

4. Rural Housing :

Rural Housing Project of DISA started in 2003 with the help of a Housing Fund of GoB through Bangladesh Bank. The Project was implemented in Chandina and Barura Upzilas of Comilla district. Under this project, the poor people of the area came forward to have a small house of their own which was just a dream for them before. Till now 169 house loans have been distributed among the members. Each member got maximum Tk 27,500 as loan under this project.



DISA has a plan to expand this program to other upazilas of Comilla, Chandpur and Brahmonbaria districts. This is an easy term loan. Borrowers have to pay this loan within six years with 5% interest. Borrowers built these houses following a set model fixed by the housing fund.

5. "Prevention of Child Sexual Abuse in Schools and Community"

Introduction:

DISA is working for prevention & protection of CSA in Mirpur Pallabi Thana, in Dhaka Metropolitan City, where no organization is working for socio-economic uplift of the people. With partnership cooperation and assistance from SCSD, DISA has successfully completed a three years project namely Prevention of Child Sexual Abuse in High Schools from 2005-2007. On the basis of lessons learnt, achievements, challenges, program participants' recommendations and our experience as well as suggestions with ideas and information from SCSD, DISA has developed the project namely Prevention of Child Sexual Abuse in Schools & Community for three years from 2008-2010.

Awareness Training for Prevention of CSA:

one thousand families at the community are aware on Child rights issues with special focus to child sexual abuse information by a team including members of Child Protection Team and Parents Group. Within these families, there were 2294 adults (Male 1092, Female 1202) and 2038 Children (Girls 1006, Boys 1032). It has been revealed that 900 families made comments to teach children on Child Sexual Abuse issues as Safety Education and 100 more even expected Sex Education to be taught. At the experience sharing and Children Fair, around 650 including 530 children, attended from the community and got information on different forms of child abuses and they shared especially child sexual abuse cases, which is a tremendous breakthrough in respect of children's voice against Child Sexual abuse. This was taken forward for awareness, advocacy, knowledge building at local & national levels. Through CR Center (Aloghor), 6580 children and 1676 adults have become aware on Child Right issues and different child Abuse issues by reading, sharing knowledge and information between child to child and child to adult. Eight hundred fifty children have learnt about child rights, child abuse, child sexual abuse, adolescents needs through attending school based essay competition which created scope for the other family members also to learn and be aware on those issues.



School based child protection team is in group meeting

fifteen members of different school management committee, Commissioner of city corporation and a Govt. social welfare officer have committed to be supportive towards the activities against CSA at the community & schools. In a cooperation meeting between DISA, TTC & SCSD, 6 academic council members of Govt. Teachers Training Colleges committed to support in working at all TTCs and national level advocacy on CSA as Safety Education to incorporate into NCTB.

Fourteen school authorities allowed working at their schools for prevention of child sexual abuse.

Advocacy Initiative on Silent Problem and Sexual Abuse

The honorable adviser, Ministry of Women & Children Affairs was informed on Safety Education with a policy paper by a team of the Network members of Shishu Surakhay Amra (All CSAET partners of SCSD). The Adviser suggested to the visiting team to work on safety education first at the Teachers Training Colleges-TTC & Primary Training Institutes-PTI rather to think first to incorporate into NCTB. DISA is only organization among the network members has been working on Safety Education at the Teachers Training Colleges & Primary Training Institutes. So it's a unique opportunity for both DISA & SCSD to expand largely for working on Safety Education at all TTCs and PTIs in all over the country. So the crying need is to get together DISA and SCSD for a joint initiative to work closely with these institutions, which will open window to have easy access to take safety education to mainstream education system through NCTB.

Realizing working experiences on CSA as Silent Problem & Safety Education, a Govt. Teachers Training College-TTC has incorporated CSA issues into the curriculum of B.Ed (Hons) course in consultation with DISA which is in process for approval of the curriculum authority. CSA issues Incorporation into B.Ed.(Hons) curriculum will effectively help in national advocacy to incorporate Safety Education into NCTB and M.Ed & B.Ed. Course at the Govt. TTC, PTI all over the country.

Capacity Building of different stakeholders:

20 members of Child Protection Team-CPT facilitated an orientation session with the School based children group to aware them and become future school based CPT member to work against child abuses, especially sexual abuse of children. 12 Children have been especially capacitated more to talk about CSA as they have done door to door visit at the community and also took information of CSA incidents. As peer educator, 185 children made aware to 6336 persons where children 3491 (girls-1859 and boys - 1632) and Adults 2845 (male -1224 & female-1621) on abuse & punishment, good touch and bad touch, child right, consequence of child abuse. Some of the children's capacity has been strengthened for which they can publish newsletter and school based wall magazine.

