

# **Organizational Profile of Dustha Manab Unnayan Society (DMUS)**

**Prepared in January- 2021**

**DUSTHA MANAB UNNAYAN SOCIETY (DMUS)**

**Puran Post office Road, Nalchity, Jhalokathi. Phone-04953-74230**

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## Basic information

|                                    |   |  |
|------------------------------------|---|--|
| <b>Name of Organization</b>        | : | <b>Dustha Manab Unnayan Society (DMUS)</b>   |
| <b>Address Head Office</b>         | : | Puran Post office Road, Nalchity, Jhalokathi.<br>Phone-04953-74230, Mobile: 880-01712-174699<br>E-mail: dmusbd@yahoo.com <b>Web Site:</b> dmusbd.com |
| <b>Year of establishment</b>       | : | 01-01-1989   |
| <b>Name of the Chief Executive</b> | : | HM Aktheruzzaman, Executive Director   |

**Background:** Bangladesh is a densely populated country in the world. Poverty and illiteracy are interwoven in this country. Each is the cause and effect of other. Awareness build up through Education can be an effective instrument of social changes when it function as an empowering force by arming human individuals with the essential skills of literacy, numeracy, communication, problem solving and productive work. Non-Formal Education especially literacy and continuing education for adults and youth including life skill & livelihood skills development is considered as the process of empowerment that contributes to human resource development and poverty reduction. It has been proved from many instances that **Non-Formal Education including adult literacy and continuing education plays a vital role in improving the lives of millions of poor with enhanced ability to create better health, more income and to utilize existing resources.**

**Dustha Manab Unnayan Society (DMUS)** is a local Non-government, Non-political, voluntary social development organization established in 1989 with initiative of a group of educated social worker. The working area of the organization is mainly Jhalokathi district of Barisal division. Jhalokathi is a educationally deprived area. Lack of education and employment opportunity are the common picture of the community. It is a regular prey of natural disaster because of it's being on the rivers bank. Almost every year various type of natural disaster adds suffering to the struggling life of local people. River erosion, over flood, tornado is common phenomenon here. As a result people here live heart to mouth. Maximum people live under the poverty line. People have no access in exercise of power in the local resources; they have no voice and unity, depended to landlord, local tout and so called political leader in deferent way. They can't grow crops round the year and can't depend fully on agriculture productions. Locally they don't have sufficient job opportunities; become unemployed for more than 08 months of a year. As a result the people are diverting their professions from farming to off farming activities like rickshaw/van pulling, selling tea in town and more than 50% people have to go out for searching of alternative jobs seasonally. Thus seasonal migration is increasing in a high rate which is really alarming and threatening for other moveable diseases like HIV/AIDs. The numbers of extreme poor families are more than 35%, most of them are not considered to involve in development activities, especially for women, children and person with disability. The conditions of the women are very pitiable. They are seriously deprived as they are victims of natural disaster and as well as traditional male leading society. Unequal behavior & attitude among men and women in family & community are exists. Most of the people of the area are remaining unaware & illiterate, facing famine situation, becoming poorest of the poor & ultra poor and finally the social & national liability is increasing gradually. Basic services like education, health & nutrition, water and sanitation, banks, communication and other supports are not providing adequately. Ultimately they are really deprived from holistic development. Compare to other districts literacy rate in Jhalokathi district is very low. Illiteracy, poverty and abeyance of democratic values, institutions and norms are hindrances to participatory development and progress. Children are mainstreaming primary school with the commitment of the

government, yet the children are drop out from the school due to poverty, starvation and ignorance of their parents.

To change the miserable situation some local educated and socially committed people came close to do better for the poor and poorest people to establish rights and good governance by forming as a Community based Organization (CBO) during 1989. As a non-governmental, non-political voluntary development organization **Dustha Manab Unnayan Society (DMUS)** has declared its journey with the mission is to eradicate poverty, illiteracy and make the mass people aware of importance of education, basic health and fundamental rights. Organization is always desire to build improved Bangladesh with sound economic conditions where poor men and women are equally mainstreamed in the development process. Organization beliefs that proper utilization of human resources providing skill, knowledge and resources; involve the target children mainstreaming with primary education by widening the scope of education and awareness can be the process of real development.

