

# Annual Report 2022

## Indigenous Peoples Development Services -IPDS



### Indigenous Peoples Development Services -IPDS

62, Probal Housing, Ring road  
Mohammadpur, Dhaka 1207

Phone: +88 02 58157160, Mobile: +88 01711804025, +8801747580280

Email: [ipdsaski@yahoo.com](mailto:ipdsaski@yahoo.com), [sanjeebdrong@gmail.com](mailto:sanjeebdrong@gmail.com)

## **Introduction**

The history of indigenous peoples around the world has often been marked by oppression and exploitation. Throughout the world today, it is widely recognized that indigenous peoples are among the most disadvantaged and vulnerable. Their land has been taken forcibly without their consent. Their culture and way of life are treated as inferior in the society. Thus they have become most marginalized people and poorest of the poor. Indigenous peoples are custodians of some of the most biologically diverse territories in the world. But they continue to suffer discrimination, marginalization, extreme poverty and conflict. Some are being dispossessed of their traditional lands as their livelihoods are being undermined.

Bangladesh is a country rich in many cultures and peoples of different nations. They are the Adivasis, indigenous peoples of Bangladesh. They are strikingly diverse in their culture, language, religion, traditions and patterns of social and economic life. In Bangladesh, there are more than 50 distinct communities living in the country for centuries and their population is over 3 million. Indigenous peoples are the main victims of violations of human rights in Bangladesh. For centuries they have been facing serious threats to their life and existence. Especially the human rights situation in the Chittagong Hill Tracts (CHT), in Modhupur forest under greater Mymensingh district and in Khasi hills under Moulvibazar district, indigenous peoples is under threat of eviction from their ancestral land. Thousands of indigenous young girls are migrating to the cities for searching jobs and many of them often face harassment and discrimination in beauty parlors, garments factories and private companies.

Indigenous peoples have also been facing eviction from their ancestral homeland by Eco-park projects. The right of indigenous peoples to land and the forest was ignored and thousands of false forest cases were filed against them. Many times indigenous women are the victims of sexual harassment and torture by the forest guards and police. They do not get justice from the law, due to cultural and racial discrimination.

Apart from violation of the fundamental freedoms and human rights, the most serious problems faced by indigenous peoples in Bangladesh include limited access to education, health, information and other social services, discrimination at the hands of non-indigenous people, including government functionaries and the imposition of other inappropriate and socially and economically destructive development projects. The Indigenous Human Rights Defenders and leaders often face violation of civil and political rights in the cause of struggle for their rights to land and natural resources.

There are some recent positive trends visible among civil society, intellectuals, NGOs, media and progressive individuals and politicians in Bangladesh towards indigenous peoples. They are raising their voices for support to indigenous peoples' rights. In recent years, the Education Policy, Women Development Policy, Sixth Fifth Year Plan, Budget documents and some policy papers have included indigenous issues. The Parliamentary Caucus on Indigenous Peoples in one of the positive steps for indigenous peoples. It can be said that indigenous issues are at least visible at national level. A culture of dialogue has been initiated at local and national level. But they have to go long way.

For all these efforts and achievements, Indigenous Peoples Development Services (IPDS) has played vital and key role in the country. This year, IPDS has successfully implemented its activities to aware indigenous and non-indigenous peoples about their rights. Series of community elder's conferences, youth and women gatherings, cultural exchange, training seminar on land, human rights and indigenous issues, media advocacy, social rally and campaign, cultural events, events of promoting tolerance and peace, youth conferences and other rights-based approach development were organized with indigenous peoples of the project area.

In this year, series of events were organized to support and strengthen the indigenous communities to develop their own support mechanisms. The majority community, civil society, NGOs, the media, women associations and councils, youth, individual experts and intellectuals and academics were engaged to raise voices for dignity of indigenous peoples. Relations and communications were built up between Adivasis and non-Adivasis to address indigenous issues. A special focus on indigenous women and youth was made. Human rights education program was done for school and college students.

#### **Current Projects:**

##### **IPDS-MISEREOR Germany Project:**

**Project Title:** Capacity Building of Indigenous Human Rights Defenders in Bangladesh

#### **Project Goal, Objectives and Outcome:**

##### ▪ **Objectives**

- Indigenous human rights defenders are protected and successfully practice their opinions at different forums.
- Indigenous women and men's voices are heard and participate in decision making processes at local, national and international level.
- Indigenous values including culture, traditions, customs, land and languages are protected and conserved.

##### ▪ **Output 1: Enhanced capacity of indigenous human rights defenders on UN human rights mechanisms and instruments to protect their rights.**

##### ▪ **Activities:**

Activities: Capacity building training on UN human rights instruments, awareness raising on SDGs, human rights seminar, celebration of international days, building networks with national and global human rights defenders forum and human rights networks, support to local indigenous organizations to protect their rights and small initiatives.

**Output 2:** Indigenous human rights defenders including women take part in different tiers of decision making processes including traditional organizations.

**Activities:** Training of Trainers on management and leadership for indigenous women and youth, organizing workshop, quarterly/half yearly coordination meeting at local government and

administration, national level advocacy workshop with Parliamentary Caucus on Indigenous Peoples and National Human Rights Commission, connection and participation in the global platforms.

**Output 3:** Promoted indigenous values, culture, traditions, and languages and protected their lands.

**Activities:** Sensitization workshops for indigenous and non-indigenous students; promotional materials on indigenous human rights, life and livelihood, media advocacy; cultural events, youth and women conference, supporting land related cases & documentation, sharing workshop on the findings/recommendations of land related human rights violation cases.

### **Development context**

Bangladesh is a country rich in many cultures and people of different nations. Besides the 170 million Bengali population, more than 3 million indigenous peoples have been living in the country for centuries. Indigenous peoples have diverse languages and cultures, religion, traditions and ways of life. Indigenous peoples are the most marginalized and vulnerable community in Bangladesh. They continue to suffer discrimination, marginalization, extreme poverty and conflict. In our working area in Modhupur forest, Khasi and Garo regions, they have lost their ancestral rights to land and forests. In the past five decades of independence, many indigenous peoples faced forceful migration to the neighboring country India for safety and better future life. Bangladesh government recognized 50 ethnic communities by the Cultural Ministry gazette in March 2019. Government's Education Policy 2010 and National Women Development Policy 2011 have included indigenous issues. The 7<sup>th</sup> and the 8<sup>th</sup> Five Year Plan of the government have also included and addressed indigenous issues and the need for development of indigenous peoples. But the reality and the implementation of this policies are the big challenge for indigenous peoples. IPDS is working hard to raise the voices of indigenous peoples at local and national levels. It is working for the capacity building of indigenous peoples for advocacy and network for long. Indigenous human rights defenders are active in the society with increased knowledge and capacity.

In this period, indigenous peoples celebrated the UN International Day of the World's Indigenous Peoples at local and national level. The theme of the Day was: 'The role of indigenous women in the preservation and transmission of traditional knowledge'. Members of the Parliament, UN agencies, civil society, media, women and youth participated in these events as a symbol of solidarity and unity in diversity.

The denial of Adivasi identity and rights was a crucial issue again in this period and this denial syndrome is becoming more difficult for asserting indigenous peoples' rights. The attitude of the government is day by day becoming negative towards Adivasis. Land problems in Modhupur, Khasi regions and other areas have not addressed by the government. Government made commitment to form a separate Land Commission for plain land Adivasis in their Election Manifesto in 2008, but no single step was taken in this regard. This government also promised to adopt a Minority Protection Act and form National Minority Commission in 2018, but no progress was made at all. Indigenous organizations are active in advocacy for demanding these rights.

The national election is ahead and tensions among minority community are increasing. Because they have experienced that minorities become target for attack and communal violence during the elections. The political situation is day by day becoming worse in the country. High level of corruption has impact on the poor including indigenous peoples. Indigenous peoples become

helpless in this situation.

### **3. Implementation of the project**

#### **3.1 Objectives of the project**

- Indigenous human rights defenders get increasingly better at defending indigenous human rights.
- Indigenous people increasingly participate in decision –making processes at local and national levels.
- Increase understanding of indigenous issues and rights among majority Bengali communities at national level.
- Indigenous values including culture, languages and land rights are protected and conserved.

#### **Major activities done in this year:**

##### **Training on human rights, land rights and indigenous rights**

In this period, IPDS organized a training on 22-23 October 2022 at Pirgacha, Modhupur. The training title was human rights of indigenous peoples and Advocacy. Total 25 indigenous women and girls participated in this training. The contents of the training included, Human rights and indigenous people's rights: National and international contexts, Land laws, policy related to indigenous peoples, ILO Conventions No. 107 & 169 for Tribals and Indigenous Populations, Advocacy and network: importance for the indigenous peoples.

Mr. Eugin Nokrek, Chairman of Joyenshahi Adivasi Unnayan Parishad (JAUP) was present as a resource person. Mr. Ripon Banai facilitated a session on ILO Conventions No. 107 & 169. The training programme was facilitated by Programme Coordinator Ms. Tuly Labanna Mrong.

##### **Seminar workshop on indigenous issues**



On 9 February 2022, a national convention on indigenous issues was held at CBCB Centre, Dhaka. The EU Ambassador Charles Whitely, Archbishop of Dhaka Most Rev. Bejoy N D Cruze, OMI, Professor Dr. Mizanur Rahman, former Chairman of National Human Rights Commission and other human rights defenders were present in the event.

On 23 September 2022, IPDS organized a seminar workshop on indigenous issues at Shantiniketon, Modhupur. Total 28 participants attended. Among them 22 were women. Mr. Ajoy A. Mree, Indigenous Elder, Mr. Eugin Nokrek, Human rights activist, Ms. Jostina Nokrek, Women Vice-Chairman of Upazila, Ms. Kona Nokrek, Elected Member participated in the event among others.

The speakers made emphasis on advocacy issue and need for indigenous rights. They urged to ensure the government safety net programme for indigenous peoples and ensure the participation of indigenous peoples in the local government Committees.

