of Bangladesh could not manage to attend the discussion due to change in his business.) The discussion was also attended by teachers, students,





development activists, donor representatives and media activists. Ms. Sharmin Murshid, Executive Director, BROTEE, facilitated part of the interaction among the participants.

Professor AAMS Arefin Siddique has said, "In our society, we hardly respect others and their opinions. We have to practice this at our family level. If we do not practice this at home we cannot go far. Therefore, it is necessary to institutionalize equal dignity for all ranging from the street beggar to the topmost executive of the state. We cannot move forward as a progressive nation until and unless we avoid the attitude that we can undermine the people of lower social rank even if we want to."

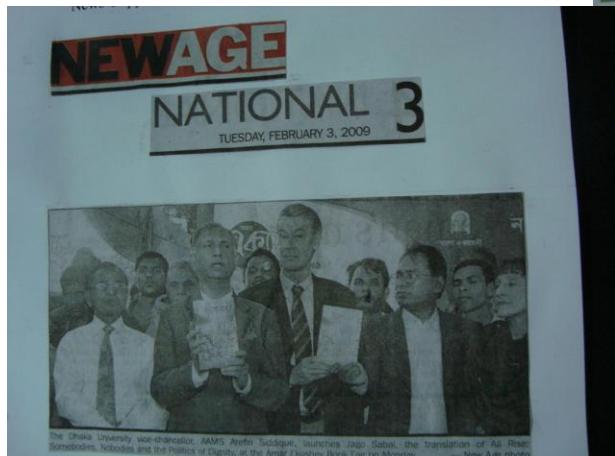
Secretary to Ministry of Cultural Affairs Mr. Md. Sharful Alam noted that it is important to develop dignitarian personality among people, which requires interventions like awareness campaign. There is no alternative to campaign. Editor of The Bangladesh Observer Mr. Iqbal Sobhan Chowdhury said the book develops critical insights into the issue of dignity for all.

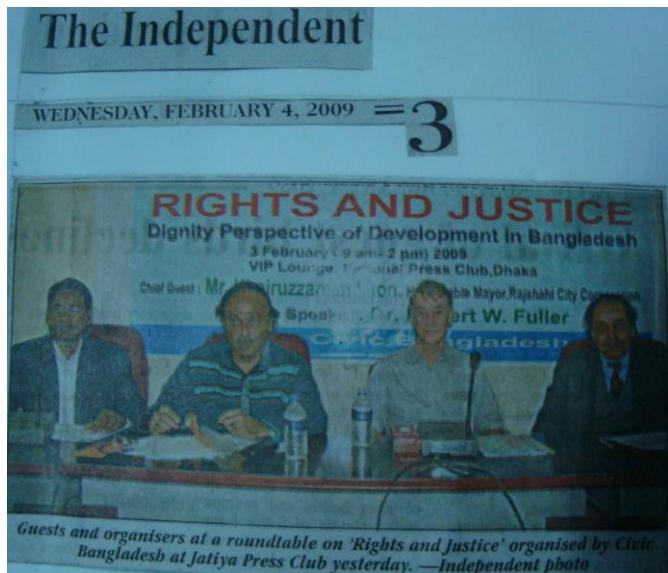
Participants observed that development agencies including the government, non-government and autonomous institutions are implementing their rights-development projects and providing strategic direction for rights awareness ignoring dignity which is also a universal human right. They argued that since *Jago Sabai* presents a global perspective of dignity loaded with theoretical discussions and reflections it is important to:

- contextualize dignity;
- set the indicators and strategies to design a program on developing dignity in the social, economic and political institutions; and to
- find applicable methods to facilitate changes towards building dignitarian institutions at the formal and informal levels.

Media Advocacy

The campaign received extensive media coverage. Different TV channels as well as the Bangla and English dailies reported the roundtable. The ATN Bangla, a TV Channel, telecast an





exclusive interview between Dr. Robert W. Fuller and Mr. Bayezid Dawla on 5 February 2009 while the NTV, in its "Frankly Speaking" programme, presented an exclusive interview between Dr. Robert Fuller and TV journalist Mr. Zahirul Alam on 10 February 2009. The discussion on *Jago Sabai* was covered by different newspapers including The Daily Star, The daily Ittefaq and the daily Janakantha.

