

MANAB MUKTI SANGSTHA (MMS)



ORGANIZATIONAL PROFILE December-2014



Manab Mukti Sangstha (MMS)
Khasbara Shimul, Bangobandhu Bridge West Sub
Sirajgonj, Bangladesh

1. Basic Information:

- 1.1 Name of organization with abbreviation : Manab Mukti Sangstha (MMS)
- 1.2 Date of establishment (Age of MMS) : January 15, 1984 (31 Years)
- 1.3 Contact Address : Village Khash Bara Shimul
Post: Bangobandho Bridge West Sub
400 meter south of Bangobandho bridge west –
sub police station
District: Sirajgonj, Bangladesh
- 1.4 Currier Address : Flat # 5-B, House # 72
Road # 03, Janata Cooperative housing society
Ring Road, Mohammadpur Dhaka- 1207
- 1.5 Contact Person and Designation
1. Md. Habibullah Bahar
Director
Cell Phone: +8801713-002850
Email:hbaharmms@gmail.com
2. S.M Amir Hossain
Deputy Director
Cell Phone: +8801774934911
Email: Amir.hossainbd@yahoo.com
- 1.6 Web address : www.mmsbangladesh.org
- 1.7 Liaison Office : Flat # 5-B, House # 72
Road # 03, Janata Cooperative housing society
Ring Road, Mohammadpur Dhaka- 1207
- 1.8 Legal status:

SI	Name of registration authority	Registration Number	Date
1	NGO Affairs Bureau	FDR-344	28.01.1990
	Last renewal date	FDR-344	23.11.2014
2	Department of Social Welfare	Siraj-135(291)/85	14.12.1985
3	Depart of Family Planning	DFP-288	24.07.2008
4	Society Act	S-3003(546)	31.12.2002
5	Micro-Credit Regulatory Authority (MRA)	MRA-1223 (6)	24.11.2014

1.9 TIN and Vat ID number:

- a. Tin Number No: 473-300-0145
- b. VAT registration no. 6211044871
- c. Area code - 60504 under Pabna Division
- d. Dated 24.07.2008

2. Background of the Organization

Manab Mukti Sangstha (MMS) is a local level Development Organization established in January 15, 1984 at Sthal Char under Chowhali Upazila in Sirajgonj which is most disaster prone and poverty stricken area with a view to “see a society free from poverty, discrimination and risk of natural disasters’. At the begging MMS worked in Chowhali in small scale but now we are working in Sirajgonj, Pabna, Tangail and Bogra districts covering chars and river basin areas.

MMS implements its programmes and projects focusing chars and river basin area of the river Jamuna, there is no communication facilities and it is still remaining as untouched the minimum facilities of electricity and gas. Every year this area become affected by the natural disaster like flood, river bank erosion, cold wave, tornado and drought in several times which damage the live and livelihoods and stop the normal flow of development. Char is not fertile land, it sandy and sandy-loamy and due to poor access for utilization of modern agriculture technology and equipment 90% people depend on traditional agriculture system. At least 50% people lead their families by selling labor. In average 7 months there is no job opportunity so that they have to migrate to neighboring district even in the capital city for labor selling which create unsecured situation for female members even they have to take extra responsibility for maintaining the family. In char, there is no minimum health and banking facilities, sanitation condition is very poor and quality education is totally absent. As a result people are to survive fighting with poverty and suffering by disease and unhealthy situation. Due to river bank erosion and complexity of alluvion and diluvion people are losing their own distinction and becoming poorest to the poor. For this reason the severity of poverty and number of destitute families were increasing day by day. At the beginning any initiative was not found from the end of either government or non-government department for changing the living status of char dwellers. As a result people of this area were remaining out of the development flow of modern era. In this situation MMS started it’s activities under the leading of present chief executive with the joint efforts of some enthusiastic young people. At primary stage activities were started with financial and technical assistance of Oxfam and after that various international funding agencies including national level networking agencies advanced their hands of magnanimity and contributed in prosperity and sustainability of MMS. During this 31 years of long journey, MMS become able to draw attention of potential stakeholders specially donors, INGOs, local government and local administration to the significant changes of the living condition of char dwellers by successfully implementing the disaster management and Char-friendly development projects.

3. Organizational Vision, mission, goals and objectives

Vision: Establish a poverty and discrimination free society where people can combat with the effect of climate change and disaster.

Mission Statement: MMS is a voluntary development organization working for poverty alleviation and sustainable social development. The organization is involved in raising awareness, capacity building and infrastructure development of local government, climate change and disaster risk reduction, transfer of modern agriculture technology, education and training, gender equality and women empowerment, maternity child health and nutrition, improving livelihoods, and organizational capacity building through integrated approaches. Organization is implementing its activities in hard to reach and inaccessible areas for the development of hardcore poor, poor and underprivileged marginalized families, Person with Disabilities, children and adolescents. MMS has been implementing

community need-based activities following principles of transparency and accountability through well-acceptance of target people. MMS keeps close coordination with Donors, Potential Stakeholders at National and International levels as well as Government and Non-Government Organizations.

MMS works with different stakeholders based on the nature of project activities. Also there is opportunity for men and women to be included as program participants considering age, class, ethnicity, gender and occupation.

The down to earth management committee, dynamic leadership, skilled and committed person power are contributing to institutional capacity building and community need-based development. The continuous practice of learning-sharing culture and values helps effective program implementation, determining future strategies combating with local and global challenges.

Goal: To establish poverty and exploitation free society through strengthening grass-root level organizational capacity, achieve resilience capacity combating with climate change and disaster risk reduction, addressing fundamental demand, women empowerment and socio-economic development.

Objectives: The objectives of MMS has been set considering its vision, mission, goal and other cross cutting issues like gender, disaster and climate change. These objectives also link MDGs, and national sectoral objectives and agendas. The objectives are as follows:

- i. To reduce vulnerability through disaster risk reduction and climate change adaptation.
- ii. To increase literacy and awareness in society through Early Child Care Development and Non-Formal Primary Education.
- iii. To reduce gender discrimination and domestic violence through mass campaign and social mobilization.
- iv. To reduce food insecurity and economic empowerment through echo-friendly agriculture, livestock and other off farm activities.
- v. To improve health and hygiene status through primary health care, water and sanitation.
- vi. To develop human resources both at community and organization level through capacity building and live skills training.
- vii. To strengthen governance at all level by people's participation, as well as increase access to justice and local resources.
- viii. To increase income and employment opportunity through providing capital and technical assistance.
- ix. To develop institutions by increasing capacity of groups, CBOs, federations, alliance as well as organizations.

Core Principles

- i. Practice Transparency & Accountability at all level
- ii. Integrated development
- iii. Ensure qualitative
- iv. People's Participation
- v. Respectful to poor men and women
- vi. Inclusion
- vii. Nationalism, social values and trustworthiness in culture

4. Working Areas:: MMS has been implementing its activities in Sirajgonj, Pabna, Bogra and Tangail districts. There includes 100 unions under 20 upazila. Out of 20 Upazila, 13 are completely Char and reverine areas of the river Jamuna and the part of historical 'Challon

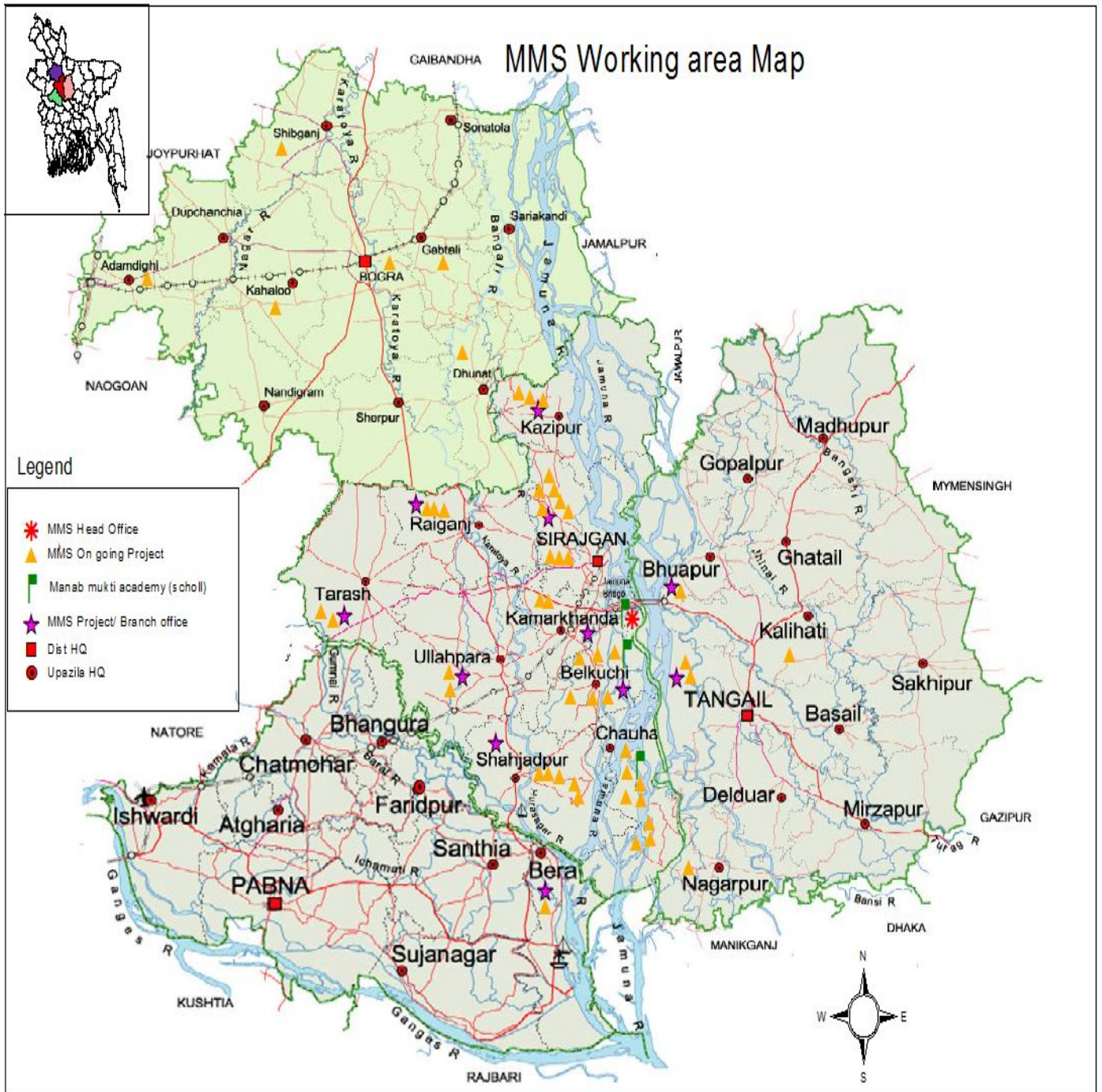
Beel' of Bangladesh. These areas are highly disaster-prone and poverty-stricken areas of the country. These are surrounded by the river Jamuna where people faced river bank erosion in several times in their life. In Char areas, people are suffering from inadequate basic services specially- health, education and financial assistance, poor communication system, electricity and gas services are total absent. On the other hand, no effective initiative was taken by the government and non-government department due to these unfavorable circumstances. As a result, comparing with others, Char areas are still now remaining untouched from the normal development process. Considering the geographical conditions Chars areas are detached from the developed flows. Due to administrative complexity these areas are not getting benefits from the national development plans. Therefore, non-government services are very essential for these areas.