In this event, participants raised the issue of land rights and problem with the reserve forest. They discussed the strategy and technics how to address this issue. They made emphasis on building unity and solidarity among the forest dwellers. In this meeting, young people were invited and made their opinion to campaign for their rights. They discussed the need for legal support to overcome this problem. Participants raised about the importance of connecting their movement with national organizations.

### **Observation of the World's Indigenous Peoples Day**

The UN International Day of the World's Indigenous Peoples was observed at local and national level. The theme of the Day was: The role of indigenous women in the preservation and transmission of traditional knowledge.



At national level, on 9 August more than 5,000 indigenous and non-indigenous people joined this

event at the Shahid Minar, Dhaka University as the symbol of solidarity and strength. Members of the Parliament, Expert Members of National Human Rights Commission, the Convener of the Parliamentary Caucus on Indigenous Peoples, civil society, professors, NGOs, media and indigenous leaders attended the Day and made their speeches in support of indigenous peoples' rights. A cultural event was organized with more than 200 performers from different indigenous communities. Newspapers including TV channels broadcast the event with focus and importance. This Day celebration was a platform of all indigenous groups to join together for showcase of their identity, culture and rights. A souvenir was published on the occasion with the message of the UN Secretary General Antonio Guterres on this Indigenous Day. Articles were published on indigenous issues with their demands for rights.

### **Observation of Human Rights Day**

The Human Rights Day was observed at local and national level. In the national level, indigenous men, women and youth participated in the event organized by the National Human Rights Commission (NHRC) as the main event in the Hotel Radisson Blue. The Law Minister Mr. Anisul Haque was the Chief Guest of this event. The Chairman of the National Human Rights Commission Dr. Kamal Uddin Ahmed attended the event as the Special Guest. Civil society members, NGOs, indigenous leaders, media and other human rights activists participated in the event.

The theme of the Day was “Dignity, Freedom and Justice for All”. The Law Minister said that the government is committed to uphold the human rights for all. He also mentioned that Bangladesh has become a member of the UN Human Rights Council four times. Ten indigenous women, youth and girls participated this event. At local level, the Human Rights Day was observed at Askipara A'chik Resource Centre in Mymensingh on 12 December 2022. Total 60 indigenous delegates attended the event.

## **Support to indigenous community organizations**

In this period, IPDS supported four local and indigenous organizations for their capacity building and advocacy.

These organizations are active at local level for community development and promoting human rights.

### **Advocacy Networking Meetings**

IPDS organized an advocacy and networking meeting on 9 November 2022 at BRAC learning Centre, Srimangal, Moulvibazar for indigenous and tea garden workers. This meeting was held among indigenous and marginalised peoples with International Labour Organization and other representatives. In this meeting, the discussion was done on the human rights and livelihood options for indigenous peoples and tea gardens workers and minorities. The ILO made a presentation about their plan for the marginalized communities in the region. Total 13 community leaders joined the event.

### **Workshop with traditional organization and indigenous organizations**

Workshop with traditional organizations from tea garden and Khasi community was held on 9 November 2022 at Borolekha, Moulvibazar. In the workshop, the village elders, women, youth and members of traditional associations attended. The participants discussed the emerging security issues of livelihood and plantations, land problems and the pressure from the land grabbers and vested interested groups.

The Panchayat (tea garden traditional organization) leaders discussed their movement for increasing the daily wages. The daily wage of tea garden workers was only Taka 120. Total number of participants 26.

### **Meeting local elected bodies, media and civil society**

In this period, IPDS organized three meetings with local elected bodies. Total participants were 82. Among them 38 were female. The elected Chairman of Union Parishad presided over the meeting. Community leaders asked the chairman for inclusion of marginalized people to get the government safety net services. Three Chairman participated in the meetings. They assured to include the marginalized peoples as beneficiaries in all government.



## **Meeting with Parliamentary Caucus on Indigenous Peoples**

Meeting with the Parliamentary Caucus on Indigenous Peoples and Minorities was held at the Daily Star building on 7 August 2022. Mr. Rashed Khan Menon MP, Founder Convener of the Parliamentary Caucus on Indigenous Peoples presided over the meeting. Mr. Fazlul Haque MP, Mr. Ubaidul Muktedir Chowdhury MP, Pir Fazlur Rahman Misbah MP, Professor Dr. Mesbah Kamal and Sanjeeb Drong, President of IPDS spoke in the meeting. They spoke for the need of the national indigenous policy and indigenous peoples' rights. MPs made emphasis on the need for a separate indigenous peoples' rights act, submitted to the Parliament a few years ago. They said that they would raise the issue in the next Parliament. Total number of participants 55. Media covered the news of the event.

## **Fact finding mission**

IPDS has organized a fact finding mission to the Khasi village in Kulaura, Mouvibazar from 20 to 22 September 2022. In this mission, IPDS staff, lawyers, civil society members, journalists and indigenous youth were in the team. There were eight members in the team. This team visited the Doluckchora village faced direct attack by the land grabbers backed by Forest Department and local criminals. The land grabbers attacked the Khasi village several times and destroyed their betel gardens, trees and livelihoods. The land grabbers attacked indigenous farmers and hurt them. National newspapers published the reports. Finally, the local Administration and Police came forward and supported indigenous communities. The Khasis were able to protect their lands temporarily. Final solution was not made. Legal cases were filled in the Court and Police Station.

IPDS also provided legal assistance to the victims. This Fact-Finding visit had inspired the villagers and increased their strength for protect their ancestral land.

IPDS organized another fact finding visit to the Khasi village Boromchal and Lakhipur in Kulaura from 21 to 23 November 2022. Seven members participated in this mission. They organized a community meeting in Lakhipur Parish with Khasi elders, women, youth and elected members. The land problem issues with the Forest Department and other land grabbers in Dolukchora and Kakrachora punji was the main discussion issue. Tea garden company was trying to evict the Khasi villagers in Kakrachora punji in Kulaura. IPDS made advocacy and lobby with the local administration for protecting the indigenous families at national level too. Finally, it was temporarily solved and the indigenous peoples are living on the land. They do not have land papers and their traditional customary rights are not recognized. In Dolukchara, the Khasis are facing threats from local land grabbers and Forest Department. This fact finding mission helped the Khasis to be united to fight for their land rights. Newspapers made reports on this problem.

## **Human rights education programme**

Total three Human Rights Education programme was held in this period. One event was jointly organized with indigenous Youth Association in Modhupur on 9 September 2022. More than 2,500 youth and students attended the big cultural gathering in Gaira village. Indigenous elders, women and youth leaders also spoke in the programme. Local and national indigenous cultural groups performed in the cultural programme.

On 21 September 2022, a Human Rights Education programme was held at Jatiya Kabi Kazi Nazrul Islam University. More than 104 University students attended the event. Mr. Sanjeeb

Drong, President of IPDS delivered a speech on Human Rights and Indigenous Rights. One Human Rights Education programme was held on 26 September at Kalachadpur, Dhaka with Garo indigenous women and youth.

IPDS has organized a human rights education programmes for indigenous youth, students and community members. Among them, the social gathering in Dhaka city on 2-3 December 2022 was remarkable. More than 4,000 indigenous community members including youth and students participated in this event. In this event, indigenous youth and students living in the city became aware about their cultural rights and identity. The participants from majority community have become sensitized positively about indigenous cultures and traditions.

### **Support for indigenous cultural event Wangala**

The Annual Garo festival Wangala was held on 12 December 2022 at Askipara village. This festival is a thanks giving ceremony to the Creator and mother earth and symbol of cultural identity of the Garos. This festival brings the Garos and indigenous peoples in social harmony and unity. One of the unique thing of this festival is the connection and relation between elders and youth in the society. Lots of cultural performance was done in this event and it made the relation of community people stronger. It also played a vital role for bridging the gap between youth and elderly people. More than 300 people participated in this festival.

### **Media Advocacy**

A protest rally and human chain was organized by IPDS and other indigenous organizations on 13 November 2022 in Dhaka city. This protest was to protect the Mro Adivasi from a plan of building a 5 Star Hotel on indigenous land. On 11 November 2022, a media advocacy was held in Sylhet to protect the environment and land rights of Khasi people.

## **Legal support for violation of human rights**

IPDS supported four Court cases directly in this period. Three cases are on land and forest cases and the one is the rape case. Two minor indigenous girls were attacked and raped by Bengali Muslim groups when they were coming from the Christmas event at night. The rapists were arrested and sent into jail. Cases are going on and IPDS is following up.

## **Support for Human Rights Defenders**

Three indigenous human rights defenders have received direct support from IPDS for running their activities on indigenous issues. This support has inspired them for upholding their work.

## **Social and legal volunteers**

Two legal volunteers were supported. They are active in their job in the local area and participating in events on indigenous issues and other social issues.

## **Regular meeting of human rights defenders**

IPDS organized meetings with the Adivasi Rights Committee and Solidarity Committee in a regular basis. These meetings help them to analyse the situation and gather information.

## **Impact**

In this period, indigenous women and youth human rights defenders were active in the advocacy and campaign for protecting and promoting human rights. This is a great impact that indigenous human rights defenders themselves are fighting for their rights including land rights in Modhupur national park and in Greater Mymensingh and Sylhet region. They led and participated in the protest rallies and gatherings and made some remarkable success. Local and national newspapers and media published their reports on these events. IPDS is continuing to work with the Parliamentary Caucus on Indigenous Peoples and the National Human Rights Commission (NHRC) as the expert Members and Thematic Committee Members.

In this period, the BBC, Al Jazeera and private television channels have broadcasted news and reports on indigenous issues. Lots of editorials have been published on indigenous peoples in many daily newspapers. Mainstream Bengali writers have also published articles and features on indigenous issues. In this period, the UN Resident Coordinator, EU Ambassador and other dignitaries made their message in support for indigenous peoples in Bangladesh. Indigenous organizations including women and youth organizations took part in the struggle for their rights at local and national level.

