

# Profile

of



## National Initiative for Social Action

### Address

---

**Head Office:** House-58, Road -7, Rafiq Housing Society, Shekhertek, Adabor, Dhaka-1207

**Project Office:** Jawakhali, Post-Nakipur, Shyamnagar, Satkhira, Bangladesh

**Mobile :** +8801712093648, Email: [sadiqur.global360@gmail.com](mailto:sadiqur.global360@gmail.com)

**Website:** [www.nisabd.org](http://www.nisabd.org)

# Contents

## Basic Information

Name of the organization	3
Year of the establishment	3
Address of the Organization	3
Geographical coverage	3
Status of the organization	3
Contact person of the organization	3
Legal status of the organization	3
Yearly Budget of the Organization	3
Banking Information	3

## Conceptual Information

Vision of the organization	3
Mission of the organization	3
Objectives	3
Target Groups	3
Major Activities	3
Area of Interest	3
Existing donors and partners	3
Existing project and working areas	3
Completed projects of partners/donors	3
Fixed assets of NISA	3
Professional Membership/Networking	3

## Governance of the organization

General Council & Members	3
Executive Committee and Members	3
Financial Management	3

## NISA's Human Resource & Development

Staff Members of the Organization	3
Training & communication	3
Staff Welfare	3
Security & Welfare fund of Group Members	

## **Guiding Principles of the organization**

Guiding Forces of the organization	11
Strength of the organization	11
Values of the organization	11
Believes of the organization	11

## **Future Direction of the organization**

### **Recognition with reward to NISA** 13

### **Organogram of the organization** 13

### **Elaboration of project/Program** 14

Global Health and Nutrition Policy	3
Inclusive Education	3
Migration, Displacement and Humanitarian Policy	3
Sustainable Development Finances	3
Technology and Development	3
Government and Development	3
Capacity building activities	3
Research and Publications	3
NISA's impact and Influence	3
Past work	3

## **Present staff position**

## Basic Information

**Full name of the Organization:** National Initiative for Social Action (NISA)

**Establishment of the organization:** 10 March, 2020

**Address of Head office:** House-58(2<sup>nd</sup> floor), Road-7, Rafiq Housing, Shekhertek, Dhaka-1207  
E-mail: [sadiqur.global360@gmail.com](mailto:sadiqur.global360@gmail.com)  
Mobile: 8801712093648  
Website: [www.nisabd.org](http://www.nisabd.org)

**Govt. Approved Geographic Coverage:** All over the country

**Status of the Organization:** Non-govt. non-profit, non-political and socio-economic Development Organization.

**Contact person with Address:** Md. Sadiqur Rahman  
House-58(2<sup>nd</sup> floor), Road-7, Rafiq Housing, Shekhertek, Dhaka-1207  
Mobile: 8801712093648  
E-mail: [sadiqur.global360@gmail.com](mailto:sadiqur.global360@gmail.com)  
Website: [www.nisabd.org](http://www.nisabd.org)

### Legal Status of the organization:

National Initiative for Social Action (NISA) is registered with the following Government Departments/Directorates for carrying out various types of socio-economic development activities in Bangladesh.

Sl. No.	Registration Authority.	Reg. No	Date
01	Department of Social Service	DSS/DHA-03825	16/06/2020
01	NGO Affairs Bureau(NGOAB)	3372	09/08/2022

**Yearly Budget of the Organization:** BDT 88,95,932 for the year 2021-2022.

### Bank Information:

Account Name: National Initiative for Social Action (NISA)  
Account No: 05933000993  
Type of Account: Corporate Al-Wadiah Cd Account  
Bank Name: Standard Bank Limited  
Bank Branch: Ring Road Branch, Dhaka  
Bank Address: Probal Tower (1<sup>st</sup> floor), 45, Ring Road, Mohammadpur, Dhaka-1207  
Bank SWIFT Code: SDBLBDDH  
Bank Routing Number: 210263974  
Branch Code: 059

# Conceptual Information

## About National Initiative for Social Action (NISA)

National Initiative for Social Action (NISA) is a registered Nonprofit Organization(NPO) based in Dhaka, Bangladesh that focuses on Global Research and International issues. The organization was founded in March 2020 by a group of philanthropists and development practitioners with a view to socio-economic improvement of the disadvantaged people of Bangladesh. NISA works for community development, poverty reduction, secure livelihoods, sustainable environment, health and nutrition improvement, Sexual Reproductive Health Rights (SRHR), women empowerment, inclusive education, youth development, child protection, Technical and Vocational Education and Training (TVET), Gender Based Violence (GBV), Disaster Risk Reduction and climate change (DRR & CC) through innovative research that drives better policy and practices by the global decision makers.

## Vision

NISA wants to develop a society that is free from all sorts of exploitation and discrimination, economically productive, equitable, socially just, environmentally sound, and viable, where everyone has the opportunity to realize their full potential.