Table-1: Working area at a glance:

Description	Total	District-wise breakdown			
		Sirajgonj	Pabna	Bogra	Tangail
District	04				
Upazila	20	09	01	04	06
Municipality	05	04	0	01	0
Union	100	70	04	10	16

Table-2: District wise implementing Project/Program

Particulars	Status	Details			
		Sirajgonj	Tangail	Pabna	Bogra
Total District Covered	4				
Ongoing project (No.)	25	24	3	1	2
Ongoing project name (Directly working)	19	ER, IGP, REE-CALL, SDLG, V2R+, SNPBI, EDUCATION, FIP, TAM TAM Alert, IEKA, Emergency Response, BGD & HM, BGD-2, ERA, HOME Solution, ENRICH, PRADG, AR	CLP & IGP	ER	SDLG & V2R+
Ongoing project name (Indirectly work)	06	OHCB, AOC, WECAN, CSCMDRR, GF & TC			



5. Stakeholders: Manab Mukti Sngstha (MMS) works with two types of stakeholders:

1. Primary Stakeholders
2. Secondary Stakeholders

5.1 Primary Stakeholders:

- a. Hardcore poor family:** The families those who have no specific income earners and have to take assistance from others for maintaining family, have no productive assets like own agricultural land or cattle. Poor women headed family, chronic sick, person with disability, helpless elderly people, more family members but few income earners will be considered as hardcore poor families.
- b. Poor day labor family:** The families whose main source of income is labor selling will be considered as poor day labor families. The families who have to earn by labor selling most of the time of the year like agriculture labor, rickshaw pullers, small traders (who lead the business by themselves without hiring labor) and poor fishermen (who are involved in fishing themselves).
- c. Ethnic community and underprivileged people:** Aboriginal and religious minorities (Hindus, Buddhist, Christian), lower cast (cobbler, Berber, washer man etc).
- d. Specialized skill manpower and marginalized families:** Specialized skills persons who live in our working area, small and medium size weaving factories, sharecropper, marginal farmers, small and medium traders, garments workers, support staff of government and non-government organization who maintain their families selling labor sometimes and who have no surplus for deposit, will be under specialized skills manpower and marginalized families.
- e. Small and medium entrepreneurs and special service providers:** Small entrepreneurs, producer groups, businessmen who are involved in market management, special service providers and institutions will meet these criteria.
- f. Representatives of local Government and Social Institutions:** Local Government institutions (representatives of UPs, Upazilas and municipalities), School (selected Primary Schools) and various members of social institutions in working area will address the stated criteria. CBO, Civil society, Village Development Committee, alliance for end domestic violence against women who are contributing project management, advocacy, campaign and local problems solving. Besides these; social elites, representatives of social institutions and who are providing support directly and indirectly to the Organization will be included under these criteria.

5.2 Secondary Stakeholders:

1. Members of Union Parishad, Upazila Parishad and Municipalities.
2. Local Upazila and district administration.
3. Members of development Agencies.
4. Members of Donor Agencies.
5. Members of Network and Forums.
6. Members of Executive and General Committee.
7. Representatives of Civil Society and Community people.

6. Beneficiaries Coverage: Based on above mentioned criteria presently MMS has been working with total- 167,326 HHs, 163 School there total students 43184. Most of the beneficiaries are hardcore poor, poor and marginal farmers where 5% may overlap within the projects i.e. same beneficiary gets benefits from two different projects/programmers

Table -3: Direct beneficiaries:

Total families			School			Local Government		
Female headed	Male headed	Child headed	Total	Girls	Boys	UP	UzP	Municipality
118,528	48,731	67	163	22192	20992	75	5	5
Total : 167,326			163	43184		75	5	5

Table-4: Project wise beneficiaries' status:

Sl.	Project	Beneficiaries				School	Students		
		Female	Male	Children	Total		Boys	Girls	Total
1	REECALL	4391			4391				
2	CLP	3255	3		3258				
3	ER	9610	3390		13000				
4	SDLG	493	803		1296				
5	PRADG	14880	13057	63	28000	50	13271	14232	27503
6	SNPBI	49	68	4	121				
7	AR	12	69		81	12			
8	OHCB	5	21		26				
9	IGP	18974	80		19054				
10	ENRICH	3517			3517	25	340	407	747
11	Home Solution	50			50				
12	TAM TAM	32	268	0	300				
13	FIP	947	714		1661				
14	V2R	1250			1250				
15	Education				0	8	357	264	621
16	General fund								
17	Training Center								
18	WECAN	48983	29017		78000				
19	CSCMDRR	20	20		40				
20	AOC				0	10	1589	1849	3438
21	Emergency Project (Flood-2014)								
21.1	Emergency Response	321			321				
21.2	WASH Response 2014	251	49		300				
21.3	Emergency Humanitarian Response	1042	258		1300				
21.4	Hyproteen energy biscuit distribution	1667	333		2000				
21.5	Relief Operation-2014	2552			2552				
21.6	Flood Response 2014	733	267		1000				
21.7	Preposition					23	1855	1825	3680

Sl.	Project	Beneficiaries			Total	School	Students		
		Female	Male	Children			Boys	Girls	Total
	Distribution								
21.8	IR-EMOP	1269	154		1423			0	
21.9	Payment Distribution	690	3		693			0	
22	IEKA	453	47		500	5	379	358	737
23	Early Recovery Assistance to Flood Affected Community	3082	110		3192				
24	H&M					10	703	718	1421
25	BGD-2					20	2498	2539	5037
	Total	118,528	48,731	67	167,326	163	20992	22192	43184

7. MMS is exception than others NGO's those are working in the Jamuna River Basin Area :

MMS is holding a unique position than others in the Jamuna river basin area due to following exceptions:

7.1 Char-based Organization: Manab Mukti Sangstha started its activities with remotest char dwellers aiming to mitigate their suffering towards survival. MMS spent a considerable time for identifying problems and fundamental needs of char-dwellers, especially, char-based disaster problems. Based on the findings, MMS involved the community to identify their need-based projects, project planning and implementation in order to make them aware about the problems and build their capacity to address problems by their own. MMS has set up its own Offices with residential facilities for the staffs in char areas so that we can maintain closed contact with the char communities, establish smooth coordination and implement the project activities with regular supervision and follow up.

7.2 Competency in Emergency Response, Climate Change and Disaster Risk Reduction: As the Organization works with the community in disaster prone areas and disaster management issues have been mainstreaming with other projects, so organization has been implementing its overall activities focusing disaster preparedness and disaster risk reduction. The organization has been implementing climate change adaptation and disaster risk reduction projects with extra attention since last decade. In designing project-wise plan and its implementation, area specific potential disasters have been considered and Organization-based workable 'Disaster Management Plan (DMP)' has been developed. An emergency savings/stock has been developed by collecting funds from different sources for smooth implementation the contingency plan. In the period of disasters, organization plays pioneer roles in emergency response with its skilled manpower in our working areas. At the time of national disasters, MMS provided emergency disaster support with its skilled human resources based on demand from other national and international organizations and worked with disaster affected people. In addition to this, The Director of MMS led a team of efficient colleagues and took part in responding Sidre affected people with other international team members of Oxfam. He also took part for emergency response Tsunami in Sreelanka for assisting affected people as international team member with ActionAid Bangladesh. Besides this, MMS successfully responded in severe flood 1988, 1998, 2000, 2004, 2007 and very recently occurred flood 2014 along with clod wave, tornado and river bank erosion. MMS has got the membership of different Disaster Management Committee' and 'Forums' at local and

national levels like ‘Bangladesh Disaster Preparedness Committee (BDPC)’, ‘NIRAPAD’, ‘Bangladesh Disaster Forum’ and others.