## **Overall assessment and outlook**

Indigenous issues now are becoming a challenging issue day by day in Bangladesh. The land rights and right to forest lands and resources are crucial in the Khasi region and Modhupur national park. The Forest Department declared indigenous lands for reserve area in Modhupur and it has created

a new tension among the Garos, Koch, Barman and other minorities in the forest. In this period, the land grabbers and miscreants destroyed the livelihood betel leaf garden of the Khasi and Garo people in Moulvibazar district. Thousands of betel leaf trees were cut down in the night. This attack was led for threatening indigenous peoples to leave their lands. In some cases, the local police received case, but no proper legal action was made. This is an uncertain situation of indigenous peoples in recent time. IPDS is trying hard to support indigenous peoples in this difficult time. Memorandum was submitted to the local District Authority to take steps. IPDS worked for building capacity of indigenous village Chiefs, youth and women for advocacy and stand for their rights. A good network was established with majority mainstream community and human rights activists. Indigenous peoples and non-indigenous peoples together are taking some activities in favour of indigenous peoples. Indigenous human rights defenders are active in the area.

Despite positive developments with media, civil society and NGOs, the political will is a serious concern for indigenous peoples, including lack of positive attitude by the bureaucracy and administration. No proactive steps are seen in the area. When indigenous peoples made complains, then they become active, lack of sincerity is a major challenge.

### **Conclusion**

Indigenous peoples of Bangladesh needs support from the UN, donors, development partners, civil society, human rights organizations, media and other key stakeholders for their very survival in Bangladesh. They are losing their mother languages, identity and cultures. They are losing their right to ancestral lands. The forest they used to protect and preserve, is disappearing very fast. The positive thing is that at least, majority Bengali community and civil society are now discussing on Adivasi issues. At government level, there are both negative and positive sides about the rights of indigenous peoples. Bureaucracy is still in negative side for Adivasis. Political parties have almost no agenda, or they are even not sincere if they promise. About awareness raising level, day by day it is increasing. This government made promises to address Adivasi issues, land, forest, economic development etc., but nothing has been met properly. Legal cases are still to be solved or addressed. No political or government steps have been taken against the existing forest cases. This is the main challenge for Adivasis. The good thing is that Khasis and indigenous peoples are becoming more confident to face the issues and protect their rights and existence. These indigenous initiatives need more support in future and at present.

## **IPDS-International Labour Organization-ILO Joint SDGs Project**

Project Title: Enhancing social protection for female tea garden workers and their families in Sylhet division.

Brief description of the project:

The joint programme of the Government of Bangladesh and four UN agencies, female tea garden workers and their families in Sylhet Division, one of the most left behind population groups of the country, will enjoy strengthened and more coordinated access to national social protection coverage and local social services, in a more empowering and non-discriminatory environment contributing to decent work. Building on existing Government and private sector efforts and agency programmes, a policy shift to be achieved with this partnership-focused initiative will consist of Government progressively strengthening coordination of social safety nets and social services and enhancing regulation of service provision by tea garden owners who perform functions as direct duty bearers for basic social services, notably health, as well as for education. On the ground, the women, who make up about 65% of the approx. 360,000 tea garden workers, and their families, as well as trade unions, will be more empowered to claim their rights to social protection and development, information and participation, as well as labour rights.

A combination of upstream policy and legislative advocacy, dialogue and coordination; data generation, analysis and coordination; capacity development for increased system strengthening, service delivery and access, and individual and institutional empowerment and skills training, will be jointly carried out by partnering agencies ILO, UNICEF, UNFPA and UN Women with substantive support and coordination from the UN Resident Coordinator's Office. The programme strategy builds on an analysis of root causes and manifestations of long-standing challenges that partnerships between Government, private tea sector businesses, trade unions and the UN are committed to address, with empowered participation especially by the female tea garden workers. The programme should generate synergies that may eventually contribute to a multiplier, upscaling effect on other extremely poor groups, including tea garden workers in other parts of the country, notably Chittagong.

### **Outcome of this project:**

Outcome: By 2022, tea garden workers and their families, especially women, enjoy increased social protection in health, education and decent work and access and use of quality public services in a safer and more empowered environment.

### **Out puts of this project:**

1. Government has improved capacity to identify and address the gaps in social protection policies, Bangladesh Labour Law and other relevant laws, and to prioritize actions for tea garden workers, particularly women.
2. Public service providers, including Government and tea garden owners, have improved capacities to implement services/programmes mandated in the laws and policies to improve

living and working conditions of tea plantation workers, especially women and their family members.

3. Tea garden workers and their families, especially women and children, are empowered with increased awareness and knowledge of human rights and labour standards to access public services including family planning, child and maternal health and nutrition, education and skills training, water, sanitation and hygiene, and child protection services.
4. Tea garden workers, notably women workers, have increased capacity to negotiate and exercise collective voice to influence policies and hold the Government of Bangladesh and the Bangladesh Tea Association accountable for integration of tea garden workers in the national social protection system.

### **Major Activities:**

1. Organize advocacy workshops/national discussions on proposed amendment of policies and laws with relevant ministries and department including BTA by end of 2021
2. Support relevant stakeholders to initiate Tripartite/bipartite action plans covering decent work, health, education and gender issues including maternity leave/breastfeeding issues at workplace by end of 2021
3. Conduct capacity building training for DIFE, Labour Department and, garden managers, Bangladesh Tea Association and relevant govt. entities to ensure Occupational Safety and Health compliance in the tea garden
4. Conduct capacity building training on the practices of freedom of association, collective bargaining and sound industrial relations for tea garden workers particularly women at Panchayet, Valley and Central Committee level of Bangladesh Cha Shramik Union
5. Conduct trainings on negotiation skills, management and leadership for tea garden workers particularly women of Panchayet, valley and central committee leaders of Bangladesh Cha Shramik Union

### **Major activities have done this year:**

#### **Capacity building training for tea garden workers.**

- A. Bangladesh Cha Shramik Union leaders built their capacity to participate in the work of the Minimum Wage Board and engage in collective bargaining for the 2020-2021 agree for the tea sector

IPDS with support of ILO and Bangladesh Cha Shramik Union organized capacity building trainings for Bangladesh Cha Shramik Union (BCSU) leaders (Central, Valley and Panchayet level). IPDS and BCSU leaders maintained the COVID-19 precautionary measures in Sylhet and Moulvibazar district. The training highlighted on the collective bargaining procedures and analysis. Bangladesh government has formed the Minimum Wage Board for determining the minimum wages for the tea sector after one decade. The board has nominated one representative from Bangladesh Cha Shramik Union to take part in the consultation process. The training sessions highlighted key strategies for presenting the charter of demands, reference documents, relevant clauses/articles of Bangladesh Labour Law, Bangladesh Labour Rule and other relevant policies

related to the rights of tea garden workers. Bangladesh Cha Shramik Union leaders with support of training facilitators drafted the key points to raise in the consultation process. Bangladesh Tea Association also holds biennium collective consultations. A total of 46 participants including 12 female leaders took part in the training.

## **B. Capacity building training**

Two daylong training were held in different valleys for panchayet and valley leaderson practice of freedom of association, sound industrial relation in tea sector.

On 14-15 January, 2022 in different valleys. Valley and Panchayet leaders including women and workers were participated in these training sessions. Mr. Rambhajan Kairi, General Secretary, Mr. Pankaj A Kanda, Vice President, Mr. Poresh Kalindi, Treasurer of Bangladesh ChaSramik Union central committee, Government officials, Mr. Ripon Banai, PC, IPDS conducted sessions on different topics in these sessions.

In Sylhet valley at Caritas Training room two daylong trainings were held on practice of freedom of association, sound industrial relation in tea sector on 12-14 January, 2022. All these training focused on collective bargaining, practice of freedom of association, sound industrial relation in tea sector. Mr. Komal Bunarjee, Presedent of Jury valley, Mr. Raju Guala, President of Sylhet valley, Secretary, vice president and other members were attended.

C. Design and implement a pilot short course skills training including entrepreneurship, apprenticeship and green job-related skills for tea garden workers particularly women linking with industries:

IPDS Supported tea garden students/trainees who are admitted to different technical school and colleges in Sylhet division. They receiving different types of courses like welding, tailoring and

industrial sewing, electric and refrigeration, auto mechanic, computer graphic design, electrical installation and others.

#### D. Coordination Meeting

For better understanding and effective implementation of the project activities, IPDS arranged coordination meetings with the Bangladesh Cha Sramik Union-BCSU. Total 2 coordination meetings were conducted in presences of the central committee members of Bangladesh Cha Sramik Union-BCSU in Sremangal Labour house. General Secretary of BCSU Mr. Rambhajan Kairi, Vice president Mr. Pankaj Kondo, treasure Mr. Paresh Kalindi and Mr. Bijoy Hazra were made advice, comments and recommendations to smoothly implement the activities.

#### **Achievements: Recommendations, Findings and lesson learns of this project:**

##### ➤ Recommendations:

- Need to amendment the discriminatory article of Bangladesh labour law against tea labour.
- Capacity building of tea garden workers on basic human rights, labour rights, negotiation skills, collective bargaining, management and policies.
- Strengthen the leadership skill and network among central, valley, panchayet leaders and tea garden workers.
- Building sound industrial relation in tea sector particularly owner, workers and government.
- Support to strengthen Bangladesh Cha Sramik Union to building their capacity.
- Build linkage between tea workers and national associations, trade union, employers association, civil society, media etc.
- Series of awareness raising programs for tea workers about their rights including government safety net and other facilities.
- Organize interactive dialogue between tea workers, national worker association, trade union, employers association and government.

##### ➤ Findings:

- Lack of awareness about basic human rights, labour rights, policies etc.
- Lack of leadership skills of Panchayet, Valley and Central leaders.
- Lack of appropriate laws and policies for tea garden workers.



