



## Faridpur Development Agency (FDA)

Mr. Md. Azharul Islam  
Director  
Faridpur Development Agency  
Tepurakandi, P.O. Bakigonj  
Faridpur, Bangladesh  
Mujib Sarak, Gopalpur, Faridpur, Bangladesh

Faridpur Development Agency (FDA) is a local NGO and was established on January 1, 1978 with the collaboration and initiation of a group of educated social workers under the leadership of Mr. Azharul Islam. The aim was to promote the socio-economic status of the rural poor and disadvantaged, emphasising women and children through conscientization, capacity building, institution building & capital formation and imparting felt-need based problem solving programs.

FDA believes in a non-directive, bottom up, integrated and participatory development framework and works as a catalyst with the concerned people. It aspires to judge full and equitable shareable society, where every individual can live in peace, harmony and justice.

Since its inception in 1978, FDA has been working hard to drive away poverty, illiteracy, and malnutrition. It aims to assist the poorest sections of the community to achieve assured and sufficient means of livelihood and social equity. FDA has a bitter experience of exploitation, torturing and deprivation of the asset less people by the influential, landlords, land grabbers, feudal lords and their sons. Violations of human rights and democracy perpetuate the process of dehumanisation.

FDA was established with a view to welfare and social and economic development of the people displaced by regular crop failures due to excess rain or drought, floods, cyclones, tidal bores, natural disasters as well as the asset-less, destitute and starving people of the country with a particular emphasis on women and children sections. Primarily FDA started to organise the womenfolk for their self-reliance as women are exploited socially, economically and even by other women themselves.

### Goal:

Empower poor people **in an exploited society**, especially women and children and to integrate women into the mainstream of development. **Judge-full?**

### Purposes and Main Purposes:

- To build awareness and capacity of the poor
- To improve the literacy and consciousness of the poor
- To build poor people's institutions, self-capital and group funds
- To create appropriate and viable profession-based employment and income generating opportunities
- To create greater unity, solidarity, cooperation and greater social action
- To develop an **unexploited** and harmonious society **Judge-full**
- To establish democratic values and social justice in society
- To build gender relations
- To improve environmental condition
- To involve women into economic & productive activities
- To conduct disaster preparedness and management activities etc.

### **Organisational Management:**

FDA has an organisational structure for policy formulation, policy execution and policy implementation. It has three tiers of management like:

- General Council: 22 members, is the highest policy formulation body and meets once a year to review and approve plans, budgets, expenditures, and progress and also to formulate policy decisions and elect the Executive Committee for 2 years.
- The Executive Committee (EC): seven members, meet every quarter to review and approve the quarterly plans, budgets, expenditures and progress, and make policy decisions.
- Staff Team: 194 members who are guided by the Director and carry out the organisational activities at the field level.
- Apart from these, a 5-members Advisory Council advises the Director and the EC for better and effective policy formulation, execution, and implementation.
- FDA forms sub-committees for different purposes such as the Evaluation Sub-Committee and the Audit Sub-Committee to run the projects effectively.

### **On going activities:**

- Motivation and Conscientization,
- Poor people's institution building.
- Capacity building through Training, Seminar and Workshop.
- Accumulation of Savings and Credit support.
- Non-Formal Education (Child and Adult Education).
- Small Income Generation Activities.
- Primary Health and Nutrition Education.
- Drinking Water Supply and Sanitation.
- Environment development through Social Afforestation and Nursery Development.
- Gender development and legal education.
- Disaster Preparedness and Relief and Rehabilitation.

### **Staffing:**

FDA has a total of 194 core staff members and 120 part time Teachers. All of them are qualified, experienced, skilled and trained and have 2 to 15 years practical experience in the field of rural development:

### **Present Partners:**

Water Aid-UK, ITDG, CONCERN-Ireland, BRAC, PROSHIKA, DNFP, NGO Forum, NDI and local contribution.

