

Annual Report 2009



‘A society based on the values of justice, equity and freedom, where disadvantaged and marginalized peoples have full and effective participation in all stages of the development process’

(TUS Vision)

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TUS 2009 Annual Report

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Thanks go to TUS staff for contributing information, stories and photos.

Find Out More

Visit Our Website:

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About TUS



A village practices collective fruit gardening; TUS supports communities to work together to bring changes to their lives

Working for the Grassroots

TUS was established in 1997 by a group of indigenous social activists. We work to empower grassroots communities, so they can take action on the social and economic challenges they face.

Our work is focused on four key areas: expansion of livelihoods opportunities; promotion of sustainable natural resource management practices; improvement of health conditions and systems; and encouragement of good governance at community levels.

‘To build up the capacity of grassroots communities, especially the disadvantaged and marginalized communities of the Chittagong Hill Tracts, towards improving their livelihoods and addressing other socio-economic issues in a participatory approach’

(TUS Mission Statement)

Our Approach

We support community organisations to lead local development activities; run awareness-raising campaigns; organise skills development trainings; develop socio-economic infrastructure; and build links between communities and local government, so they can access the services they deserve.

Where We Work

We are based in Khagrachari District. In 2009, we worked in six Upazillas of Khagrachari: Dighinala, Khagrachari Sadar, Laxmichari, Matiranga, Mohalchari and Panchari.

Who We Work With

We work to improve the lives and livelihoods of those most in need of our support, regardless of ethnicity and religion. Groups we work with include *jhum* cultivators, landless and marginal farmers, unemployed youth, women, and day labourers.

The Chittagong Hill Tracts

The Chittagong Hill Tracts, in south-eastern Bangladesh, is a region of natural beauty, cultural diversity, as well as poverty and hardship. One of the country’s few hilly areas, it is unique in its landscape, peoples, languages and history. Despite the beauty and diversity of the area, positive changes in the lives and livelihoods of its peoples are urgently needed.

The CHT is home to at least twelve different ethnic groups, each with its own language and cultural practices, including dress, diet, and religion. It is made up of steep hillsides and limited cultivable land, making farming and communications difficult. Traditionally, many peoples have relied on ‘*jhum*’, a form of ‘shifting’ cultivation suited to hilly areas, to survive.

The CHT covers three districts: Bandarban, Khagrachari, and Rangamati. Its administrative system includes local government and traditional institutions.

Until the signing of the CHT Accord in 1997, the area experienced unrest. Today, with absolute poverty rates of 62% as well as low school completion rates, limited access to clean water, and low rates of female participation, CHT peoples face social and economic challenges in almost every respect (UNDP, 2008).

Terms and Acronyms

Project Acronyms

CANDL: Community Action on Natural Resource Management for Decent Living

CEP: Community Empowerment Project

CHTRDP: Chittagong Hill Tracts Rural Development Project

CMWSP: Community-Managed Water Supply and Sanitation Project

EDA: Economic Development Activities

HYSAWA: Hygiene Promotion, Sanitation and Water Supply Project

PPNRM: Protection and Promotion of Natural Resource Management Systems in the Chittagong Hill Tracts

SDGG: People's Action on Sustainable Development and Good Governance in the Chittagong Hill Tracts

Our Funders

ADB: Asian Development Bank

BARCIK: Bangladesh Resource Centre for Indigenous Knowledge

DANIDA: Danish International Development Agency

GoB: Government of Bangladesh

Misereor: German development organisation

MJF: Manusher Jonno Foundation

Oxfam GB: British development organisation

NGO Forum for Drinking Water Supply and Sanitation: Bangladesh-based development organisation

UNDP-CHTDF: United Nations Development Program—Chittagong Hill Tracts Development Facility

Other Terms

Circle Chief: Highest-tier of traditional leadership system in the CHT

Chakma: The largest group of indigenous peoples in the CHT

CHT: Chittagong Hill Tracts

Community: All people living in one village considered as one community

Community Development Committee (CDC): Union-based organizations facilitating community development decisions

Headman: Traditional CHT leader at *mouza* level

Jhum: Traditional form of shifting cultivation

Karbari: Traditional CHT leader at village level

Marma: Second-largest group of indigenous peoples in the CHT

Mouza: An area encompassing several villages, used in the CHT traditional administrative system

Para: 'Village', with a defined boundary, one *karbari*, and recognition from Circle Chief.

Para Development Committee (PDC): Community-based organizations facilitating community development activities

Para Nari Development Group (PNDG): Female-only community-based organizations

Self-Help Group (SHG): Individuals working together to increase livelihoods opportunities

Tripura: Third-largest group of indigenous peoples in the CHT

Union: Geographical area recognized and covered by one Union Parishad

Union Parishad: Lowest level of local government in Bangladesh

Upazilla: Sub-district

From Our Executive Committee

Our 2009 Annual Report

We are very pleased to present TUS' 2009 Annual Report. We hope this report will give an insight into our 2009 efforts to improve the socio-economic conditions of peoples in the Chittagong Hill Tracts.

In the last year, we have aimed to expand livelihoods opportunities; promote sustainable natural resource management practices; improve health conditions and systems; and encourage good governance amongst communities in Khagrachari District.

In the Past

TUS was established on 15 March 1997 by a group of 13 indigenous social activists, who wanted to work to improve the lives and livelihoods of communities in the Chittagong Hill Tracts.

From our beginning, our Vision has been to establish a society based on the values of social jus-

tice, equality and freedom, where all people have full and effective participation in development.

For more than a decade, we have worked towards that Vision, undertaking a range of short and long-term projects on livelihoods; natural resource management; health, water and sanitation; education; and community mobilization issues.

For the Future

In the years ahead, we will continue to work towards making our Vision of justice, equality and freedom a reality. Although we face challenges in our work, we believe these give us opportunities to learn.

We will continue to strive to overcome our challenges, grow and develop as an organization, and expand our work to new areas. In this way, we will continue to effectively contribute to positive changes in the future of the Chittagong Hill Tracts.

Acknowledgements

We would like to express our gratitude to those that support our work. TUS cannot succeed alone; we depend on renewing partnerships, forging new collaborations, and working together with those that share our Vision and values.

Thanks go to all those individuals and communities actively participating in our projects; to TUS staff for their dedication and teamwork; to the donor agencies that provide us financial support; to local and national government administrative bodies for their cooperation; and to our partners with whom we do our activities.

Without these individuals and organisations, it would be impossible for us to carry out our work or realise our goals. We hope for, and look forward to, their continued cooperation and support.

TUS Executive Committee



In TUS, our work includes supporting and expanding the livelihoods activities of rural communities in the Chittagong Hill Tracts, helping them to improve their quality of life

From Our Executive Director

I am very happy to publish our 2009 Annual Report, and hope it will give an insight into our activities in the last year.

Below are highlights of our activities and achievements in 2009, and a few of our plans for 2010 and beyond.

Highlights of 2009

Community Development

We supported almost three hundred community committees and self-help groups to design and run local development activities, to make the changes they want to see in their lives.

Community Savings

With our help, community groups collectively saved over 40,000 Taka, offering them security and support in times of crisis, and their own funds for the development projects they choose.

Building Skills and Knowledge

We gave trainings to over 10,000 participants, building their skills, knowledge and abilities to run income-generation projects, lead local development activities, and make changes in communities.

New Year, New Activities

New Projects

'Economic Development Activities' (page 10), and 'Community Action on Natural Resource Management for Decent Living' (page 12) provide advice, support, training, and new chances to individuals who previously had few opportunities to earn sufficient incomes for themselves and their families.