- Lack of budget allocation for indigenous and tea workers.
  - Lack of initiatives from government and development partners towards tea community people.
  - Lack of access to justice.
  - Lack of education, health and sanitation etc.
- Lesions learned:
- Dialogue with government, trade union and associations are helpful.
  - Employers (BTA) are always supportive and engage themselves when they find their business profits;
  - Continuous dialogue in congenial environment and shared issues between owners and workers are very useful.
  - Evidence based dialogue with BTA/BCSU can bring fruitful results
  - Knowledge and information of capacity building trainings, meetings, seminars, workshops etc. are very effective for asserting rights through collective bargaining.
  - Human rights based project requires long-term development/interventions; it is not a short-cut approach;
  - Capacity building trainings, meetings, seminars, workshops etc. are very effective for asserting rights.
  - Information dissemination about basic human rights, labour rights, polices are essential.
  - Linkage and building relationship with government, trade union and employer associations are important and useful.
  - Dialogue between owners and workers are very useful.

## **IPDS-GIZ Project**

### **Access to Justice a Community**

#### **Activities During this period:**

##### **Monthly Coordination Meeting at Union Parishad**

In this period, total 83 Monthly Coordination Meetings at Union Parishad has held under Moulvibazar and Mymensingh District. Total participants were **1685 among them 527 were women.**

The objective of the Meeting:

- To share IPDS project activities for newly elected Chairman and Members
- To reform Union Legal Aid Committee and activate legal Aid Services
- To organise Legal Aid Clinic at Community level
- To find out local problems and refer for solutions

##### **Open discussion:**

- Regular meeting of the Legal Aid Committee of the Union Parishad with regard to legal services provided by governmental and non-governmental organizations nationally and how to increase its effectiveness.
- Discussions on how to further facilitate the services of the Union Parishad, increase government allocations, active the Legal Aid Committee and raise awareness and prevent corona influence.

**Decisions:**

- To increase communication and collaboration among the R.J. Facilitators and local Union Parishad
- To increase addressing the Restorative Justice system for resolve local disputes.
- Information providers in generally to get access community people under working area.
- Reform the Union Legal Aid Committee and service to get access to justice
- Organize Legal Aid Clinic at Community level



Meeting at Bhubankura Union Parishad, Haluaghat, Mymensingh

**Nahid Ahmed Babul, Chairman, Dohkhin Shahbajpur Union Said,** I express thanks and gratitude for the legal aid project. It is very effectiveness for vulnerable peoples and justice seekers at community level. Individually I highly appreciate the project on behalf of Union Parishad. Adaptation of the project process in Restorative Justice system has strength and development side. This RJ system is more effective if it can be participated and reparation at community possible to be resolved criminal and civil offense.

Mosadik Ahmad Numan, Chairman, Kulaura Sador, UP said, thanks and gratitude to IPDS. You are doing well for community peoples to establish their rights, support legal aid services in various activities.

**Short Meeting with government officer**

Indigenous Peoples Development Services (IPDS) has organized short meeting with different government part like Police administration, Women Officers under Kulaura Upazilla in Moulvibazar District and Haluaghat in Mymensingh District. The objectives of the meeting are strengthening network with local stakeholders and ensure legal aid services for disadvantaged/marginalized peoples.

Total 10 meetings were held in this period.

**Discussion:**

- Introduced the project objectives and activities that has been implemented for disadvantage people including indigenous and tea garden people’
- RJ Process, dispute resolution and be active and effective existence mediation.
- Discuss in details about the fact and matter which can be resolved through RJ Process.

- Build up awareness program among community peoples through court yard, day observation including Legal Aid Clinic.

**Decision:**

- Extend their hand to achieve the project objective.
- To get Social Safety Net Program chosen the right person from community level.
- As the part of justice promotion, they will extend their helping hand for the community peoples.

Meeting with Kulaura Police Officer



***Monthly Coordination and Progress review meeting among IPDS staff***

Every month IPDS has organized coordination and progress review meeting for project staff. Total 12 meetings held in this period. All project staff attended these meetings every month.

**The objectives of the Meeting:**

- To review project activities and target achievements
- To take action plan for the next month
- To Share challenges and find out solutions

**The decision of the meeting is given below:**

- Timely follow up on incomplete results
- Increase contact with RJF and volunteers to achieve result
- Take steps to implement activities according to the action plan
- Collection of Beneficiary list for Legal Aid Clinic programme
- Informing to the Legal Aid Officer about the operation of Legal Aid Clinic at Union and to ensure her presence in the event
- Uninterested or indolent Restorative Justice and Community Volunteer should be changed. Instead of them, interested, well known and asset persons will be appointed as RJ and CV so that they may work for justice seekers and disadvantage peoples.
- They have made a strong network or relationship among different groups and sharing project activities with them to achieve results as required according to target.
- Increase communication and coordination with BLAST and BRAC.



**Staff meeting, Kulaura Office, Moulvibazar District**

**The decision of the meeting is given below:**

- From field Results, reports and importance document as required submission to the DPO and Monitoring and Evaluation Officers before deadline so that Management could send it to GIZ in time.

***Monthly coordination meeting between BRAC and IPDS (CBW & PAS) in Moulvibazar and between BLAST and IPDS in Mymensingh District***



**Coordination meeting with BRAC in Moulvibazar District**

IPDS organized monthly coordination meeting among with BRAC in Moulvibazar District and BLAST in Mymensingh District.

**The objective of the Meeting:**

- Diversion from court through CCC by PAS
- Referral
- Legal Aid Clinic

**Discussion:**

- Support to provide information
- To collect CCC meeting report for diversion by BRAC staff (PAS)
- Collection information from court and Police station.
- To attend virtual inaugural ceremony of community based legal aid clinic
- Awareness builds up for community peoples to get legal Aid support

**Speech of Key Persons:**

**Advocate Abdul Ohaid, DPO, BRAC – Moulvibazar said,** ‘Access to Justice at Community’ is mainly one kind of Legal Aid Support Activity for the people of marginalized and disadvantaged communities including indigenous Peoples at rural area. Due to pandemic situation committee meetings are not physically run. That is why we cannot divert cases from court.

**Advocate Subimol Londkiri, Moulvibazar Judge court** said, it is a great opportunity for poor people at community level. I would like to express my gratitude and thanks GIZ such kinds of project operate with the support of PNGOs. As an Advocate I know may justice seekers are vulnerable lack of financial and mental support. I do believe IPDS and BRAC are doing well by the support of GIZ to improve Human Rights and Justice at the grass root level.

**Joyanto Lawrence Raksham, DPO** thanked both organizations participants for participating the meeting effectively. He shared project activates under Prison Reform for Promoting Human Rights and Preventing Corruption in Bangladesh Project. DPO Summarized the objective of project, project goals, Challenges and outcome of the project to support legal aid among Ethnic Minorities and Indigenous Peoples, Linguistic minority group, Dolit, Horijon, Tea Garden workers and vulnerable group.

In Mymensingh District, Monthly Coordination meeting with BLAST was held on 9 January and 30 January 2022, at Mymensingh BLAST Office. The meeting was chaired by Project Coordinator Adv. Abul Kashem Musha, BLAST. DPO and community paralegal from IPDS were participated. There were also attend the staff and beneficiaries of the respective organizations.

BRAC and IPDS jointly organise Legal Aid Day on 28 April, 22 with District Legal Aid Committee in Moulvibazar district. We need to use new strategy to achieve the results. We should work with court, police station and sub-police station in our working area.



#### Meeting with BLAST, Mymensingh District

The decisions of the meeting are as follows:

1. The monthly coordination meeting between Blast and IPDS will be held on the last Thursday of every month.
2. The meeting will be attended by a paralegal including DPO of IPDS.
4. BLAST will be provided legal aid assistance of rape case.
5. Blast's program will be discussed in the field of IPDS.

The President thanked all and declared the meeting closed as there was no discussion on various issues.

#### ***Monthly coordination meeting among RJFs***

In this period total 56 Monthly coordination meeting among RJFs with 898 participants (among them 447 were women) were held on different date at 14 Union Parishad under Moulvibazar and Mymensingh District.

In the meeting, Restorative Justice meeting experience shared by RJ Facilitators. They discussed about their challenges and find out solutions.

Decisions:

- Fulfill the monthly target
- Meeting resolution will be written down every month.
- Inclusion poor, helpless persons, widow, old age and pregnant mother under Social Safety net program
- Select and ensure participants for next court yard Meeting.

#### ***District Legal Aid Committee (DLAC) Monthly Meeting***

District Legal Aid Committee meeting was held every month. IPDS now attends DLAC Monthly meetings as an observer.

IPDS DPO's and Community Paralegals from Moulvibazar and Mymensingh District have participated every month in the District Legal Aid Committee (DLAC) Meeting. The Meeting is presided over honorable Chairman, District Legal Aid Committee and Learned District and Session Judge. In this period IPDS participated for times of DLAC monthly meeting. Total 107 participants attend the meeting among them 21 were women.

Total 35 Quarterly meetings with RJ Facilitators and Community Volunteers were held in 9 Unions under Mymensingh District and 20 meeting were held in 5 Unions under Moulvibazar District.



**District Legal Aid Committee (DLAC) Monthly Meeting, Moulvibazar District**

Decision:

- Invitation letter will be sent to the Upazilla Administration to attend in the Legal Aid Committee meeting.
- 16 victims get Legal aid assistance, 5 cases solved by alternative dispute regulations and 3 cases are solved.
- Physically have taken interview those learned Advocated applied to include in the Legal Aid Panel after Covid situation remain normal.
- Advocate appointment in the Legal Aid Panel and Legal Aid services

Key Persons Speech:

Honorable and learnt district government Machiavellian Abdul Kalam discussed on advocate appointed in the Legal Aid Panel and to expand legal aid services at grass root level so that helpless peoples may get the legal aid support. He added more that let legal aid committee be formed at Upazilla and Union level to get information and services

Honorable Chairman, District Legal Aid Committee thanked DLAC members for participating the meeting effectively. He gave especially farewell departing District Legal Aid Officer Sarkar Hassan Shahriar and warm welcome newly appointed DLAC general secretary senior assistance Judge Laila Mehar Banu in Moulvibazar District on behalf of District Legal Aid Committee.