A group including 30 member of trainees has been developed at Dhaka Teachers Training College-TTC and they were oriented on CR, PHP & CSA issues. 20 members of a group of parents have been capacitated on different issues for prevention and protection of CSA as well as child rights promotion at the community. 24 members at a teachers group from different high schools, primary schools have been trained on child right issues for which they are providing lessons to the students of their respective schools.

Counseling service:

66 children and 33 adults have received psycho social services from the counselor, parent's group members at the community. 1663 children of different (Girls-986 & Boys -677) schools have been aware on CR, PHP & CSA issues as the teachers provided lessons to the students at the class by using IEC materials supplied by DISA.

Development Objectives of the project:

Immediate objective of the project for initial 3 years were :

1. Children are becoming increasingly able to protect them & taking action against CSA by the year 2010.
2. Children's Vulnerability to sexual abuse has been reduced by the year 2010.
3. Increased accessibility to quality psycho social support for abused children (who have been sexually abused) & their families by the year 2010.
4. Caregivers, duty bearer, support groups and community have become more responsive against CSA by the year 2010.

A total number of 25,000 beneficiaries (60% children & 40% adults approx.) will be benefited from the project activities by the year 2010. As a result, around 4000 families and 45 schools (high schools, primary schools, non-formal schools) and community people will be the ultimate beneficiaries in Pallabi, Mirpur, Dhaka. It is evident that child Sexual Abuse has been reduced due to the prevention work in the project area.

Working Area

Specifically 4000 families & 45 schools (formal & non-formal) in Pallabi, Mirpur, Dhaka-1216 and one government Teachers Training College-TTC in Dhaka.



Outcome of Project Activates

- ❖ Some children developed their facilitation skill.
- ❖ Children developed their capacity for publishing a Wall Magazine using messages on CSA and other child right violation issues.
- ❖ Children's writing capacity on Good Touch- Bad Touch, Good & Bad feeling, Child Rights, Child sexual abuse, adolescents' period etc. have been developed.
- ❖ Children's helping attitude and capacity have been developed . Some children became able to visit abuse cases at the community level.
- ❖ Some children have become good listeners in respect of psycho social support providing to the peers.
- ❖ A Govt. Teachers Training College-TTC has incorporated CSA issues into the curriculum of B.Ed. (Hons) course which is in process for approval of the curriculum authority. It will effectively help in national advocacy to incorporate CSA and child rights issues into NCTB and M.Ed. and B.Ed. Course at the TTC all over the country.
- ❖ The Commissioners of City Corporation committed to support DISA's work on CSA at the community for prevention and protection of child abuse by attending awareness and advocacy events.
- ❖ Adults have become positive in listening actively children at the family to buildup & keep up respectful relation between children and parents.
- ❖ Teachers have become friendly where students can share their problems without hesitation.
- ❖ Parent group members shared in the meeting that they put equal attention to the boys and girls at the family what was not practiced before involvement with the program.
- ❖ Parent's group members are able to share knowledge and experiences with the community people.
- ❖ Immas have become positive towards discussion on CSA at the community level.
- ❖ Teachers and parents are playing active role in the referral net among teachers, students, parents and DISA's staff.
- ❖ Community people are coming to them for their problems due to children's psychosocial problems and breakup of family relationship breakup.

6. Sanglap

Sanglap is a special program of DISA. DISA is always open to work with all groups of people. So, with the financial assistance of CODEC Bangladesh, DISA works for addressing various problems of teenage girls, through this Sanglap program. DISA has 10 Kishoree Sanglap Centers in Chandina upzila at 10 different villages where 10 animators, one education officer are working for 250 teenage girls. Adolescent or Keihoree Sanglap centers are carrying on the following activities:

6.1 Subject based concept

There are certain issues which are not found in the formal school syllabus but are extremely important for the adolescents. These issues include personal hygiene, adolescent problem, AIDS, Child and women rights, vaccines against different diseases, safe water, cause and prevention of different kind of diseases such as diarrhea, malaria, etc. Adolescents of Kishoree Sanglap Kendro are also learning about female diseases, sexual diseases and how to take care a pregnant woman including these issue. They have also been aware about the family law, dowry, early age marriage, several marriage, marriage registration, Birth registration.

