

ASEAB

Annual Report 2015-16



Association for Socio-Economic Advancement of Bangladesh

Khayerbagan, Bharara, Pabna Sadar, Pabna.

Email: aseab2000@yahoo.com

Website: www.aseab.org

CONTEN

Vision, Mission and Core Values	2
Message from Chairperson	4
Message from Executive Director	5
Success at a glance: 2015-2016	6
Char Livelihood Programme (CLP)	8-12
Strengthening Governance of Social Protection Project	13-14
Community-based Livelihood Enhancement of Fishermen Project	15
Income Generation Activities and Promotion of Micro Entrepreneurship	16-17
Community Health Center	18
Shikhha Niketon	19
Training Center	20
Governance and Management	21
Development Partners	22

Vision, Mission and Core Values

Vision

A welfare society where political, social, economic, environmental, cultural and moral rights of the people are realized

Mission

To bring qualitative changes in the life of poor people, particularly the vulnerable and marginalized segments including women, children and the physically challenged, and to remove discrimination and injustices from the society

Core Values

- Satisfying the Creator by serving the humanity;
- Ensuring the right to participation of marginalized in development process;
- Promoting the culture of good governance in all activities of the organization;
- Upholding the values of mutual respect and cooperation;
- Ensuring inclusive development approach through delivering services based on justice and equity irrespective of color, religion, ethnicity and sex;
- Ensuring participatory decision-making process;
- Encouraging and practicing higher ethical values at all levels of the organization and abstaining from immoral activities.

Message from the Chairperson

Bangladesh has made significant advancements in achieving the Millenium Development Goals (MDGs) and the subsequent Sustainable Development Goals (SDGs) during last decade. Advancements have spreaded in various sectors including, food security, education, poverty, health, gender and climate change.

Rate of dropout form school has reduced, rate of annual child mortality has decreased, area under helthy sanitation has increased and above all life expectancy has increase substantially.

In addition to government initiatives, non-government organizations (NGOs) have extensively contributed towards acehiving these goals. Like many other NGOs, ASEAB has been contributing by its specialized work force to improve education, health and standard of living of both urban and rural people in Bangladesh. Althgouh concentrated in few districts, as of now, ASEAB aims to spread its works in every corners of Bangladesh.

I am pleased to share that ASEAB's activites are well-aligned with the global target of achieving SDGs and these will continue for the coming future.

Md. Shariful Alam
Founder and Chairperson



Message from Executive Director

Bangladesh has made significant advancements in achieving the Millennium Development Goals (MDGs) and the subsequent Sustainable Development Goals (SDGs) during last decade. Advancements have spreaded in various sectors including, food security, education, poverty, health, gender and climate change.

Rate of dropout form school has reduced, rate of annual child mortality has decreased, area under helthy sanitation has increased and above all life expectancy has increase substantially.

In addition to government initiatives, non-government organizations (NGOs) have extensively contributed towards acehiving these goals. Like many other NGOs, ASEAB has been contributing by its specialized work force to improve education, health and standard of living of both urban and rural people in Bangladesh. Althgouh concentrated in few districts, as of now, ASEAB aims to spread its works in every corners of Bangladesh.

I am pleased to share that ASEAB's activites are well-aligned with the global target of achieving SDGs and these will continue for the coming future.

Md. Nurul Islam
Executive Director



Success at a glance: 2015-2016

Chars Livelihoods Programme (CLP)

- Asset transfer to 600 beneficiaries amounting Tk. 19,400 and training for beef fattening, cow rearing, agriculture
- Poultry rearing support to 340 beneficiaries
- Vaccination and treatment support to 560 beneficiaries
- Vegetable cultivation support to 600 beneficiaries
- Home gardening support to 600 beneficiaries
- Fodder cultivation support to 560 beneficiaries
- Vegetable cultivation training provided to 600 beneficiaries
- Home gardening training provided to 600 beneficiaries
- 206 tube well and platform installation
- Group management and leadership development training provided to 25 groups of 600 beneficiaries.
- Around 150 training on human development and gender equity
- Trust registration completed for 11 village development committees
- Support to 1150 households for new hygienic latrine
- Support to 1177 households for homestead plinth level raise
- Provided nutrition service to 1200 households (IFA tablet, Monimix)
- Regular accumulation of group savings and utilization of 55 groups
- Business center established for 55 groups in 7 char areas
- Health service to 600 households