## Quarterly meeting at Upazila/City level.:



Indigenous Peoples Development Services (IPDS) has organized two quarterly meetings at Upazilla level on 17 February, 2022 with Officers in Charge, OC investigation, Head teacher, Kulaura Model High School and National Newspaper Jugantor Upazilla correspondent in IPDS Office Meeting Room and Upazilla Krishi Training Hall under Kulaura and Barlekha Upazilla in Moulvibazar District. The meeting was executed between 11:30 to 12:30 PM. All of the attended participants-maintained hygiene and health rules of COVID-19 situation during the meeting.

IPDS attends the monthly meeting of the District Legal Aid Committee (DLAC) as observers. DPO's and Community Paralegals of IPDS from Moulvibazar and Mymensingh District have participated every month in the District Legal Aid Committee (DLAC) Meeting. The Meeting is presided over honorable Chairman, District Legal Aid Committee and Learned District and Session Judge.

### Discussion:

- Introduced of IPDS, it's goal, objective and activities that has been implemented for disadvantage people including indigenous and tea garden people'
- RJ Process, dispute resolution and be active and effective existence mediation.
- Discuss in details about the fact and matter which can be resolved through RJ Process.
- Punjee Peoples received government facilities and assets
- Build up awareness program among community peoples through court yard, day observation including Legal Aid Clinic.

### Decision:

- They are known about new project and extend their hand to achieve the project objective.
  - To get Social Safety Net Program chosen the right person from community level.
  - As the part of justice promotion, they will extend their helping hand for the community peoples.
- Binoy Bhuson Bonik, Officers in change Kulaura Thana Said**, I have read your Restorative Justice Meeting Facilitation book and bruiser. It is very helpful and effectiveness for your newly implemented project access to justice at community peoples. As the part of justice promotion, he expresses his keen to work together. He also given advice to us some events or incidents are favor to handing the cases like murder, rape, trafficking and acid throwing etc. It is police case. Otherwise, you can hand some incidents like simple hurt (didn't bleeding), trivial thief, prevention of



demanding dowry, destroy of crops, ruin of personal property, insult, prejudicial act, money dispute. Prevention of gambling etc. through RJ or Mediation.

### ***Court Yard meetings***

The court yard Meetings were held on different date at different village under respective Unions. The Community Paralegals were executed the court yard meeting with support community volunteer in the project. In this period, total 2115 beneficiaries were (among them 1468 were women) participated in the courtyard meetings.

The discussion agenda of the meeting:

- Legal Aid services obtains and dispute resolution alternative way at community.
- Case file and case management under government cost
- Awareness builds up on legal aid and access to government facilities
- Dispute resolutions at community level that should be resolved.



### **Decisions:**

- Build up awareness program among community peoples through court yard, day observation including Legal Aid Clinic.
- Increase awareness program to stop violence against women and child even protection child marriage.
- Ensuring legal aid support and inclusion of social safety net programs among marginalized community people.
- Reduce harmful incidents through RJ process and referral suitable persons to suitable institution,

Quotation of Participants:

Bani Marlia, Housewife, Jhimai Punjee said, we are known about legal aid support by IPDS which is very important for Punjee peoples as citizen of Bangladesh having rights to receive government facilities. We, Punjee peoples not advantages people but we are disadvantage peoples. We have a lot of problems how to manage it If we know the way to receive government legal aid support it will be benefited for us.

Selina Akter said, Legal Aid support and Legal Aid advice are not available at Union and Upazila level lack of committee formed. To get assist legal aid service community people Union Parishad or Upazilla Parishad have to consist the committee receiving government facilities.

Udoy Gongu, Tea Garden Leader said, in future, when we face such kinds of problems at that time we should work together. RJF and community leaders have to chance to work together solving community problems.

Prozzoly Marak said, thanks a lot for constructive activity. It is very backward place nobody can interesting here to work with us. We could understand that government have a lot facility for us but lack of information we deprived.

Diren Khasi said, ‘Access to justice at community’ it means something good for us. Without justice Punjee people could not survive. Justice, Protection child marriage and legal aid service are great safeguard for Punjee Peoples. We face many problems everyday sometimes we could failure to hand it properly. So, need information to overcome our limitation.

### ***Legal Aid Clinic***

#### ***Virtual Inaugural Legal Aid Clinic***

Virtual Inaugural Ceremony of Community based Legal Aid Clinic was jointly organized by National Legal Aid Services Organization (NLASO), GIZ Bangladesh and Partner NGOs on 29 January, 2022. The Inaugural session moderated by Mustafizur Rahman, RoL, GIZ Bangladesh. There are present high-ranking government and NGOs officials, elected persons and partner NGOs staff in the Inaugural Session by virtual.

Opening speech is given by the National Program Director – GIZ related Project Ms. Ummeey Kulsum, Joint Secretary (Opinion) Law and justice Division, Ministry of Law, Justice and Parliamentary Affairs.

Welcoming speech is delivered by Promita Sengupta, Head of Programme, Rule of Law, GIZ Bangladesh.

The inaugural speech is delivered by the chief guest Md. Golam Sarwar, Secretary, Law and Justice Division, Ministry of Law, Justice and Parliamentary Affairs.

#### **Voices from field office:**

Two fishermen husband and wife were present to raise their problems in virtual inaugural Legal Aid Clinic. He said, they are all most two hundred more fishermen in their area but only one hundred fishermen get ration card. During forbidden time most of the fishermen are leading hardship life with family members without food. Sometimes they got detention 6 months in the jail. At that time, how they manage their family.

Durgama Naidu, Rangicherra Tea Estate from Moulvibazar District is sharing problems of tea workers specially women related issues. She said, Women are getting less salary than male worker but working hour is same. At present, we are getting salary per day 120 (one hundred twenty taka only) it makes family maintain hard. Bangladesh government declared that maternity leave will be considered 6 months but tea garden women workers can not enjoy the leave fully 6 months. So we urges the government to consider our issues so that we can improve our life style.

The closing speech was given by the chair Mr. Md. Saiful Islam, Director (District and Sessions Judge) National Legal Aid Services Organization, Law and Justice Division, Ministry of Law, Justice and Parliamentary Affairs.

### **Legal Aid Clinic programme details:**

In this period, IPDS organized 8 Legal Aid Clinic at community level. These events were held at different Unions under Moulvibazar and Mymensingh District. Advocate and panel lawyer from Judge Court were facilitated in the Legal Aid Clinic Program.

The object of Legal Aid Clinic:

- Awareness building through legal aid clinic upon legal aid service
- To ensure government legal aid service for people who are not capable of seeking justice due to financial insolvency.
- To increase referral system.

Quotations:

Mohibul Islam Azad, Chairman, Karmoda Union said, the activity of legal aid support can build justice among the community peoples. The same work is done by Union Parishad. Village Court is one of the best examples for us. I believe that the activity can be helping hand of Union Parishad. Union Parishad can hand over or refer some incidents and cases that can be resolved through mediation and Restorative Justices process.

Masum Ahmed, Community Paralegal, BRAC, Moulvibazar is sharing his experience in the awareness Program. He said, they are working with prisoners in Moulvibazar Jail. A good number of prisoners do not know the governments' facilities of legal aid support. Family members of prisoners also do not realize their real situation so they don't want to bail from jail. Community Paralegals are communicated with the authority of jail and their families to get bail through case filing in the court. It is a challenging work. Sometimes we notice it to Case Coordination Committee so that case is handed over to court or they may get bail. We are working in district level but IPDS is working at Community level. Both Organizations aims are to support helpless and disadvantage people to promoting human rights and preventing corruption in the respective working area.

Advocate Juned Miah, Panel Lawyer Moulvibazar Judge Court said, it is a lot of opportunities to receive government facilities as legal aid support from district legal Aid Office especially those who are vulnerable and justice seekers. IPDS is providing legal aid services for needy peoples with the support of GIZ and FCDO project. As an advocate I think that legal aid clinic at community level organizing is truly suffering or deprive

The District Legal Aid Officer (Senior Assistant Judge) Laila Meher Banu, Moulvibazar Judge Court Said, pity or resolver matters like simple hurts, crop damaged, trivial theft, Prevention of demanding dowry, ruin of personal property and money dispute can locally solution or restorative justice process. A lot of cases have not handled easy locally referral it to legal aid office to ensure their right. Legal is the shelter of financially weakness peoples to receive legal aid support promoting human rights and justice.

Lawyer Panel Advocate Saleh Ahmed Ripon, Moulvibazar Judge Court said, don't influence by middleman to receive legal aid support. Direct communicate to the district legal aid office or those who are working like IPDS- they can help you otherwise you are be a victim of harassment.

Khorshad Ahmed Khan (Sweet) Chairman, Baromchal Union Parishad, Kulaura said, legal aid clinic is the medium of information provide among the community people so that they come to know about government facilities especially legal aid service.

Voices from Justice Seekers:

- Nosufa Begum (40) house wife, Sough Tatiuly Village, Karmoda union said about her family dispute. He husband married 2<sup>nd</sup> time. This case refers to local UP Members under Karmoda Union Parishad.
- Kulsuma Begum, (36) house wife, Tatiuly Village, Karmoda union Parishad complained against her husband about Children maintenance especially food, education, treatment and others basic needs. He husband got 2<sup>nd</sup> marriage to another woman. It refers to district legal aid office.
- Shilpi Begum (35) Tatiuly Village, Karmoda Union Parishad said about her family dispute to the panel lawyer. The problem refers to the local UP member.
- Abdul Sohid (70) Sough Tatiuly Village, Karmoda Union Parishad is unable person. He is referred to the local UP members.
- Atarul Begum (30) house wife Tatiuly Village, Karmoda Union Parishad asked to the panel lawyer how to solve her family dispute. Her problem refers to the Chairman.