7.3 Experienced in working with hardcore poor and underprivileged families: MMS works with hardcore poor families where is given priority in selecting projects, planning and implementation. MMS prepared a complete list of hardcore poor with direct involvement of the hardcore poor in the survey process and ensure work with poorest of the poor. MMS gathered experience working with the persons with disability, helpless elderly people, women and children-headed families, acid victims and people with chronic sick.

7.4 Promoting good governance: MMS implements projects directly with local government institutions (UPs, Upazilas and Municipalities) and works for promoting good governance at local level. MMS played important role for capacity building of local government institutions especially, on revenue generation and financial management, participatory strategic planning and enhancing effective service delivery mechanism according to local government operation manual 2009. MMS played important roles in improving effective service delivery mechanism through people’s participation and reducing gender discrimination through empowering the elected women representatives those are contributing to promoting good governance. As a result, peoples’ access to UPs service delivery and their involvement has been increased. In our target areas, UPs are seen active, conducting ward meeting and open budget session regular basis with active participation of mass people as well as increased Tax collection by introducing Tax Fair and implementing development activities with Tax Fund involving community people based on their choice and demand. Now UP Standing Committees is more functional and playing important role in improving quality service delivery.

7.5 Organizational Sustainability: The organization is getting into strong position in terms of generating its own fund and mobilization of resources. MMS contributed to all kinds of support both in cash and kinds based on the nature of the projects and in request of funding agencies for interim period those are reimbursable. MMS is reducing donor dependency through mobilizing own funds and assets expanding alternative own source of income. Presently MMS is contributing a good amount of revenue to total annual budget.

7.6 Transparency and Accountability: One of the major mandates of MMS is to ensure transparency and accountability at all levels of the organization. MMS involves all relevant stakeholders in the process of Project Designing, Planning, Implementation and Budgeting. Specially, involvement of project participants is ensured in expenditure process and input delivery (program participants involved in purchasing cow, goat, sheep, poultry birds, rickshaw-van etc.) where organization expert ensure the quality.

7.8 Women Empowerment: Women empowerment is considered as one of the major strategic issues of MMS and integral part of the organization which is considered as a crosscutting issue for organizational culture. In order to ensure gender-friendly environment at organization level, MMS formed and strengthen ‘Nari Forum’ under the leadership of ‘Women Gender Focal person’, updated ‘Gender Policy’, developed ‘Anti Sexual Harassment Policy’ and incorporated gender issues in different policies and guidelines like HR Policy, Financial Policy, ‘Disaster Policy’, ‘Admin and Logistics Policy’ and guideline on creating ‘Women friendly working environment’ within the organization. The issue gives extra attention to develop alternative leadership among the women involving them in productive activities and make them small and medium entrepreneurs. A total of 78800 ‘Change Makers; have been developed in different communities like, teachers, students, housewives, business alliance, lawyers, reporters and other professionals and potentials who are playing strong role in reducing violence against women and contributing their empowerment and increasing own social dignity.

7.9 Promoting Health and Quality Education in Char: Health and quality education services are totally absent in Char areas. Considering the practical situation, MMS has taken these two projects giving high priority and has been ensuring health and quality education services by conducting Satellite Health Clinic and establishing both Formal and Non-Formal Primary Schools in the remotes Char areas. At present MMS conducting 30 Preprimary Schools including one Junior High School and 28 Satellite Health Clinics (SHC) for providing quality health and education services for Char dwellers. SHC sits fortnightly and monthly in a regular basis. A total of 56 SHCs are being conducted from where Char dwellers are getting their basic health care services along with essential drugs.

7.10 Committed Staffs: MMS has got a group of committed and dedicated staff who are involved in different projects and Head Office based management procedures. The Organization is contributing high quality services to people through participatory planning and smooth implementation the project activities. Also they are providing strong support to Organizational development and sustainability. A total of 536 staff whose retention rate is seven years in an average in relevant development fields and are contributing their supreme efforts keeping best performance and reputation of the Organization.

7.11 Has extra focus on violence against women and Acid attack

MMS is pioneer in community mobilization to end violence against women. With a view to develop almost 78000 change makers in its working area as well as has become able to sensitize local administration and make mass agitation against both acid attack and domestic violence against women and which helped to bring MMS in a unique position.

7.12 Has own cable network system

MMS has own cable network system so that visitors can enjoy different satellite channel, and never felt isolated, in addition can enjoy natural beauties and chirping in the morning and the evening.

7.13 Ownership of Organization:

MMS is holding a unique position than other organization due to beneficiaries are directly involved in organizational general committee and executive committee and they play vital role how to implementing or going MMS activities or strategy. Each and every meeting they provided their valuable comments and suggestion basically they are came to different CBO, Group, USER Committee etc.

8. Strategic Issues/major activities

MMS identified and implemented all projects considering 8 preselected strategic issues and we implemented all projects under 8 strategic issues and became able to achieve the following results

8.1 Climate Change Adaptation and Disaster Risk Reduction (CCADRR)

This is one of the major strategic issues of MMS. Most of the projects are implemented in chars and river basin area of the river Jamuna which is severely affected due to frequent disasters and climate change effect. The people of this area have to survive combating with natural disaster and the effect of climate change. Considering the reality and importance of the Char situation, all projects have been identified, designed and implemented. The effect of climate change and disaster risk reduction issue has been mainstreaming in all other projects and organizational changes. We providing effective support and services to the Char Community to cop-up with disasters and climate changes, specific steps have been taken which are as follows.

- Review and update contingency plan, emergency financial & logistic policy
- Round the year conduct awareness session at group meeting
- Early warning system develop and dissemination properly
- Contingency Fund mobilize
- Emergency stock maintain (62 type emergency materials at present stock in 03 different warehouse of MMS)
- Conduct and functioning UDMC, UzDMC, DDMC meeting regularly
- Homestead Raising
- Cluster village construction
- Communal placed raised and construction and repairing
- Volunteer developed and provide training
- Emergency Response (MMS is a pre-qualified partner of Oxfam, WFP, UNDP and UNICEF, Save The Children, ACF for disaster and emergency response.)

8.2 Education & Child Rights

Education is one of the major strategic issue of MMS where has been implemented-

- a. Non-formal primary education (31)
- b. Formal primary education (01)
- c. Education in Emergency (58)
- d. Assists to government & registered school for quality education & awareness buildup (72)

One of the mandates and priority areas of the Organization is to ensure Child Rights, Quality Education and increasing Literacy rate in working areas. Provide support to ensure quality education for children of poor families especially in Char areas. MMS introduced Formal, Non-formal Primary and Secondary education. As a part of this, MMS established 31 NFPE schools Chars areas and enrolled 100% children into School and ensured quality education. Program participants are committed to stop domestic violence against women, send their child to School instead of involving them in any kinds of day-laborers. MMS has been provided both reading and writing materials, activated School Management Committees (SMC), formed Teachers-Parents Forums (TPF) and provided assistance to infrastructure development in order to continue education during and after disaster especially in Char areas.

MMS has developed its 'Child Protection Policy' and it is updated this year. In addition to this has been provided necessary materials and equipment continuing education in emergency, motivated parents and children to be attentive at education and increased rate of children enrollment in school.

Sl.	Type of School	No. of School	Type of Support
1	Non-formal primary education	31	Teacher Salary, School Infrastructure, Education materials
2	Formal Primary education	01	Administrative, Infrastructure
3	Government & Registered Primary School	76	Awareness session, Infrastructure, Education materials
4	Secondary School & Madrasha	55	Awareness Session

8.3 Health and Nutrition

The overall health and nutrition status are very poor in Char and river basin areas. Organization has been implementing health and nutrition activities for Char dwellers considering their minimum access to health services. Family is considered as unit for

providing all kinds of health services in a holistic approach. There are 4 Paramedics and 40 Char Sasthya Karmi (CSK) who are providing health services to char dwellers through conducting satellite health centers in chars.

Nutrition status is also very poor in Char areas. Children, elderly people, pregnant mother and lactating mother are more sufferers from malnutrition. In order to improve overall nutrition status at Char areas, MMS provided support by conducting regular Nutrition Camp and individual counseling on nutrition at family level where special attention given to pregnant and lactating mothers, children and adolescent girls. We developed Char Pusti Karmi (CPK) those are selected from respective community and provided service among the community to increase nutritional condition. Following support we ensured the chars areas-

- ✓ Primary health care services through Satellite Health Center
- ✓ Provided essential medicine (Through voucher)
- ✓ Provided essential medicine (Through voucher)
- ✓ Conducted court yard meeting on BCC and HNE
- ✓ Provided training to village doctors nutrition
- ✓ Provided training to new couple
- ✓ Organized health camp on eye and dental services
- ✓ Deployed and developed CSK and CPK
- ✓ Conducted satellite clinic

8.4 Women Empowerment

Being a gender sensitive organization MMS has been mainstreamed gender and women empowerment and incorporated as cross cutting issue in all ongoing projects. We already have incorporated gender in our vision, mission, objectives, activities and also incorporated in the organizational structure. Most of the project participants are women and achieving this objective we always consider 1:1 ratio during formation any committee like CBOs, VDC, GGD, user committee, branch management committee and also in our governing body where 50% members are women. But due to geographical location we are facing challenges promoting skill and efficient women candidates in senior management

MMS specially focuses on women empowerment with a view to increase their mobility, women involvement in different committee like UP standing committee, market committee, school committee and other social and political structures. Now they are electing as local government representatives, involving in productive activities and getting control over the finance, increase access to decision making process and other social and political events at family, community and national level as well as increase social dignity and recognize their ownership to assets.