ASEAB Microfinance

- Branch 5
- Active members 7031
- Total outstanding Tk. 7,64,73,041
- Samity 343
- Total borrower 5832
- Total savings Tk. 2,90,83,002

ASEAB Community Hospital

- Approval received for a 10-bed hospital at ASEAB campus in Bharara
- A total of 12,740 patients received treatment

ASEAB Shikhha Niketon

- 250 students are enrolled from play group to grade V
- 100% in national PSC examination; 16 students secured GPA 5/5

Primary Health Care and Nutrition Services Project (PHNSP)

- Total beneficiaries 2500
- Referral to government hospital 72
- Safe delivery 28
- Patients treated 3238
- Antenatal check up 137
- Postnatal check up 51

Special Support to Community

- Ramadan iftar party for 1000 person
- Blanket distribution for 2500 person
- Qurbani support to 250 person

Chars Livelihoods Programme (CLP)

To reduce vulnerability, improve livelihood and to ensure sustainable development ASEAB has engaged itself to several development activities in remote char areas. Chars Livelihoods Programme (CLP) was one of them. CLP was mainly a livelihoods based programme funded by UK Assistance for International Development (UK-AID) and sponsored by the Government of Bangladesh (GoB). Its major objective was to ensure long-term sustainable livelihoods of vulnerable char dwellers by reducing extreme poverty of hardcore poor including women and children living within chars of Pabna sadar and Sujanagar upazilla under Pabna district. To achieve its goal, ASEAB was working as an implementing organization from September 2011 to February 2016. ASEAB undertook the designated activities for better positive change of vulnerable people round the year.

There were four major parties, including ASEAB, involved in implementation of CLP programme. The involved agencies were –

- Government of Bangladesh
- United Kingdom Assistance for International Development
- Australian Aid

Social Mobilization output was set up for strengthening awareness, empowerment to bargain and voice rising with the service providers to make easier the ways of access to basic services from government and non-government organization service providers. To make social development operational, some interventions were planned and implemented accordingly. The major



interventions were village selection, PRA to streamline the household categories, group formation and capacity building, coordination and linkage with local elected body members, formation and capacity building of village development committees (VDCs), adolescent girls group formation and strengthening their knowledge on personal hygiene, mass gathering, publication and mediation.

An inception workshop were held at Dogachi union parishad; two community fairs with sports for adolescent and to make aware of the various social issues were organized at char Ashutospur and Char Radhakantapur; a total of 14 hygiene map and CAP were developed with awareness campaign.



To strengthen the capacity of the

village development committee members, one-day long orientation for core participants were conducted for a total of 48 batches. Focusing the adolescent girl's health, a total of 146 education session for adolescent health was organized under CLP.

Some other major social activities include: 36 marriage registration; 1221 birth registration; 14 death registration; hindered 16 early marriage incidents; supply of 699 hand washing devices; encouraged 1092 households to use hygienic latrine motivation; safe drinking water to 923 households; family planning support to 649 couples; 26 conflicts was resolved; 46 labor included in cash for work; tutoring centers, named Medhabikash Coaching Center and Shishu Sikkha Kendro, were established; a library, named Ganer Alo Pathagar was also established at Dogachi union, Pabna Sadar by the VDC.



Community safety-net has distributed to 50 CP & NCPHHs, amounting Tk. 3000 each. A total of Tk. 30,000 as Emergency grant was distributed to 10 CP and NCPHH affected by river erosion and storm at Dogachi Union, Pabna Sadar and at Nazirgonj union, Sujanagar upazilla. A total of 537 blanket was distributed during winter session. A total of four AGM was organized by VDC at community level with the participation of the VDC members, the adolescent boys and girls, CPHH members and the community people.