Voices from Justice Seekers:

- **Bibha Rani Nath (50), house wife, Gazipur village, Kulaura Sador Union** is received legal aid advice. At first she defines the boundaries of land then she will meet the District Legal Aid Officer for alternative dispute resolution.
- **Sufia Begum (45) housewife, Sreepur village, Kulaura Sador union, Kulaura** asked the panel lawyer how to solve the land problem. After hearing panel lawyer given advice – a case has to be filed under section 404 and she is referred to the legal aid office.
- **Lima Akter (25) house wife, bhatera village** is referral to the legal aid office, Moulvibazar District so that the case solves through the alternative way.
  
- **Alta Begum (40) house wife, Borkapon village, Kulaura Sador UP, Kulaura** is sharing her land problem issues. The problem is the ownership of land, If any threat comes from opposite party a case has to be filed against them. It is referred to the legal aid office.
- Rehena Akter (43) house wife, gazipore, Kulaura Sador UP Kulaura faces problem of monetary dispute. She is referral to the district legal aid office to be resolved the problems.
- Sona Miah (55) a villager of Uttor bagh, Baromchal UP Kulaura faces a problem of monetary dispute. He will get 85000/= (eighty five thousand) taka from other people. He is referral to the District Legal Aid Office to be resolved the problems.
- Rubel Miah (42) akilpur village, Baromchal UP – Kulaura is a victim of false murder case. The District legal Aid Officer (Senior Assistant Judge) is referral him to the legal aid office in Moulvibazar.

- Shibani Day (48) house wife, tutor bagh village, Baromchal UP – Kulaura said, her husband abandons her family and herself. She wants her family maintain from her husband. She is referred to the legal aid office.
- Swapna Begum, (35) Islamabad, Baromchal UP, Kulaura said, the husband left her the children. She has no able to maintain her family. She is referred to the legal aid office.
- Mina Begum, itakhola village, Baromchal UP- Kulaura faces a problem that relatives want to evict her from the land. The DLA Officer is given advice to communicate DLA Office.
- Abdul Kaium (55), Itakhola village, Baromchal UP – Kulaura said that we have a conflict with brothers over ancestral property. How to solve it among the brothers. Advice is given to be taken help DLA Office

Voices from Justice Seekers:

- **Fatema Begum (19) housewife, taradorom village, Dokhin Shahbajpur Union, Barlekha Upazilla** received legal aid advice. It was a family dispute. Husband Siraj Uddin beat her so she had felt husband's home. At present she has been living in mother's home. It was referred to Union Parishad.
- **Jamal Uddin (40), Farmer, taradorom village, Dokhin Shahbajpur Union, Barlekha Upazilla** was a family dispute. Jamal Mother's and his uncle wife's both beat wife of Jamal. It was referral to the Police Fari.
- **Sharmin Begum (27) house wife taradorom village, Dokhin Shahbajpur Union, Barlekha Upazilla** said, her husband Kabir Hosan works at broad. Her mother-in-law beat her in absences of her husband. It was referred to the Union Parishad
- **Delower Hosan (30) small businessmen, moraol village, Dokhin Shahbajpur, Barlekha Upazilla** has a land conflict with relatives. Homestead place boundary was not demarcation so his uncle and cousins forced to occupy the land of Delower. It was referral to the legal office.
- **Priotush Das (45) Purbo Taradorom village Dokhin Shahbajpur Union, Barlekha Upazilla** was sharing his problems. His complaints against his wife. She did not hear family's work rather made disquiet among the family. He needs dispute resolution. It was referral to the Union Parishad.
- **Modhu Nayek (32) tea garden worker, Bahadurpur tea garden Dokhin Shahbajpur Union, Barlekha Upazilla** said the problem of homestead place land. He did not keen to keep his neighbor Dildar Shuvokar with him because he was not good as person. He teaches women eve.
- **Juned Ahmed (27), Moraol village Modhu Nayek (32) tea garden worker, Bahadurpur tea garden Dokhin Shahbajpur Union, Barlekha Upazilla** has an inherited property problems with UP Member. UP Member did not confess to give the share of inherited property among the successors. It was referral to Legal Aid Office.

### *Day Observation*

National Legal Aid Day was jointly organized by District Legal Aid Committee, District Administration, Police Administration, Chief Judicial Magistrate Court and District Legal Aid Office with the cooperation of different NGOs Indigenous Peoples Development Services, (IPDS), BRAC and social organizations on 28 April, 2022 in District level under Moulvibazar and Mymensingh District. The colorful rally, fair and discussion meeting were held on the occasion of the day. The program was chaired by honorable district and session Judge.



**International Women Day Celebration, Kulaura Upazila, Moulvibazar District**

The Agenda of the International Women's Day

- Rally
- Discussion
- Cultural Program

Decision:

- Outlook changed on women
- Expand Cooperation
- Respect the work of Women
- Reflection on the real situation of women, girl and daughter.

International Women's Day was jointly organized by Upazilla Administration and Upazilla Women Affair Department with the cooperation of different NGOs (Indigenous Peoples Development Services, IPDS) and social organizations on 8 March, 2022 in Upazilla Administration Meeting Room, Kulaura Upazilla, Moulvibazar District. The program was chaired by Upazilla Nirbahi Officer A.T.M Farhad Chowdhury and Vice Chairman Women Fateha Ferdous Chowdhury was present as chief guest in the Day Observation Ceremony. Information Services Officer payara Akter Rubi delivered welcome speech. Headteacher Samsun Nahar Begum and Upazilla Child Affair Officer Abul Bashar were addressed as special guests. On the occasion, a colorful rally was brought out from Infront of Upazilla Administration to Kulaura Police station to reflect the dignity of women as human being on the day. To make this event memorable IPDS and Udichi Cultural group performers performed in the cultural program. Indigenous Peoples Development Services (IPDS) had taken part in the program. Principal and Mayor of the municipality Shiper Uddin Ahmed was present as chief guest.

Fateha Ferdous Chowdhury, Upazilla vice chairman said, this day is not only special day for women but I think every day is special day for women. We need change of outlook both women and men even society. This day remind us human dignity not only as man or woman.

A.T.M Farhad Chowdhury, Upazila Nirbahi Officer said, human being is the best creation of God in the World. Human divided it for his interesting. Society makes discrimination upon women. Every year, 8<sup>th</sup> March is celebrated as International Women's Day around the World. On the day remain us women dignity as human beings.

### **International Women's Day 2022, Mymensingh**

International Women's Day was observed on 8 March 2022 in Dhobaura Upazila. A total of 67 people were present (61 women, 6 men). The programme was presided by Upazila Nirbahi Officer, Mosha: Fauzia Nazneen, Dhobaura Upazila. Assistant Commissioner (Land) Fatema Jannat, Women's Affairs Officer Purnima Kabiraj, Upazila Mahila Vice Chairman- Selima Khatun, Dhobaura Police Station Office Incharge - Abul Kalam Azad were attended.



International Women Day Celebration, Dhobaura Upazila, Mymensingh

The programme started with a colorful rally. The rally was inaugurated by Purnima Kabiraj, Women's Affairs Officer.

The female vice-chairman said, women are ahead in many areas, but they need to change their social attitudes. Munna Chisim, Garo Women Leader said, "On Women's Day, we should make a promise to educate girls in higher education instead of child marriage and turn them into the property of children."

In the 3rd session, 2 women were given honorary mementos for their contribution in various fields. Monju Ara Begum, Vice-Principal of Dhobaura Degree College and Munna Chisim, a Garo Woman for their contribution in the field of education.

A cultural program was organized with Songs, poems, folk dances and Indigenous dances.

# IPDS-MJF project report

## Project summary:

Title of the project: “**Indigenous peoples’ rights are protected and promoted in Bangladesh**”.

- Name of sub-partners (if applicable): N/A
- Total budget of the project (BDT) : 1,42,95,693 **Taka**
- Amount requested from MJF (BDT) : **Tk. 1,42,95,693** (One crore forty two laces ninety five thousand six hundred ninety three only)
- Own Contribution (BDT): **Tk. 393,900** (Three laces ninety three thousand nine hundred only).

## Project locations:

Kulaura, Borolekha under Moulvibazar district; Nalitabari Upazila under Sherpur district; and advocacy at national level on indigenous issues.

Beneficiaries: Total = 3,268 Male 824, Female 1027, Girls 785, Boys 632 and disabilities 88.

## Alignment with Programmatic areas of MJF (please check the most relevant one only):

- Strengthening Public Institutions.
- Tackling Marginalisation and Discrimination
- Rights of the ethnic minority people (indigenous) ✓
- Security and Rights of Women and Girls
- Youth and Social Cohesion
- Decent and Safe Work
- RMG workers
- Migrant workers

## Project Goal:

Indigenous peoples including women, youth and persons with disability rights are promoted and protected in Bangladesh.