'Community-Managed Water Supply and Sanitation' (page 21) and 'Hygiene Promotion, Sanitation and Water Supply' (page 23) aim to improve communities' health and hygiene. They combine awareness-raising activities with the provision of safe water and sanitation facilities in rural areas.

New Events

Our 'Rural Livelihoods Fair' (page 16) was the first of its kind in our history. It brought together local communities, government representatives, NGOs, and school children to discuss, display and share their experiences of agriculture, the environment, indigenous cultures, and rural life in the Chittagong Hill Tracts.

2010 and Beyond

Marketing and Promotion

For 2010, we are planning new ways of helping individuals and groups to sell their goods at fair prices in local and national markets, and get the profits they need to support themselves and their families.

Sustainable Farming

Based on our belief in the sustainable management of natural resources, and our commitment to supporting rural farmers, we plan to establish a 'Horticulture Demonstration Plot', to share environmentally-friendly farming practices.

Climate Change

We see the threat climate change poses globally, and to the communities we work with. Addressing the effects of climate change will be a priority next year, and beyond.

Finally, thanks go to all our supporters in 2009. We look forward to working together in the future for a just, equal and free society.

Ripan Chakma



A view over Khagrachari town; TUS aims to improve the social and economic conditions of communities throughout Khagrachari District and the Chittagong Hill Tracts

TUS and Livelihoods

The majority of people in the Chittagong Hill Tracts live in poverty. Many find it difficult to earn enough income to support themselves and their families. We support communities to develop and diversify their livelihoods opportunities, so they can increase and secure their incomes, and improve their quality of life.



Most people in the Chittagong Hill Tracts are dependent on farming, *jhum* cultivation, and day labour for their survival, but employment opportunities are limited, especially in rural areas. Markets are dominated by outside traders, and many farmers struggle to earn fair prices for their goods. Food insecurity is widespread, as staple items, such as rice, are not sufficiently available throughout the year.

We support individuals, groups, and community organisations to develop and run income-generation projects, bringing much-needed new funds and employment to their members. We develop infrastructure and provide equipment, such as irrigation drains and power tillers, to support livelihoods activities. We also organise trainings on sustainable farming practices, and introduce new income-generation activities to communities.

Community Empowerment Project

'To empower communities so they can manage their own development and welfare'

CEP: At A Glance

Duration: From April 2005

Participants: 45,326 (23,111 male, 22,215 female)

Working Area: 165 villages in five Unions of Khagrachari Sadar Upazilla

Staff: 27 (18 male, nine female)

Funded By: UNDP—CHTDF

Who We Work With

TUS supports 165 'Para Development Committees', village-based organisations responsible for leading development activities in their communities. We work with villages most in need of our support: those that receive few services from the government or

NGOs, regularly experience food shortages, and have many families with women as the sole providers.

In 55 villages, we also work with 'Para Nari Development Groups', development committees run by and for women. Female-only groups guarantee that women act in leadership positions, run activities, and control their income.

How We Work

Together with UNDP-CHTDF, and Union and Upazilla-based project committees, TUS provides capacity-building, technical and financial assistance to PDCs and PNDGs.

We support them to develop and carry out village-based projects, bringing much-needed new income and facilities to their communities.

Activities and Achievements

Meeting Community Needs

TUS believes that communities know their own needs better than anyone else. We support village committees to bring about the changes they want.

In 2009, we expanded CEP to 15 new villages, forming 15 new PDCs and PNDGs. With TUS support, each of the new villages has submitted proposals to UNDP-CHTDF for community-based projects, including income-generation activities such as cow-rearing, and the installation of hygienic latrines to improve communities' access to sanitation facilities.

Working Effectively

TUS believes it is crucial that all community members participate in decisions affecting them. PDC



New Income for Individuals and the Community

In 2009, Kyandong PDC, in Kamalchari Union, decided to buy rickshaws to make money for the PDC and give villagers new employment opportunities. The PDC now has 14 rickshaws, which are hired out for 25 Taka per day, 10 Taka less than in the market.

Kyajoy Marma used to work as a day labourer, and struggled to get a daily income sufficient to support his family. Kyajoy is now a rickshaw-driver; he rents a rickshaw from Kyandong PDC and earns up to 300 Taka a day. With the income from his new employment, he can now afford to send each of his three children to school.

The money the PDC receives from rickshaw hire is used for Kyandong as a whole, including latrines for each family, and an 'Emergency Fund' for vulnerable women and children.



TUS supports communities to run their own income-generation projects, like cow-rearing, and earn new funds

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and PNDG monthly meetings allow villages to discuss current activities, and make decisions for the future.

In 2009, we provided nine financial management trainings, and 48 trainings on participatory monitoring, to more than 6000 PDC and community members. These have helped PDCs to manage resources efficiently, and have helped communities to understand the roles of, and monitor, the committees.

TUS also organised 69 skills-development trainings for more than 2500 participants, on topics such as livestock-rearing, horticulture, and agriculture. Facilitated by line department officials, these ensure communities have the skills needed to effectively run their income-generation activities.

Community Funds

With motivational and capacity-building support from TUS, PDCs act as community savings

groups. These allow villagers to save without individual bank accounts, and borrow money at low interest. In 2009, PDCs collectively saved 40,200 Taka. Funds are used for community activities, or in emergencies.

Accessing Government Services

For communities to get the facilities they deserve, they need to know about the services they are entitled to. TUS organised five Union-based 'Information Dissemination' workshops, engaging villages which previously had little contact with government. *Union Parishad* members sat together with communities to share information on services and ways to participate in UP activities.

For the Future

In 2010, we will continue to support PDCs and PNDGs, and hope to expand to new areas. We will offer new types of support, including promoting PDC goods, and 'Field Farmer Schools' for communities to share their experiences of agriculture.

Rice Banks Ensure Food Security All Year Round

Chotopara is a Tripura village in Bhaibonchara. Villagers are mostly *jhum* cultivators and day labourers. Every year, they struggle in the 'lean period' between paddy cultivation, from March to August.

To get enough rice to feed themselves and their families, villagers have to borrow money or rice from outsiders, to whom they pay high interest. They become dependent on landlords and money-lenders to survive.

Through their PDC, villagers in Chotopara established a community 'rice bank'. Individuals borrow the rice they need, and repay at low interest rates.



In 2009, Chotopara PDC collected 5500 kg of rice for its bank. This, combined with rice grown individually by villagers, lasts the community through the lean period.

In 2009, with support from TUS, 10 other villages established rice banks through their PDCs.

Like in Chotopara, these help ensure villagers have enough rice to feed their families all year round.

Economic Development Activities

'To reduce poverty of disadvantaged and marginalized communities by creating income generation activities and market linkages'

EDA: At A Glance

Duration: From October 2009

Participants: 462 (298 male, 164 female)

Working Area: 40 villages in five Unions of Khagrachari Sadar Upazilla

Staff: Six (four male, two female)

Funded By: UNDP—CHTDF

Who We Work With

We work with those most in need of our support: individuals who have low incomes and few employment opportunities, particularly women, youth and day labourers.

Before EDA began in TUS, participants received trainings from another Khagrachari-based NGO.

How We Work

TUS provides training and support on: honey bee-keeping; mushroom, ginger, and medicinal plants cultivation; bio-briquette creation (sustainable alternatives to fuel); and entrepreneurship.

Each of these activities has the potential to bring increased income to disadvantaged individuals, so they can better support themselves and their families.

Activities and Achievements

Increased Knowledge

We organised two 'refreshers' trainings: on mushroom cultivation for 50 participants, and on honey bee-keeping for 70 participants.

The trainings helped participants to increase their understanding of the activities. They learned more about successful techniques and shared information on experiences, challenges faced, and potential solutions.

In three months, we also conducted over 460 household visits, providing information, advice and guidance to the individuals involved in EDA, and helping them to carry out their work in efficient and effective ways, and gain profit from their activities.