The following are the major components of this unit through which ASEAB-CLP has been implementing all types of Livelihoods activities in its working area. Asset transfer project (ATP), home gardening project (Agriculture) and backyard poultry rearing project were the key components. ATP component was one of the major components of livelihoods program. The main objective of this programme was to ensure long-term sustainable livelihood security for island char dwellers through providing



various types of productive assets and necessary assistance. The major activities were orientation and IGA selection, cattle rearing and overall management and training, asset purchase and distribution, deworming and vaccination, stipend distribution, artificial insemination and calf feed support.

After orientation and IGA selection, cattle rearing training was imparted to 597 participants. Asset purchase is said to be the most important activity of ATP. Asset purchase status for the year 2016 are shown in following table:

Phase	Number of CPHHs	Types of Assets						
		Heifer	Bull	Cow	Calf	Sheep/Goat	Sewing Machine	Land leasing
CLP-2.5	570	148	419	1	1	15	0	02
CLP-2.6	597	543	52	0	0	15	2	0

For better production and profit, routine De-worming is very important. After completion of purchase, de-worming was performed to the cattle as per schedule. After De-worming, ASEAB had completed vaccination program as per schedule. The cattle normally found in char area produce little amount milk and meat. In order to increase milk and meat, artificial insemination (AI) was conducted.



The cattle maintenance stipend was provided to the core participants in order to maintain their assets properly, including treatment, feed purchasing especially of concentrated feed. Besides, since the CP spent their valuable time for nursing the assets they were subject to less income from other activities. Hence, family support stipend was provided to the participants so that they could supplement their family needs.

CLP was committed to provide at least 80% of char beneficiaries with a 'safe place to save.' As a part of this effort, CLP implemented village saving and loan program. Through this program, group formation, saving collection and refund, loan disbursement and realization, emergency fund creation and distribution activities were implemented.

A total of 283 Village Savings Loan group was formed in 53 villages under eight unions and 5634 CPHH and NCPHH beneficiaries were performing as VSL members. At the end of FY 2014-15, the sum of total VSL savings remained at Tk. 1,36,71,630 and the net profit of VSL reached at Tk. 45,22,629. ASEAB provided training and supervisory support to the VSL groups. Char Shasthya Karmis (CSKs) provided

regular training and guidance to VSL groups within their reachable villages. It is to note that one CSK should not be responsible for more than eight VSL groups. VSL's achievement is shown below:

Table: VSL activities during FY 2015-2016

Activities	Target	Achievement	Remarks
Core Group formation	25	25	2.6
Non Core Group	40	40	
BSL Group formation	03	03	
Total Core Group Member	595	595	
Total Non core group member	940	940	
Conduct Share Meeting	2460	2460	
Conduct Loan Meeting	2465	2465	
Share out Core(1 st Cycle)	25	25	2.5
Share out None Core(1 st Cycle)	25	25	2.5
Share out Core(2 nd Cycle)	89	89	2.4
Share Out Non Core(2 nd Cycle)	99	99	2.4
Active group Core	50	50	2.5=2.6
Active group None Core	65	65	2.5-2.6
VSO-CSK Meeting	25	25	
SD Session	165	165	Group
GMC Training	720	720	Person
Adolescent Training on VSL	06	06	Batch

Primary health care and family planning achievements are shown below:

Table: Primary Health Care and Family Planning project at a glance:

SL	Ac Activities	Target	Achievement	Remarks
1	Staffs recruitment& Orientation	08	08	
2	CSK Selection	16	16	
3	CSK training	08	08	Six days
4	Paramedic training	02 persons	02 persons	Six days
5	Satellite Clinic Spot Selection	16	16	
6	Satellite clinic operation	440	440	Coverage 14 villages
7	Monthly Coordination Meeting with Health department	06	06	
8	BCC/HNE Session conduct (Group Meeting)	912	912	
9	Patients Services	-	19745	
10	CLP Beneficiary	-	18543	
11	Non CLP Beneficiary	-	1202	
12	Referral case	-	22	
15	Day Observation	06	06	

Most of the char dwellers are involved with cattle rearing. About 50% of cattles are cows and huge milk is produced in char areas. Due to lack of access to market and animal health services, insufficient supplies of medicine and vaccine, unavailable services, people are not good at cow management. And deprived of reasonable market price.