Since its inception **Dustha Manab Unnayan Society (DMUS)** has been working for the socio-economic development of the poor and disadvantaged people particularly women and children at grassroots level. At the beginning stage **Dustha Manab Unnayan Society (DMUS)** was engaged in arrange cultural function of male & female social workers aimed at empowerment of the disadvantaged people with particular thrust to children and women so as to enable them to plan manage and control their own development process. To improve the situation through eradicating illiteracy, linkup the target people with organization development, voice rising and empower them to remain their asset what they are mobilizing through the income generation activities with own resources and with help of some Government and Non-Government organization.

**Dustha Manab Unnayan Society (DMUS)** was entrusted with the responsibility to unite people under the slogan “**Unity is consciousness and consciousness is development**”.

#### **Legal Status:**

The organization is registered with the Department of Social Welfare, Directorate of Women Affairs, Directorate of Youth and Joint Stock Company of the Government of Bangladesh. Registration number and date is noted below table:

| <b>No.</b> | <b>Name of Registration Authority</b> | <b>Registration Number</b> | <b>Date of Registration</b> |
|------------|---------------------------------------|----------------------------|-----------------------------|
| 1.         | Department of Social Services         | DSS-Jal-80/92              | 09/11/1992                  |
| 2.         | Department of Youth Development       | YD-1710/2000               | 10/02/2000                  |
| 3.         | Joint stock Company                   | S-3698(487)                | 07/04/2004.                 |
| 4.         | MRA Certificate                       |                            | 22/06/2019.                 |
| 5.         | IT Certificate                        | 536185595382/SA-12         | 07/09/2020.                 |

#### **Vision:**

Establish a poverty free society, economically self reliance & socially equal to access to the Justice & resources, able to contribute in decision making process.

#### **Mission:**

To strengthen the capacity of individual family and communities to participate & contribute to build a sustainable and cohesive society through establish human dignity of the poor and marginal people of the society.

#### **Goal:**

**Dustha Manab Unnayan Society (DMUS)** believes in everyone's right to stand on their own feet to enjoy self-determination and self-reliance by achieving socio-economic development and considers 'empowerment' of the common people a dire necessity for improving their life. Had the target people become empowered, they would be able to

protect themselves from all social adversities and improve socio-economic condition by their own initiatives and capacity building through participatory process, which also can contribute to the realization of their fundamental and social rights.

### **Major objectives:**

**Dustha Manab Unnayan Society (DMUS)** has the following four main objectives to attain the cause of the overall rural development:

- Human Right: **Dustha Manab Unnayan Society (DMUS)** believes that the unique value and dignity of every human being should be respected and there should not be any discrimination. So all the activities of **Dustha Manab Unnayan Society (DMUS)** is directed for the establishment of right of the downtrodden people. Target people will be equipped with proper knowledge, awareness and skill to form group and avail group-based services and family-based proper motivation so that they can struggle themselves for their existence and sustainability.
- Target people will have easy access to the basic public services paving to the realization of their human rights so that they could survive and lead their life with dignity in the society.
- Target people will obtain proper opportunities of micro-finance activities through their active participation so that they can be economically stable and socially dignified and can participate copiously as a member of the society.
- Community people's participation will be ensured to mobilize the local resources to implement the integrated rural development.

### **Other Objectives of the Organization :**

- To work for eradication of illiteracy in the project area;
- To educate the illiterate women and children for promoting their level of understanding and knowledge;
- To provide vocational and technical training to women so that they can initiate, pursue income-generating activities and can earn extra money for their family members;
- To mobilize and motivate the poor people especially the womenfolk develop for participating effectively in socio-economic development;
- To Protect the village by giving legal aid consultancy services and develop the aspect of human rights in the rural society;
- To control HIV/Aids, STD and other venereal diseases by organizing eligible man and women and giving them Medicare service arrange campaign off and on to build up awareness against those evils;
- To build up awareness among women on their rights in the family and society;
- To encourage family planning awareness program;
- To provide basic health care to women beneficiaries and their children;
- To develop a network on Gender and Development (GAD) issues with other development organization, women activists, journalists and social worker in the region;
- To link the targeted disadvantaged women with local elected bodies and public functionaries for empowering them against existing social evils;
- To work for better health, sanitation, Arsenic, environment and Fresh water;
- To organize seminars/workshops/ publication etc. addressing the current national and development discourse/ problems;

### **Core values :**

■ Cooperation ■ Cohesion and Team working ■ Solidarity ■ Transparency ■ Accountability ■ Participation ■ Credibility ■ Equality and equity ■ Innovation ■ Dynamism ■ Professionalism ■ Secular and democratic environment ■ Gender responsive ■ Disable friendly.