## Mission

- Our first mission is poverty alleviation and socio-economic development by empowering the disadvantaged cohorts of Bangladesh.
- Our second mission is to provide quality services in the development sector of Bangladesh to bring positive changes through economic and social development programs.
- Our third mission is to promote self-reliant and sustainable development of the poor and help them to achieve their potential through social and economic empowerment.
- Our fourth mission is women empowerment and child protection through participation, capacity development and decision making processes
- Our fifth mission is Youth and Adolescents development through vocational education and life skill training

## Objectives

- To uplift socio-economic conditions of the rural poor especially the vulnerable women, their children and by building people's institutions so that they can access to resources
- To create employment opportunities through farm and off-farm livelihoods activities
- To provide inclusive health care services to mothers, children and caregivers
- To ensure nutrition services to Pregnant and Lactating Women(PLW) and <5 children
- To undertake non-formal education program for children to achieve universal primary education
- To establish human rights especially women and child rights
- To prevent and posture human trafficking
- To undertake disaster preparedness activities
- To undertake green program for sustainable environment
- To create awareness of people for biodiversity and environmental protection
- To promote vermin compost for sustainable agriculture practices
- To conduct Policy Advocacy for national and international issues
- To develop youth and adolescents through life skills and vocational training
- To promote aquaculture in saline and fresh water to ensure nutrition security
- To conduct social audit at government line department to ensure good governance
- To create skilled human resources for revenue increase of the country

## **Program Participants/Target Groups**

- Rural and urban poor people
- Extreme Poor(EP) and Ultra Poor
- Marginal farmers Youth and Adolescents
- Small entrepreneurs
- Slum dwellers
- Children (street children, abused, trafficked)
- Disaster vulnerable women
- Person with Disabilities(PWDs)
- Ethnic and minorities people
- Civil society members
- Partner organizations
- Adult/old people
- Local NGOs and CBOs
- LGBTI (Lesbian, Guy, Bi-sexual, Transgender, Intersex)

## **Program Thematic Areas**

- Migration, Displacement and Humanitarian Policy
- Global Health and Nutrition Policy
- Inclusive Education
- Sustainable Development Finance
- Technology and Development
- Government and Development
- Gender and Equity
- Global Poverty Reduction
- Youth and Adolescents Development
- Sustainable Environment (DRR &CC)
- Food and Agriculture
- Social protection
- Research and Publications

## **Major Activities of NISA**

- Inclusive education
- Child protection and anti-trafficking activities
- Early Childhood Care and Development(ECCD)
- Prevention of gender Based Violence(GBV)
- Social assessment at government service providing agencies
- Assistive device support to PWDs
- Community Action Days on social issues
- Prevention of early marriage
- Maternal and Child Health(MCH) services
- Traditional Birth Attendant(TBA) training
- Village Doctor Training
- Reproductive health services
- IYCF counselling and MNP supplementation

- GMP session at government EPI sites
- Iron and Folic Acid(IFA) supplementation
- SAM screening and referral services
- Nutrition gardening at households' level
- Hygiene practices
- Asset transfer to livelihood groups
- Aquaculture (fish, shrimp and crab)
- Agriculture extension services
- Vegetable cultivation / Homestead gardening
- Goat, sheep, poultry and duck rearing program
- Capacity building to government stakeholders
- Research and Policy Advocacy for Rohingya Refugee crisis
- Action research for technology development for productivity increase
- Conduct qualitative and quantitative research
- Skill building training to youth for employment creation
- Roadside tree plantation/afforestation activities
- Disaster preparedness activities
- Environmental Impact Assessment
- Post disaster rehabilitation and reconstruction activities at community level
- Network/linkages with the GO/NGOs and other stakeholders

#### **Interested in the area of activities**

- Technical and Vocational Education & Training(TVET)
- Information and Communication Technology(ICT)
- Small business and IGA development program
- Sustainable environment through social afforestation
- Poverty reduction
- Health and nutrition
- Youth Development
- Agro based development
- Family planning scheme
- Social protection and Right Based Approach(RBA)
- Relief and rehabilitation program
- Capacity building activities
- Disaster Risk Reduction(DRR) and Climate Change(CC)
- Emergency response

#### **Existing Donors/ Partners/Collaborates of NISA**

1. Local Government Engineering Department(LGED)
2. Department of Youth Development(DYD)
3. The University of Western Australia(UWA)
4. Voluntary Service Overseas(VSO)
5. Action Aid Bangladesh
6. Poverty Eradication Program(PEP)
7. Jawakhali Jubo Sangha(JJS)
8. Union Parishad

### Existing projects/program & working areas of NISA

SL	Name of Project	Working Areas
1	Street children program in Dhaka City	Dhaka
2	Inclusive education program	Dhaka
3	Rural Employment and Road Maintenance Program(RERMP3), LGED	Chittagong Division
04	Green program/Tree plantation	Shyamnagar-Satkhira and Rampal, Bagerhat
05	Crab farming project	Shyamnagar-Satkhira and Mongla-Bagerhat
06	Social audit/assessment	Rampal, Bagerhat
07	Vermi-compost production	Shyamnagar-Satkhira
08	Agriculture development activities	Shyamnagar-Satkhira
09	Disaster preparedness activities	Shyamnagar-Satkhira
10	Youth development training	Dhaka, Khulna, Bagerhat and Satkhira
11	Community based nutrition	Shyamnagar-Satkhira
12	Community Action Days(CAD)	Shyamnagar-Satkhira and Rampal-Bagerhat
13	Gender Based Violence(GBV)	Shyamnagar-Satkhira, Rampal and Mongla-Bagerhat
14	Technical and Vocational Education & Training(TVET)	Dhaka
15	Research and Publications	Dhaka