ASEAB has formed two groups (50 CPHH each) and trained them through six round field based training. Two milk collectors were developed after training. There were 20 groups in milk marketing chain development project. The following table shows the achievements:

Implementation Status: Milk Marketing Development project

Activities	Target	Achievement
Upazilla	02	02
Village Selection	10	10
Beneficiary Selection	557	557
Group formation	22	22
Yard Meeting with previous MBGs (25 member/meeting)	264	264
Business development training on financial Management for MBG member	557	557
Business development training on Marketing for MBG member	557	557
Linkage meeting with input suppliers (conc. Feed) between mainland and chars (15 persons/meeting)	02	02
Demonstration on establishment of fodder plot (3 plots/MBG)	66	66
Linkage meeting between producers and collectors (37 persons/event)	06	06
Building capacity (meeting, training, etc.) of the potential processors (5 processors/event)	04	04
Artificial insemination of cattle through voucher	278	278
Feed voucher for AI Calf	89	89
Building capacity of CBC committee (business planning, constitution development, financial development, business management etc.) e.g 30 member/event	40	40
Milk Cane Distribution	557	557

CLP was a dynamic programme for livelihoods development of char dwellers. The programme was implemented in an integrated approach and in a transparent way. The poor and extreme poor people enjoyed financial and technical support including training which contributed to their livelihoods development.

Strengthening Governance of Social Protection

Funded by MJF DFID

ASEAB has been implementing 'Strengthening Governance of Social Protection Programs for the Poor (SGSPP)' since June, 2014 in Sujanagar upazila under Pabna district. A total of 17,151 participants has received services from the project. SGSPP aims contributing to effective implementation of existing social protection service delivery program through establishing social monitoring in the project area. A bundle of budgetary and non-budgetary activities, such as refresher



training for project staffs, training on SA tools, different level SPF forum formation, SA tools implementation, various type of meeting for raising awareness of community people and cultural performance has been implemented. Eight representatives from union parishad and one from municipality have received training on capacity strengthening to implement social safety net activates in an effective manner.

Project was funded by the Department for International Development (DFID) of the UK government and supported by Manusher Jonno Foundation (MJF).

Project Duration: June' 14 – June'17

Project Working Areas:

Union: Vaina, Tatiband,
Sagarkandi, Najirganj, Hatkhali,
Satbaria, Manikhat,Dulai
Paurashava: Sujanagar

Total Budget: BDT 15,59,417

Project Staffs

Project Coordinator	1
Manager (M & D)	1
Project Officer	2
Account Officer	1
Union Facilitator	5
Support Staff	1