6.2 Literacy:

Literacy is one of the basic requirements for advancement of our society. In the Kishoree Sanglap Kandro, many illiterate girls become literate. Some adolescent girls do not know how to write even their name and how to count, though these are badly needed in their daily life. Now they are learning these at the Kishoree Songlap Kendro.

6.3 Life-Skill Training

Kishoree Sanglap center has provided training to 230 girls on tailoring, Kushi-Kata, cane-bamboo, beef fattening and poultry farming. From these life skill training, the participants help themselves and their families for contribution to economic and social development of their families.



Teenagers taking life skill training.

7. Let Children Speak (LCS)

DISA is currently running the project "Let Children Speak" supported by UCEP-Bangladesh (Underprivileged Children's Educational Programmes) The basic purpose is to raise voice of the children so that it can head at Policy level of the in a united manner to claim their rights.

Working Areas: The working area of LCS is in Tongi Pourashava . (Word no: 4, 5, 6, 7) at Gazipur District.

Project Goal:

To contribute to the elimination of all forms of abuse, exploitation and discrimination affecting children's lives in Bangladesh. Ultimately the project is to create scope of accessibility of the children in the policy and decision making process on child issues at local and national level.

The project was designed with two fold themes considering the children's rights and the education for the vulnerable children who are getting deprived at the community and their family levels. Firstly: It will help trim down the degree of ill treatment done by their parents, guardian and the employers at their respective area. Secondly: It will help the children to come forward to take action at the policy level. In both the cases the children are prime focus, followed by the other stakeholders such as employers, guardians and other civil society member.



Commencement: The project commenced form March -2008 to continue for three year.

Purpose of the Project

- ❖ To form some forums of children within the project period to continue on sustainability.
- ❖ To advocate on CRC though community, parents and local government organizations.
- ❖ To build capacity of the children to develop leadership qualities.
- ❖ To create parents, community, leaders, employee of local government organizations aware on CRC and encourage them to allow the children to exercise their rights.
- ❖ To establish network among community, NGO's other stakeholders including the government.
- ❖ To make documentation on lessons learned from the project.

Activities of LCS:

- * The members of the regional child council, district child council are working at their community by developing their skill through training and workshop .
- * 150 children are leading normal life by giving up smoking as a result of being in the issue based discussion. They have started attending school.
- * Children of the LCS Project have created a social movement against smoking and drug addiction.
- * Children can discuss about their right and play or take rest in CRC information center.
- * By the activities of DISA at Gagipur district in Tangi pouroshava (word no 4,5,6,7), 2,000 deprived working children became aware about their rights .
- * LCS project helped 57 illiterate children to start their study.
- * 1000 parents become aware about the bed effect of drug addiction, smoking , child marriage,
- * LCS stopped three early child marriage in the community.
- * 57 drop out children were admitted in different schools through LCS project.

8. Health, Nutrition and Sanitation Program

Health is a basic right of all of us. In the villages, most of the people are illiterate and they are less aware of healthy habits and keeping good health. DISA has taken an initiative to make them more aware and careful to the health, nutrition and personal health needs, particularly for the women and their children. As a result the group members have become aware about their health, nutrition and sanitation situation. This could be achieved because of relentless effort of DISA's field officials.

These field officials disseminate relevant information on the following issues:

a) Breast feeding for baby: Breast milk is the best food or drink for new baby. The first yellowish milk is most important food for new born baby, it protect them from all short of diseases and it is very much nutritious food for baby. Moreover regular breast feeding protects 98% women from pregnancy for five months after giving birth.

b) Complementary food for growing baby: From the age of 6 months, breast milk is insufficient for a baby. S/he needs some more food for his/her growth. In DISA's group meetings mothers come to know which food is good for babies health and which are nutritious for them. They get all these information from the group meeting.

c) Advice for Additional Protein and Micronutrients: Many children of Bangladesh suffer from growth failure and micronutrient deficiencies. For these reasons , a good diet is needed for the children. DISA's Field Organizer gives them advice about cheap nutritious food and balance diet for proper growth of children.

d) Adolescent Girl's care: Adolescent age starts from 12 yrs of age up to 17 years . She needs support for her physiological changes. The group members get proper advice for her adolescent girl's care.

e) Advice for pregnant mother: The pregnant mothers need extra care. In our social contexts, there are many obstacles on the way of ensuring the additional foods and care. The group meetings make them aware about these.

f) Home Gardening: Home gardening is an integral part of community nutrition activity. It is an appropriate strategy to improve the nutritional status of the target household members and changing their habits for having a direct impact on the family nutrition.