As a part of this, has been accelerated the process of women empowerment and their leadership through their mental and economical development, assisted to resource mobilization, ensuring their liberty in opinion and access to decision making process. To ensure women friendly environment at organization level has been more activated and empowered the “Nari Forum” under the leading of women Gender Focal at organization level who look after all gender issues and assist to management to address within shortest time. Major activities MMS conducting under Women Empowerment strategic areas-

- ✓ Change Makers enrollment
- ✓ Women involvement in different village development committee, project implementation committee
- ✓ Women (poor and hardcore poor) involvement in UP standing committee
- ✓ Awareness session conduct in group meeting
- ✓ Protected Child Marriage
- ✓ Protected women violence at family level
- ✓ Alternative women Leadership development

- ✓ Women entrepreneurship development
- ✓ Adolescent group formation (boys and girls)
- ✓ Women involvement in Nari Forum
- ✓ Grass-root women involvement in Branch Management (committee-12)
- ✓ Women involvement in organization central and federation committee
- ✓ Economic development by asset transfer, input and capital support

8.5 Agriculture, livestock and income generation

Agriculture, livestock and Income Generation is one of the major strategic issue's of MMS. There includes –

- Agriculture & Livestock
- Micro Credit
- Small entrepreneur's development and market management

Agriculture and livestock: In our working area around 90% people directly depend on agriculture and livestock and it is their main source of income. Paddy, wheat, jute, pulse, sugarcane, chilly, groundnut, potato, onion, and garlic are the main agriculture crops of char people and they also produced a plenty of vegetable. A strong linkage has been developed among project participants and government agricultural departments like International Rice Research Institution (IRRI), Bangladesh Rice Research Institution (BRRI), Bangladesh Soil Resource Development Institution (BSRDI), Upazila Agriculture Department and Union Agriculture Officer. Due to sandy-loamy soil of chars the modern agriculture technology including irrigation could not use successfully so char dwellers had bound to use traditional agriculture method. Therefore, beside cash crops has been tried to change their food habit by introducing homestead based vegetable, fruits and creeping plants which increased intake of vegetable consumption and family income of char dwellers. Organization provided high yielding seeds, saplings, modern agriculture equipments and technologies, seed capital, necessary materials to targeted families which contributed to bring a remarkable change agriculture and livestock sector of char.

Micro-Credit: MMS has been implementing micro-credit programme in Sirajgonj and Tangail with a view to poverty alleviation through employment creation and income generating activities. It is important and long term activities of MMS where organized project participants into groups, created saving fund, provided different training on IGA and loan for starting various income generating activities as well as realized installment in weekly basis.

Small entrepreneur's development and market management: As a part of women empowerment MMS has been developed thousand above women entrepreneurs as individual and group-wise providing capitals, technical and materials support based on their interest, choice and local market demand. With a view to market management developed linkage different producers with buyers, wholesalers, traders, money lenders, retailers, SSP and LS. As a result developed value chain and market linkage in remotest char and entrepreneurs and producers are getting fair price. The entrepreneurs invested in on average Taka 14000-16000 where they are getting benefit monthly Taka 4000-5000. Total 62 vaccinators, TBs and LSPs have been developed in char and they received a package of training including materials and has been developed linkage with relevant department who are providing agriculture and livestock services to the char dwellers.

8.6 Local Government and good governance:

The organization has some significant achievement in the field of governance. It is also an organizational mandate to promote practice of good governance at all level. As integral part of this MMS has been working with Local Government Institutions like UPs, Upazilas and Municipalities and contributed to bring a remarkable change in their practices like increased

people participations in LGIs activities, participatory planning, ward meeting, open budget session, Tax assessment, Tax fair and Tax collection, implemented development activities with Tax fund and reformed and reactivated UPs standing committee and motivated them playing proactive role in service monitoring and effective service delivery. As a result have increased people access to local services, rights to information and local justice. On the other hand has increased people motivation for paying Tax. In last year has increased Tax assessment upto 6.23 times, Tax collection 12 times where achievement rate increased 40% against the target. Organization has taken some actions to ensure good governance at organization level such as beneficiary and staffs participation has been ensured in decision making process, project identification, designing, planning and implementation

8.7 Networking and Advocacy:

This is one of the strategic issues of MMS where identified specific advocacy issues like disaster risk, education, health and sanitation, violence against women, acid violence and marketing issues and did advocacy with local government, respective department and sectors for addressing these issues. In addition to these have been taken joint action with local and national network and platform and conducted joint advocacy. Here is given the name of local and national platforms. Network and platform with major advocacy issues are given following table-6:

Sl	Name of network/platform	Advocacy issues
1	WE CAN	Violence against women
2	Amar Odhiker Campaign (AOC)	Quality Education
3	Bangladesh Disaster Preparedness Center (BDPC)	Disaster
4	Bangladesh Disaster forum (BDF)	Disaster
5	Network for Information, Response and Preparedness Activities on Disaster (NIRAPAD)	Disaster
6	Association for Land Reform and Development (ALRD)	Land issue
7	Acid Survivors Foundation (ASF)	Acid Violence
8	CSCMDRR	Community based disaster risk reduction and climate change issue
9	National Education Cluster (NEC)	Education in emergency
10	National Adolescent Cluster (NAC)	Adolescent education, health and rehabilitation

8.8 Organizational development and institutional capacity building:

a. At grass-root level

Organization implements project activities either following group or community approach where organized project participants into different groups and CBOs with grass-roots level project participants. For institutionalization has been formed federation taking representatives from groups and CBOs. After that built their skills and capacity providing need based training and has been taken following initiatives to activate and functioning the committees and federations:

- Formed Executive Committee taking representative from federation.
- Built their skills and capacity providing technical supports for institutional management, financial management and leadership development.
- Assisted to form village development committee.

- Motivated to raise regular savings and capital fund.
 - Assisted to develop community level food bank.
 - Prepared village wise disaster contingency plan
 - Involved grass-root organization (CBOs, CIGs, UPGs and CSAGs) for monitoring and supervision the project activities at community level.
 - Assisted them for getting registration from the Department of Social Welfare and Cooperative.
- b. **Organization level**
- Five years Strategic Plan has been updated (2013-2018)
 - Policies and guidelines have been updated
 - Expansion working areas
 - Developed partnership with different donor and INGO.
 - Organized advanced training for staffs within the country and abroad on different issues.

9. Ongoing Projects/Programmes in brief:

MMS focus areas are climate change adaptation and disaster risk reduction, agriculture and livestock, gender development, primary health care and family planning, nutrition, good governance, water and sanitation, education, income generation, employment creation and market linkage, networking, institutional development. All the projects and programmes are designed under the focus area and implement accordingly. The details are given following table

Sl.	Project	Project Period	Partnership & Funded by
1	REECALL	2010 to 2015	Oxfam
2	CLP	2011 to 2016	Maxwellstamp, DFID-UKAid, AusAid & GoB
3	ER	2008-2016	WFP & LGED
4	SDLG	2012-2014	Tetrattech ARD & USAID
5	PRADG	2013 to 2015	CUB & European Union
6	SNPBI	July 2012 to May 2016	ASF & MJF
7	AR	May-2014 to December-2014	Oxfam & UNICEF
8	OHCB	2012 to 2014	Oxfam
9	IGP	1991 to continue	MMS
10	ENRICH	2012 to 2015	PKSF
11	Home Solution	2013 to 2015	IHS
12	TAM TAM	2014 to 2015	CUB & Cordaid
13	FIP	2001 to 2015	Oxfam & SDC
14	V2R+	2014 to 2017	PAB & Zurich Foundation
15	Education	2004 to continue	MMS
16	General fund	1984 to continue	MMS
17	Training Center	1998 to continue	MMS
18	WEKAN	2013-2015	WE-CAN
19	CSCMDRR	2013-2015	Concern Universal
20	AOC	2012 to 2015	AOC

Sl.	Project	Project Period	Partnership & Funded by
21	Emergency Project (Flood-2014)		
21.1	Emergency Response	August 2014 to January 2015	MMS
21.2	WASH Response-2014	August 2014 to September 2014	Oxfam
21.3	Emergency Humanitarian Response	August 2014 to September 2014	CUB & Cordaid
21.4	Hyproteen energy biscuit distribution	August 2014 to September 201	WFP
21.5	Relief Operation-2014	August 2014 to September 201	UKAid & AusAid
21.6	Bangladesh Flood Response 2014	September 2014 to October 2014	Oxfam
21.7	Preposition Distribution	August 2014 to November 2014	Save The Children
21.8	IR-EMOP	September 2014 to November 14	WFP
21.9	Payment Distribution	October 2014 to November 2014	Oxfam & SDC
22	IEKA	October 2014 to December 2014	Save The Children
23	ERA	November 2014 to January 2015	ACF & ECHO
24	H&M	October 2014 to January 2015	Save The Children
25	BGD-2	December 2014 to March 2015	Save The Children

Shortly project/program description are following

9.1 Chars Livelihoods Programme-CLP

Char Livelihoods Programme – CLP has been implementing from 2005 to till now which is funded by DFID-CLP. The project focuses on assets building and creates livelihood options, providing infrastructure, encouraging social development, offering social protection, promoting enterprise, improving access to health and education, innovation, monitoring and learning process. Most of the beneficiaries of this programs are hardcore poor, widow, divorcee, disable. The project has been implemented in 72 villages of 11 unions of Nagarpur, Tangail Sadar, Kalihati & Bhuapur upazila under Tangail district. Major components are group formation, awareness raising and capacity building. social safety net, erosion grant, homestead raising, tube well and latrine installation, assets transfer, cash stipend and nutrition education, homestead gardening, fodder cultivation, poultry and milk production, market linkage, primary health care and family planning.