Major activities during July, 2015 - June, 2016

SL	Name of Activities	Target	Achievement	Cumulative Achievement
1	Recruitment of project staffs	03	03	11
2	Procurement of office equipments.	As per budget	As per budget	As per budget
3	Refresher Training for the project staff	01	01	01
4	Monthly Staff Coordination meeting	12	12	24
5	Orientation of Union & Pourashava LEs on Social Protection project activities and strategies (2 LGU together)	01	01	05
6	Institutional performance monitoring (Documents & procedures)	04	04	07
7	Exposure visit (in country, for observing good practices on social protection, 20 persons comprising elected and government officers, Citizen Forum and Staffs	02	02	02
8	Formation of Union/ Municipality, Upazila and District Social Protection Forum (SPF)	02	02	11
9	Orientation of Union Social Protection Forum (USPF) members on Social Protection Services	02	02	03
10	Training on Social Accountability Tools for Social Protection Forum leaders - 2 days, residential	01	01	02
11	Union/ Municipality Social Protection Forum Meeting (bi-monthly)	46	46	81
12	Upazila Social Protection Forum Meeting (Monthly)	12	12	20
13	District Social Protection Forum Meeting - Quarterly	04	04	06
14	Community Score Card (CSC)	09	07	21
15	Community monitoring of social protection services (social audit)	127	127	192
16	LGU level Dialogue (Quarterly)	78	78	115
17	Upazila level Dialogue	12	12	16
18	District level Dialogue	06	06	06
19	Roundtable meeting at district level	01	01	01
20	Annual sharing meeting of Social Protection Forums	01	01	01
21	Internal exchange visit to observe best practice by the SPF, LGU & PSI (selective members)	09	09	09
22	Awareness meeting at ward level	78	78	110
23	Court yard meeting in poverty pocket area (viz-basti, separate para)	60	60	114
24	Display of Safety-net service-rules	35	35	35
25	Leaflet print	9000	6000	6000
26	Cultural performance	09	09	16
27	Social Protection Citizen Charter/Information display board including set up	10	10	10
28	RTI day observance (01 event each year at Upazila level)	01	01	01
29	Social Protection Fair (01 event 2 days mela each year at upazila level)	01	01	01
30	Social Protection Fair (01 event 2 days mela each year at Union level)	07	07	07
31	School based gathering	20	20	20
32	Monthly coordination meeting on union grievance-redress committee	30	10	10
33	Training on grievance mechanism & Social protection governance management(for Syaff)	01	01	01

Community-based Livelihood Enhancement of Fisherman Project (CBLFFP)

Traditional fishermen, disabled and ethnic minority communities in Pabna districts are socially and economically dominated, tyrannized and deprived. Economically they are very underprivileged due to their insecure profession. Most of the government khas (open) water bodies have been leased out and captured by the local elites and access of traditional marginalized people are restricted. Poor fisher communities are subjected to severe socio-economic discriminations, and are deprived from their access to rights and entitlements. Since illiterate, fishermen do not have any other skill to ensure livelihood. Due to the lack of alternative income generating opportunities they remain unemployed, if fishing is not accessible. They are the victims of non-cooperation and social hostility and their constitutional rights are violated rampantly without any question. Their demands are always being ignored by the policy makers, politicians and even by the mainstream population. In this backdrop, ASEAB has been trying to uphold human and legal rights of marginalized fisher communities by integrating them into mainstream of development process. The aim of the project is to increase livelihood opportunity for the marginalized fisher communities of Sujanagar and Bera upazila in Pabna district through protecting their social, political, legal and economic rights.

A total of 768 households, 768 group members and 3007 household members from traditional fishermen groups are informed about their rights and entitlements, as well as their rights against discrimination. It is expected that approximately 300 school going children are likely to be enrolled in primary school. It is also expected that monthly income of fishermen would increase from Tk. 4000 to Tk. 6000. Major activities under the program include among



others, staff development training, base-line survey, primary data collection and selection of beneficiaries, development of beneficiary profile, self-help group formation, self-help groups conduct, sensitization workshop, establishing networking and linkage with public services delivery agencies, and other NGOs.

Income Generation Activities and Promotion of Micro Entrepreneurship (IGAPME)

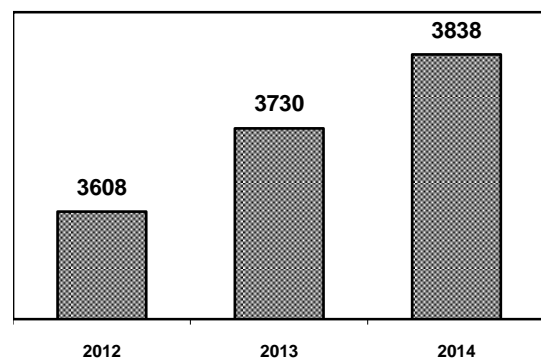
This project aims at providing need based IGA skill training to participants. Major activities under the project include providing credit support, making aware about development issues, for instance, health, sanitation and safe water. The project also plans to establish a forward linkage for the skilled graduates to enable them find job or become self-employed.