## **Geographical Program Area:**

### **FDA work in 56 Unions of 8 Upazilla in Faridpur District.**

**N: B:** Both the projected Unions are the Chars (Islands) of the dangerous river Padma and Jamuna and both the Unions are situated in the middle of the two rivers and detached from the main lands. Boat is the main means of communication. It takes half an hour to go to the chars by boat from the main lands. Most of the people of those chars are settled from the main lands losing all their assets. These char people are ruled and dominated by some land owners but they do not live in the chars, because, the char life is dangerous. River erosion, tidal bores, cyclone, and other natural disasters have become common phenomena. So, char people have to lead a very dangerous life without having modern cultural touch. In Bangladesh there are many rivers but the Padma and Jamuna Rivers are the biggest and most dangerous ones. These rivers are well known for their destruction. Every year thousands of people lose their resources and lands. Even human lives are lost due to the destruction of the rivers, especially river erosion, tidal bores and other natural disasters. There is a proverb which says that when the people lose everything, then they go to live in chars.

### **Specific beneficiaries/target people:**

The target group of the organisation is the poorest of the poor section of society. Emphasis is given to women and children, who are the victims of exploitation, deprivation, malnutrition, have no purchasing capacity, income is less than expenditure, have calorie shortage, have gender gap and discrimination, tortured, and social diseases, unemployed youths, disabled people, have land less than 50 decimals etc.

### **Previous and Existing Programs**

- a. Motivation and Group Formation.
- b. Training, Seminar and Workshop.
- c. Savings and Credit.
- d. Child and Adult Education.
- e. Income Generation Activities.
- f. Regenerative agricultural development.
- g. Pond re-excavation and Fish Cultivation.
- h. Health, Nutrition and Family Planning.
- i. Rural Water and Sanitation.
- j. Social Forestation and Nursery Development.
- k. Women Development.
- l. Occupational Skills Development Training of Adolescent girls.
- m. Professional Skills development Training for Women.
- n. Anti-drug activities.
- o. Relief and Rehabilitation.

## **Organisational Infrastructures and Strength**

The General Council of 21 members of the organization is the highest policy formulation body and meets once a year to review and approve plans, budgets, expenditures, and progresses and also formulate policy decisions and elects Executive Committee for 2 years. The Executive Committee (EC) of 9 members meets quarterly to approve and review the quarterly plans, budgets, expenditures and progresses and makes policy decisions. The Executive Director materializes the decision through his 194 staff and volunteers.

FDA has two offices, with proper training centers and sufficient equipment, training aid, materials, etc.

## **Program Management, Coordination and Evaluation**

FDA has a general management policy for every project and other organizational activities. Generally the following management steps are followed by the organization for implementing each project and activity.

The Director is held responsible for all round activities of the project implementation under the guidance and supervision of the Executive Committee and he in co-operation with the Project Coordinator and the Accountant will render the services for the project. The following steps will be undertaken for the project management:

- a) An Implementation Committee (IC) will be formed with 5 members to run and manage the project activities. Maximum members of the IC will be taken from the beneficiaries.
- b) Necessary project staff will be selected and appointed and then will be oriented on project implementation.
- c) Strong monitoring system will be introduced to monitor the project activities. Necessary monitoring formats, tools will be developed for collecting up dated information.
- d) Training-plans, schedules, modules, materials and curriculum will be developed and conducted as per plan.
- e) Senior staff will frequently visit the fields for strong supervision and monitoring.
- f) Monthly staff meetings will be arranged to review the activities and find out and solve the encountered problems and difficulties.
- g) The IC will pay quarterly monitoring and prepare reports with necessary suggestions.
- h) Half yearly internal evaluations and audits will be conducted by forming an Internal Evaluation Teams.
- i) Yearly External Audit will be conducted.
- j) Quarterly Executive Committee meeting will review and approve the project progresses, expenditures, budgets, plans etc.
- k) IC meeting will be arranged month basis to review the project progresses.
- l) Monthly, Quarterly, Half Yearly and Annual Reports will be prepared.
- m) The monitoring team will monitor the project activities quarterly basis.
- n) Half-yearly and yearly internal and evaluation will be conducted internally and externally.
- o) Half-yearly and yearly internal and external audit will be conducted internally and externally.

## **Experiences in Mobilising People and Resources.**

FDA has been working in its operational areas from 1978 with the poor and vulnerable people, emphasising on women and children of the poor community. Till date, it has been implemented 30 projects supported by different local, national, foreign and international organizations for the socio-economic and cultural development of the poor community. Already it has formed 540 groups with 12,300 members and their savings size is Tk.130,25,000/- approximately, which has been used for revolving loan purposes for income generating activities. Apart from these, FDA has been mobilising the local community, group cadres, local administrations, government departments and local different types of institutions for development purposes.

