

HUMAN RESOURCES DEVELOPMENT PROGRAM:

Bangladesh has a massive population which is currently a burden but has potential to serve as an asset. It has been shown through successful examples such as Japan that by appropriately using human resource poverty can be reduced or even eliminated.

CDA's final program is aimed at developing the Human Resource potential. Much of the work is through training and sharing skills and so a major component of this program is developing the facilities and curriculum at CDA's central training centre, CTC. It is anticipated that CTC would be able to share its human resource development knowledge at local, national and international level, hence greatly expanding the beneficiaries of this program.

In Bangladesh historically it has been seen that there is a rich social capital consisting with socio-economic and cultural assets including the Human resources which may lead the people with the potentials capacities are built based on cultural heritage.



CDA ENTERPRISES:

There is a widening economic gap between the middle class and the poor in Bangladesh. The middle class increasingly have control over the market which is making them richer whilst making the poor people poorer. CDA has a number of small enterprise activities, the objective of which is to ensure its customers receive a fair price for their product, hence reducing the power of the middle class. An additional benefit of these activities is that CDA creates the opportunity for both direct and indirect labour.

CDA's Enterprise activities currently consist of: Milk Chilling Centre, Husking Mill, Training Centres, Press, and Nursery.

POLICY ADVOCACY AND NETWORKING:

CDA initiates policy advocacy to ensure policy reform in favor of poor people considering the contextual needs. CDA maintains networking with the like-minded organizations at national and international level for sharing ideas/knowledge, information and alliance building for policy initiative or issue based mobilization.

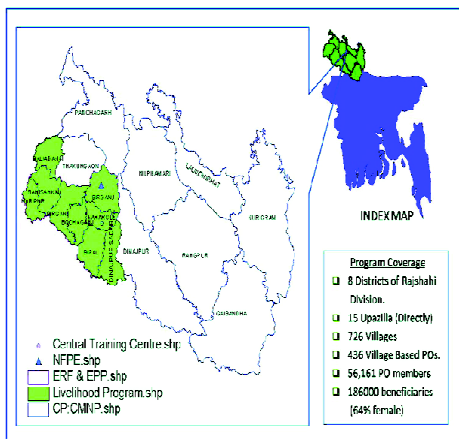
Locally, regional alliance of 20 Nos. of NGOs from 16 Northern Districts are involved in advocacy with namely PLANET.

National Network: ALRD on Land Right and Land reform, Credit and Development Forum for Micro Finance, CAMPE for Quality Education, PHM Bangladesh for Right to Health, Federation of NGOs In Bangladesh (FNB) NGO network.

International Network: International Land Coalition (ILC) for Land Rights and Agrarian Reform., FIAN Germany for Right to Food, ANGO for Agrarian Reform, Peoples Health Movement for Right to Health.

COVERAGE / TARGET GROUPS:

CDA currently has an organization of approximately 200 program and core project staff principally working in the 2 districts of Dinajpur and Thakurgaon. CDA's program operates in 9 Upazila and 510 villages in which it has 488 PO's, 1812 groups and 54195 members. Without the above The credit program operates in a



PO's PUBLICATION (JONO CHESTA):

PO's members are initiating the development efforts by themselves with the supports from CDA and other stakeholders. PO's publication of "Jonochesta" is the series of articles collected by PO members and voicing to the people in the locality their experiences and achievements. CDA supports "Jonochesta" in documentation and publication.



CDA'S GOVERNANCE AND MANAGEMENT SYSTEM:

As per the memorandum of articles of the Association the current General Body (GB) of CDA consisted with 21 civil society members and it is the supreme governing authority of the organization. The GB elects 7 members of Executive Committee (EC) from the GB for a two years term to supervise the organisational management and progress according to the vision, mission and the goals. EC approves program/projects, budgets and the policies. The day to day management of the organization is operated by the Executive Director (ED) with the assistance of the Program Operating Cell (POC) consisted with a team of the heads of the departments including finance sections. The POC meets regularly on a weekly basis to analyse and share program and policy issues to make recommendations to the EC for their approval.

Thanks.

Community Development Association (CDA)

A Non Government Development Organization.



Upa-Sahar, Block#1, House No # 51
Dinajpur-5200, Bangladesh.
Phone: +880-531-64428
Mobile: +880-1713195000
Email: cdapo@cdapo.org, ce@cdapo.org
Website: www.cdapo.org

BACKGROUND:

CDA is founded by a group of development activists and social workers who envisioned to establish a poverty and discrimination free society through sustainable rural development. In 1986 CDA started its activities initially taking the rural wage issues of agro-based labour, women's and child rights through rights-based approach. These approaches have been upheld by the organisation in its programs to the current days.

LEGAL STATUS:

CDA is duly registered with:

- Department of Social Service (DSS/258/86 on 14/06/1986),
- NGO Affairs Bureau (DSS/FDR-283 issued on 16/01/1989).
- Micro Credit Regulatory Authority (142 issued on 7/02/2008).

AIM:

Poverty Eradication and People's Empowerment

VISION:

A society is united through its people centred democracy by good governance which is socially just and free from all forms of discrimination. Human rights are established and the communities are economically productive within an ecologically balanced environment.

MISSION:

Building institutions to enable fair livelihoods & promote access to the market, address human rights, promote gender equality, and challenge ecological, social & cultural barriers.