9.2 Resilience through Economic Empowerment and Climate Adaptation, Leadership, Learning-REECALL

MMS has been implementing REE-CALL project since 2010 to till now with the financial and technical assistance of Oxfam-GB. The project mainly focuses on climate change adaptation, women empowerment, transformative women leadership development among target beneficiaries and market linkage. Beneficiaries of the programs are hardcore poor, poor, widow, divorcee, disable, UPs and local administration A total 4213 families have been benefited from this program who are hardcore poor and poor. The project has covered 24 villages and 3 unions of Sirajganj Sadar and Chowhali upazila under Sirajganj district. Major components of the program- Conduct PCVA, CBO formation, contingency planning, homestead raising, develop food bank at CBO level, installation tube-well and latrines, poultry, goat and cow rearing, homestead gardening, firm and off-firm activities, awareness raising and capacity building, inputs distribution, milk marketing and market linkage. Under the project we also conduct advocacy meeting and networking and different day

observation. In addition to these develop transformation women development, meeting with women and adolescent girls, change makers enrollment and video show etc.

9.3 Enhancing Resilience to Disaster and the effect of climate change (ERDECC)

With the financial support of WFR and LGED MMS has been implementing ERDECC project and project duration: 2008-2015. The project focuses on enabling ultra poor households/communities to enhance their life skills, increase resilience capacities to natural disaster by creating human and physical assets, savings fund raising, and promoting enterprise and market linkage and infrastructure development, homestead raising, cluster village, road cum embankment also developed at community level. A total of 13000 HHs have been benefited from the project who are hardcore poor specially widow and divorcee. All the beneficiaries have been organized into 444 groups; each group was formed by 27-30 members. The project has been implemented in 25 unions of 8 Upzila under Sirajganj and Pabna district.

9.4 Oxfam Humanitarian Capacity Building Project (OHCB)

With the technical and financial support of Oxfam MMS has been implementing OHCB project. The project focuses on organization humanitarian capacity building in order to ensure an effective and efficient response to the particular needs of women, men, children and other socially excluded marginalized and vulnerable .groups during disaster, Stakeholders of this project are- Organization disaster focal, disaster steering committee, all staffs, volunteers, DDMCs, UDMCs, UzDMCs, etc. Major components are organization humanitarian capacity building such as organizational capacity development framework, developed & update policy such as emergency policy, emergency financial and logistics policy, contingency plan, gender policy, HR policy, Anti-sexual harassment policy, pre-crisis data, staff & volunteer skill roster, emergency stock, warehouse, emergency logistic and funds etc.

9.5 Flood Insurance Project (FIP)

MMS has been implementing FIP with the financial support of Oxfam since 2012 and project would be continued up to 2015. The project focuses on insurance for Agriculture, Livestock, Property and Infrastructure losses instead of relief so that affected people can minimize their losses and enhancing their resilience against flood. Primary stakeholder of this project are flood affected people specially poor, hardcore poor and marginal farmers and Secondary stakeholders are UPs, UDMCs, social elites, IWM and CIRM, Progoti Insurance and Oxfam. The project has been covered in 4 unions of Chawhali and Sadar upazila under Sirajgonj district.

9.6 From Vulnerability to Resilience-V2R+

MMS has been implementing V2R+ project with the technical and financial assistance of Practical Action under 10 unions of Sirajgonj & Bogra district and covered approximately 1250 family and all the beneficiaries were organized into 10 CBO's where 750 are hardcore poor and 500 are poor and marginalized family and project duration 2014 to 2017. The project focuses on disaster preparedness, early warning system developed, livestock, agriculture, firm and off-firm activities, agro-processing, infrastructure development, water and sanitation, and entrepreneurship development, modern agriculture technology etc. Major components: Group and CBO formation, participatory community risk assessment, homestead raising, poultry, goat and cow rearing, homestead gardening, agro-processing, farming and off-farming activities, tube-well and latrine installation, evacuation, distribution of boat ambulance to CBOs as well as awareness raising and capacity building of target beneficiaries.

9.7 Strengthening Democratic Local Governance (SDLG)

MMS has been implementing SDLG project with the funding assistance of USAID and project duration 2012-2014. The project focuses on effective service delivery by strengthening LGUs, their capacity building, formation of CIG forum and their proactive role, participatory strategic planning and linkage. The project has covered 43 unions, 5 upazilas and 5 municipality under Sirajganj & Bogra district. Major components of this project are formation of CIG forums, LGUs and CIGs capacity building through training like financial management and revenue generation, participatory strategic planning, network and linkage between LGUs and CIGs forum, tax assessment, tax fair, ward meeting, open budget etc.

9.8 Survivors Network for Prevention and Better Inclusion (SNPBI)

With the financial and technical assistance of Acid Survivors Foundation, MMS has been implementing SNPBI Project from 2012 and project would be continued up to 2015. The projects focused on Mainstreaming acid survivors within the society, reduce acid violence by reactivating local administration and mass awareness. Acid survivors, local administration, journalist and public prosecutors are main stakeholder under this project. Total 192 acid survivor families are being benefited from this project. The project has covered 7 upazilas of Sirajganj district. Major components are Mass awareness, treatment, medical support, IGA supports, advocacy with district administration, journalist and other professionals as well as social mobilization against acid violence.

9.9 Income Generating Program (IGP)

MMS has been implementing Income Generating Program since 1991 with the funding support of PKSF. Program covered 24 union under 6 upazila of Sirajganj and Tangail district. Main focused area of the program are- Poverty reduction through employment creation; reduce gender discrimination and women empowerment. Total 19054 families have been benefited from IGP. All the beneficiaries were organized into 1050 groups; each group was formed by 20-25 members. Most of the beneficiaries are Poor, hardcore poor and marginal farmers. Major components are group formation, employment creation through income generation activities, savings fund creation, awareness raising and capacity building and micro-credit support for Ultra Poor Program (UPP), the Rural Micro-credit Program (RMC) and the Micro-Enterprise Loan (MEL). The IGP has been implemented in Chowhali, Shahjadpur, Belkuchi and Sadar Upazila of Sirajganj district, and Tangail Sadar and Nagorpur Upazila in Tangail district through twelve branch offices of the organization. The loan recovery and saving collection rate is 99.70% which is satisfactory

9.10 Promoting Rights and Accessibility of the Ultra Poor in Char Land Areas through Democratic Local Governance (PRADG)

Manab Mukti Sangstha (MMS) has been implementing Promoting Rights and Accessibility of the Ultra Poor in Char Land Areas through democratic Local Governance (Project) with the financial support of European Union and Technical assistance by Concern Universal Bangladesh. Project duration is 01 May 2013 to 31 October 2015(30 Months). Project covered 30 union of five upazila under Sirajganj district. Main focus of this project is ultra poor households list down, list endorsed by respective union parishad, ultra poor group formation, CSAG group formation, provide training to CSAG committee, capacity buildup of respective union parishad, linkage developed between service providers and ultra poor group, school awareness program on human rights, trafficking, sexual harassment, early marriage, debate. Also project analysis human rights situation in working areas, access to justice through village court and judicial, incorporate with government legal aid fund and social safety net program.

9.11 Arsenic Rehabilitation (AR)

MMS Arsenic rehabilitation project works on arsenic contaminated tube well which was provided under GoB & UNICEF (SHAWA-B) Project. The project has been providing hard and soft both type of support for the community to getting safe water and continuation of the source of Sirajganj district. MMS has been implementing Arsenic Rehabilitation (AR) project with the financial support of UNICEF and technical assistance by Oxfam since April 2014. Major activities of the project is Feasibility Assessment of 102 TW, Construct Arsenic iron Removal Plant-63, Installation Deep 11 Tube well (above 200ft), Installing shallow deep TW below (200 ft)- 38, Construct Slaw sand filter (SSF)-96, Water supply / Malty pull connection, Tubewell repairing-17, Arsenic test training to LGI person, Training to care taker on Arsenic Iron Removal Plant (AIRP) operation & Management (O&M), Training to care taker on Slaw sand filter (SSF) Operation & Management (O&M) etc.

9.12 ENRICH

With the funding and technical assistance of Palli Karma Shohayak Sangstha (PKSF) MMS has been implementing ENRICH project since 2012 to achieving the poverty reduction through integrated approach. Project participants are poor, hardcore poor, marginal farmers and others community institute and people. Total 3517 households have been benefited from the project. The project has been covering Ghorjan Union of Chowhali upazila under Sirajgonj District. Major component education, health, medical camp, referral case management, eye camp, social development like installation tube well, latrine, culverts, introduce medicinal plants for commercial production, saving etc.

9.13 Housing Project

MMS has been implementing housing project with the financial support by Inclusive Home Solution (HIS) since 2013 under 06 union of 03 Upazila under Sirajgonj District. The project has been providing housing support among poor and marginal people including sate water and sanitation facilities. Up to date total 50 households benefited from the project.

9.14 Early Warning System through Voice SMS and Tam Tam Alert Project (EWS-TTA)

MMS has been implementing Early Warning System Through Voice SMS and TAM TAM Alert project with the funded by Coardaid and technical assistance by Concern Universal, Practical Action, RIMES. The project started June 2014 and it will be continued up to 2015. The project has been working two unions under Belkcuhi and Chowhali Upazila of Sirajgonj District. Project focus on- develop early warning system, skill volunteer develop, water gauge installation, USIC reform etc. The project has developed 5 days flood early warning through voice SMS in Bangla which is contributed in reducing loss of life and assets during flood period.