## **Resources.**

### **a) In house:**

#### **i) Building/Room:**

- One full-fledged Central Training Centre at Central Office with a training hall, resource/material room, trainer's room, lodging facilities of 30 trainees, cooking facilities and dining facilities.
- Four full-fledge Central Training Centres at two regional offices with training hall, resource/material room, trainer's room, lodging facilities of 30 trainees, cooking facilities and dinning facilities.
  - 12 Regional Training centres with all facilities except lodging facility.
  - 12 Sub-Regional Training Centres with room, hall, dinning facilities & other aids.

#### **ii) Equipment:**

|    |  |    |
|----|--|----|
| a) | TV and VCP   | 12 |
| b) | Overhead Projector.                                      | 1  |
| c) | White Board.   | 28 |
| d) | Black Board.   | 42 |
| e) | VIPP Board.  | 28 |
| f) | Camera.  | 10 |
| g) | Projector.   | 1  |
| h) | Slides.  | 60 |
| i) | Cassettes.   | 70 |
| j) | Generator.   | 1  |
| f) | Every centre contains sufficient furniture and fixtures. |    |

b) **Training:**

| Type of Facility.    | Capacity.                      | Own.  | Hired.   | Quantity/ No.                                  | Remarks.  |
|----------------------|--------------------------------|---|--|--|---|
| Training Hall        | 30 participants each.          | Own-all centres (Central and one Regional centres are in own land of FDA) | Hired means year wise rented houses with office. | Central-1<br>Regional-12<br>Sub-Regional-12    | All centres are with the Offices. Two Centres are own with central and others are with hired offices. |
| Lodging.             | 30 participants                | Central and one Regional, which are owned by FDA.                         |  | One Central and one Regional.                  | Established by FDA on own land.   |
| Cooking and Dinning. | 30 participants in all centres | FDA's hired centres with office.  |  | Central –1<br>Regional – 12<br>Sub-Regional-12 | FDA's hired centres and own centres.  |
| Guest Room.          | 6 guests.                      | Own Central and one regional. Regional-13                                 |  | Central-1<br>Regional-2                        | FDA arranged for the guests.  |
| Vehicle.             | 30 persons.                    | Own Car and Motor Bike.   |  | Car-1<br>Motor Bike-12                         |   |

| Training equipment  | Own  | Quantity | Remarks. |
|---------------------|------|----------|----------|
| TV & VCP.           | own. | 12       |          |
| Overhead Projector. | own. | 1.       |          |
| White Board.        | own. | 28       |          |
| Black Board.        | own. | 42       |          |
| VIPP Board.         | own. | 28       |          |
| Camera.             | own. | 10       |          |
| Generators.         | own. | 1        |          |
| Projector.          | own. | 1        |          |
| Slides.             | own. | 60       |          |
| Cassettes.          | own. | 70       |          |

c) **Transport:**

|                |    |
|----------------|----|
| a) Motor Cycle | 12 |
| b) Bicycle     | 62 |
| c) Car/Jeep    | 1  |
| d) Others.     |    |
| Van            | 8  |
| Trawler.       | 1  |
| Engine Boat    | 2  |
| Boat.          | 10 |

d) **Resources:**

|                           |                                      |
|---------------------------|--------------------------------------|
| a) Own Land               | 1.50 Acres in Faridpur Sadar.        |
| b) Own Ponds.             | 7 nos. 4.5 acres.                    |
| c) Own paca office.       | 1 with 5 rooms and training centres. |
| d) Guest Room.            | 1 in Faridpur Sadar.                 |
| e) Nursery.               | 2                                    |
| f) Trees.                 | 250                                  |
| g) Table.                 | 35                                   |
| h) Chair.                 | 125                                  |
| i) Almirah.               | 35                                   |
| j) File Cabinet.          | 35.                                  |
| k) Computer sets.         | 3                                    |
| l) Type Writer set.       | 2                                    |
| m) Telephone sets.        | 3                                    |
| n) Mobile telephone set.  | 5                                    |
| o) Fan.                   | 27                                   |
| p) Revolving Credit fund. | 1,84,76,788                          |
| q) VS Centre.             | 3                                    |
| r) Demonstration plots.   | 7                                    |

e) **Group Information:**

|                       |             |
|-----------------------|-------------|
| a) Number of groups.  | 505         |
| b) Number of members. | 10,128      |
| c) Savings size.      | 102,93,601. |