### Completed projects with partners/donors

Name of partners	Supported Program	Since	Working Area	Kind of support
VSO Bangladesh	OPTION Project	2020 -2021	Satkhira and Bagerhat	Donation
Poverty Eradication Program(PEP)	Mung bean and wheat cultivation in saline prone coastal areas.	2020-2021	Barisal, Patuakhali, Borguna and Khulna	Technical support
NISA's own fund	Post disaster rehabilitation activities	2021-2021	Shyamnagar-Satkhira	Technical support
NISA's own fund	Early Childhoods Care & Development(ECCD)	2020-2021	Shyamnagar-Satkhira	Kind support
World Vision	SAM screening and referral services	2021-2021	Shyamnagar-Satkhira	Technical support
NISA's own fund	Livelihoods support	20221-2022	Shyamnagar & Rampal	Kind support

### Highlights t of NISA's livelihoods activities

SL	Particulars	As on 30 June, 2022
1	Total group	48
2	Total group members	2200
3	Cumulative livelihoods support	48,00,000(BDT)
4	Total savings accumulated	265,500(BDT)



## Major Fixed Assets of NISA

SL No	Particulars	Quantity	Value (BDT)
1	Land and land development	1 decimal	22,50,000
2	Furniture and fixture	-	82,500
3	Livelihoods support(Revolving fund)	-	48,00,000
4	Office equipment	-	75,800
5	Capital fund	-	50,300
6	Accounts payable	-	120,000
7	Cash at bank	-	10,700
	<b>Total Assets</b>		<b>BDT: 73,89,300</b>

## Professional membership/networking

National Initiative for Social Action (NISA) has the membership/partnership with the following national and local organizations:

1. Member of Union Disaster Management Committee (UDMC), Shyamnagar UP, Satkhira
2. Adviser, Youth Club Forum, Shyamnagar, Satkhira
3. Member of Upazilla NGOs Coordination Committee Meeting, Shyamnagar, Satkhira
4. Member of Community Support Group(CSGs), Shyamnagar, Satkhira
5. Member of Union Child Protection Committee, Shyamnagar, Satkhira
6. Member, Atakhan Foundation, Dhaka, Bangladesh
7. Member, Bangladesh Sociologist Society, Dhaka, Bangladesh

# NISA's Governance

## General Council & Members

NISA's Board of Directors is composed of prominent individuals from the public, private and corporate sectors with a passionate commitment to development. It has a General Council consisting of maximum 21 members which is the prime authority for formulating policies and strategies, approval of periodical budgets and look after program implementation. The board meets once a year (AGM) to review the NISA's activities and finances and to provide advice and counsel to the President. A subset of the board, the Executive Committee meets quarterly to provide ongoing oversight. The board is responsible for the overall control of the NISA's property and funds affairs. NISA is registered with the Department of Social Service and NGO Affairs Bureau (NGOAB) of Bangladesh bearing the Registration Number- DSS/DHA-03825 and 3372.

## Board of Directors

SL	Name of the Directors	Position	Contact Address	Profession
1	Dr. Mostaque Ahmed	Chairperson	35, Kamal Ataturka Avenue Banani, Dhaka-1213, Bangladesh	Dr. Mustaque Ahmmed is a Medical professional. Currently working as MCHN Manager at World Vision Nobo Jatra Project. Working in development sector for last 20 years.
2	Md. Sadiqur Rahman	Board of Secretary	House-58, Road-7, Rafiq Housing Society, Shekhertek, Adabor, Dhaka-1207, Bangladesh	Founder and Executive Director of NISA since 2020 to till now. Worked in VSO Bangladesh,