9.15 Education Program

To increase number of school going students, ensure quality education and reduce dropout rate in chars areas MMS has been implementing formal and non formal education program in chars since 2004. Funding source MMS own fund and some individual well wishers. Under this program at present MMS has been running Manab Mukti Academy (MMA), Coaching centre (01), NFPE School (06) in Chowhali, Sirajgonj Sadar & Belkuchi Upazila of Sirajgonj District. Total 621 students continuing their study in MMS education centre.

9.16 General Fund

Besides of others ongoing project MMS has been implementing general fund activities to increase the own fund capacity, employment opportunities through income generating activities like MMS poultry and dairy firm, agriculture firm, fishing, MMS pisci-culture, horticulture, apiculture, pigeon rearing etc.

9.17 Training Centre

MMS believes for quality program needs skill and efficient staffs, capable project participants and supportive local government and local administration. With a view to skill manpower development MMS developed a training centre with modern equipment, adequate logistics and other facilities since 2005. It is situated on the bank of Jamuna River and closed to Bangabhandhu west sub police station which is full of natural beauties. Training Centre has accommodation facilities of 70 participants and in training has 03 training venue. We have dining facilities with very decent and natural environment, We provides food with delicious test in domestic environment where at a time 100 people can takes dinner, lunch and breakfast.

9.18 Amrai Pari Paribarik Nirjaton Protirodh Jote (WE CAN)

Since 2008 to till date MMS implementing WE CAN project with the funding assistance of South Asian Regional Network which is mainly focus on end domestic violence against women. Total 78000 change maker have been enrolled from different levels of society like students, teacher, house wife, social elites, club members, business men etc., The project has been covered five upazila in Sirajgonj District. Major component of the project is change makers enrolment, organize campaign program, press conference, day observation, installed bill board and video show as well as organize social movement against violence against women.

9.19 Capacity Strengthening Capacity Managed on Disaster Risk Reduction (CSCMDRR)

This is networking base project. CSCMDRR project has been implementing since 2013 with the finance and technical assistance of Concern Universal Bangladesh. The project covered two union of Sirajgon Sadar Upazila under Sirajgonj District. Project focus on develop skilled disaster volunteer, provide necessary training on early warning system, search & rescue, awareness activities as reduce disaster vulnerability, loss of life & assets by reactivating disaster management committee and disaster volunteer. Project also focuses on develop community base disaster contingency plan.

9.20. Amar Odhikar Campaign (AOC)

MMS has been implementing AOC project since 2012 and it would be continued up to 2015. The project focuses on strengthening SMCs and PTAs, camping for quality education and awareness rising to SMCs and PTAs etc. Stakeholders of these projects are Teachers, parents, students, SMC, PTA and other social elites. The project has covered 10 schools in Sirajgonj Sadar Upazila. Major components are Organize Parents conference for review pupils syllabi and materials, signature campaign on quality education, awareness raising rallies to communities/parents rights and strengthen SMCs and PTAs.

9.21 Emergency Project

Most of the working areas of MMS are disaster prone in terms of flood, river bank erosion and cold wave. As a result each and every year Sirajgonj, Tangail, Bogra & Pabna districts affected by different disaster. In 2014 Sirajgonj district affected by flood. During flood 41 unions out of 48 under five upazila of Sirajgonj district inundated by flood water and people of these areas are suffering a lot. Total 70000 families directly affected by flood then became humanitarian situation are worst. As humanitarian organization MMS always gives priority-how to reduce people suffering of affected community as early as possible. MMS quickly respond the flood -2014 and provided different type of need base support to affected people with the financial assistance of MMS own fund, Oxfam, UKAid, AUS Aid, Coordaid, Concern Universal, WFT and Save The Children. Different type of support we provided like search & rescue, Food (11 type- Rice, Muri, Chira, Pulse, Oil, Salt, Suger, Potato, Onion, Biscuit & Suji), Non Food Item (11 type- Cooking pot, Water Jar, Water Pot, Plate, Glass,

Candle, Shari, Lungi, Fire box, Basket, Towel etc.), Cash (Unconditional), WASH (11 type-ORS, Bathing Soap, Landry Soap, Sanitary Napkin, WPT, Tubwell, Latrine, Blessing powder etc.), Education materials (61 items- Book, Khata, Pencil, Bag, Cap, sports materials etc.). Emergency Flood Response covered in 22 union under 06 upazila of two districts. MMS is the first organization in Sirajgonj who beginning of the flood to reach affected community in short time noticed. Our response initiatives very much appreciated by community, local government and local administration even this initiatives encouraged to other development agencies to attend relief program. We strongly believe support package assisted the selected HHs to back their normal life.

9.22 Flood Response in North Part of Bangladesh (IEKA)

MMS has been implementing Flood recovery project namely Flood Response in North Part of Bangladesh with the financial support of Save The Children. Project covered 02 unions under Chowhali Upazila of Sirajgonj District. Total 500 families and 05 school administration and students of the school (734) are benefited from the project. Main focus of the project are unconditional cash support to the 500 families, Hygiene kits (Jeriken-1, Bucket with cover-1, Towel-2, Sanitary napkin-2, Wheel Soap-6, Savlon-1 bottle, Vim Powder-500 gm, Bag-1, WPT-200) distribution among the selected 500 families. On the other hand project focuses on school infrastructure development like Tube-well, latrine, plinth raising and educational materials (Book, Scale, pen) also distributed among the 734 students under 5 school of respective working areas.

9.23 Early Recovery Assistance to Flood Affected Community (ERA)

MMS has been implementing Early Recovery Assistance to Flood Affected Community in North-western Part of Bangladesh Project with the funded by European Commission and technical assistance by ACF International, Project duration is 03 month (November 01, 2014 to January 31, 2015). This is flood recovery based Project. The project focus on rehabilitation, mostly affected households selection, business plan, cash support, follow up business and lastly selected households met their basic livelihood needs by the end of project. The project covered 3192 households from five unions under two upazila (Belkuchi and Chowhali) of Sirajgonj.

9.24 Education Response-Flood and Riverbank Erosion 2014, Bangladesh Project (BGD H&M)

MMS has been implementing education response-Flood and Riverbank Erosion 2014 (BGD H&M) project with financial and technical assistance of Save The Children. Project covered 10 schools which is mostly affected by flood under five union of Sirajgonj Sadar upazila under Sirajgonj District. Total 1421 students are continuing their study under selected 10 school. Project support is education materials for all students, CFW for plinth raising of school areas, school repairing, tube-well & latrine installed etc. Project focus on education system on going during flood, quality education, well decoration of school compound, water and sanitation system improved, SMC function etc.

9.25 Education Response-Flood and Riverbank Erosion 2014, Bangladesh Project (BGD-2)

MMS started to implement the program in 1st day of January, 2015. The Overall Objective of the project is to ensure that children in the flood and riverbank erosion affected Sirajgonj district are able to continue their education. MMS implemented the Project with technical and financial support of Save the Children International and covering 8 unions under 3 Upazila (Chowhali, Shahzadpur and Sirajganj Sadar) of Sirajgonj District. Project covered 20 Schools above 5037 students, 100 teachers and respective School Management Committee (SMC). Out of 20 selected school there includes 17 (seventeen) Government Primary School

(GPS), 01 (one) High School and 02 (two) Madrasa. Project activities are- Upazila selection, School survey and selection, Conducting School Emergency Education need Assessment and Prepared Recovery Plan at 20 Schools, Conduction District Level Meeting, Providing Grant Support at 20 schools, Monitoring & follow up the utilization of Grant Support: Based recovery plan through this project SMC implements- Classroom extension and Repairing, School ground rising, Making Benches, Additional Classroom extension, School repairing Distribute Education Materials (Pen, Khata, Scale to the students).

10. Profile of Project experience

Since 1984 we have been implementing a lot of project and program to achieve organizational goal and objective with the assistance different donor funding agencies, government and our own sources. Those project were closed due to completed project period shortly provided a brief the following table- 7

SL	Name of projects	Name of Donors	Duration	Nature of work
A	Development Projects/Programmes:			
1	Vulnerable to Resilience (V2R)	Practical Action Bangladesh	2009-2014	Institution Building, CCADRR, Livelihoods
2	Sustainable Soil Management for Food Security of Poor, Marginal and Small Farmers of Active Flood Plain and Charlands of Bangladesh (SUSFER)	IRRI and EU	2010-2013	Livelihoods
3	Education in Emergency Project (EIEP)	UNICEF & Save The Children	2011-2012	CCADRR & Education
4	A Disaster Resilient Future; Mobilizing Communities and Institutions for Effective Risk Reduction (DIPECHO-VI)	Action Aid Bangladesh	2011-2012	CCADRR
5	Enhance Resilience + (ER+)	WFP & GoB	2012-2014	CCADRR & Livelihoods
6	Community Based Adaptation with Local Government in Bangladesh (CBALG)	Action Aid Bangladesh	2011-2012	Institution Building, CCADRR & Livelihoods
7	River Basin Project	Oxfam-GB	2000-2010	CCADRR & Livelihoods
8	Strengthening Psychosocial Services for Survivors of Acid Attack (SPSSAA)	Acid Survivors Foundation (ASF)	2008-2011	Prevention of Acid Attacks and Support to the Acid Survivors
9	Chars Livelihoods Programme-CLP	CLP-DFID	2005-2010	Livelihoods, Nutrition, WASH
10	Development Initiatives for Sustainable Household Activities in Riverine Island (DISHARI) Project	HKI-NOVIB	2009-2011	Homestead gardening Nutrition, Agriculture