Increased Opportunities

With this knowledge, participants have increased opportunities for gaining income.

93 individuals are keeping bees and producing honey, 37 are cultivating mushrooms, 66 are growing ginger, and 50 are cultivating medicinal plants. Each of these individuals receives support from TUS and has a new source of income.

For participants, many of whom have previously struggled to find regular or ongoing employment, working with TUS has given them new opportunities to be successful in their lives.

New Opportunities Bring New Successes

Babru Bahan Chakma, from Dewan *para* in Bhaibonchara Union, passed his Higher Secondary School Certificate in 1997, but could not afford further study. He tried to get a government job, and to run a village grocery shop, but was not successful, and quickly became frustrated.



Babru first received training on honey bee-keeping in 2008, and was given the materials he needed to start this new activity. However, again he struggled to be successful, and did not know how to solve his problems.

In 2009, he received follow-up training and support from TUS. He started keeping bees again, and within one month had already produced 7.5 kgs of honey. By June 2010, he expects to have produced 100 kgs, and to earn about 40,000 Taka.

With TUS support, Babru now believes he can be successful, and wants to use his profits to improve his grocery shop.

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Increased Income

With TUS support, participants are able to undertake activities which give them extra income, and make changes to their lives.

For example, in three months, the 37 mushroom cultivators have earned more than 34,500 Taka, and the 66 ginger cultivators have earned almost 190,000 Taka.

'It would not be possible to do this if I did not cultivate mushrooms. Now I know mushroom cultivation is profitable... I want to change our lives, and I think I will succeed'

(Anamika Chakma, Banaful Shishu Shadan para)

This money is used to support existing income or for future production.

Real differences can be seen in the lives of individuals and their



With TUS support, women in Khagrachari are cultivating mushrooms and earning more income for their families

families. For example, Anamika Chakma, of Banaful Shishu Shadan para in Perachara Union, was one of 50 participants who received refresher training on mushroom cultivation from TUS in 2009.

The refresher training helped her to overcome some of the challenges she faced, and she is now cultivating 350 packets of mushroom spawn. Anamika has received profits of almost 10,000 Taka. With this extra money, she has been able to register her two daughters for their Secondary and Higher Secondary School Certificate exams in 2010.

For the Future

In 2010, TUS will continue to provide training and support to participants on existing activities, and expand to new areas, such as marketing and business management.

It will work to promote the goods of participants, and build their links with buyers, to ensure they are able to sell their produce at fair prices.

Increased Confidence And Increased Profits



Paicroi Marma, of Satbhaiya para in Golabari Union, has had a village grocery shop with her husband in their village for years. However, as they had little knowledge of running a business, they often faced losses. With their limited income, they struggled to support their family.

Paicroi had little knowledge of how to run the shop, and was reliant on her husband for keeping the business alive.

In October 2009, with support from TUS and UNDP-CHTDF, Paicroi received training on 'small entrepreneurship development', and learned about the workings of businesses, including record-keeping, customer relations, and use of profit.

Now, she is more confident in her business: she says, 'now I know about the daily profit, from where I have to buy things, and at what price to sell them'.

Paicroi and Rimrachai's profits have gone up to between 400 and 600 Taka a day, enough to pay for their children's education. They're already thinking about how to expand the business.

Community Action on Natural Resource Management for Decent Living

'To strengthen local communities' control over land and resources by creating livelihoods opportunities'

CANDL: At A Glance

Duration: January 2009 to December 2011

Participants: 600 (241 male, 359 female)

Working Area: 20 villages in five Unions of Khagrachari Sadar and Panchari Upazillas

Staff: Eight (six male, two female)

Funded By: Manusher Jonno Foundation



Through CANDL, elders teach youth about traditional handicrafts, giving young people new opportunities to earn incomes

Who We Work With

We work in poor communities which have a variety of natural resources available, but whose members have few employment opportunities. We work with individuals who have limited chances to earn incomes, such as youth.

How We Work

We support the development and activities of three types of 'Self-Help Groups'. Each focuses on one area: nursery development, agro-processing, or handicrafts creation.

With TUS help, group members work to grow, process or create products for sale in outside markets. They develop new income opportunities to support themselves and their families, and take control over their own livelihoods.

Activities and Achievements

Self-Help Group Formation

In 2009, TUS took the first steps towards building active SHGs. With motivational support from TUS, three SHGs were formed in each of the twenty villages in which CANDL works: one nursery group, one agro-processing group, and one handicrafts group.

There are now 60 active SHGs under CANDL, with about ten members each. Together with TUS, groups are developing guidelines on how they will run, and the roles and responsibilities of their members. Groups are making plans for their future activities, and members are developing the confidence, and technical and practical skills they need to lead these in the long-term.

Group members also speak of

renewed enthusiasm for taking action to improve their lives and livelihoods.

They are contributing to group activities where they can, beginning to make contact with government line departments, and looking forward to future support from TUS.

'Through CANDL we came to know about NGOs and group activities. We are learning to act as a group'

(Shishu Kumar, Nursery Group, Devendra Para)

Group Development Fund

Each group has now created its own 'Group Development Fund', a savings fund for individual members' contributions. In the groups, each member gives a monthly contribution. The amount is decided collectively by

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group members, according to what they afford.

Previously, most group members were unaccustomed to saving on a regular basis. With TUS encouragement, groups are beginning to save enough money so they can buy the materials and resources they need to run.

'As we are working as a group, we are not only learning about nurseries. We are also learning about office management, keeping registers and writing meeting minutes'.

(Protimay Chakma, Nursery Group, Dhonnomohon para)

Group members see the difference regularly saving small amounts makes, and are enthusiastic about their work.

Nursery Development

In 2009, with technical and motivational support from TUS, each

group selected land for their nursery, and took the first steps towards its development. Together, group members worked to fence the nurseries, collect their seeds and saplings, and begin planting.

Now, more than 50,000 saplings have been planted. They will bring average profits of about 10,000 Taka per group when sold. Groups are already thinking about how to expand their activities in the future, and ensure they use natural resources available to them.

For the Future

In 2010, TUS will provide material, training, and technical support to the groups, encouraging them to make use of sustainable natural resource management practices.

TUS will work to promote the SHGs' produce in local and national markets, including through the establishment of a TUS-led Sales and Display centre in Khagrachari.



CANDL self-help group members say working together to build nurseries helps them to be successful

'Group Effort is Giving Us Power'

Juddha Moni Chakma is 45 years old, and a member of Mirza Tilla Nursery SHG. Since he left school, after completing Class Five, he has worked as a farmer and day labourer to support his family, including his son and daughter's education.

Juddha used to have his own small nursery, but struggled to afford the necessary materials. He looked to other community members for advice on how to run a nursery, but had little knowledge about growing saplings and carrying out the technical work required, and found it difficult to work on his own.

Through CANDL, a ten-member nursery SHG in Mirza Tilla has been formed, and members are working together to build a nursery. When completed, the nursery will include 3000 mango and 2000 lychee saplings. Group members save time by working together, and have plans for larger sales and plantations schemes in the future.

Juddha says he never realised there were other people who wanted to do this kind of work, and who could come together to share the responsibilities.

For Juddha, working in a group brings more success, and he is looking forward to the nursery flourishing in the future.

As he says, 'we feel confident in submitting proposals and formulating plans to use what we have... group effort is giving us power in many ways'.