IGAPME program involves the following strategies to produce maximum output: (i) organization and capacity building; (ii) capital formation; (iii) credit disbursement, and (iv) close supervision and monitoring.

Organisation and capacity building is the major feature of credit program. It brings individuals together to form institution or groups to strengthen themselves. Approximately, each group consists of 30 individuals. The group sits on a particular day of a week to share issues relating to their societal development. Most conventional issues are alternative development strategies, micro credit management policy, simple accounting, and awareness issues like: human rights, women and gender, environment, personal hygiene, group behaviour, IGI selection strategies, and market analysis. The figure shows an increase in the number of members.

Year wise members



Participation by the members in individual resource formation is another major event of credit program. Each member contributes a regular and affordable subscription weekly basis and this subscription is popularly known as savings. Savings are individual assets of the members. Saving is mandatory and it has manifold impact: it raises confidence, augments the amount of revolving fund from where the members take help in the form of credit and also develops own resource base. The following table shows achievement from the program.

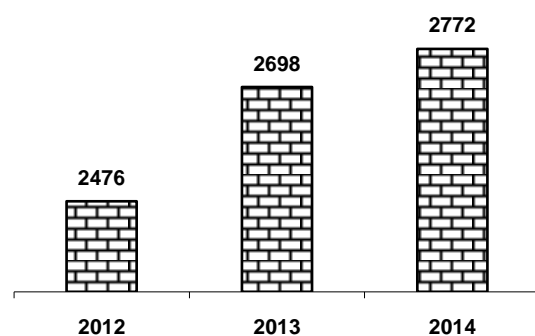


Table: Achievements from the program: 2015-16

Activities	Target	Achievement	Deviation
Number of somity	308	285	23
Number of members	6421	5961	460
Number of lonee	4907	4577	330
Savings balance (Tk.)	20393023	19841023	552000
General savings(Tk.)	17429336	17184336	245000
Voluntary savings(Tk.)	2963687	2656687	307000
Loan outstandingp Principle(Tk.)	61983978	55359979	6623999
Loan outstanding with Interest(Tk.)	70103880	62632684	7471196
Total due(Tk.)		816028	
Current due(Tk.)		49356	
Over due(Tk.)		766672	

Success of credit program largely depends on intensive supervision and monitoring of the credit provider. It guided the members to identify the sectors which are more effective as income generating activites. Staffs from ASEAB visit borrowers regularly and it enables them to repayinstallmentin a timely fashion.



Community Health Center

ASEAB has started intervening mother and child health care activities in 2003. The program aims to promote health status of the community by providing health services at an affordable cost for the village dwellers. Inside the head office premises, a community health centre, named ASEAB Community Hospital is functional. It ensures community participation as well to implement its activities.



The core objectives of health program are to –

- Provide health education, especially reproductive health, primary healthcare and diagnosis facilities to the poor and vulnerable people.
- Provide treatment support with necessary medicine.
- Ensure healthcare support to Pregnant and lactating mothers.
- Provide emergency health support to the target group.
- Maintain continuous health campaign remote areas, particularly in chars.



Table: Achievement in health services

Sl.	Name of Activities	Target	Achievement
01	Patient Treatment By MBBS Doctor	4,200	1,484
02	Patient Treatment (Male)	700	1,288
03	Patient Treatment (Female)	1,249	2,446
04	Patient Treatment (Child)	1,100	2,848
05	Advice of Pregnant Mother about Various Health Issue	128	29
06	Discussing about Family planning issue	826	150
07	Nebulyzed	234	40
10	Day Observation	03	03
11	Health Camp	02	00
12	Total Patient Treatment	8,442	8,288

Shikha Niketon (Education Program)

ASEAB Shikha Niketon is dedicated to provide pre-primary and basic schooling along with moral and religious education to the children from poor and marginalized section of the society. Following table shows some usual activities and achievements of ASEAB Shikha Niketon.