SL	Name of projects	Name of Donors	Duration	Nature of work
11	Strengthening Household Ability to Respond to Development Opportunities-SHOUHARDO	CARE Bangladesh, USAID	2006-2010	Livelihoods, Women empowerment, Health and Nutrition, CCADRR
12	Community Mobilization to End Violence against Women (EDVAW)	Oxfam-GB	2004 -2011	Women Empowerment
13	Rural Employment Opportunities for Public Assets (REOPA) Project	UNDP, EC and GoB	2008 to Ongoing	Livelihoods, Good Governance & Infrastructure
14	Risk Reduction Against Disaster through Awareness Raising Project (RADAP)	CDMP, UNDP	2006-2008	CCADRR
15	Assistance to Community on Climate Change Adaptation and Disaster Risk Reduction-CCADRR	Action Aid and Netherlands Embassy	2008-2010	CCADRR
16	Enhancing Disaster Preparedness among Communities and Institutions in Bangladesh-DIPECHO V	Action Aid and EU	2009-2010	CCADRR, Advocacy & Infrastructure
17	Flood Proofing Project (FPP)	CARE-USAID	2002-2004	Small mitigation, awareness raising and capacity building
B	Emergency response, rehabilitation and reconstruction			
1	Post Flood Livelihoods Early Recovery and Rehabilitation Project for the Poor and Marginalized People in Sirajganj	CARE and ECHO	2008-2009	Early Recovery and Rehabilitation
2	Flood 2007-Support to Local Enterprise Recovery Programme	DFID, UNDP	2008	Emergency Support
3	Flood 2007-Housing Project	DFID, UNDP	2008	Housing Support
4	Emergency Response and rehabilitation activities due to flood 2007 and river erosion in Sirajganj	Own fund	2007	Emergency Support
5	Emergency Response and rehabilitation activities due to flood 2007 and river erosion in Sirajganj	CARE-USAID-GoB	2007	Response for flood and river erosion
6	Emergency Response and rehabilitation activities due to flood 2007 and river	CLP-DFID	2007-2008	Response for flood and river erosion

SL	Name of projects	Name of Donors	Duration	Nature of work
	erosion in Sirajganj			
7	Emergency Response and rehabilitation activities due to flood 2007 and river erosion in Sirajganj	NETZ-Germany	2007	Response for flood and river erosion
8	Emergency Response activities due to flood 2007 and river erosion in Sirajganj	UNDP-DFID-GoB	2007	Response for flood and river erosion
9	Emergency Response activities due to flood 2007 and river erosion in Sirajganj	WFP-Govt of Germany-USAID	2007	Response for flood and river erosion
10	Emergency Response activities due to flood 2007 and river erosion in Sirajganj	UNICEF-Bangladesh	2007	Response for flood and river erosion
11	Emergency Response and rehabilitation activities due to flood 2007 and river erosion in Sirajganj	Oxfam	2007-2008	Response for flood and river erosion
12	Emergency Response and rehabilitation activities due to flood 2007 and river erosion in Sirajganj	Handicap International	2007	Response for flood and river erosion
13	Emergency Response and rehabilitation activities due to flood 2007 and river erosion in Sirajganj	Save the Children-UK and Australia	2007	Response for flood and river erosion
14	Post Flood Rehabilitation Programme 2007 due to flood 2007 and river erosion in Sirajganj	CARE, BEF, Nor-MOFA	2007	Agricultural Recovery and Cash For Work
15	Emergency Response and rehabilitation activities due to flood 2007 and river erosion in Sirajganj	UN Central Emergency Response Fund (CERF) and WFP	2007	Response for flood and river erosion
16	Emergency Flood Response Project	CARE-BD	2004	Rehabilitation
17	Arsenic Mitigation Project	CARE-BD	2003 to 2004	WATSAN
18	Emergency response rehabilitation project /04	Handicap International	Since 2004 to June 2005	Rehabilitation
19	Relief & Rehabilitation Program & Impact Assessment of Flood 2004 Responses	Action Aid Bangladesh	Since 2004 to June 2005	Rehabilitation and disaster mitigation
20	Relief & Rehabilitation	Islamic Relief	2004 - 2005	Relief and Rehabilitation

SL	Name of projects	Name of Donors	Duration	Nature of work
	Program			
21	Capacity Building for Disaster Victims	Dutch Bangla	2005	Rehabilitation
22	Emergency Health program	MSF Holland	1998	Health Promotion
23	Re-construction and Rehabilitation	Canadian High commission	2002	Re-construction and Rehabilitation
24	Monitoring of flood rehabilitation program	SDC	2000	Relief work monitoring
25	Reducing the Risks of Flood in Sirajganj Project	Action AID, Bangladesh	2007	Flood preparedness
26	Flood Proofing Project (FPP)	CARE-USAID	2002-2004	IFSP-CARE

11. Partnership/Donors

MMS has been implementing different types of diversified projects since it's inception with technical and financial assistance of following funding agencies:

Present	Previous
<ul style="list-style-type: none"> • GoB • World Food Program (WFP) • Concern Universal Bangladesh • CLP-DFID • USAID/ARD • Oxfam-GB • Practical Action Bangladesh • Save the Children • UNICEF-Bangladesh • PKSf • European Union (EU) • Acid Survivors Foundation (ASF) • AOC • Inclusive Home Solutions 	<ul style="list-style-type: none"> • Action aid Bangladesh • IRRI • CARE Bangladesh • Handicap International • Islamic Relief • SDC • MSF Holland • Canadian High commission • CDMP • HKI • NETZ-Germany • UNDP • Netherlands Embassy

12. Networking, Coordination and Collaboration

MMS has strong network and linkage with local government, local administration as well as has membership with other local and national network and development forum. MMS has a strategic partnership with VSO Bangladesh in governance issues and has also membership with ALRD, BDPC, NDC, Disaster Forum, NIRAPOD and MMS also member of international alliance of WECAN.

MMS has also strong coordination with upazila and district administration, and has also a member of district disaster management committee-DDMC, district coordination committee-DCC and upazila coordination committee-UCC. All the committee meeting held

in either monthly or quarterly basis by the presiding over of deputy commissioner and upazilas nirbahi officer where appropriate.

13. Capacity and Strengths

13.1 Policies/ Guidelines/Manual

MMS believes in institutional development and with a view to it's guided by standard approved policies. MMS has a constitution which is approved by the legal authority and is governed by this constitution along with other approved policies and guidelines these are

<ul style="list-style-type: none"> i. Strategic plan ii. HR policy iii. Financial manual iv. Admin manual v. Gender policy vi. M&E Guideline vii. Emergency policy, viii. Emergency Finance & Logistics Policy 	<ul style="list-style-type: none"> ix. Anti-sexual harassment policy x. Agriculture and livestock policy manual xi. Disaster contingency plan xii. Micro-Credit manual xiii. Constitution of NARI Forum xiv. Child Rights & Protection Policy
--	---

13.2 Equipments

Modern equipments can help to survive in global competitive fields and with a view to ensured adequate equipments in all programmatic areas as per field requirement within our limited resources. As a part of this MMS has ensured availability of following equipments:

Item name	Quantity	Item name	Quantity
Multimedia	05	Computer with related accessories	65
Laptop	29	Digital Camera	18
OHP	01	Photocopier	01
TV	18	Generator	10
VCD	02	Refrigerator	06

13.3 Vehicles

MMS is well equipped with adequate transport/vehicles as follows'

- ◆ Four wheel : 01
- ◆ Motorcycle : 62
- ◆ Engine boat : 07
- ◆ Boat Ambulance : 01

13.4 Office premises and own land

MMS possessed 20.72 acres of own lands where established Head Office and 4 project offices along with HRD Center including 04 training venue, one dining and accommodation facilities of 75 participants. All projects are being implemented through 50 offices including Head Office, one liaison office at Dhaka, 34 Branch/Area/Upazila Offices and 14 Project Offices.

12. Management

14.1 Organizational decision making process:

MMS introduces a democratic process of decisions making which is unique and different from many other development Organizations. The General Committee and Executive

Committee of MMS hold the supreme authority in making decisions. Core Management Team (CMT) is the second highest authority of the organization and the Senior Management Team (SMT) is the third level contributors in the process of decision making. In Project identification, project designing and implementation, field level project staffs and beneficiaries are also involved in this process. Out of 27 members of General Committee, 7 women are incorporated from beneficiaries who are representing the community level.

- 1. General Council (GC):** The General Committee is formed consisting of 27 members where number of female is 15 and male is 12. Out of 27 Members, 9 represent from NGO, 6 from civil society, 5 represents from education sectors and the rest 7 represents from grass-root level beneficiaries.
- 2. Executive Council (EC):** The Executive Committee is formed with 9 potentials members who are selected/elected from general committee for every 3 years by the members' votes or opinion of the majority. The portfolio is the EC committee is president-1, vice-president-2, treasure-1 and the rest 4 are members.
- 3. Core Management Team (CMT):** The Core Management Team is formed with 6 members with involvement of Director, Deputy Director, Finance Manager, Admin Manager, HR manager and M&E Manager. The CMT is playing key role in decision making and review, develop and update the Organizational Policies and procedures, ensure smooth coordination for smooth functioning of the Organizational functionaries and effective implementation of the project activities.
- 4. Senior Management Team (SMT):** The Senior Management Team is formed consisting of 17 members including all project heads, CMT members and Gender Focal Person (women) who are playing important role reviewing and analyzing progress of ongoing projects, implementing policies and guidelines at field level and work for developing mechanism of collecting opinion from field level staff, beneficiaries and information about the programs and community behavior. SMT meets after every 3 months.