## Objectives/Outcome:

- Indigenous peoples including women, youth and persons with disability have access to services and resources (agriculture extension, education, health, land and legal service) and safety-net programme.
- Improved social status of indigenous women and girls for reducing violence against women.
- Indigenous identity, knowledge, tradition and culture are restored and preserved.
- Indigenous women, men and youth including persons with disability have better income and livelihood opportunities





### **Details of the activities:**

- ❑ **Meeting with primary group:** In this period IPDS have been organized 190 meeting with primary group members. Among them male 376 female 490. In this meeting have been discussed about the feedback mechanism and EDD, livelihood support, livelihood activities, covid 19 awareness, social safety net, and access of health service.
- ❑ **Half yearly meeting with union committee:** IPDS have been organized has been organized 29 union level half yearly meeting by IPDS at kulaura, Borolekha and Nalitabari. In this meeting were discussed about the social awareness and access of Government services and facilities. In this meeting were participants male 172 female 124.
- ❑ **Interactive dialogue with Union Parishad:** The orientation for adolescents has been organized at kulaura, Borolekha, and Nalitabari on various dated. The activities discussed about the reproductive health for the adolescent, protect from violence against woman. The orientation facilitated by the medical doctors and nurses. In this quarter IPDS organized 06 event orientations for adolescent.
- ❑ **Interactive dialogue with community clinic and Government hospital:** IPDS have been organized 6 community clinic meeting with the public health department at Boromchal, uttar daghin bag, daghin daghin bag, poragoan, sohagpur community clinin, kawajuri community clinic. In this meeting shared about the access government facilities for beneficiaries, development project initiative for beneficiaries. The Government public health officer came to know about the project activities and sensitized about the beneficiaries needs. In this period IPDS also arrange 06 meeting with union parishad at Boromchal, kakorkandi, Rupnarayankura, Noyabil, Uttar shabajpur and Borolekha sadar union. The meeting arrange to claim the rights of indigenous peoples and to access the government services.
- ❑ **Parents gathering at school level :** IPDS have been organized 10 parents meeting at school level . In this meeting shared about the enrolment of students, take care during covid 19 the students in their houses, awareness on covid. In this meeting were presented male 72 female 134.
- ❑ **Skill Development Training for Group Members on IGA and Alternative livelihood:** IPDS have been organized 9 IGA training in kulaura, Borolekha and Nalitabari in various dated. In this training the Government officer facilitated the whole training session on agriculture and livestock service in the project area. Participants were participated male 116 female 151.
- ❑ **Health Campaign:** IPDS have been organized 03 health campaign at Nalitabari, Borolekha and kulaura at village level. In this session the doctors and IPDS staffs make awareness on the COVID and encourage peoples for covid 19 vaccination. The doctors checked and prescribed the peoples in the village.
- ❑ **Education materials support:** IPDS distributed 1726 education materials among the students and covered 42 schools in the community. There were 822 boys 904 girls students were covered in these education materials. The education materials were 2 khata, 1 pen, 1 pencil box, 1 pencil, 1 eraser, 1 pencil cutter.

- ❑ **Orientation for adolescent:** 06 meeting / orientation for adolescents has been organized at kulaura, Borolekha, and Nalitabari on various dated. The activities have been taken for reproductive health for the adolescent. Total 231 participants were boys 61 and girls 170.
- ❑ **Legal aid support:** The legal aid support was given for the human violence against the indigenous peoples at Ishachera punjee and Sahebtila punjee under kulaura upazila. Both of the human rights cases were occurred upon the land issues. Conflicted being among the indigenous peoples and land grabber.
- ❑ **IGA Support:** IPDS Supported to the beneficiaries for their income growth and economic. In this year IPDS have supported 300 beneficiaries and each beneficiary received 2500 taka. Among them male 104 female 196. 300(male 200 female 100) beneficiaries received agriculture support. Like winter vegetables seeds for home stead gardening.
- ❑ **Staff meeting :** IPDS have been organized regular coordination meeting. In this period we have organized 12 monthly coordination meeting with staff.
- ❑ **Limitation & Challenges faced by the project :**
  - ✓ For the Covid 19 pandemic we could not communicate with the beneficiaries physically which affected to implementation of the project activities.
  - ✓ During COVID 19 the emergency support and demand is so much but we could not distribute as the demand of the beneficiaries.
  - ✓ During COVID 19 emergency support is very risky in cash dealing because most of the fields are very remote. Especially in Nalitabari because there is no project account for dealing with project activities.
  - ✓ Most of the fields are very hilly and remote areas it is very risky for female staff to visit the field alone. # Many times the land grabber grave the land of the indigenous peoples and in this time they tried to make disturbance the indigenous peoples in their pathway which them to lose their dignity, livelihood, and income source. At this time the staff could not visit in this area.
  - ✓ Some of the beneficiaries did not include in this IGA support due to criteria. Like the young people among the project beneficiaries.
  - ✓ The punjees peoples depend only on betel leaf cultivation and they do not think in the future or alternative livelihood.
  - ✓ Local political leaders and elected bodies negative mind set up on indigenous peoples. Discrimination by the mainstreaming peoples.
- ❑ **Action Taken to address limitation & challenges:**
  - ✓ Visit the insecurity field combinedly and tried to avoid the insecurity field.
  - ✓ We manage locally to avoid the risk of the female staff during the field visits and tried to work combine.
  - ✓ To achieve the project activities sometimes the staff planed as the consent and priority of the group members.
  - ✓ Tried to aware the beneficiaries for the alternative livelihood.
- ❑ **Received MJF support (non-financial) during the reporting period :**
  - ✓ We have received over the phone, virtual meetings,s and social online and technical support from MJF focal person both finance and program to lead the project from time

to time. 2. Sometimes the MJF Executive director and other department staff also give us suggestions to lead the project on track.

**Lessons learned and best practices (if any):**

- ✓ We have learned that unity, awareness, and an emergency fund should be raised among the group to overcome any emergency like the COVID 19.
- ✓ The close touching and make good communication with peoples and beneficiaries the project activities will be more functional, build trust and smoothly.
- ✓ Health Campaign for raising covid 19 awareness among the peoples.
- ✓ Inspired the people for vaccination of COVID 19 and other health situations.
- ✓ Most of the beneficiaries are not understand and are aware of the demand of their rights. But after being aware and motivated them now they are capable to demand their rights and came to know how to achieve their rights.

**Any Other Comments (Suggestion/Recommendation):**

- ✓ Form an emergency ngo partners staff welfare fund during a crisis. Required Staff capacity building for the mid-level staff.
- ✓ Project continues for the continued development of the beneficiaries.
- ✓ Increase staff salary.

**Future plan:**

- ✓ **Enhance participation of the IPs in land reform debates:** land is an essential part of IPs' livelihood, identity, and survival. IPDS will be focus on this issues to ensures the land rights of the Ips among the project activities in the next. It will be also include in the overall development process involving their areas;
- ✓ **Focus on the priorities: IPDS will be focus and will be works on** adequate access to basic rights in **education(primary school)**, healthcare, utility services, and roads. Ensure more enrollment and reduce drop-out rate in schools; and also will be ensure **language center for their own language.**
- ✓ **Build public awareness:** public awareness building is key to the implementation of IP's rights. There is a lot of mistrust between the members of the IPs and the local Bengali population, which is seen as a major hurdle to a sustainable peace in the areas. The conflict could be improved by facilitating regular cultural and social exchanges, democratic and collaborative meetings about resources sharing, and by mutual defense of rights;
- ✓ **Communication:** devise effective communication tools to make people aware of their rights and duties, hygiene and environment, ethnic discrimination and prejudice;
- ✓ **Women's empowerment:** empowerment of women is key to both social and economic development of these communities, so improve their income-generating capacity by providing relevant skills and opportunities, empower them in making decision in their families as well as at the collective decision-making processes;
- ✓ Primary group, woman and youth organization: The primary group will be organized for their capacity building, organize for their savings, livelihood support, will be registered among the Government authority, food bank for the group.
- ✓ **Climate change :**
- ✓ Awareness and activities on climate change adaptation and sustainable agriculture.
- ✓ **Health awareness and Support :**
- ✓ Counseling & financial support for pregnant mothers.
- ✓ Special care for mother and child about their nutrition and health.
- ✓ Health and eye campaign for beneficiaries and financial support for needy people.

- ✓ Form adolescent club and make awareness on reproductive health for them.
- ✓ Training for village midwives.
- ✓ Water sanitation and personal hygiene.
- ✓ **Disabilities :**
- ✓ Special care for disabilities, awareness, health, counseling.
- ✓ Financial support for their livelihood activities.
- ✓ Support necessities kits for their life.
- ✓ Strengthen social organization and youth club.
- ✓ Include more beneficiaries in the working area.
- ✓ Sustainable agriculture and organic farming.
- ✓ training on varmi composes for the beneficiaries.
- ✓ **Minimize water crisis:** Water crisis is so much problem in some of punjees under kulaura and Borolekha upazila during the dry season. The punjees peoples suffer so much in this time. They have to use unsafe water and irrigation. So that IPDS will support safe drinking water and irrigation.

## IPDS-SRHR Project

STITCH: SRHR Tailor-made Information and Training to Contribute to occupational Health and safety conditions of Factory Workers in the Ready-mate Garment Sector in Bangladesh

### Activities:

#### 3.1.1. Develop tailor made SRHR leaflet in two indigenous languages:

IPDS has made colorful leaflet in two indigenous languages Garo and Chakma. A huge number of workers from Garo and Chakma community have been working in Garment Sector. These leaflet disseminate to indigenous garments workers and their family members, indigenous youths and indigenous communities.



Leaflet in Garo language



Leaflet in Chakma language



#### 3.1.2 Development of SRHR training manual

IPDS has developed a training manual on SRHR for Indigenous Garments Workers. A total of 34 indigenous women workers have been received ToT training on this module. Based on this manual, they organize adda events among themselves. Indigenous Doctors, NGOs representatives and Indigenous Family Welfare Assistant- FWA of Government were involved in the development training manual.



### 3.2.1 Training for Trainers

On April 1 and 8, 2022, two days long Training of Trainer's on “**Indigenous Women, SRHR and Diversity**” organized by Indigenous Peoples Development Services – IPDS at CBCB auditorium, Asad Avenue, Dhaka. A total of 34 participants from garments workers and indigenous girl had participated in the training. All participants are from different indigenous communities.

#### Objectives of the training:

- Awareness of sexual and reproductive health and rights of various indigenous workers in the government industry.
- Informing indigenous workers about various sexual and health services, both public and private.

#### Expectation from Participants:

- To know about sexual and reproductive health and rights issues and about sexual and reproductive health relationship of adolescents;
- Awareness of during pregnancy;
- As an Indigenous girl, when being teased or harassed where or how can get quick and effective help for legal action;
- The modern contraceptive method for family planning;

#### Tools for the training session:

- Video clips, White board, board pin, VIPP card, flip chart, computer, projector etc.

#### Training session:

Mr. Sanjeeb Drong started the training session at 10.20 am. He had enlightened about the organizations related to IPDS. Health is a serious issue; he had discussed about various health issues to create awareness.