Chittagong Hill Tracts Rural Development Project

'To reduce the incidence of absolute poverty amongst rural communities'

CHTRDP: At A Glance

Duration: June 2005 to June 2009

Participants: 78,969 households

Working Area: 17 Unions in five Upazillas of Khagrachari District

Staff: Eight (six male, two female)

Funded By: Asian Development Bank and Government of Bangladesh



This fish culture dam, built with TUS support, provides infrastructure to help communities improve their livelihoods

Who We Work With

Around 40% of farmers in the Chittagong Hill Tracts own small amounts of land, but still live in poverty. Through CHTRDP, we supported marginal farmers, and others who struggle to meet the basic needs of themselves and their families: those without land, who practice *jhum* cultivation, and depend on manual labour.

How We Work

We aimed to create new employment and income generation opportunities, and raise the standard of living of poor, landless and marginal farmers.

We worked through Community Development Committees, Union-based committees including local, traditional and government leaders. With TUS help, CDCs supported communities to choose

and run small socio-economic development projects and bring changes to their lives and livelihoods.

Activities and Achievements

Active CDCs

By working through CDCs, TUS ensured local knowledge and priorities defined the development activities undertaken.

In 2009, with TUS support, CDCs conducted more than 100 meetings, identifying needs, sharing updates on existing projects, and planning future activities. Communities were able to choose the projects most important for their lives and futures.

Developing Infrastructure

With the support of TUS and CDCs, 45 small-scale local development projects were chosen and

implemented by communities in 2009. The projects focused on developing socio-economic infrastructure in communities.

Projects included constructing school buildings to ensure children are able to access primary education; installing tube wells so families can easily access safe drinking water; and purchasing agricultural equipment to help increase agricultural productivity, and raise the incomes of small farmers.

Although small in size, the projects helped to bring big differences to the lives of the people involved.

For example, in Upper Perachara in Khagrachari, the CDC constructed a two-room 'Literacy Centre', used for children's education, and community gathering.



Upper Perachara Literacy Centre, constructed with TUS support, provides space for community education and gatherings

(Continued from page 15)

ings. The centre gives space for pre-primary school classes for children, helping them to get a head start in their education. It also holds a library supporting the learning of children and adults, and provides room for community meetings.

'[The new irrigation system] has increased food security amongst villagers and created employment opportunities for day labourers'

(Santimoy Chaka, Chairperson, Chengi Union CDC)

Skills Development

In 2009, TUS organised 56 training courses on agricultural, horticultural, and other livelihoods topics.

Facilitated by government line departments, more than 1000 participants developed their understanding of activities to increase their income, such as ginger cultivation, fish culture, and homestead vegetable gardening.

The trainings also covered topics to help participants increase the productivity of their current livelihoods activities, including water and fertiliser management and use in agriculture.

Through the trainings, communities increased their links with government line departments, with whom they previously had little contact. This will help to ensure that in the future they receive the government support they are entitled to.

For the Future

CHTRDP finished its work in June 2009. However, in our other projects, we continue to work to reduce poverty and raise standards of living amongst rural populations of Khagrachari.

Our work includes mobilising communities, building community organisations and providing training and support. We offer new opportunities for communities to earn and increase their incomes, improve facilities in their villages, and make changes to their lives and livelihoods.

Irrigation Brings Food Security and Employment for Communities

In 2009, communities and CDCs chose 26 projects focused on developing irrigation systems, covering about 1000 acres of land in total. In the past, this land was only cultivable if water was available.

Madhumanagal *para*, in Chengi Union of Panchari Upazilla, is one village which wanted access to crop irrigation. Villagers are mostly Chakma, and dependent on day labouring to earn incomes. The area is flat, with plenty of land available.

However, in the past, water shortages meant the land could only be used for farming once a year, during the rainy season. The villagers struggled to get employment all year, and secure enough food to feed their families.

With TUS support, the local CDC installed an irrigation drain and pump machine, covering an area of more than 100 acres. The irrigation system covers Madhumanagal *para*, as well as three other villages, affecting more than 200 households overall.

Now, the land can be used for paddy cultivation in three seasons of the year. The land is more fertile, which has increased crop production. There is more demand for day labourers, and communities can get jobs throughout the year. Daily wages have also gone up for the labourers, helping them to afford to buy rice and feed their families all year round.

Rural Livelihoods Fair

*'Jago Gram! Jago Krishi
Pran! Jago Bangladesh!'*

*'Rise Rural Life!
Rise Agricultural Life!
Rise Bangladesh!'*

Rural Livelihoods Fair: At A Glance

When: 6 to 8 April 2009

Where: Tribal Cultural Institute, Khagrachari

Participants: More than 2000

Funded By: BARCIK and Ox-fam GB

Bringing People Together

Part of our ongoing efforts to encourage sustainable agriculture and support rural populations, the fair brought together farmers, NGOs, government officials, and local communities.

Showcasing Rural Livelihoods

Stalls were organised by 15 community groups, showcasing local natural resources, traditional seed preservation systems and weaving practices, medicinal plants, and indigenous foods.

Discussing and Debating

Farmers, government officials, and NGO workers discussed, debated and shared experiences of agriculture, the environment, and rural life.

Topics included biodiversity; agricultural rights; the impacts of climate change; the use of hybrid



The fair gave local farmers a chance to share their experiences of, and views on, agriculture and rural life in Khagrachari

seeds and chemical fertilisers; government policy; and environmental challenges faced by farmers in Khagrachari, including deforestation and water scarcity.

The impacts of climate change, including changes in temperature and rainfall patterns, were identified as one of the main challenges that farmers in Khagrachari must confront. It was felt that these obstacles are likely to increase in the future.

Engaging the Young

School children were given opportunities to give their views on rural life through essay writing, drawing and debate competitions.

Celebrating Culture

A cultural programme, held each evening during the fair, celebrated traditional indigenous songs, dances and dramas from Khagrachari and the Chittagong Hill Tracts.



In the fair, community groups showcased natural resources and indigenous livelihoods practices from their villages

TUS and Natural Resource Management

Destruction of the environment has serious implications for people's lives and livelihoods, including their ability to earn incomes, and grow sufficient food for themselves and their families. We work together with communities, helping them to protect their land and natural resources, develop their villages, and improve their futures.



The steep hills of the Chittagong Hill Tracts mean that land suitable for farming is very limited. The majority of communities are reliant on *jhum* cultivation on hillsides for their survival. But, pressures on land during the past twenty to thirty years have brought deforestation, soil erosion, and depletion of natural resources in the Chittagong Hill Tracts. In the future, the increased impacts of a changing climate are likely to intensify these problems, and bring new challenges to the area and its peoples.

TUS believes the proper management of natural resources is essential to reduce poverty, and preserve local environments and biodiversity. Drawing on traditional indigenous knowledge, we encourage the sustainable and effective use of land and resources. We promote alternatives to *jhum* cultivation and introduce environmentally-friendly farming practices, allowing people to diversify the ways in which they use land. We raise awareness of communities' rights over their land and resources, ensuring they have knowledge to protect their environment.

Protection and Promotion of Natural Resource Management Systems in the Chittagong Hill Tracts

'To revive and strengthen social ownership over land and natural resources through the promotion of indigenous agro-forestry practices'

PPNRM: At A Glance

Duration: October 2007 to September 2010

Participants: 906 (391 male, 379 female, 136 children)

Working Area: Two villages of Khabakhali Union, Dighinala Upazilla

Staff: Four (three male, one female)

Funded By: Misereor



Community members sit together to review plans for the development of their villages and protection of their resources

Who We Work With

Khetrapur and Jorabridge are remote, hilly villages with little access to basic services. Cultivable land is limited, and villagers depend on *jhum* farming to survive.

How We Work

Together with a *mouza*-based advisory committee, we support 'Para Development Committees', village-based organisations responsible for leading development activities and the protection of natural resources.