				World Vision, Action Aid, Practical Action, Shapla Neer(Japan), Dhaka Ahsania Mission and IIRD for last 26 years.
3	S.M Mujibur Rahman	Board of Director	9/J, Kazi Nazrul Islam Road, Block-A, Momammadpur, Dhaka-1207	Executive Director at Poverty Eradication Program(PEP). Working in development sector for last 30 years.
4	Md. Shafiqur Rahman	Board of Director	House-382, Road-28 New DOHS, Mohakhali Dhaka-1212	Working as Project Manager at VSO Bangladesh since 2007. More than 20 years' experience in several national and international NGOs.
5	Mohammad Saifullah	Board of Director	House-30 CWN(A), Road-42/43, Gulshan-2, Dhaka-1212	Advisor- Government Relation at Helvetas Intercooperation Bangladesh from 2020-till now. Worked at VSO Bangladesh as Operations Manager since 2005 to 2019.
6	Md. Rafiqul Islam Faruki	Board of Director	Heifer International Bangladesh House -38, Flat-5B (5 <sup>th</sup> floor), Road-11(New), Dhanmondi, Dhaka-1209	National Value Chain Expert at Heifer International Bangladesh. More than 20 years' experience in FAO, BRAC International, Chemonics Inc. and VSO Bangladesh.
7	Reza-E-Rabbi Dider	Board of Director	Save on Healthcare, Mirpur-10, Dhaka-1216, Bangladesh	Manager at Save on Health Care since 2014 to till now.
8	Fokir Tayebur Rahman	Board of Director	Village + Post: KUET, Khulna -9300	Assistant Agriculture Officer at Department of Agriculture Extension(DAE), Paikgacha, Khulna, Bangladesh
9	Shahina Khanom Shelly	Board of Director	Matikora, Belkuchi Post: Dhunot -5850 Dhunot, Bogra	Social Activist. Currently working as Treasurer at NISA
10	Salma Khatun	Board of Director	House-58, Road-7, Rafiq Housing Society, Shekhertek, Adabor, Dhaka-1207	Working as Assistant Teacher at Government Primary School for last 10 years.
11	Md. Saidul Islam	Board of Director	Village-Hamza, Post-Savar, Satoria, Manikgonj	Civil Society member. Currently working as Program Manager at NISA
12	Khaleda Akhter	Board of Director	Village-Meruaghona, Post-Meruaghona, Upazilla-Deflower, District-Tangail	Destitute Woman and Social Activist. Currently working as Program Officer at NISA.
13	Romena Aforoz :	Board of Director	House-141, Flat 5A, Road-4, Block-A, Banani, Dhaka-1213,	HR Manager at Terre Des Home(TDH) from 2020 to till now and former HR Specialist at VSO Bangladesh from 2016-2019
14	Jotsna Khatun	Board of Director	35, Shasur Rahman Road (Shantidham moor), Khulna-9100	Development professional. Working in NGO sector for last 7 years.
15	Debashis Kumar Gayen	Board of Director	Jawakhali, Post-Nokipur, Shyamnagar, Satkhira	Social Activist. Currently working as Project Manager at

			Email: N/A Mobile:0192884125	NISA.
16	Polash Saha	Board of Director	Thana Road, Uzirpur, Barisal	Development Professional. Worked in World Vision and Islamic Relief Bangladesh as Program Officer.
17	Mst. Sufia Khatun	Board of Director	Village-Shankarkathi, Post-Shankarkathi, Upazilla-Shyamnagar, District-Satkhira	President, Sankarkathi Nari Sangathon, Satkhira
18	Md. Abdullah Al-Mamun	Board of Director	Village-Deol, Post-Shankarkathi, Upazilla-Shyamnagar, District-Satkhira	Person with Disability and independent entrepreneur
19	Mst. Suraya Akhter	Board of Director	Village-Zalshuka, Post-Kederpur Upazilla-Nagarpur District-Tangail	Women Farmer and Social Activist
20	Shormili Khanom	Board of Director	83/2,Bibir Bagicha North Jatra Bari Dhaka-1204	Worked in ASA NGO as Credit Officer for 10 years. Currently working as Office Staff at NISA
21	Rina Halder	Board of Director	House-817, Road-4, Baitul Aman Housing Society, Adabor, Dhaka-1207	Working in development sector for last 10 years. Currently working at SAMAHAR Consultants as Project Officer.

### Executive Council & Members

NISA has also an Executive Committee (EC) presently consisting of seven (7) members experienced in different development sectors who are elected from the general council for three years. The EC is the authority to ensure dynamic and efficient administration and management of the organization, plan and execute development programs, control finance and accounts and look after personnel and program issues. The Executive Committee seats at least 4 times in a year for meeting during the year for providing policy guidance; review of over all activities of the organization and taking major decisions on organizational matters.

#### List of the Members Executive Council

SL No	Name of the members	Position	Address with contact number	Age	Education
1	Mr. Md Sadiqur Rahman NID: 9316615857096	Executive Director	House-58, Road-7, Rafiq Housing, Shekhertek, Dhaka-1207	52	Master's
2	Mr. Didar-E-Rabbi NID: 4200998823	Secretary	Save on Healthcare, Mirpur-10, Dhaka-1216	40	MBA
3	Shahina Khanom Sheuly	Treasurer	Matikora, Belkuchi, Post-Dhunot, Bogra-5850	45	Graduate
4	Mst. Salma Khatun	Member	House-58(3 <sup>rd</sup> floor), Road-7, Rafiq Housing Society, Shekhertek, Adabor, Dhaka-1207	45	Graduate
5	Md. Saidul Islam	Member	Village-Hamza, Post-Dighalia, Satura, Manikgonj	23	BA(Hons.)
6	Rina Halder	Member	House-817, Road-4, Baitul Aman Housing Society, Adabor, Dhaka-1207	48	MA
7	Khaleda Akhter	Member	Village + Post-Meruagana, Deldowar, Tangail	30	HSC