### **Target groups :**

The organization works with different categories of beneficiaries, mostly the poor and extreme poor people, the women, children, physical and mentally challenged people, different professionals like marginal farmers, business-men, weavers, small shop keepers, crafts-men, rickshaw-van pullers, fisher men etc. The primary target group beneficiaries (core program) are mostly the women of poor and extreme poor households, having age limit between 15-50, and the permanent resident of the locality.

### **Program/Project Implementation Approaches:**

The organization adopts following two approaches to implement its program/projects.

#### **i) Target Group Approach (TGA):**

Before taking up any program/project for a selected area, the organization conducts baseline (socio-economic) survey in that area to identify the target beneficiaries and their needs following the prescribed format/set-up criteria. Projects/Programs are taken addressing only their needs. As a result, only the target beneficiaries get direct benefit from such type of approach, where needs of the total community are not given emphasized.

#### **ii) Community Development Approach (CDA):**

The whole community people of the project area are benefited by this approach. The Programs/ Projects are implemented based on the needs of the whole community. As a result, the total community people get benefit from such type of approach. But sometimes it is also found that a particular community is considered to get special benefits from such approach.

### **Reporting:**

Generally the reports are collected on weekly basis at field level and compiled at branch/project office level. The same report is compiled on monthly/quarterly/annual basis and is sending to the management, development partners/donors and local administration. Also, the annual/completion reports in narrative are made separately for each project. Besides, the annual report of the organization is made based on performance of all the program/projects supported with impact analysis and photographic evidences.

**Communication:** The organization has build up strong communication network. It has established e-mail services in the head office and liaison office. It facilitates easy, emergency and smooth communication with donors and other stakeholders. Besides, it has also established computer facilities at its project offices. Also, in view to ensure easy access in communication facilities for the staff, it has introduced the provision of mobile phone facilities for senior and junior staffs under GP corporate business solution services.

### **Documents and Policies:**

The organization has developed different document and policies and practiced it for the effective and smooth operation of its administration, program, accounts, audit and management, the list of which are in follows.

- Approved Constitution
- HR Policy
- Gender Policy
- Staff Development Policy
- Accounts Manual
- Procurement Policy
- Credit Operational Manual

  
H.M. Aktheruzzaman  
Secretary General  
Dustha Manab Unnayan Society (DMUS)

- Disaster Management Manual
- Staff Housing Loan Manual
- Staff Accident Compensation Fund Policy
- Administrative Policy
- Internal Audit Policy
- Service rule
- Job description
- Group Development Policy

#### **Capacity and Strength of DMUS:**

- Certificate of Micro credit Regularity Authority (MRA), Joint stock Society Act and Department of Social Welfare Registration;
- General Committee, Executive Board and Advisors;
- Development and Implemented Service Role, Capacity Building Checklist, Management Policy, Credit Manual, Financial Manual etc;
- Developed and Implemented gender Policy;
- More than 15 years experience in development sector especially on Adult literacy, Livelihood skill development and Action Research project implementation;
- National and International forum membership;
- Monitoring checklist;
- Capacity of Evaluation;
- Five years Strategic Plan;
- Skilled, experienced and socially motivated staffs;
- Skilled accountant;
- Skilled trainer for preparing training module and & conducting training;
- Highly qualified consultants and advisors ;
- Office setup, appropriate equipments with training room;
- 90 volunteers;
- Experience on PRA/PLA & action research;
- Experience on develop of Flip chart on health, Gender and Human Rights and Leadership etc;

#### **General Management:**

The overall management of **Dustha Manab Unnayan Society (DMUS)** is guided by the approved constitution. General Council is the highest body of the organization. Presently, the general committee consists of 68(Sixty Eight) members from different professionals. It meets once in a year to review and approve plans, budgets, expenditures and progresses. It also formulates policy decisions and elects Executive Committee for 3 years. The organization now has 7(Seven) members executive committee. It performs all responsibilities on behalf of the general committee. Besides, the organization has an advisory committee consists of 03 members. Its function is to advise the EC and the Executive Directors in policy matters. The EC appoints the Executive Director, who is responsible for overall administration, planning and management of the organization; further more he/she is responsible for keeping contact, agreement sign and attends all the meeting of the donor agencies and he is accountable to the executive committee.