g) Hygienic food preparation: DISA's field officers give advice to the group members to prepare the foods in a hygienic way for their families. Food preparation in hygienic way is most important for good health of family members. Women should wash her hands and every thing before preparing food.

h) Increasing Access to Micronutrients Supplementation: Government has introduced some national level programs for micron nutrients supplementation, like Nation-wide Vitamin A distribution, controlling iron, deficiency anemia and universal salt iodization. DISA's Field organizers make the group members aware of these programs so that members can utilize these benefits from the government health initiatives.

i) Safe Child Birth: For safety of both pregnant women and the new born, the child birth should take place under the supervision or by direct handling of trained midwives at the local health centre. But till now more than 95 percent of child birth take place in the rural areas at home level with the non-trained traditional birth attendants. DISA gives advice and motivate the pregnant women to have the child births normally at the local health installations by the trained birth attendants.

j) De-worming & Access to Safe Drugs: De-worming is being encouraged for all target households in the community and especially for those under food supplementation. The assistance of staff from the local GoB health centers are sought for this.

k) Behavioral Change Communication: For bringing out positive changes, many traditional needs to be behavior changed for improving nutritional and health status of the rural people. These changes are related to eating, feeding and other caring practices, particularly of children, adolescents and P/L women. DISA gives positive advice to its group members to change the traditional behavior and do the right thing.

CHAPTER 4 : TRAINING, RESEARCH AND STAFF WELFARE

4.1 Training Programs

DISA has 778 village groups with 19,225 members. 96% of them are women and most of them are illiterate. So they need some training for their improvement.

DISA takes some initiative for developing their skill by giving training at the field level. DISA's field organizer gives training to the members about various matters for developing their skill like a) leadership training, b) accounts management training, c) hygienic food preparation training, d) sanitation training, e) nutritious food preparation training, f) Pregnant mother's care training etc.

Staff of DISA takes several training from different organizations for developing their skill. They take training from different organizations like PKSF, MRA, BARD, BSTD, BMDC etc. and they take training about micro-finance management, monitoring and evaluation, governance, sustainable development planning, training of trainers, basic training about agriculture, micro-finance, law and management and many other subjects. DISA has a Training cell they take plan and organize the training program. DISA tries to improve the quality of skill of its group members and its staff team also.

4.2 Research and Publication.

Research is an important matter for any development activities. It helps us to take better decision for development and analyze the impact of various activities.

DISA conducts many research about various activities related to Micro Finance. DISA made a research about seasonal loan. The subject of this research was "The Impact of Cow Fattening Loan. The objective of this research was to know a) Does the income of members increase with cow fattening loan? b) How members can earn much money with small investment. c) Does the member can use the money with targeted sector? etc. From this research, we got the feed back that seasonal loan helps to earn good profit by selling their cows and it helps to develop socio-economic condition of the beneficiary. The demand of this seasonal loan is increasing day by day.

With the help of this research DISA took some initiative for further extension of cow fattening loan as well as other seasonal loan programs.

Research & Publication cell took a plan to make research on Impact of micro-credit program, compilation of success stories of micro credit, Nutritional status of group members and their family members, etc.

4.3 Human Resources Development

DISA operates different program in different field of development with a dynamic management team. All the Staff of DISA are well trained, experienced and capable to cope with difficult situations and operate the Organization in a systematic way for total improvement. For the Organizations sixteen years of restless journey, DISA is grateful to its staff members. In future DISA will enrich its HR division in exclusive and modern way. DISA's efficient team of staff at different projects shown in following table:

Project Name	Number
Micro Finance	102
Prevention Child Sexual Abuse	7
Let Children Speak (LCS)	2
Education Program	11
Songlap	11
Aloghar	2
Total	135

4.4 DISA's Staff Welfare

Staff are the life blood of any organization. So we have to care about the welfare of the organization staff. DISA has a group of 135 staff who are energetic, cordial, industrious and truly dedicated for the organization. So DISA always tries to provide them some incentives for their welfare. Staff of DISA get Provident fund, Staff Benefit, gratuity, earn leave, marriage allowance and many other benefits from the organization. Staff get 10% provident fund of his basic salary. From January 2009 all the staff get earn leave. One staff gets earn leave 20 days in a year and it's matured after 10 years of his service. Staff gets the gratuity when he/she retires from this organization. After working minimum 2 years in DISA one can get marriage allowance when he/she get marriage. Staff also gets several leave from the organization like maternity leave, paternity leave, medical leave, casual leave.