## Financial Management

The fund as grants or loan from any foreign donors and partners are received through a mother account in the established public or private Bank in the name of National Initiative for Social Action (NISA). The Bank account is being operating by the joint signatories of 3 persons including the Chairman, the Secretary General and Treasurer of the Executive Committee of the organization. The fund usually transferred to respective project account, after receiving the fund at the mother account to make sure smooth operation and implementation of the project activities. Also there is another way of receiving funds as grants or loan and in any other form from local sources in local currency through any other Bank Account in the name of the organization including projects name. Signatories can be any reliable staff subjected to approval of the authority of the organization. NISA generate quarterly financial reports from the respective projects at the head office as part of controlling financial system and make sure transparency and accountability of proper utilization of received funds from different sources. As per donor's requirements, periodic financial reports with books and accounts including necessary information to be maintained accordingly as per terms and conditions of the agreement between NISA and funding agencies or funding sources. The accounts are to be audited by Govt. registered chartered accountant firm once in a year and the audit report to be submitted to the respective donor's, Govt. authorities and other relevant sectors as and when needed. The administration and financial control of NISA is vested in the Governing Council which comprise of the Honorable Chairman, Secretary General, Treasurer and Program coordinator. The Secretary of the Executive Committee is the Executive Director of the organization.

## NISA's Human Resource & Development

### Staff Members of the Organization:

NISA operates different programs in different fields of development with a dynamic management team. All the staff of NISA are well trained, experienced and capable to cope with difficult situations and operate the organization in a systematic way for total improvement. In future NISA will create its HR division in exclusive and modern way.

### Staff as of 30 June, 2022

SL No	Staff categories	Male	Female	Total
1	Dhaka Head Office	6	4	10
2	Field office	25	20	45
3	Volunteers	198	132	330
	<b>Total</b>	<b>229</b>	<b>156</b>	<b>385</b>

## Training & Communication

Starting from a backward and quiet village at Shyamnagar Upazilla in Satkhira district in 2020, NISA is now growing up into an upcoming potential Non-Government Organization (NGOs) and it was recognized in 2021 by the Voluntary Service Overseas (VSO) as the best one among the NGOs in Satkhira and Bagerhat. Recently, NISA has expanded its head office in Dhaka. NISA has 48 Village Organizations (VOs), over 1200 program participants and 385 staffs including fulltime staffs and volunteers who need capacity building support to build their career to overcome the challenges ahead of them. All these are needed to build NISA as a center of excellence, more widely recognized and familiar in home and abroad. The biggest challenge ahead of the NISA management and the staff members is to make the organization sustainable for continuing its services to the people and the humanity. The short term mission of the effort is to improve the capacity of its staff members through improving their skill levels. The medium term vision is to establish a well equipped Training Center with modern facilities which can help to upgrade the training and facilitation skill of internal and external personnel as well as generating income for organizational development and sustainability. Long term mission of NISA is to expand its project and program activities across the 7 Divisional areas of Bangladesh and in the SAARC countries in Asia.

## **Staff Welfare**

Dedicated staff members are the assets of any organization. NISA has a group of 385 staff and volunteers who are energetic, cordial, industrious and truly dedicated for the organization. So, NISA has a plan to provide them some incentives for their welfare in future. Staff members of the NISA will get provident fund, gratuity, earn leave, marriage allowance and other incentives from the organization. Staff members will get 10% provident fund of his basic salary in future. One staff member will get 20 days earn leave in a year which will be calculated after his/her confirmation period. Staff will get the gratuity when he/she retires from this organization. After working minimum one year in NISA, one will be allowed to get marriage allowance when he/she gets married. Staff members are also entitled to get several leave from the organization like maternity leave, paternity leave, medical leave and casual leave.

## **Security and welfare fund of Livelihoods Group Members**

Every project beneficiary under “Revolving Grants Fund” deposits 1% taka on approved grants during grants received and gets insurance on Tk.49, 000. If the member or her husband dies during the grants recovery period, then the remaining grants shall not be realized from her or him.

## **Assets/properties handover policies of NISA (Dissolution)**

If the organization is abolished in future for any reason, then its liquid assets and fixed properties shall have refunded to its providers or will be transferred to another charitable organization especially Anzumand Mofidul Islam Trust or to Government of Bangladesh. Nobody shall be entitled to have its capital assets or fixed properties by any means.

## **Fund mobilization**

The organization can mobilize its funds for its development activities, humanitarian response or for any social and economic resilience from international communities, institutional donors, UN organizations, international NGOs, charities, corporates, government, individuals or from any local sources. The organization can also collect monthly fee/donation from its Board of Directors or from its members as Start-up grants for its smooth functioning at initial level.

# **Guiding Principles of the Organization**

## **Guiding forces of the organization**

- Approved Constitution & Memorandum of Understanding of the organization
- Potential ideas from the General Council and EC member including Sr. Management
- Strategic Planning & Annual Planning
- Annual Auditing of the organization
- Utilization of local wisdom and resources.
- Encouragement of innovation and creativity
- Coordination and networking
- Accepting challenges and learning
- Creativity, cost efficiency, participation, solidarity and dedication
- Professional relationship and networking
- Transparency and accountability
- Participatory decision-making across the organization
- Diversity and inclusion in everywhere

## Strength of the Organization

NISA has the following strengths to gear up effective implementation of development projects and activities:

- Acceptance of the organization at different level
- Commitment and dedication of the staff
- Physical structure like own office premises
- Linkage with other organizations GO, NGO, CBOs, national and INGOs
- Good governance
- Dynamic management
- Experience in running projects
- Govt. Approved Constitution and Memorandum of understanding of the organization
- Registration from the Government Authority
- Guiding principles
- Values, principles and believes
- Potential Executive Committee members
- Supportive General Council members
- Trained and experienced staffs
- Well organized village groups/CSOs in the program areas
- Proactive youth volunteers in the working areas

## Values of the organization

NISA encourages the following values to be practiced both at individual and organizational level

- People are the key Change of Agents
- By working together, we can change the world
- Commitment to work with the people
- Sincerity, honesty and discipline
- Peoples participation
- Practice of democratic values
- Transparency, accountability and good governance
- Mutual respect, trust and transparency
- Respect for all cultures and beliefs
- Pollution-free environment
- Timely action
- Gender Sensitivity
- Child First

## Believes of the organization

- In equal opportunity for men and women in society irrespective of class, age, ethnic, culture
- Human Rights for all
- Education for all
- Respect to children's opinion
- In freedom of expression, movement and choice by man and women alike
- In social harmony free from communal bias
- Freedom for work, education and development
- Believes in peoples' capacity and dignity
- Diversity and innovations
- Inherent dignity of peoples with Disabilities(PWDs)

## Future Directions of the Organization

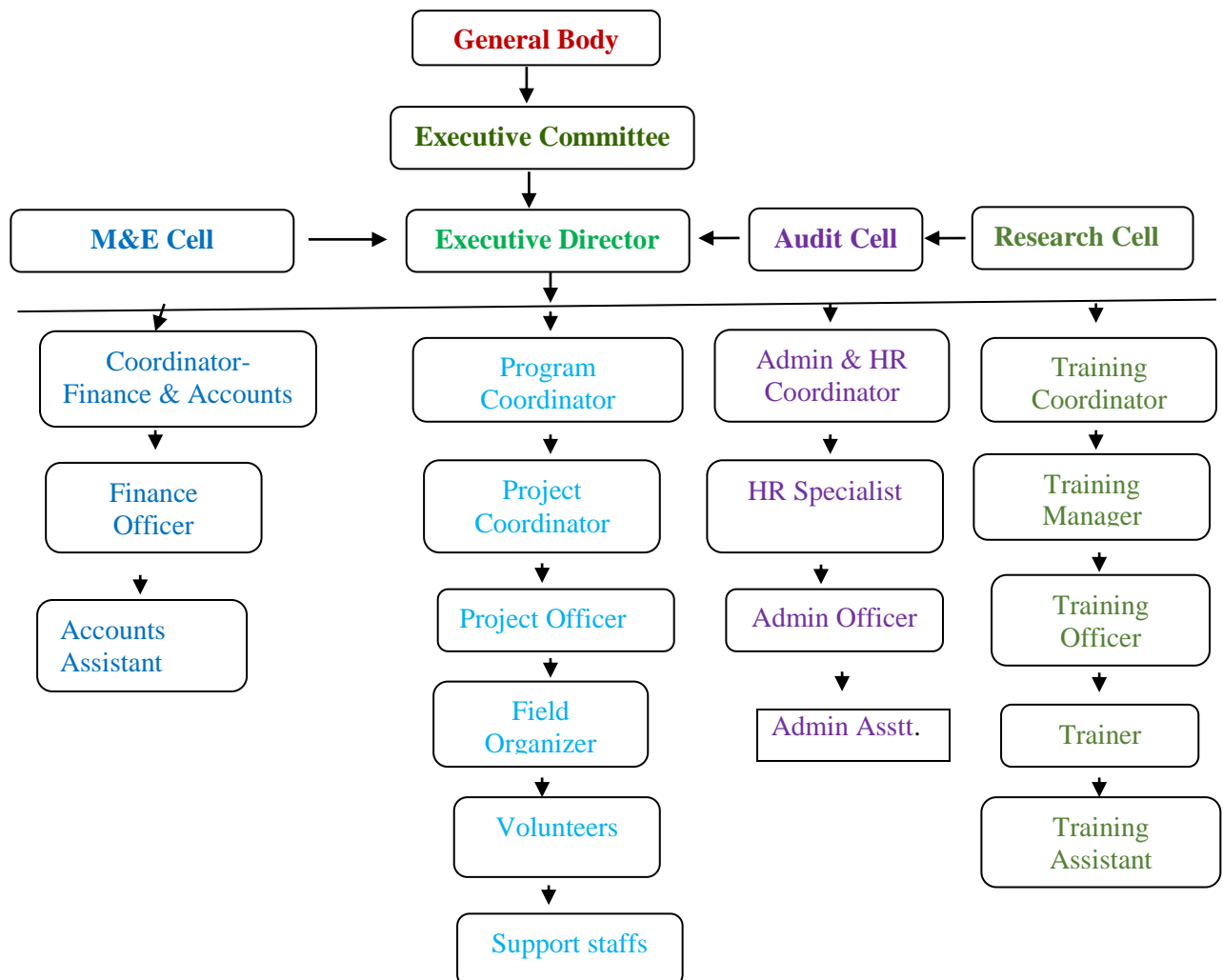
### Future Plan

- Revolving Grants Fund to be increased by 50% within next 5 years.
- Registration from Department of Social Welfare
- Registration from NGO Affairs Bureau(NGOAB)
- Promote Agro based program
- Establish well equipped training center in Dhaka
- Physical asset to be increased by 25%
- Equipment and vehicles increased as per need
- Promote green program including Roadside Plantation
- Promote community based nutrition program
- Promote vermi-composite and its marketing
- Internal and external resource/fund mobilization
- Establish a liaison office in Dhaka