#### **Human Resources**

The organization has its own “**HR policy**” to guide the employees. **DMUS** has a good number of staff. There are central office staff and project staff. **DMUS** has qualified, experienced, and skilled, trained personnel who have long practical experiences in the field of rural development and project management. It has a total of 140 different level staffs and volunteers who are working in different areas of Bangladesh. The staff related information is noted below.(The following table contain the staffing pattern of the organization).

| SI No | Type | Male | Female | Total |
|-------|------|------|--------|-------|
|-------|------|------|--------|-------|

|              |                  |           |           |            |
|--------------|------------------|-----------|-----------|------------|
| 01           | Management staff | 08        | 02        | 10         |
| 02           | Regular staff    | 25        | 15        | 40         |
| 03.          | Part-time staff  | 35        | 35        | 70         |
| 04           | Volunteer        | 10        | 10        | 20         |
| <b>Total</b> |                  | <b>78</b> | <b>62</b> | <b>140</b> |

### **Beneficiaries of the project :**

Through various development program and activities of **Dustha Manab Unnayan Society (DMUS)** a total of 1800 household comprising of about 9000 poor villagers already been covered among these people, the belonged to hard core poor. These programs gave especial emphasis on women and children.

### **The overall picture of the beneficiaries is furnished below :**

| SI No        | Group                | Number of Beneficiaries |
|--------------|----------------------|-------------------------|
| 1.           | Male                 | 132 Persons             |
| 2.           | Female               | 6166 Persons.           |
| 3.           | Adolescents          | 450 Persons             |
| 4            | Sanitation & Arsenic | 20000 Persons           |
| 5.           | Migration            | 120000 Persons.         |
| <b>TOTAL</b> |                      | <b>1,46,748 Person.</b> |

**DMUS Implemented Major Program:** **Dustha Manab Unnayan Society (DMUS)** implemented some development programs with the assistance of Government & Non-Government organization or donor agency. Even the organization has implemented program with own resources for the greater interest of target people.

| SL  | Name of the Project  | Source of Fund                             |
|-----|--|--|
| 1.  | Post Literacy & Continue Education for Human Development Project-1 | Directorate of Non-Formal Education – DNFE |
| 2.  | Housing Program  | Bangladesh Bank                            |
| 3.  | Sanitation Program   | NGO Foundation                             |
| 4.  | Basic Literacy Project (64 District)                               | Bureau of Non-Formal Education–BNFE        |
| 5.  | WATSAN Program   | NGO Foundation                             |
| 6.  | Women Rights Program   | CBNN                                       |
| 7.  | Maternity Allowance & Adolescent Development Program               | Directorate of Women Affairs.              |
| 8.  | Social Forestry Program  | Directorate of Forest.                     |
| 9.  | Disable Development Program  | NDF  |
| 10. | Cultural Program   | Ministry of Cultural Affairs               |
| 11. | Land Development Program   | Speed Trust                                |
| 12. | Good Governance Program  | BROTEE Samaj Kallayan Sangstha.            |
| 13. | Youth Training Program   | Directorate of Women Affairs.              |

### **Documents and Policies:**

The organization has developed different document and policies and practiced it for the effective and smooth operation of its administration, program, accounts, audit and management, the list of which are as follows.

- Gender Policy
- Accounts Manual
- Procurement Policy
- Administrative Policy
- Child Protection and Safeguard policy.

  
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## **Financial Management & Capability**

### **Accounts Management and Budget:**

**Dustha Manab Unnayan Society (DMUS)** is financially capable to run any type of project. The organization maintains strong financial and accounts system with full of accountability and responsibly. As the organization have local donors and well wishers as we are local organization so we got supports in emergency period from these friends but we operate our projects and program as per grant allocation. We maintain accounts very carefully and we complete our external audit yearly, project wise and organization wise. We don't transect without invoice. Our accounts system is very smooth and open. The finance of the organization and accounts are very accountable, liable, responsible and sustainable also.

**Dustha Manab Unnayan Society (DMUS)** has its own audit cell headed by an Audit Officer. The audit cell is responsible to audit all sorts of expenditure of different programs/projects on regular basis. Further, it also audits the accounts expenditure of the organization's head office. The audit cell make the reports based on audit findings and submitted it to the management. Besides, the donor should have free access to audit any part or each of the project cost. Furthermore, all the expenditure of the organization is audited annually appointing the qualified registered Charter Accounting Firm appointment by the EC to find out the income and its expenditure of the program/projects at the end of the project or making audit at the end of year.