Activities and Achievements

Active, Aware Communities

With TUS support, PDCs organise monthly village meetings to share views on activities, and make decisions for the future. TUS staff

also run awareness-raising sessions on basic health, education and sanitation issues.

Changing Villages

In 2008, each village prepared a three-year community plan, outlining hopes for its development and protection of land and resources.

Last year, TUS organised 'Community Plan Refresher' workshops in each village, with 43 participants overall. These helped PDCs to review future plans and priorities, and identify next steps in the plans' implementation.

With TUS support, PDCs have already started bringing changes to their communities. They have begun submitting applications to their local *Union Parishad*, and have received government funds for new village facilities, including dams and hygienic latrines.

Securing Legal Rights

To protect their natural resources, it is crucial that communities have an understanding of their legal rights, and secure ownership of their land.

TUS organised trainings in each village on 'Legal Rights' and 'Legal Counselling for Natural Resource Management', each attended by 30 to 50 participants. Facilitated by a member of Khabakhali Bar Association, the trainings have helped communities understand land registration processes, *jhum* tax collection, and their rights over their land and resources.

PDCs have now started to register their communities' land, a significant step in securing ownership of their land, and in the protection of their environment.

Community Solidarity Fund

With support from TUS, PDCs

(Continued from page 19)

manage 'Community Solidarity Funds', allowing villagers to save without individual bank accounts, and borrow money at low interest. Families can borrow money to start income generation projects, like vegetable gardens, or in times of emergency.

For example, Nilomoni Chakma, of Khetrapur PDC, recently borrowed 2000 Taka when his wife went into labour. Nilomoni wanted to be sure his wife and child could access the healthcare they needed. He was able to take his wife to Dighinala Hospital, where she safely gave birth to their third child, and has now repaid the money with profits from ginger and turmeric sales.

Community Nursery Development

In each village, PDCs have begun developing nurseries, run collectively by the community. With TUS support, members have chosen suitable sites, and begun collecting and planting seeds and saplings, including jackfruit, mango, and other local fruits.

We organised two 'Nursery Management' trainings in each village, with 25 participants in each session. Facilitated by Upazilla Agriculture Officers, the trainings help to ensure the nurseries' success.

Using Indigenous Knowledge

TUS believes indigenous knowledge is vital in the preservation of natural resources and indigenous cultures, and that traditional practices must be shared. We organised an 'Indigenous Knowledge, Women's Knowledge, and Sustainable Development' workshop, attended by 25 community members, which examined traditional forestry practices, and the role of women, such as in seed preservation.

For the Future

In 2010, TUS plans to begin a new phase of PPNRM. We will continue to support communities to use their land and resources in sustainable ways, and provide technical support on agro-forestry, horticulture and watershed management.



Villagers work together to build a new village path; we support communities to collectively bring changes to their lives

Deba's Story

Deba Chakma, a member of Khetrapur PDC, has been a *jhum* cultivator for most of his 45 years. Every year, he moved his farming from one hillside to another, and left much of his land unused.

Through PPNRM, Deba has received training on agriculture, mixed fruit gardening, hillside farming, use of fertiliser, and treatment of plants and trees. TUS staff have encouraged him to use all of the land available to him, and to try new farming practices.

Deba is now cultivating 15 acres of land, almost ten acres more than in the past. He has a mixed-fruit garden, with banana, orange, mango and jackfruit trees, and a five acre plantation of sandalwood. He also grows vegetables during the rainy season.

Now that he is growing more, Deba's income has grown too. He can afford to send both his sons to school and they are now attending Dighinala Upazilla Primary School. Deba wants them to go on to further education, and brighter futures.

Deba is in the process of registering his land, and can now afford to pay for the expenses involved. This will help to ensure he is able to continue to use his land in the future.

Deba recognises the benefits of using available land and resources in sustainable ways. He is encouraging his family members to do the same, so they can also bring changes to their lives.

TUS and Health, Water and Sanitation

Throughout the Chittagong Hill Tracts, many communities do not have access to health, water and sanitation facilities. We raise awareness of health and hygiene issues, mobilising communities to change behaviours. We also provide new technologies, working to prevent waterborne diseases, and eradicate the health problems brought by unclean drinking water and poor sanitation.



Only about 60% of people in the Chittagong Hill Tracts are able to access clean water, well below the national average. The rest of the population are forced to collect their water from lakes and springs, often travelling long distances through hilly areas. Less than ten percent of the population have access to hygienic latrines. Diseases such as malaria and pneumonia are common, and maternal health-care is generally poor. Often, people are not aware of the importance of basic steps needed to improve their health.

We work with community groups to raise awareness of health, water and sanitation issues, and encourage people to change their behaviour. Together with local government, we install and maintain water and sanitation technologies, so communities can access the facilities they deserve. And, we build the capacity of local leaders to manage the water and sanitation issues in their villages in the long-term, so the health of poor communities continues to improve in the future.

Community-Managed Water Supply and Sanitation Project

'To reduce the incidence of waterborne diseases, contributing to an improvement in public health conditions of the rural poor in the Chittagong Hill Tracts'

CMWSP: At A Glance

Duration: July 2009 to June 2013

Participants: 15,130 (male 8547, female 6583)

Working Area: 52 villages in Panchari Sadar Union of Panchari Upazilla

Staff: Three (male two, female one)

Funded By: NGO Forum for Drinking Water Supply and Sanitation

Who We Work With

We work with communities which

have limited access to basic water and sanitation facilities. In the past, they have been dependent on collecting drinking water from lakes and streams, with serious implications for their health.

How We Work

Together with an 'Union WATSAN Committee', TUS works with community-based 'Village Development Groups', responsible for identifying community water and sanitation needs, carrying out awareness-raising activities, and installing new water and sanitation facilities.

Activities and Achievements

Mobilising Community Change

In each of the ten wards in which we work, we mobilised communities to form 'Village Development Groups'. Groups are made up of male and female community representatives, and organise

monthly meetings in the villages they represent.

In 2009, 60 meetings were held, with almost 800 participants overall. Together, men, women and children assessed their situations, identifying areas to change their behaviour, increase their access to water and sanitation facilities, and improve their health.

'The activities of TUS have opened our eyes about sanitation, and its importance for our better living. Now I advise everyone in my village to install hygienic latrines and use them properly'

(Uday Sankar Karbari, village leader in Panchari Union)

In addition, TUS organised 'Allies Meetings' in each ward, bringing together community groups, and NGO and government representatives.

With almost 200 participants overall, the meetings encouraged sharing of experiences between communities, as they discussed ways of bringing changes to their health, and their villages.

Raising Awareness Amongst Men, Women and Children

TUS recognises that discussing issues of sanitation and hygiene can be difficult. To help people feel comfortable in talking about what can be personal issues, TUS organises separate awareness



These women and children can now get clean water in their village; TUS supports communities to improve their health

Safe Water Improves Health and Saves Time



Nihariaka Chakma works as a day labourer and small farmer to support her family, including her two children. She lives in Abani Karbari *para* in Panchari Upazilla.

In the past, to provide drinking water for her family, Nihariaka had to travel long distances to collect water from small rivers in the area around her village. The water was not always clean, and her children often suffered from diarrhoea. Nihariaka worried about their health.

Last year, Nihariaka took part in TUS-organised awareness-raising activities in her village, including rallies and women's group meetings. TUS also installed one shallow tube-well, which provides water to seven families in the village, including her own.

Now both Nihariaka and her children are able to access clean drinking water regularly and easily, and have made changes in their behaviour to improve their health.

Her children's health has improved, and Nihariaka no longer has to travel long distances to collect water, leaving her more time to support her family.

(Continued from page 22)

sessions for men, women and children.

Last year, we organised 30 group meetings for women and 29 meetings for men, with more than 900 participants overall. In the meetings we discussed small changes to sanitation and hygiene practices, such as hand-washing, which have big impacts of people's health.