Table: Shikha Nikaton Report

SI NO	Name Of Activities	Target	Achievement
01	Monthly Teacher's Meeting	12	12
02	Monthly Guardian Meeting	12	12
03	Total Working Day	248	251
04	Assembly	234	231
05	Attendance	100%	99%
06	Examination	03	03
07	Day Observation	07	07
08	Annual Sports	01	01
09	Student Home Visit	240	1,442
10	Annual Milad	01	01
11	Communication of Various K.G School	24	24
12	Communication of Varies Primary School	24	24
13	Communication of A.T.E.O	12	12
14	Student Admission	01	01
15	Book Distribution (Class one and Three)	01	01
16	Communication of Scholarship association	24	24
17	Admission fee	30,000	29,050
18	Yearly tuition fee	77,400	76,750
19	Exam fee	11,580	11,000
20	Survey	01	01
21	Final Exam	01	01
22	Pass Rate	100 %	100%
23	KG Scholarship Exam	05	05

Training Center

A modern training center with modern facilities is operative at ASEAB head office premise, Bharara, Pabna. The residential center can accommodate 32 participants at a time and is equipped with state-of-the-art technology. The central training cell of ASEAB involves 15 expert trainers. The trainers are conversant with modern training approaches and methods including participatory training. The cell has adequate training manuals on various issues particularly PRA, Project management, TOT, gender, disaster management, CBO management, safe water and sanitation, primary and reproductive health, nutrition, community intrigrated management of childhood illness (CIMCI), food security, agriculture, and income generating skill. Summary of training session conducted and number of beneficiaries are shown in the following table.



Table: Summary of training sessions

SL.	Name of Activity	Target/Batch	Achievement	Duration	Participants
1	Co-ordination Meeting of ASEAB	12	9	9	225
2	Capacity Building Training for VDC	6	6	24	204
3	Skill development training of CHP	3	3	9	103
4	Adolescent Training (Boys)	8	8	29	280
5	Monthly Staff Meeting of ATC	12	8	8	42
6	Weekly management meeting of ASEAB	36	10	10	110
7	PCM Meeting	1	1	2	15
8	Coaching of CHP	9	9	9	296
9	Operational Plan	1	1	1	14
10	CSKS Refreshers Training	2	2	6	45
11	Operation for Opening Leaders Training	1	1	2	24
12	All Staff Learning Shearing Meeting	4	4	4	200
13	Disaster Preparedness Respons Training	1	1	1	35
14	CSKs Basic Training	1	1	1	29
15	Training on Leadership Accounts keeping and Market Linkage	3	3	9	69
16	Inception Workshop	1	1	1	33
17	Preparatory Meeting of Original CLP	1	1	1	41
18	Teachers Training on Non Forma Primary Education (NFPE)	1	9	8	26

Governance and Management

A seven-member Trustee Board is the highest authority to run the organization. The Trustee Board, consisted of highly experienced and reputed professionals, plays the role in policy making for the organization. The Trustee Board sits in every two months and gets reorganized in every four years.

At the staff level Senior Management Team [SMT] is the highest body that looks after program implementation. The Executive Director leads the SMT. There are also many sub-committees to ensure maximum participation of staffs in decision-making process, and also to ensure transparency in the process. Major committees are: gender committee, procurement committee, fund raising committee, recruitment committee, and disciplinary committee. In order to ensure autonomy and independence in functioning of the committees there are specific policy guidelines for every committee. It undertakes various initiatives for the betterment of the staffs, such as nurturing their potentials, increasing emoluments and benefits and ensuring enabling environment for female staffs.

At the heart of ASEAB's financial management are transparency, accountability and cost-effective expenditure policy. It has a financial manual and is practiced meticulously. All transactions are made through banks. Procurement committee plays vital role in procuring goods and services. At the end of every financial year, income and expenditure are audited. Moreover, internal audit team checks expenditure and income on a routine basis.

Development Partners