**Monitoring and Evaluation Strategy:** The following monitoring strategies are followed:

- Central monitoring
- Area monitoring

**Central Monitoring:** A central monitoring unit exists in the organizations under the direct supervision of the Executive Director. This unit is responsible for monitoring all activities of all programs/projects. The outputs of monitoring are shared with the respective team. This unit identifies the area of strength, weakness and suggests for probable remedies. The unit submits its report to the Executive Director for action.

**Evaluation:** The organizations conduct two types of internal evaluations. These are-

- **Midterm evaluation:** The midterm evaluation is conducted during the midterm of the project. This evaluation is conducted to identify issues, constraints related to the implementation of the project. The project implementation authority can get clear ideas about the types of changes, which are required for successful completion of the project. The evaluation is usually carried out by the appropriate experts of the organization.
- **Impact Evaluation:** This evaluation is conducted after the completion of the project to assess the impacts of the project and its beneficiaries as well as their community. The evaluation is conducted by an independent team of appropriate experts outside Evaluation Team.
- **Quality Control:**

Professional Excellence, high standard of service ethics and quality service is the foundation of **Dustha Manab Unnayan Society (DMUS)** while ensuring the most cost effective solution to our local and international clients. To achieve this goal **DMUS** Consultants aim is to provide a very high quality of service in terms of advice, guidance and support based on a thorough understanding of client needs. Some staff-members of various level obtained training on monitoring and evaluation from Government or Non-Government organization. We have a wide pool of associates with whom we have worked over the past almost 30 years.

  
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### **Material development & training:**

**DMUS** established its own **Material development & training** cell with appropriate professional staff. In the inception of every project the organization provide need base training to concern staffs and develop necessary materials for the project. **DMUS** has established its own two adequate & well equipped digital training centers with ICT facilities. Organization used to arrange foundation training for fresh staff, refreshers and project based training is done here for the concern staff. **DMUS** also arrange training here for the beneficiaries if and when needed.

### **Information of Donors & Membership with Network or Professional bodies:**

In view to develop coordination, linkage and sharing the development information among each other, the organization has build-up networking relationship with different GO and NGOs.

**DMUS** has access and getting benefit regularly from the following networking organization. Up to date enormous membership/donors information are noted in below table:

| Sl. No. | Department/Institution                                    | Membership | Partnership |
|---------|---|------------|-------------|
| 1.      | Association for Development Agencies in Bangladesh (ADAB) | DO         | -           |
| 2.      | National Forum of Organization (NFOWD)                    | DO         | -           |
| 3.      | Center for Disability Development (CDD)                   | -          | DO          |
| 4.      | Costal Belt NGO Network (CBNN)                            | DO         | -           |
| 5.      | Southern NGO Network (SBNN)                               | DO         | -           |
| 6.      | Bangladesh Habitat Council                                | DO         | -           |
| 7.      | WBB Trust   | DO         | -           |
| 8.      | PROSHIKA  | -          | DO          |
| 9.      | BRAC  | -          | DO          |
| 10.     | Gano Shakhkhorata Ovijan                                  | DO         | -           |
| 11.     | Practical Answers (ITDG)                                  | -          | DO          |
| 12.     | Voluntary Health Services Society (VHSS)                  | DO         | -           |
| 13.     | NGO Forum for DWSS  | -          | DO          |
| 14.     | Child Sight Foundation                                    | -          | DO          |
| 15.     | South Asia Partnership Bangladesh (SAP)                   | -          | DO          |
| 16.     | Speed Trust   | -          | DO          |
| 17.     | Bangladesh Bank   | -          | DO          |
| 18.     | ALRD  | DO         | -           |
| 19.     | Bangladesh NGO Foundation                                 | -          | DO          |
| 20.     | Ministry of Health  | -          | DO          |
| 21.     | Ministry of Cultural Affairs                              | -          | DO          |
| 22.     | Ministry of women & Child Affairs                         | -          | DO          |
| 23.     | Ministry of Youth Development & Sports                    | -          | DO          |
| 24.     | Ministry of social services.                              | -          | DO          |
| 25.     | Khan Foundation   | -          | DO          |
| 26.     | GOB Daneda & Hayshwa                                      | -          | DO          |
| 27.     | BROTEE  | DO         | -           |