**Network/Collaboration**

| Name of Organisation.                                   | Year           |                 | Remarks.               |
|---|----------------|-----------------|------------------------|
|   | Membersh<br>ip | Partnersh<br>ip |                        |
| Federation of NGOs in Bangladesh (FNB)                  | Do.            |                 | Central & Local Member |
| Voluntary Health Service Society (VHSS)                 |                |                 | Central Member         |
| NGO-Forum for Drinking Water Supply and Sanitation.     |                | Do.             | Member and partner.    |
| Credit and Development Forum (CDF)                      |                | Do.             | Member.                |
| CONCERN –Bangladesh.                                    |                | Do.             | Partner                |
| Water Aid-UK  |                | Do.             | Partner                |
| Asia Partnership for Human Development (APHD)-Thailand. |                | Do.             | Partner                |
| VERC  |                | Do.             | Partner                |
| SAMATA/Royal Netherlands Government.                    |                | Do.             | Partner                |
| IFAD/GOB  |                | Do.             | Partner                |
| Ministry of Education/World Bank.                       |                | Do.             | Partner                |
| Ministry of Education/UNICEF/ UNDP.                     |                | Do.             | Partner                |
| MCC   |                | Do.             | Partner                |
| Ministry of Fisheries/IFAD.                             |                | Do.             | Partner                |
| Ministry of LGED/World Bank.                            |                | Do.             | Partner.               |
| Department of Forestry.                                 |                | Do.             | Partner                |
| Bangladesh Shishu Adhikar Forum.                        | Do.            |                 | Applied                |
| National AIDS Forum.                                    | Do.            |                 | Member                 |

|           |     |     |          |
|-----------|-----|-----|----------|
| FAO/GOB   | Do. |     | Member.  |
| BRAC      |     | Do. | Partner. |
| WFP/LGED. |     | Do. | Partner. |

### Branch Offices- Faridpur

- FDA-Hospital, Bhanaga Upazilla, Faridpur,
- FDA-Thana Road, Sadarpur Upazilla, Faridpur.
- FDA-Sadar Road, Nagarkanda Upazilla, Faridpur.
- FDA-Hajigonj, Charbadrason Upazilla, Faridpur.
- FDA-Near Upazilla Complex, Madhukhali Upazilla, Faridpur.
- FDA-Kaderdi, Boalmari Upazilla, Faridpur.
- FDA-Upazilla Complex, Alfadanga Upazilla, Faridpur.
- FDA-Kabirpur, North Channel, Faridpur Sadar, Faridpur

### FDA-Gopalganj:

- FDA-Upazilla Complex, Gopalganj Sadar, Gopalganj.

### FDA-Magura:

- FDA-Upazilla Complex, Sreepur Upazilla, Magura,

### FDA-Madaripur:

- FDA-Burghata, Kalkini Upazilla, Madaripur.

### Bank Account Operation

The mother Bank Account of the organisation is operated by the joint signatures of the Chairperson, Secretary and the Treasurer of the organisation with the help of approved EC meeting resolution and the approved money is transferred to the project accounts as per the approved budget. The project accounts are operated by the joint signatures of the Executive Director, Accountant and the Coordinator.

### Human Resources

| Type.              | Male | Female | Total |
|--------------------|------|--------|-------|
| Management staff   | 12   | 11     | 23    |
| Regular.           | 45   | 61     | 106   |
| Doctor.            | 1    | 1      | 2     |
| Engineer.          | 1    | 0      | 1     |
| Agriculturists.    | 4    | 1      | 5     |
| Livestock Officer. | 2    | 0      | 2     |
| Fisheries Officer. | 4    | 2      | 6     |
| Volunteer.         | 20   | 25     | 45    |
| Total:             | 89   | 105    | 194   |