There are four indigenous community peoples participated. They are from Garo, Hajong, Santal and chakma. They talk about their own culture and diversity.

Later Sanjeeb Drong had spoken about diversity and the indigenous communities living in Bangladesh and their rights. He said, this country is a diverse country. There are people of different nations and languages in this country. The beauty and strength of this diversity. You have the right to preserve beauty. Everyone has the right to know and talk about SRHR. Indigenous peoples are still not aware about this. Hesitant to talk about it. Those of you who are coming here will go back and tell these words to the peoples of your community.

The session resumed. Ms. Masuma Billah started the session on Gender diversity and sexual diversity. She had discussed about child marriage, women's right and various problems faced by women and solution to those problems.

On SRHR scheduled covered by Dr. Mrong. She awarded the primary knowledge on SRHR and gave information of Government services on this issues. She mentioned the importance of SRHR for both male and female. She has encouraged to include male participants in the training programme on SRHR because male participation in SRHR activities is less in our country. She made primary advice as per their physically and psychology problems. The participants made a communication with Doctor. They keep Doctor's contact number for contact anytime.

**Second Day:**

Advocate Shahnaz Akter was a Resource Person on the session of Sexual harassment and Gender based violence and way forward. She conducted a participatory session on this issues. First she wants to know the feelings of someone by touching them and then she explained about the different types of violence and causes. Participants also have been discussion on this issues.

Another sessions were group work on the SRHR and indigenous peoples.

The ToT training was very valuable for indigenous garment workers. They received training module and became aware about this issue.

**3.2.2 Awareness sessions**

IPDS has been working to build awareness on SRHR for indigenous women Garment workers. A huge number of indigenous people are living in different cities and working in Garment Sector. They are facing uncertain challenges in their way of urban life. They deprived also their rights including SRHR issues.

To address this issue IPDS organized total 6 number of awareness sessions. The First session was held on 17 September 2021 at CBCB Centre. Total 25 participants were attended. Among the participants 20 were women. Second session was held on 29 October 2021 at Savar 43 and the third one was held on 12 November 2021 at Gazipur 51. Total 128 participants were attended where 85 participants were women and girls. The fourth programme was held on 27 May with 46 participants. The fifth programme was held on 5 August with 33 participants and sixth programme was held on 18 November with 24 participants.

Participants were from indigenous communities including garment workers, leaders and youth activists.

The objective of the events was to raising awareness on SRHR and inform about government services.

The event schedule was:

- Opening
- SRHR
- Open discussion
- Finding challenges

In the first event Mr. Alexius Chicham, National Coordinator, ILO, Dr. Ruma Rumjhum Mrong, Consultant, Anesthetist, Government Health Department were present as Resource Person while Mr. Sanjeeb Drong, President of IPDS presided over the event.





Ms. Tuly Labanna Mrong started the program by greetings and welcoming everyone. She said, 'It is very important and essential for indigenous women to discuss SRHR issues separately and openly. Because they are not aware about that and has social taboo. They are still feel shame to discuss this matter openly even in family. But it needs to discuss openly and in the family as well as in the society.

In the beginning Mr. Alexius Chicham, National Coordinator, ILO remarks his valuable speech on labor law and ILO. He said, everyone who works in Garment sector needs to know about labor law. It is very important for everyone to know about this. Because the labor law speaks of all your rights and ensure your decent work environment. The ILO works with workers, owners and the government on many issues.

In the open discussion, participants answers the following questions:

- What about thinking on SRHR
- How much concern in the family about that?
- What kind of problem does it deal with?
- Where advice or treatment is taken in this regard

**Participant's opinion:**

They know about SRHR but not clearly or sufficient. The issue is not that much discussed in the family. Generally, mothers tell their children about ministration and other related issues, if necessary. But men are not involved in these issues in the family. They think that it's only for girls and women. No one talks much about physical problems because they think it's a personal matter.

If they have a sexual health problem, they first try to treat it themselves, without consulting with a doctor. Sometimes if necessary, they talk to each other secretly.



Besides no one consults in the initial stage of physical problems. If it became severe, a lot of money has to be spent for treatment. As a result, they became financially destitute. For example, uterine problems, breast problems etc. they hide in the early stages. It costs a lot of money to go to the doctor in the city, so they do not do that.

**Presentation:**

Dr. Ruma, presented power point slide on SRHR during her speech. She describes details the following points:

- Health and Reproductive Health
- Content of SRHR
- Rights
- Gender diversity
- Government services

She said, health and wellness are very important things in human life. At first, she described fallopian tubes because as a doctor she thought it is important to know about that. What are functions of body parts and what can be the problem and how to take care. It is not possible to stay healthy without knowing it.

Many people suffer from many complex diseases because they are not aware of it in advance. If you know how to take care of the body, you can stay healthy. So, everyone needs to be aware on SRHR. Many men think it's a matter of only girls. But they need to understand that it is everyone's responsibility to stay physically healthy. Everyone has the right to sexual and reproductive health and care. Even there is a right to medical treatment and get to information.

She also informs them – The governments' structure of healthcare is very good but there may be some problems in its implementation. There are opportunities to work at the grassroots level. We also need to know what opportunities the government has in healthcare. You have to go to the government health complex for treatment. The government has a day care center for the children of garment workers in Gazipur district. This is good initiative from government.

In the second event at Savar, Jahangir Alam, Worker at Urban health care project attended as discussant and share about the activities of government urban health care project. He said, all services from conception to delivery are provided under this project. Even the ambulance service provided during the covid-19. He urged to the garment workers to look into these governments' programs.



In the third event at Gazipur, Dr. Bhaba Tosh Das, Assistant Medical Officer attended as Resource Person. He mentioned that this is a very important program. Because you need to know and be aware of SRHR. One problem that can be noticed is child marriage. Everyone should be made aware about child marriage. The government is also taken initiative to aware about child marriage. He further mentioned that now youth corner has been set up in every Upazila. So, he urged to them go there if the youth have any problem or to talk.

Other awareness programme were held as per schedule.



**Finding some challenges:**

Lack of proper knowledge about SRHR;

Keeping sexual reproductive issues as a secret matter;

Not consulting with a doctor at the right time;

Not paying attention and not being aware of this issue in the family and socially;

Not aware about government programs on SRHR;

Have no proper communication and not talking openly about this;

### 3.2.3 Adda events

A total of 7 Adda were held in this project period. Who are the received ToT training, now they organized adda among themselves about the SRHR issues. Earlier they were feel shy to discuss openly about that. Now they discuss on SRHR openly in the Adda events. It is an informal meeting among themselves.



### 3.2.4 Dissemination of leaflets on SRHR

IPDS has made colorful leaflet in two indigenous languages Garo and Chakma and disseminate these leaflet to indigenous garment workers, youth and others.



## **Achievements:**

- Inclusion and promotion of Diversity and ethnic/indigenous issues in the SRHR
- IPDS experienced that indigenous issues and cultural diversity are missing in the existing SRHR interventions
- IPDS included the diversity and indigenous issues in the SRHR Curriculum of DGFP and ASDC
- IPDS facilitated a training Session for ASDC on diversity and indigenous issues
- Published a separate Curriculum on the Diversity, SRHR and indigenous issues
- Prepared and published two leaflets on Garo and Chakma mother tongue and distributed (Acknowledgements: Red Orange for graphics design)
- Organized Adda, awareness meetings, training, policy dialogue and networking
- Building linkage between indigenous garment workers, Family Welfare Assistants (FWA), government representatives and health workers, ILO and other agencies

## **Challenges and Opportunities:**

- Lack of interventions for building awareness about SRHR focusing ethnic communities/indigenous peoples;
- Lack of policy for inclusive development regarding indigenous issues and SRHR;
- Lack of capacity of indigenous community organizations, families and members about SRHR issues;
- Cultural dimensions and lack of community awareness;
- Lack of opportunity of indigenous peoples for participation in decision-making body related to SRHR;

## **Ways forward:**

- Inclusion of ethnic communities/indigenous issues in the policy, curriculum and other documents
- Special steps and measures in SRHR actions for indigenous communities
- Government institutions including the Ministries, DGFP, NGOs and other agencies need a special focus on diversity and indigenous issues related to SRHR
- In RMG, special focus and services for ethnic/indigenous workers to address SRHR

## **CFLI Project**

### **Enhancing the advocacy capacity of indigenous women and girls for promoting their rights**

#### **Activities**

1. Total 4 community meetings for indigenous women and girls were held with 104 participants.
2. Organized 2 training programmes at the community level. A total of 52 indigenous women and girls participated.
3. Annual Indigenous Women Convention programme held with 100 participants.
4. Policy dialogue at the national level have successfully done with 66 participants. A policy paper was prepared and printed in Bangla.
5. Celebrated the International Mother Language Day with 252 participants.

#### **Project Results**

- Increased capacity and knowledge of 52 indigenous women and girls on human rights, indigenous peoples' rights, advocacy, etc.
- Village chiefs, community leaders, women, and youth raised their voices against human rights violations.
- Increased network among themselves and local elected body and administration.
- Published a concept paper on indigenous policy.

- Promoted cultural diversity and pluralism

### **Project Beneficiaries**

- A total of 52 indigenous women and girls received training on human rights, indigenous peoples' rights, and advocacy.
- A total of 104 community people participated in community meetings. They were indigenous women and girls, social and cultural activists, and human rights defenders.
- A total of 8 local Indigenous Cultural Teams participated in the cultural event and performed.
- A total of 66 participants, including the Members of the Parliamentary Caucus on Indigenous Peoples and Minorities, civil society, professors, indigenous leaders, and youth, participated in the policy dialogue meeting at the national level.
- A total of 252 school girls and boys, teachers, and community people participated in the celebration of the International Mother Language Day.

### **Lessons Learned**

1. Greater network with local elected bodies, civil society, administration, forest department, media, etc., is very useful and important.
2. The establishment of women's platforms and forums at the local level is crucial.
3. Advocacy for indigenous policy at the national level is essential and needs to be continued.