  
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**Logistics, Fixed Assets and Resources:**

**DMUS** has established several well-furnished offices provides with a good work environment. In addition, there is sufficient number of rooms/spaces for its personnel. **DMUS** has two training/workshop/conference halls (total capacity 75 persons) that are well equipped with Overhead Projectors plus Screens, Multi-media projector, power-point facilities, Camera, Television with VCRs, Easel boards, white boards, etc. Approximately 1850 sq. Ft. Open space alongside the office premises can also be readily converted into a venue accommodating more than 75 people.

**DMUS** has adequate storage facilities to keep logistics and materials for many large-scale assignments. It's IT facility, equipped with Desk Top Computers, Laser printers, Color printers and other necessary equipment is capable of data processing; database management; print material development and production. It has reliable standby power generation system. For smooth operation of project activities of **DMUS**. The organization has adequate logistics to manage different program/projects. It has the logistic plan to manage the organizational need. Major items of logistics and office equipments are shown below:

**Office equipment:**

Following table shows present office equipment/training materials of N-RAS:

| Sl. | Name and description of the equipment | Quantity | Year of procurement | Price (In Taka) |
|-----|---------------------------------------|----------|---------------------|-----------------|
| 1   | Steel Almirah                         | 03       | 2010-2012           | 35450           |
| 2   | File Cabinet                          | 03       | 2009-2010           | 18950           |
| 3   | Half Secretariat Table                | 03       | 2013-2014           | 21500           |
| 4   | Chair arm less                        | 30       | 2012-2014           | 13500           |
| 5   | Sewing Machine                        | 18       | 2008-2011           | 95000           |
| 6   | Computer                              | 05       | 2000-2016           | 238750          |
| 7   | Computer Table                        | 05       | 2000-2016           | 14570           |
| 8   | Secretary Table                       | 03       | 2013-2015           | 26500           |
| 9   | Executive Chair                       | 01       | 2013-2014           | 7500            |
| 10  | Arm Chair                             | 12       | 2015-2016           | 12575           |
| 11  | Round Table                           | 01       | 2013-2014           | 6000            |
| 12  | Ceiling Fans                          | 19       | 2010-2018           | 42750           |
| 13  | Television                            | 01       | 2013-2014           | 15700           |
| 14  | Steel File Cabinet                    | 06       | 2013-2015           | 30000           |
| 15  | Table Fan                             | 04       | 2014-2015           | 12700           |
| 16  | Bi-cycle                              | 07       | 2011-2013           | 35650           |
| 17  | Digital Camera                        | 01       | 2014-2015           | 14500           |
| 18  | Wheel Chair                           | 03       | 2014-2015           | 18000           |
| 19  | Printer                               | 03       | 2014-2016           | 46750           |
| 20  | UPS with Voltage Stabilizer           | 03       | Do                  | 12500           |
| 21  | IPS                                   | 01       | 2009-2010           | 58470           |
| 22  | White Board                           | 04       | 2010-2011           | 13500           |
| 23  | Water Filter                          | 03       | 2010-2012           | 12500           |

**i. Hardware facilities of DMUS's for special work Project evaluation/Assessment:**

| No | Items               | Number | Remarks                                       |
|----|---------------------|--------|---|
| 1  | Computer Pentium    | 05     | User interface with all multimedia facilities |
| 2  | Zip Drive           | 02     | All the computer                              |
| 3  | CD read-write drive | 05     | To store and backup the data for long time    |
| 4  | Pen Drive           | 06     | To backup and store large data file           |
| 5  | Laptop              | 03     |   |