To raise awareness amongst children, we organized twenty sessions in schools. Using active and creative methods, including popular theatre, songs and dances, we promoted good hygiene practices amongst students and teachers.

Community Awareness-Raising and Cultural Programmes

In addition, we organized thirty community-wide awareness-raising programmes: ten rallies and 'miking' programmes promoting good hygiene, using indigenous languages so communities could easily understand; and twenty cultural programmes, including dramas, songs, dance, and hygiene promotion activities.

Helping Communities Access the Facilities They Deserve

TUS recognizes that awareness-raising activities are not enough to improve people's health. We combine awareness-raising with the installation of safe water facilities, identifying technologies based on communities' needs.

In 2009, we installed five shallow tube-wells and three deep-set pumps in seven villages, allowing about 175 people to easily access clean drinking water.

Affordable Latrines Improving Health and Hygiene

To help communities afford their own latrines, TUS has developed methods for installing hygienic latrines at low costs. We encourage communities to make small investments to significantly improve their health and hygiene.



We help install affordable latrines and improve health

For example, Subas Basu Chakma, a day labourer from Debendra *para* in Panchari, had no latrine in the past. He and his four children had to use the toilet in open areas.

In 2009, Subas participated in TUS' awareness-raising sessions, where he learned about the importance of latrines, and how they can be constructed at low cost. He was motivated to install a latrine, which is now being used by his family.

For the Future

In 2010, TUS will continue to combine awareness-raising activities with the installation of safe water and sanitation facilities.

We will use a range of methods to increase communities' understanding of health and hygiene, and ensure the technologies installed are those most suitable for their needs.

Hygiene Promotion, Sanitation and Water Supply Project

'To improve the health of peoples of the Chittagong Hill Tracts through improved hygiene, sanitation, and safe water practices and provisions'

HYSAWA: At A Glance

Duration: October 2009 to December 2010

Participants: 800 (615 male, 185 female)

Working Area: 50 villages in Khagrachari Sadar Upazilla and 50 villages in Mohalchari Upazilla

Staff: 11 (nine male, two female)

Funded By: Government of Bangladesh and DANIDA

Who We Work With

HYSAWA works with the poorest of the poor; their status means they are more at risk of the health problems caused by unhygienic practices and lack of access to safe water and sanitation.

How We Work

TUS works to mobilise communities so they are aware of, and eager to take action on, the challenges poor water and sanitation practices and facilities create in their lives.

Together with community-based organisations in each village, we identify suitable water and sanitation facilities, and provide recommendations for installation to local government.

Activities and Achievements

Village Selection

We identified 100 villages as most in need of water and sanitation support, due to their remote locations, lack of current facilities, and low levels of awareness.

Mobilising Villagers

In five villages of Bhaibonchara Union, Khagrachari Sadar Upazilla, we began mobilising communities to form organisations to track changes in village behaviour. With support from TUS, they will identify the technology and changes needed so their community has access to, and uses, clean drinking water and safe sanitation facilities.

National Sanitation Month

In October 2009, we organised 'miking' sessions in each Union in which we work. The sessions raised awareness amongst communities about the importance of basic sanitary practices, such as

using sanitary latrines.

In Bhaibonchara, we organised a meeting and rally with *Union Parishad* representatives and communities, encouraging small changes in behaviour to protect themselves from waterborne diseases.

'Villagers will be more concerned about sanitation, hygienic practices and safe water supply... saving their lives from many kinds of waterborne diseases'

(Bhodi Priya Chakma, HYSAWA Project Supervisor)

In the Future

In 2010, we will continue to build community organisations, raise awareness of safe water and sanitation practices, encourage changes in behaviour, and ensure villagers can access, and use, the facilities they are entitled to.



Community, NGO and government representatives come together to encourage villagers to change their behaviour

TUS and Good Governance

Historically, communities in the Chittagong Hill Tracts have had limited access to government services, and little participation in the organisations making decisions that affect their lives. However, we believe that sustainable development cannot be achieved without communities' participation in decision-making processes, and aim to develop good governance from the grassroots.



Our Vision is of a society in which all people have the opportunity for full and effective participation in development activities and processes. However, many people in the Chittagong Hill Tracts still lack awareness of the rights and facilities they are entitled to, how they can be accessed, or how to hold service providers to account to ensure their basic rights are realised. They lack the capacity and opportunities needed to control their futures.

We aim to develop good governance from the bottom up, through building skilled leadership and capable organisations at community levels. We work to encourage good governance practices within community and local government institutions, and to build links between them, so communities and government can work together to achieve transparent, responsible and accountable local governance, and bring positive changes to the Chittagong Hill Tracts.

People's Action for Sustainable Development and Good Governance in the Chittagong Hill Tracts

'To build capable and active community institutions, democratically functioning local self-governance systems, and skilled leadership and community organizations, with long-term plans for holistic community development'

SDGG: At A Glance

Duration: July 2006 to June 2010

Participants: 3134 (1625 male, 1509 female)

Working Area: 10 villages in two Unions of Khagrachari Sadar Upazilla

Staff: Five (three male, two female)

Funded By: DANIDA

Who We Work With

We work in villages that previously had little access to government services. The villages face a range of social and economic challenges, including lack of food security, poor health facilities, and limited access to education.

How We Work

TUS is part of a consortium of five local NGOs, which work throughout Khagrachari Sadar Upazilla. In the ten villages in which we work, we support the formation and activities of 'Para

Development Committees', and women's, youth, and day labourers' groups.

Together, and with TUS support, the groups lead local development activities in their villages.

The range of groups ensures that voices from across the community are heard in discussions of needs, priorities and futures.

Activities and Achievements

Active Committees, Active Communities

In each village, and with TUS support, the PDC and three sub-committees work both separately and together. Each group runs their own activities, and all groups meet together at least once a month to organise joint activities for their communities' development, based on plans formed earlier in the project.

PDC members include representatives from each of the sub-committees. PDCs run community-led income-generation activities through TUS' Community Empowerment Project.

With day labourer group members, TUS staff raise awareness of labour rights and encourage campaigns for equal daily wages for men and women.

Group members are able to share this knowledge with their neighbours and fellow workers to help to bring changes to their communities, and to ensure they get the pay and treatment they deserve.

As well as participating in PDC activities, youth groups run their own income-generation projects, such as fruit nurseries, as many young people struggle to find ways to earn a living.



Financial management training, provided by TUS, helps community leaders run local development activities

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Together with Union-based cultural committees, youth groups also organise celebrations of indigenous culture, helping to revitalise indigenous practices under threat. They organise traditional games, and programmes during indigenous festivals, such as Biju, the celebration of the indigenous new year.

Women's groups run their own income-generation activities, using traditional handlooms to make indigenous woven products. Goods are produced and sold collectively, bringing women additional income they control.

'An active and effective Para Development Committee can change a village'

*(Ratna Kusum Chakma,
Chairperson of Monigram
PDC, Bhaibonchara)*

In addition, TUS works with women's groups, raising awareness of their rights, and legal support against gender violence.

Developing Skills to Lead

TUS works to build the skills of community groups so they are able to lead their villages, and take effective action against the challenges they face.

In 2009, TUS provided training to 125 community, women and labourer leaders on five topics related to social and economic development, leadership, and group management, helping to ensure the success of group activities.

'Poverty and Development' intro-

duced ideas of poverty and social and economic change. 'Gender Sensitivity' looked at issues of gender equality in communities. 'Family Law' focused on women's legal rights in families, including property inheritance.

'Financial Management' trainings focused on developing groups' skills in running their own income-generation activities, including basic accounting techniques to manage small project and household incomes, helping groups to track their profits and expenditure.