CORE VALUES:

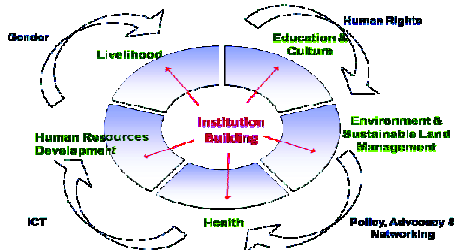
- Working & living together with the communities.
- Dignity, respect & sensitivity
- United efforts with team, mutual co-operation & sharing
- Building knowledge to open our eyes to make potentials
- Equality & inclusion regardless of gender, ethnic group or other social sections.
- Honesty, transparent and flexibility
- Harmonization in Society.
- Respect to our heritage & culture.

PROGRAMS:

CDA mission and vision envisages that the participation of the people in common unity for the overall development of community is essential. To ensure the active participation of the grass roots people, CDA's strategy is developed through the following programs.

INSTITUTION BUILDING PROGRAM:

Institution building is CDA's core program. It is the foundation on which the other programs are supported. It is the mechanism through which groups, People's organisations and higher federa-



tions are formed. It is also the mechanism for the people to form linkages & partnerships and so create a united and powerful process for change. It is fundamental to the aim of people's empowerment.

EDUCATION AND CULTURE PROGRAM:

Literacy takes more time in social and economic development. There is a legacy of illiterate adults from past poor educational enrolment, in particular for women. Literacy rates are improving for children and significant gains have been made for girls. However it may take a further generation to improve the overall literacy levels unless educational interventions continue to be prioritised.

In order to increase educational capacity of its beneficiaries CDA has initiated PO libraries at village level. Thus the village people are able to get a broader aspect of education to develop their livelihood, stand against fundamentalism, corruption, terrorism, nepotism, political inter-



ference and all other types of dishonest or against unjust practices. Whilst CDA continues its activities with NFPE schools, Adult literacy and it's new initiative to establish Pre school centres, CDA intends to increase its focus on the rights based aspects of ensuring quality educa-

A set of cultural activities is linked to the education program due to many of the intercultural problems being related to lack of education in the broader sense. CDA has established cultural groups at PO level. These are specialist groups whose purpose is to motivate the group members and play an effective role in Policy Change and awareness rising. These cultural groups are also a mechanism for social change in addition to protecting the local heritage of our nation.

HEALTH PROGRAM:

The Government of Bangladesh is placing focus on health care. However the output results are revealing huge gap between the required basic level of service and the reality. CDA initiates health program in three folds below and facilitates community's accessibility to health care so that they can sustain livelihood.

- Tackle easily preventable causes of ill health through education and awareness rising.
- Provide primary healthcare services in the area of greatest need, namely maternal mortality.
- Address people's access to government health facilities, either through the lack of accessible facilities or the lack of use of existing facilities.
- Develop people's capacity for policy making which facilitate their accountability to public services.

LIVELIHOOD PROGRAM:

Lack of employment opportunities is a widespread problem across Bangladesh but the North West has its own unique set of additional problems. In the North West there is very little industry hence most people depend on the prevalent agricultural activities. As the majority of the land is held by just a few rich land owners the bulk of the population are employed as day labourers. During the lean season there are almost no opportunities of employment.

CDA's livelihood program is designed to increase and diversify the range of livelihood activities so that people are less dependent on day labouring. In addition CDA will focus on wage rates so that where people are employed by others they receive fair remuneration in return for their efforts.

MICROFINANCE:

CDA is implementing Microfinance Project with relatively low interest rates so that the rural poor can receive a loan service in a fair condition and have opportunity to enjoy their economic activities.

LAND RIGHTS AND AGRARIAN REFORM:

Deterioration of the land and environment may not have a significant effect next week or even next month but will lead to disaster in future years and therefore make it difficult to break the cycle of poverty. Indeed, many of the problems faced today could have been preventable if similar issues had been given consideration in past years.

CDA's program focuses on the following areas: facilitating support to the land less poor people to access local public resource, sensitisation to inform the population of the issues and consequences, alternative practices to allow people to make a difference at a practical grass roots level, mobilisation and advocacy to demand good practices in land distribution, protect urbanisation, and finally legislation to add enforcement and deterrent.

PLANNING, MONITORING & EVALUATION:

CDA has a Planning Monitoring and Evaluation (PME) Cell The purpose of the PME department is to provide effective support in regards to information, decision-making and activities executed by the CDA personnel.

The PME department has a critical role to play in increasing the effectiveness of CDA's program & project. It is the department responsible for facilitating the planning process, taking progress versus target and assessing the effectiveness of activities.

INFORMATION COMMUNICATION AND TECHNOLOGY (ICT):

The government of Bangladesh has newly established Union Information Centre in order to improve people's accessibility to the information and public service through computer. CDA's program aims to build up ICT centre which can be managed by community people by themselves in the remote areas, as well as provide computer training so that they can access to various information which are useful to develop their livelihood.

COMPUTER SKILL TRAINING:

CDA provides computer training at CTC with low price which is available for the students from surrounding villages. Its curriculum covers word, excel, PowerPoint and website creating. CDA is offering 2 diploma courses registered with Bangladesh technical board, which includes computer science and graphic design and multimedia.

Contact:

Executive Director
Upa-Sahar, Block#1, House No # 51
Dinajpur-5200, Bangladesh.
Phone: +880-531-64428
Mobile: +880-1713195000
Email: ce@cdapo.org