### Recognition and Awards of NISA

National Initiative for Social Action (NISA) awarded as the best Partner Organization in South West Region in 2021 by the Voluntary Service Overseas (VSO) for its social activities. Upazilla Agriculture Department, Shyamnagar, Satkhira recognized NISA as the best NGO for good stall demonstration in Agriculture Fair in 2021.

### Proposed NISAs Organogram





# Elaboration of NISA's Programs

## 1. Migration, Displacement and Humanitarian Policy

NISA conduct rigorous research and provide innovative policy approaches that enable migrants, refugees and host community to prosper. Centre for Global Community Development's program on migration, displacement and humanitarian policy is focused on ensuring that everyone on the move realizes their full potential. We work to maximize the benefit of migration to destination and origin countries, expand the opportunities available to forcibly displace people and reform humanitarian system to better serve the needs of those affected by conflict and crisis. We recognize that human mobility can have positive and negative effects, depending on policy choices. We therefore work with policymakers around the world to create sustainable, pragmatic and evidence-based policies for everyone on the move.

## 2. Global Health and Nutrition Policy

Global community faces new challenges relating to health and nutrition. Prevalence of communicable and non-communicable diseases and Global Acute Malnutrition (GAM) are increasing alarmingly. NISA's work focuses on building sustainable health systems, global health financing, improving global health security, addressing GAM, diseases and treatment inequalities and designing fiscal policies for better health

## 3. Inclusive Education

Despite tremendous progress, education has not yet fulfilled its promise to wider communities: gender inequality remains acute, intergenerational mobility is declining, and poor children often go to much worse schools than rich children. NISA's research examines the mechanisms through which education can give children equal life opportunities and build the human capital that nations need to prosper.

## 4. Sustainable Development Finance

To meet the Sustainable Development Goals, development finance must increase from billions to trillions. Our work focuses on more finance from existing and emerging sources, and on allocating those funds to meet both ongoing needs and future challenges.

## 5. Technology and Development

Policy innovation is not keeping pace with technological change. How can digital country be made to increase state capacity and reduce inequality? How should we manage and regulate growth in biometric ID and governance? How can digital payments be safely and effectively scaled up? NISA's research helps policy makers catch up with our changing world

## 6. Government and Development

The policies and programs of major country governments wield enormous influence on global development process. NISA provides data, evidence, and solutions that can help guide Bangladesh development policy. Our Bangladesh-based Development Policy team seeks to strengthen Bangladesh foreign assistance tools with proposals for reform grounded in rigorous analysis and evidence. NISA Bangladesh team aims to help the Bangladesh government in building the capacity of the root level staffs of MOH&FW, Local Elected Bodies (LEBs) and the Department of Agriculture Extension (DAE). Our work also encompasses research on aid effectiveness and how to address corruption problems and transparency.



## **7. Gender and Equality**

NISA works on gender focuses policies in aid, development project, trade, migration and peacekeeping that will improve women's economic empowerment worldwide. Greater equality drives big gains in health, education, and improved livelihoods - for individuals, their families, and their communities. However, in many parts of the world, women and girls and other marginalized group including LGBTI people, still face legal, economic, and political constraints that prevent them from participating fully and equally in society. NISA uses evidence to show how governments, donor institutions, and the private sector can help in creating low-and middle income countries that allow all people to thrive.

## **8. Global Poverty Reduction**

National Initiative for Social Action (NISA) works to reduce global poverty and improve lives through innovative economic research that drives better policy and practice by the world's top decision makers. NISA believes that volunteers can overcome poverty by sharing their knowledge, experience and skills across the globe. NISA closely works through National and International Volunteers for global poverty reduction in skills sharing approach.

## **9. Youth and Adolescent Development**

Youth and adolescents constitute 18 percent and 16 percent of the global population where 90% live in the developing countries. If these large portion of populations can be brought under skilled human resources, they will able to contribute in countries GDP. NISA works with the youth and adolescents to build their institutional capacity especially involve the youth and adolescents in development activities and help to register the youth club with the Department of Youth Development (DYD). NISA advocates with the NCTB and MOHFW in order to ensure young people's access to SRHR information in existing co-curricular and to ensure youth friendly services in government health facilities.

## **10. Sustainable Environment**

Bangladesh is one of the most disaster prone countries in Asia due to its geographical locations. It has experienced of 1970's and 1991's devastating cyclones, 2007's Sidr and 2009's Ayla. NISA creates space for the coastal people to build a disaster resilient community and sustainable environment. In order to cope with the situation, NISA promotes green programs especially mangroves afforestation in coastal areas including roadside tree plantation. Since its inception, NISA research on climate change impacts on communities. NISA also promotes climate adaptive livelihoods for the coastal communities like sheep rearing, duck rearing, crab farming and saline tolerant varieties. Moreover, NISA works for Carbon Reduction and participate in emergency response and rehabilitation activities when needed.