Training on 'Natural Resource Management' helped groups look at the resources available in their communities, and sustainable ways in which these can be used to provide livelihoods opportunities and protect their natural environment.

Helping Communities in Crisis

January 2009 was a particularly cold winter, and communities throughout the Chittagong Hill Tracts were at risk of increased health problems, including pneumonia. TUS distributed more than 300 blankets to project participants in Khagrachari Sadar and Bhaibonchara Union. We were assisted by local government officials including the Khagrachari Deputy Commissioner, A.K.M. Khairul Alam, and the Bhaibonchara Union Parishad Chairman, Apruchi Marma.

For the Future

In 2010, TUS will continue to support communities and committees to lead development activities in their villages, and ensure they have awareness of their rights.

Youth Groups Help Students Be Successful



In four villages, youth groups have taken initiatives to run 'Coaching Centres' for students in the community. Held in Community Resource Centres, constructed through SDGG in 2008, the centres are run by young people, with the aim of giving additional support to their peers.

The youth committees have trained themselves to help others. They run after-school groups, extra support classes, and alternative classes when children cannot go to school, such as during flooding in rainy season.

The impacts of the centres can already be seen. For example, in Monigram, two primary school students and one high school student recently received the highest marks in their classes, after they received extra support in the centres.

These are significant achievements in villages with low literacy rates, in which previous generations have had limited opportunities to access education. The centres highlight the success of community members working together to support each other and lead changes in their villages.

TUS and Gender

In 2009, TUS made a commitment to put gender concerns at the centre of our work. We believe that all people – regardless of gender – should have the opportunity for full and effective participation in development activities and processes.

In Our Projects

Encouraging Women's Active Participation

We understand that for development to be effective, it must address the needs of both men and women. For women's needs to be heard, they must have opportunities to share their views on their lives, communities and futures.

At least one-third of Para Development Committees members in every village are women. However, TUS recognises that it is not

enough for women to just be present in community meetings or leadership positions. They must have confidence to make their voices heard in decisions, and men must have the willingness to listen.

Raising Awareness of Gender

In 2009, we provided 'Gender Awareness' training to over 420 men and women, highlighting and addressing gender inequalities amongst communities.

Supporting Women-Run Development Initiatives

In 55 villages, we work with 'Para Nari Development Groups', development committees run by and for women. Female-only groups guarantee that women have opportunities to act as leaders, design and run development activities, and control their own incomes.

For example, in Satbhaiya PDC in Khagrachari, no community de-

velopment activities were managed by women in the past. Women had few opportunities to earn their own income, or to share their views in community decisions.

Satbhaiya PNDG was formed in 2008. Its 75 members are working to grow rice on more than one acre of land, and to rear 76 goats.

'I see some changes in my working areas. Now women come to meetings and take responsibilities. Some women give their opinions confidently. Men are cooperative with women'

(Sumita Talukder, Community Facilitator, TUS)

These projects have brought the women new income, and they have saved 13,000 Taka already. Their confidence has increased, and they are planning new initiatives to bring changes to their



Women-run income-generation activities guarantee that women have opportunities to act as leaders, design and run development activities, and have control over their own income

'I Believed My Husband Was My God'

Chandana Tripura, of Number Two Prakalpa *para* in Kha-grachari, was first elected to her local *Union Parishad* in 2003. However, she did not have the confidence to speak out against the injustices women face.

Chandana says, 'I believed my husband was my God. In our society, every woman believes this... many times I had to face different situations, especially being a female member. At that time I felt hesitant to give my opinion... I didn't know what rights I had to protest, or to give my opinion as a woman'.

Through TUS' Community Empowerment Project, Chandana received 'Gender Awareness' training three times. Chandana says the training has helped her gain the confidence to speak out and give her opinions as a woman: 'now I speak very strongly for justice, and always try to make PDC members understand what our rights are'.

Chandana sees changes in her community. Women are participating more in meetings, have more awareness about their rights, and take initiatives to improve their futures.

Chandana still faces challenges in her role as a community representative, and continues to face discriminatory attitudes at times. In TUS we too recognise there is still a long way to go in the pursuit of gender equality. But, just like Chandana, we are committed to the cause.

(Continued from page 28)

lives.

As Minuching Marma, Training and Capacity Building Officer in TUS says, PNDGs have 'built confidence among women to generate income and implement projects... They have created new income opportunities'.

In Our Organisation

As part of our commitment to address gender concerns, in 2009 we carried out an organisational 'gender audit', assessing the strengths and weaknesses in our attitudes, policies and practices from a gender perspective.

On the basis of our audit, we have developed and are implementing a new gender policy, focusing on bringing changes to our organisation.

In the future, we are committed to expanding the policy to our programmes, to ensure we are effective in addressing gender concerns amongst communities.

The policy is made up of seven key beliefs, and addresses issues

including staff understanding of gender, recruitment, staff development, safety and security, sexual harassment, and organisational decision-making.

To ensure our new gender policy is effective, we have formed a staff 'Gender Committee'. The committee has five members, including senior, project, and field staff.

'The TUS Gender Committee can help ensure our Gender Policy is not just a paper document, but something that can guide us in our activities'

(Sujash Chakma, Project Coordinator, TUS)

The committee will lead the implementation of the TUS Gender Policy, monitor its impacts, and provide training to other staff members.

Together, the TUS Gender Policy and Committee will help to ensure that TUS' commitment to addressing gender concerns can be realised in the future.



These women have saved more than 13,000 Taka through goat-rearing and paddy cultivation

Our Partnerships, Networks and Campaigns

Our Partnerships

We work with local, national and international organisations that share our Vision and values.

Our Partners in 2009

- Adivasi Unnayan Kendra
- Asian Development Bank
- Bangladesh Research Centre on Indigenous Knowledge
- Chittagong Hill Tracts Development Facility, United Nations Development Program
- Danish International Development Agency
- Democracy Watch
- Fowara
- Government of Bangladesh
- Manusher Jonno Foundation
- Misereor
- NGO Forum for Drinking Water Supply and Sanitation
- Oxfam-GB
- Shatadal Kalyan Samity
- Voluntary Service Overseas
- Zabarang Kalyan Samity

Our Networks and Campaigns *Local Capacities for Peace*

Chittagong Hill Tracts Women's Organisations Network

CHTWON is a regional network of women-headed organisations, committed to women's empowerment and gender equality. We joined CHTWON in 2008, and are its Member Secretary in Khagrachari District. In 2009, we participated in its 'Women's Rights Fair', together with local members.

Durbar

Durbar is a national network of gender-sensitised, women-managed and women-oriented NGOs. We joined Durbar in 2005, and share its commitment to women's and children's rights, and the eradication of violence against women. In 2009, together with local Durbar members, we organised media events following three cases of violence against indigenous women in Khagrachari.

LCP is an international network of organisations in South Asia, working to mainstream the 'Do No Harm' approach in development. Do No Harm encourages effective development and lasting peace in post-conflict areas.

TUS joined LCP in 2005. In 2009, with LCP partners, we organised a training on Do No Harm for 20 local NGO workers in Khagrachari.

Campaign to Reduce Anti-Corruption in Education

TUS believes corruption must be stopped if lasting development is to take place. In 2009, together with Democracy Watch, we organised speeches, a rally, drama and cultural programme. The Khagrachari event was part of ongoing campaigns against corruption in education. It had more than 800 participants, including community, NGO and government representatives.



This drama, organised by TUS and Democracy Watch, aimed to encourage communities, local government and NGOs to take action on corruption in Bangladesh's education sector

Our Staff and Governing Bodies



Some of our staff members in front of the TUS office. TUS currently has 71 staff and volunteers working for disadvantaged and marginalised communities in the Chittagong Hill Tracts.