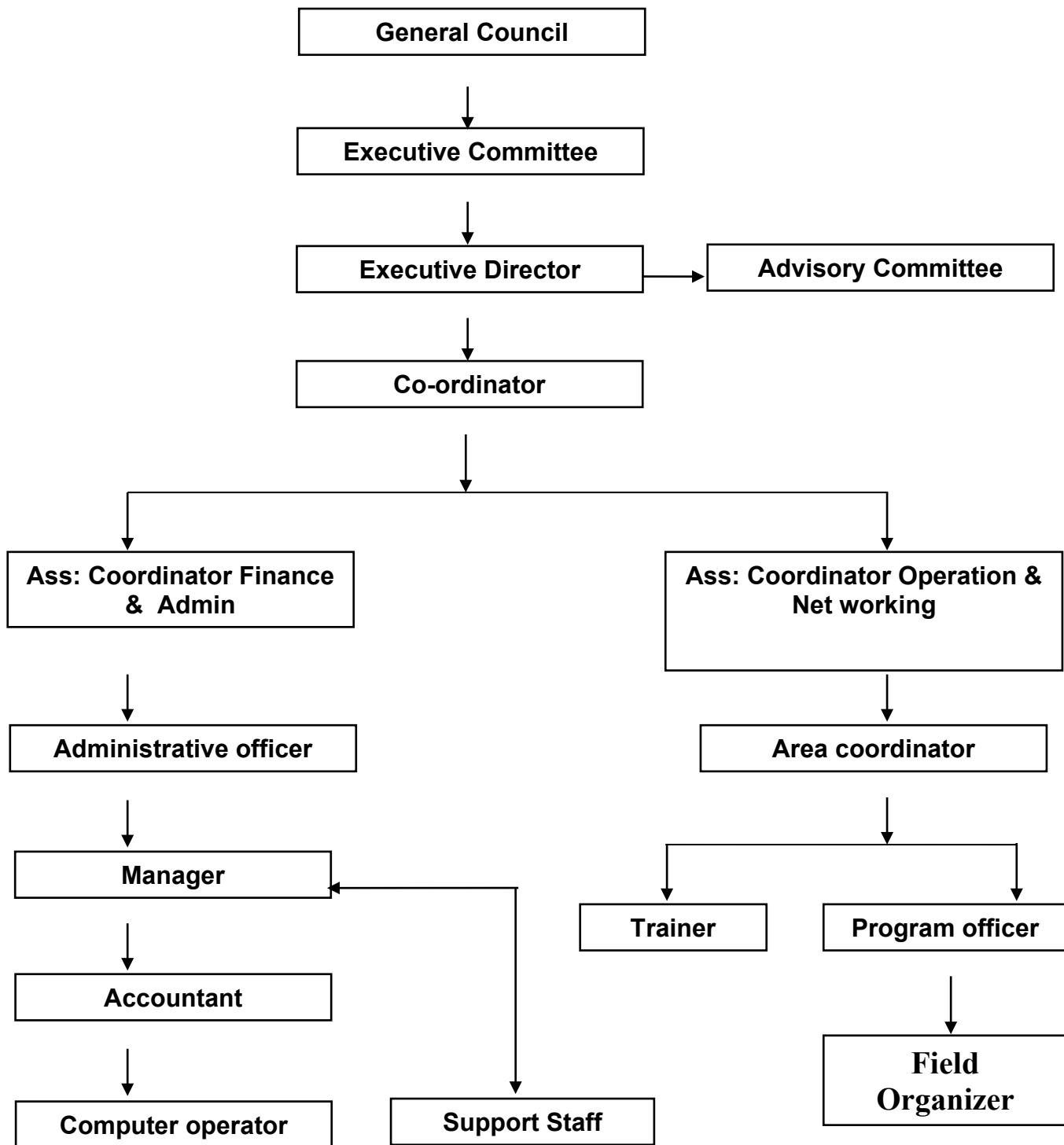
|   |                           |    |                             |
|---|---------------------------|----|-----------------------------|
| 6 | Laser Printer             | 02 | Laser jet 4 and Laser jet 5 |
| 9 | Laser Printer<br>(Colour) | 02 | Canon G-10000 & G-2000      |
| 8 | Scanner                   | 03 | Cannon 110                  |

## ii. Software

| <b>Software:</b>     | <b>Description</b>  |
|----------------------|---|
| Operating System     | MS-WINDOWS 95 & 97, 2000 Windows XP, UNIX   |
| Programming language | Visual Fox Pro 6.0. SPSS. Microsoft Access, Oracle Developer, C/C++, Visual Basic 6.0 and COBOL, JAVA |
| Word Processing      | Microsoft Word 7.0  |
| Database             | Fox Pro 2.6 Microsoft Access and SQL Server   |
| Statistical Package  | SPSS 5.1& 7.2   |
| Design Software      | Auto CAD  |
| Spread Sheet         | Microsoft Excel   |
| Graphics             | GIS, Power Point & Harvard Graphics   |
| Communication        | Local area Network (LANs), WAN  |