14.2 Staffing

MS has a good number of well experienced and efficient staff at different level. At present total 536 staff working with MMS where female 196 and male 340 and ratio is 37: 63. We have some technical staff 66 (M Sc Ag-9, DVB-8, Diploma in Ag-25, Diploma in Civil Engineering-20, Paramedic-4). In addition, MMS has developed 578 trained disaster volunteers at ward level in different unions in our working areas.

Table-5: Total Staff: 536 (female 196 and Male 340)

Description	Female	Male	Total
Regular Staff	27	90	117
Contractual staff	169	250	419
Volunteers	129	449	578

Project wise staff details are given following table-6

Sl.	Project	Total Staff		
		Female	Male	Total
1	REECALL	4	7	11
2	CLP	84	108	192
3	ER	6	56	62
4	SDLG	4	14	18

Sl.	Project	Total Staff		
		Female	Male	Total
5	PRADG	4	7	11
6	SNPBI	2	1	3
7	AR	2	10	12
8	OHCB		1	1
9	IGP	17	76	93
10	ENRICH	34	3	37
11	Home Solution	0	0	-
12	TAM TAM	6	9	15
13	FIP	0	0	-
14	V2R+	1	2	3
15	Education	12	5	17
16	General fund	2	9	11
17	Training Center	8	5	13
18	WECAN			
19	CSCMDRR			-
20	AOC	0	0	-
21	Emergency Project (Flood-2014)	0	0	-
22	IEKA	1	4	5
23	Early Recovery Assistance to Flood Affected Community	5	17	22
24	H&M	2	3	5
25	BGD-2	2	3	5
	Total	196	340	536

14.3 Financial Management

MMS has approved financial policy and all financial transaction is conducted according to our approved policy as well as donor guidelines by close supervision of Finance department. Financial activities control and lead by financial manual which approved by the authorities and agreed by donor representatives.

MMS has mother account which is operated by the joint signatory of Director, President and Manager Admin and has individual project account those are operated by the joint signatory of respective project officer along with Manager Admin or Deputy Director or member of EC committee where available. Project wise monthly, quarterly and annual financial statements are made in regular basis which is accompanied with bank statement and bank reconciliation and is submitted to management as well as to donor agencies accordingly. All books of accounts and expenditure are audited annually or at the end of the project period by the external audit firms.

14.4 Monitoring

MMS has own monitoring cell which is led by a Monitoring & Evaluation Manager under close supervision Director and Deputy Director. Besides this monitoring has been inbuilt in ongoing projects which is conducted in regular basis by respective monitoring officer but on behalf of organization monitoring manager conducts monitoring in regular basis. He/she prepares different monitoring tools in consultation with Director and Deputy Director as per project requirements and collect data according to monitoring plan, prepare monitoring report based on field findings and submit to top management. Management reviews the report and takes necessary action according to monitoring findings.

14.5 Auditing

MMS believes in transparency and accountability and with a view to conduct both internal and external auditing in regular basis. MMS has internal auditor who is responsible for internal auditing in regular basis and prepares report with findings and submits it to the management for further action. Management reviews the report and takes necessary action based on findings. The external audit is conducted annually by external chartered firm according to donor choice or nominated by the MMS executive committee. Besides this, donors have free access to audit any part or all project documents.

14.6 Procurement Committee

MMS has Central Procurement Committee consisted of five members who are responsible for purchasing centrally and also has sub-committee with representative of respective project personnel who are responsible for purchasing of project equipment and logistics. The whole system is control by approved procurement manual with closed supervision of Admin Manager.

13. Development growth of MMS:

MMS has reached at the present position combating with very unfavorable situations like flood, river erosion, disrupted communication, pressure from local influential.

1984– 1989:

- Non-funding partnership with Oxfam-Bangladesh and working relationship for receiving technical advice.
- Registration with the Department of Social services, Govt. of Bangladesh.
- Started adult literacy program in limited scale.
- The office of the organization shifted and changed the address due to river erosion.
- The entire area was devastated due to the floods of 1987 and 1988. There was a great change in the geographical areas of the organization. The organizational activities were disrupted. Active participation of the organization was in relief and rehabilitation program.

1990-1994:

- The office of the organizational shifted to Chowhali Upazila Sadar and subsequently office building was constructed on its own land.
- FD registration with NGO Affairs Bureau and approval of the “socio-economic and development projects” received grants and started project implementation.
- Received approval of the “socio-economic and disaster preparedness project” and the projects started its activities after receiving grants.
- 02 flood shelters were constructed with the financial and technical assistance of CARE.

- Received membership of ADAB chapter, Bogra.

1995-1999:

- Received approval of the “Integrated Socio –economic Health, Disaster Preparedness Project”.
- Received approval of the “Integrated Char Development Project”.
- The cold wave and flood of 1998 were seriously attacked and the people were extremely affected. The entire area was devastated due to the flood of 95 – 98. Active participation of the organization was in relief and rehabilitation program.
- Established Enayetpur and Teghuri branch office and also Established training Center near at the Bangabandhu Bridge including the Branch office.

2000-2004:

- Received approval of the “River Basin Program” and the project started its activities.
- Implemented Rehabilitation support by Canada Fund.
- British Overseas Development State Minister has kindly visited the char areas of Chowhali Upazila.
- The Director MMS visited U.K. and Philippines by the assistance of DFID.
- One Flood shelter washed out by river erosion.
- The entire area was devastated due to the floods of 2004. The Organization involved in relief and rehabilitation program. Action aids, OXFAM, MSF Holland and Handicap International provided fund for implementation emergency relief and rehabilitation program.
- End Domestic Violence against Women Project and Narir Khamotaonay O Adhiker Sanrakkhan Project supported by OXFAM and Manusher Jonno has started.
- Working relationship with Action aid and Handicap International has developed.

2005- 2009:

- Contract has made with CLP-DFID for 6 unions of Chowhali Upazila
- Contract has made with SHOUHARDO- CARE for 15 unions of 3 Upazila under Sirajganj district.
- Contract has made with Handicap International 2 Upazila under Sirajganj district.
- Constructed a supper class training venue close to the Bangabandhu Bridge West Sub police station.
- Partnership with PKSF and received loan fund amounting Taka 47,000,000
- Development partner of Action AID, Bangladesh
- Market Development partner of CLP
- Contract renewal for River Basin Programme (RBP)
- Selected as pre-qualified partner NGO of UNDP, WFP and UNICEF for emergency response and rehabilitation programme.
- Undertaking emergency response and rehabilitation programme due to devastating flood and river erosion 2007 in Sirajganj District with its own fund and funding and technical support from UNDP, UNICEF, WFP, NETZ-Germany, Oxfam, ActionAid, Save the Children-UK and Australia, USAID, BEF and Nor-MOFA, UN Central Emergency Response Fund (CERF), Government of Germany, Canada and Bangladesh, AusAID, ECHO, CARE-Bangladesh and other partner organizations.
- Enhance Resilience (ER) Programme in partnership with and funding and technical support from WFP and GoB.
- Rural Employment Opportunities for Public Assets (REOPA) Project in partnership with and funding from UNDP, EC and GoB.

- Development Initiatives for Sustainable Household Activities in Riverine Island (DISHARI) Project in partnership with HKI and with funding from NOVIB.
- Promoting Awareness on Child Protection in Emergencies Project in partnership with Save the Children UK and supported by UNICEF.
- Addressing the Causes and Effects of Acid Attacks in partnership with and support from Acid Survivors Foundation (ASF).
- Started Enhancing Disaster Preparedness among Communities and Institutions in Bangladesh-DIPECHO-V at Bera upazila in Pabna District with the assistance of ActionAid Bangladesh
- Started Vulnerability to Resilience Project -V2R with the financial and technical assistance of Practical action
- Started Education in Emergency project with technical and financial assistance of Save the Children Bangladesh
- Developed partnership with Practical Action Bangladesh and implemented V2R project activities in Sirajgonj sadar, Belkuchi and Tarash upazila of district Sirajgonj

2010- 2012 :

- Developed partnership with IRRI and implemented SUSFER project in Belkuchi, Ullapara and Chawhali upazila of district Sirajgonj
- Expanded Enhancing Resilience Programme in Bera and Sathia upazila of district Pabna
- Developed partnership with SDLG and implementing SDLG Program in Sirajgonj district
- Implementing Flood Insurance Project under Sirajgonj district with the partnership of Oxfam
- Implementing OHCB project with the assistance of Oxfam
- Implementing Survival Network for prevention and better Inclusion (SNPVI) project with the partnership of Acid Survivors Foundation (ASF)

2013-2014

- Working areas expansion in Bogra district
- Celebrating 30 years journey of MMS
- Khash land distribution among landless families
- Developed partnership with European Union
- Developed partnership with Concern Universal Bangladesh and implementing 03 project with CUB (PRADG, EWS-TTA & CSCMDRR)
- Arsenic Rehabilitation Project starting with Oxfam GB
- Partnership development with Inclusive Home Solution.
- Getting MRA licence for smoothly implementing Micro credit program
- Flood response – 2014 with assistance of CUB, WFP, Save the children, Oxfam & ACF
- Partnership developed with ACF
- 03 New Emergency Education support response project run with financial assistance of Save The Children

14. Organogram