Our Staff

Staff and Volunteers: 71 (52 male and 19 female)

Executive Director: Ripan Chakma

Finance and Administration Coordinator: Bimal Jyoti Chakma

Project Coordinators and Programme Officers:

- Abirata Chakma (CEP)
- Ardendu Chakma (HYSAWA)
- Sujash Chakma (CANDL)
- Sukiran Chakma (PPNRM)
- Swagatam Dewan (SDGG)
- Kishor Tanchangya (EDA)

Our Governing Bodies

Our General Committee is our top decision-making body, and has 21 members. Our Executive Committee has seven members, and is responsible for on-going monitoring and review of our activities.

Executive Committee Members:

- Shyamali Chakma (Chairperson)
- Ashish Chakma (General Secretary)
- Dipujjal Khisa (Treasurer)
- Kamaleshwar Chakma (Secretary)
- Lalsa Chakma (Member)
- Paima Prue Marma (Member)
- Chameli Tripura (Member)

TUS is an Equal Opportunities employer. It does not discriminate on the grounds of gender, ethnicity, or any other social factor. For information about staff recruitment, please visit www.trinamulcht.org.

Our Resources

For more information on using these resources and facilities, visit www.trinamulcht.org or contact us.

Our Library

TUS has a small library with a collection of books, magazines and publications on a range of topics, including international development, the Chittagong Hill Tracts, and indigenous peoples. The collection is available for public use.

The library includes previous TUS publications, including previous Annual Reports and research publications TUS has contributed to. For more information on any of these, please contact us.

Our Training Rooms

TUS has two training rooms available for hire to individuals or organisations. The rooms are equipped for workshops, trainings and meetings. A generator is available and catering can be arranged.

The Trinamul Agro-Forestry Research and Demonstration Centre

In 2009, we established the 'Trinamul Agro-Forestry Research and Demonstration Centre'. The centre is part of our ongoing efforts to protect and promote biodiversity and agro-forestry in the Chittagong Hill Tracts.



TUS staff visit the site of our newly established Agro-Forestry Research and Demonstration Centre

The centre is situated in Golabari Union, in Khagrachari District. It is in a green and hilly area, about four kilometres from Khagrachari town.

'Through the centre, we hope we can ensure the responsible use of agro-forestry species and local natural resources for the sustainable development of the Chittagong Hill Tracts and its people'

(Ripan Chakma, Executive Director, TUS)

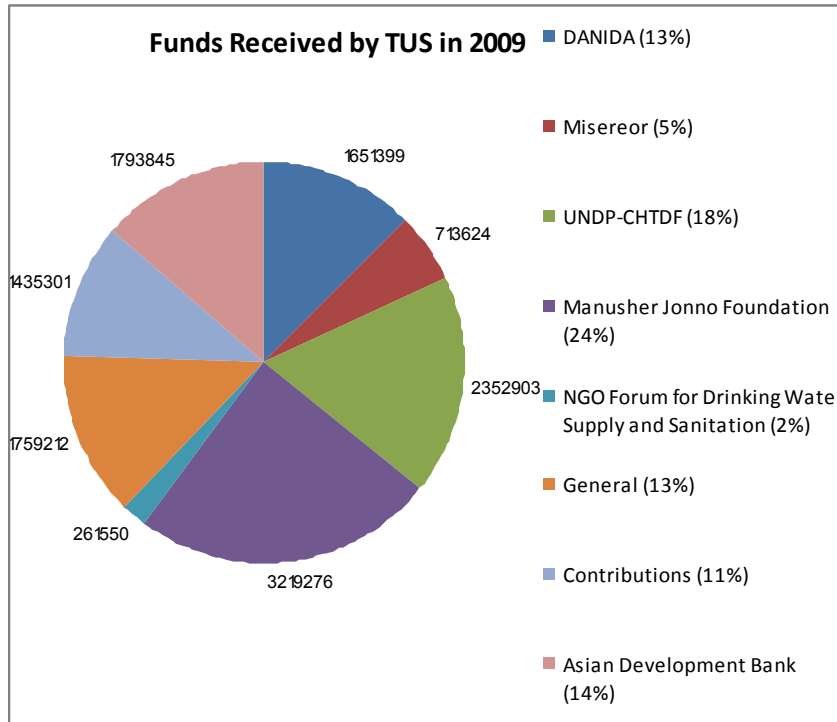
Through the centre's establishment, we aim to contribute to the preservation of local species, and provide space for teaching, learning, and research on agro-forestry issues in the Chittagong Hill Tracts.

The centre will offer a variety of programmes, including training programmes on environmentally-friendly agricultural and horticultural practices, and will provide introductions to income-generation activities based on the sustainable use of local species.

The centre will also provide opportunities for practical research and learning on natural resource management issues. We plan to build links with government departments, and local, national, and international research and education institutions, and provide space to share knowledge, innovation and good practices on agro-forestry issues. We believe these are crucial issues for the land and people of the Chittagong Hill Tracts.

The centre will be open for visitors in late 2010.

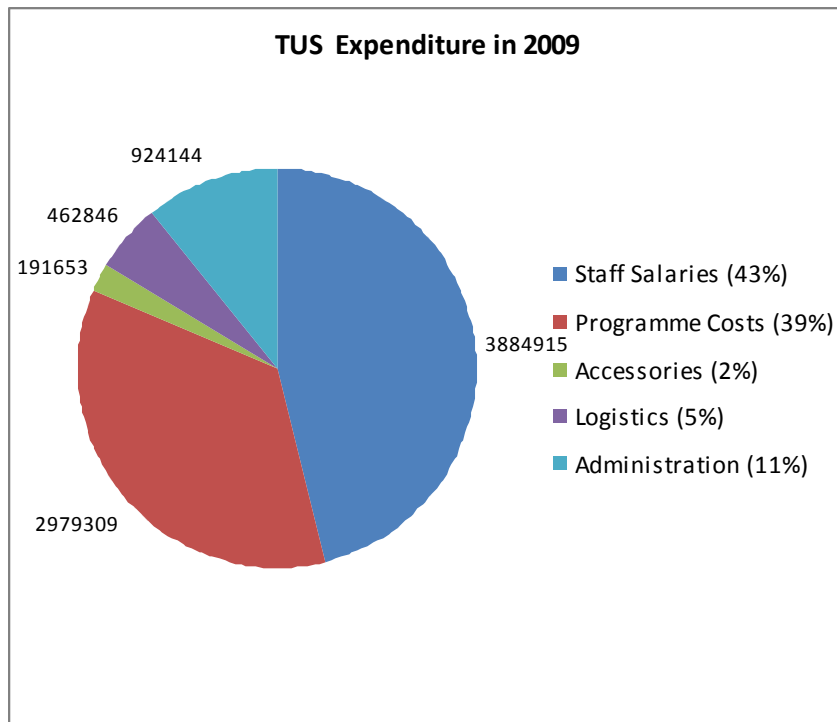
Our Finances



Our Funds

In 2009, we received 13,187,110 Taka in funds. The majority of our funds come from other organisations, including national and international donors and government agencies. We look for funds from partners which share our Vision, values and commitment to development in the Chittagong Hill Tracts.

Contributions from General Committee members and other TUS supporters help to cover our core costs.



Our Expenditure

Our total expenditure in 2009 was 10,235,500 Taka. Our most significant expenditures were staff salaries and programme costs, with more than 80% of funds going to these.

In TUS, money is spent according to our organisational policies, including our Financial Management and Procurement Policies, and donor guidelines. This helps to ensure clear and transparent accounting showing the money we spend, and how we spend it.



Trinamul Unnayan Sangstha

Khagrachari, Bangladesh

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