## **11. Food and Agriculture**

More than one billion people in developing countries suffer from chronic hunger. The role of agriculture in promoting pro-poor growth is attracting attention internationally. NISA's work in this area focuses on how rich countries' agriculture effects in developing world. Most of the people in developing countries live in rural areas and depends on agriculture for their livelihoods. But they don't have enough savings required to invest for farming. NISA research on food and agriculture and provide support for year round vegetable cultivation and other cropping.

## **12. Social Protection Activities**

NISA is actively involved with the different types of social protection activities at the community level like preventing child torturing, child abuse, early marriage, child labor, child and women trafficking etc. It organizes rallies, discussion seminars and advocacy workshop at different level on child protection and trafficking.

## **13. Research and publication**

NISA works for global research and development including research design, baseline survey, end line survey, questionnaires development, and midterm review (MTR), impact evaluation, training need assessment, training module development, SBCC materials development, project proposal writing, report writing, case study development and implementation of development projects in Bangladesh.

## Present staff position

NISA operates a diversified program in different field of development to ensure a dynamic management. It has an efficient team of staffs and volunteers at different levels shown in the following table as of 28 Fenruary,2022.

Category	Status		
	Male	Female	Total
Top level management	4	1	05
Mid-level management	3	1	04
Entry level	3	3	06
Volunteers	16	14	30
<b>Total</b>	26	19	<b>4</b>

## Activities picture: NISA



**Picture-1: Campaign for tree plantation by the disaster vulnerable coastal communities at Shyamnagar Upazilla of Satkhira district in Bangladesh to protect river erosion, coastal surge and climate change adaptation.**



**Picture 2: Local youth of NISA are repairing herringbone (Voluntary work) at Jawakhali village at Shyamnagar Upazilla of Satkhira district in Bangladesh.**





**Picture 3:** Campaign for roadside tree plantation by the local community for sustainable environment. Picture was taken from Jawakhali village of Shyamnagar Upazilla in Satkhira district, Bangladesh.



**Picture 4:** A local youth along with a woman farmer is setting sex pheromone trap at vegetable garden for pest control management. The photo was taken from Shakarkathi village of Shyamnagar Upazilla of Satkhira district, Bangladesh.





**Picture-5:** Community livestock vaccination by a local Paravet of NISA at Betangi village of Shyamnagar Upazilla in Satkhira district, Bangladesh.



**Picture-6:** A vegetable grower of NISA is caring her vegetable garden. Picture was taken from Deol village of Shyamnagar Upazilla in Satkhira district, Bangladesh.





**Picture 7: A farmer of NISA with a smiling face at her homestead vegetable garden in Satkhira, Bangladesh.**



**Picture-8: Plumbing training to youth by NISA for employment creation. Photo was taken from MAWTs, Caritas, Mirpur, Dhaka, Bangladesh during practical training.**





**9. Child caring of working women by NISA in Dhaka, Bangladesh.**



**Picture-10:** Closing session of 2 days TOT Training of RERMP3 project at LGED Cumilla. Executive Engineer along with ED of NISA and other participants attended the course. Picture was taken on 8 September, 2022 at LGED Cumilla Training room.





**Picture-11:** Youth and Adolescents of NISA's working area are making commitment for social work. The picture was taken from Moddyadaga village of Fultola Upazilla of Khulna district in Bangladesh.



**Picture-12:** Household visit by the Executive Director of NISA at Moddyadaga village of Fultola Upazilla of Khulna district in Bangladesh in November, 2021.





**Picture-13:** Discussion with the low income community for tube well repairing at project area. Picture was taken from Fultola, Khulna, Bangladesh in October, 2021.



**Picture-15:** Group formation meeting with the community people by NISA's staff at filed level. Photo was taken from Moddyadaga, Fultola, Khulna, Bangladesh.





**Picture-16:** Abdulla Al-Mamun a right holder of NISA proved that disability is not barrier for economic resilience. Picture was taken from Deol village of Shyamnagar Upazilla of Satkhira district, Bangladesh.



**Picture-17:** Gillian Hogton, Fundraising Manager, VSO UK (3<sup>rd</sup> from the left) visited NISA's crab farming project at Satkhira, Bangladesh in 2020(ED,NISA 2<sup>nd</sup> from the right).





**Picture-18:** Closing session of 5 days training on business skill development to affected beneficiaries of Akhaura Laksam Double Line Project(ALDLP) of Bangladesh Railways by Executive Director, NISA.



**Picture-19:** Movement for roadside tree plantation by the local community of Rampal, Bagerhat, Bangladesh for building a disaster resilience community.





**Picture-20:** Girls education program for marginal adolescents by NISA at Shyamnagar Upazilla of Satkhira district in Bangladesh.



**Picture-21:** Vocational training to marginal youth by NISA. Training held at DIST, Mirpur, Dhaka, Bangladesh