  
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## Organization Structure & Service Strategy :



  
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### **Future Program of Dustha Manab Unnayan Society (DMUS):**

- Expansion and improvement of services in the present sectors and extending its services to the whole of the District & Others Districts.
- To take up IGAs like agro based food processing.
- To fight against social evils like smoking & drug addicting, by the help of sports like Football, Cricket etc & Awareness.
- To provide legal aid and support against illegal trafficking of women and children and violation of human rights.
- To rehabilitate socially deprived and oppressed women, adolescent girls and children.
- To provide need based services Income generating and necessary skill and Technology.
- To create awareness among the people especially the adolescents and women about HIV/ AIDS.
- We want to establish domestic and foreign andante modern hospital, where 30% of the free medical care to the poor and to improve the education system in school & college immovable.
- Now the threat of climate change around the world impact on the climate of our country, the country has a lot of economic damage. We have to free the country from the effects of climate change. Since inception **DMUS** planting trees of different 20000 species at it's different working area and continuing.

  
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## **Future Program of Dustha Manab Unnayan Society (DMUS):**

### **Phase one :**

- a) Vegetable Seed Production and Small Marketing.
- b) Micro Economics Theory Planning For Agricultural Development.
- c) Role of Women in Agriculture Development For Ecological Balances.
- d) Community Development Program
- e) Activist Women and Street Girls Rehabilitation Program.
- f) Employment Creation Program.

### **Phase two :**

#### **1) Fresh Water Research and Supply**

The Project is a flood prone area and remains inundated under flood water for a considerable period throughout the year. Availability of freshwater in the area is a great Problem. Moreover, tube well water at a minimum cost, further research and study is required on available water. For this purpose, local DPH Eng. and LGED may be consulted. LGED has already developed cheap method of purifying contaminated water in Comilla and already started supplying fresh water to the inhabitants of the area. The same method can also be adopted in their project area by **DMUS**.

#### **2) Bio-Gas Plant**

Biogas plant is gaining appreciation at different districts of Bangladesh. The construction of a Biogas plant is simple and less costly while the raw material is easily and locally available. Biogas can help in preserving the forestry of the country. So **DMUS** can think of undertaking this plant.

#### **3) Rural Electrification**

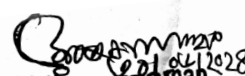
For electrification of the project area **DMUS** can take up the help of local Rural Electrification Board (REB).

#### **4) Fresh Environment**

The environment situation in the area is pitiable. Social de-forestation is the common practices instead of forestation due to fuel crisis and lack of awareness of importance about forestation. Simultaneously, Sanitation facilities in the area are using open air defection practices instead of hygienic latrine where by the waterborne diseases spread rapidly project area which increase in the along with environmental pollution. So, **DMUS** should give maximum importance on a forestation and sanitary facilities for fresh environment. Development of social forestry can maintain ecological balance also.

#### **5) Fresh Air**

With maximum forestation and eliminating open air defection, supply of fresh air can be ensured.

  
**H.M. Aktheruzzaman**  
Secretary General  
Dustha Manab Unnayan Society (DMUS)

## **Future Program of Dustha Manab Unnayan Society (DMUS):**

**Contact Marriage:** Women are treated as dependent in our society. They are used for productive and reproductive purpose. The female literacy is less than that of male, which limits their opportunity for training and skill development. As such they lack power of decision making and are deprived of the rights of resource control. They are given early marriage against their will and suffer physical and mental torturing and they are forced to adopt early separation from their male partners, if they failed to give them dowry and after marriage. By establishing a gender balanced community and by ensuring their active participation in the productive active activities with decision making authority they can gain social empowerment. The empowerment of women will help them become free from the grips of male. Dominance and thus this will lead them to see free from social and economic exploitation from their society. Once their right is established in the society, their sufferings will be reduced, **DMUS** should seriously think of the above proposition and urge

the womenfolk to abandon the age old forced early marriage system and motivated them to go for contact marriage with their liking and with equal right in the society.

**Dustha Manab Unnayan Society (DMUS)** is a non-government, non-political and non-profit making organization; implementing various development projects at different parts of Bangladesh with the positive reputation by the community people, target ordinance, government agencies, donor agencies and other stakeholders. The organization is not black listed by any authority anywhere in Bangladesh or in Abroad.

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