2.5.2 Freedom Campaign

The Freedom Campaign aims at promoting civil society voices for freedom of association and expression. The organization participated in the different e-campaigns launched by different international organizations and networks such as CIVICUS: World Alliance for Citizen Participation, World, Avaz.Org World in Action, World Democracy and Youth Democracy Campaigns. However, the campaign, could not make any visible impact on the ground due to limited resource.

2.5.3 Justice Campaign

This campaign has been taken to mobilize equitable and equal access to justice for all. As part of the campaign, the organization has taken part in different national and global campaigns electronically to express solidarity for promoting nuclear disarmament, peace and climate justice as well as to eliminate discrimination against the low-wage workers in all developing countries including Bangladesh.

3.0 Research and Evaluation

3.1 Research

Civic Bangladesh conducted a research project entitled *Livelihood Options for the Hardcore Poor in the Context of Sandwip Upazila of Chittagong District* during February – March 2009 for Caritas Bangladesh. The study was conducted by a team of research professionals led by Bayezid Dawla, Executive Director, Civic Bangladesh.

3.2 Evaluation

Civic Bangladesh conducted one organization evaluation and two project evaluations during the period. The Executive Director of the organization led the evaluation teams.

- The organization evaluated is SHUSHILAN, an NGO working in southwest Bangladesh, during December 2008 – May 2009 and prepared a report entitled “Sushilan: Building a Sustainable Resource Management Organization in Southwest Bangladesh”.

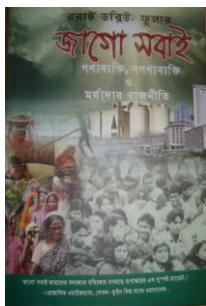
The development projects that were evaluated are:

- “People’s Initiative to Establish Human Rights and Good Governance in Local Government”, implemented in Faridpur by RACINE and funded by Manusher Jonno Foundation (MJF); and
- “Campaign and Capacity Building for Human Rights and Good Governance”, implemented by Gandhi Ashram Trust (GAT) and funded by Manusher Jonno Foundation (MJF).

4.0 Publication

Civic Bangladesh published in February 2009 a book entitled *Jago Sabai: Gonnobakti, Nogonnobakti O Marjadar Rajniti*, which is the Bangla version of “All Rise: Somebodies, Nobodies and the Politics of Dignity” written by Robert W Fuller. Civic Bangladesh Executive Director Bayezid Dawla translated “All Rise” into Bangla to feed the campaign for equal dignity in Bangladesh. The book was launched on 02 February 2009 by the author in the Book Fair in

Bangla Academy.



The organization undertook another initiative for publishing the *Bangla* version of “Dignity for All: How to Create a World Without Rankism” by Robert W Fuller and Pamela Gerloff. Bayezid Dawla translated the book into *Bangla* entitled *Sabar Jonno Marjada: Padomarjadabdmukta Bishwa Gore Tolar Upay* for publication early next year. Coauthor of “Dignity for All” Pamela Gerloff committed to launch “*Sabar Jonno Marjada*” in the national Book Fair in 2009.

5.0 Human Resource Management

The organization reorganized its management structure based on a new organogram that includes five clusters each supported by an officer under the leadership of the Executive Director. Staff members supporting the clusters are Program Officer (Field), Program Officer (Training), Program Officer (Communication), Documentation and Monitoring Officer, and Admin, Accounts and HR Officer. The reporting began with three new staff members joining the team on a contractual basis to discharge specific assignments. The Documentation and Publication Officer (DPO) and the support staff found better jobs and resigned. However, the replacements were found soon after their resignation. The responsibility for publication has been assigned to the new Program Officer (Communication) while a new support staff member was immediately recruited. The Research Officer re-designated as Program Officer (Field) returned from leave without pay and resumed his office. Among the offices two are administered by female staff. To maintain smooth operation, the organization has started preparing a Human Resource (HR) Policy suitable for the organization.

6.0 Accounts and Administration

The organizational accounts and administrative activities were well managed by an officer. The office was shifted from its dark, damp and congested place to a well-lit, secure apartment in May 2009. The financial account for 2008 was duly audited by an external audit firm and an audit report was presented to the organization. The stable and smooth implementation of organizational activities was affected due to a lack of funding support. The programs were implemented so far with the internal resources mobilized by the Executive Director from his income and loans. However, the organization received a funding commitment from an eminent US citizen, and necessary steps were planned to apply for registration from the NGO Affairs Bureau (NGOAB) to secure the fund committed to support the Dignity-for-All campaign in Dhaka.