

# PROFILE OF WADA

(We are committed to Socio Economic Development and Establish Women Rights)



**WADA** **ଓଡ଼ିଆ**

Welfare Association for Development Alternative (WADA)

[www.wadabd.org](http://www.wadabd.org)

Name: **Welfare Association for Development Alternative (WADA)**

### **Address & Contact Details**

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<b>Contact Person</b>
Nilufa Akter Eaty Chairman & CEO WADA Contact number: +88 01722334399

### **Background of the Organization**

Welfare Association for Development Alternative (WADA) established in 10 September 2011 as a non-profit, non-political, non-government organization and registered under the government of Bangladesh with a view to work those disadvantaged people especially women, girls, children and youths through various development approaches such as food security and nutrition, education, health, gender equality, women rights and empowerments, water and sanitation, climate change and environment, democracy and peace building.

WADA has a team of social workers who are well qualified and experienced to project implementation. The organization follows regular monitoring, sharing experiences and immediate action for the successful implementation the activities. WADA specially targeted to ensure its support to establish rights of the women, girls and children to remove social injustice and bring a society free from discrimination.

#### **Vision of WADA**

Vision of WADA is a world free from all exploitation, discrimination and poverty where everyone has the opportunity to establish their rights.

#### **Mission of WADA**

Mission statement of WADA is to empower women, youths and children through socio-economic development and establishing their rights in situations of vulnerability, poverty, illiteracy, disability, inhumanity and social injustice.

### **Registration/Legal Status**

<b>SI</b>	<b>Name of Registration Authority</b>	<b>Registration No.</b>	<b>Date</b>
01	Department of Social Services, under the Ministry of Social Welfare	Bager-916/11	01/11/2011
02	<b>NGO Affairs Bureau</b> , Prime Minister Office, Government of Bangladesh	3128	04/01/2018
03	Department of Women Affairs (DWA), Ministry of Women and Child Affairs, Government of Bangladesh	Bager/30/2017	17/12/2017
04	SAM under the U.S. Federal Government	DUNS 731573221	23/02/2012
05	CMS under Asian Development Bank	CMS No. 019716	03/06/2015
06	PADOR, Europeaid ID under European Commission	BD-2016-CBS-0803502784	09/03/2016
07	UNGM (United Nations Global Marketplace)	UNGM 515293	12/10/2017
08	Bagerhat Municipality	02824	20/10/2011

## Network Membership/Alliance with other organizations

SI	Name of the organization	Country	Category
01	Gender and Water Alliance (GWA)	Netherlands	Network Member
02	Women Thrive Alliance	Washington DC	Alliance Member
03	Global Youth Service Network under YSA	USA	Network Partner
04	Association for Women's Rights in Development (AIWD)	Canada	Network Member
05	Girls Not Bride	International	Network Member
06	Global Alliance for Clean Cookstoves	USA	Alliance Partner
07	Sustainable Sanitation Alliance (SuSanA)		Network Partner
08	Household Energy Platform		
09	NGO Branch, DESA, United Nations	NY- USA	Enlisted
10	Civil Society Alliance for Scaling Up Nutrition (CSA for SUN)	International	Network Partner
11	Governance Advocacy Forum	Bangladesh	Network Member
12	Right to Food	Bangladesh	Network Member
13	SHONJOG Network	Bangladesh	Network Member
14	Water Supply and Sanitation Collaborative Council (WSSCC)	International	Network Member
15	People's Health Movement (PHM – Bangladesh)	National	Network Member

### Values

Innovation, Integrity, Inclusiveness, Effectiveness

### Objectives of WADA

- Child welfare:** Child of today is the future of tomorrow. One of the main objectives of this organization is to release the children from all kinds of injustice vulnerability as child labor, trafficking, child marriage and establishing their rights. The organization will take all type of activities for child welfare.
- Youth Welfare:** Establishing rights of youths, leadership building, create employment opportunity, aware them about unlawful activities and various development interventions.
- Women Welfare:** The women and girls of Bangladesh especially in rural areas are empower less, vulnerable and unfortunate. So the WADA will establish their rights as a human rights, empower them, advocate them and to develop their socio-economic conditions.
- Disabled Welfare:** This organization will establish disabled rights and take proper activities to develop their condition who have suffered a lot for leading a depended life.
- Welfare for beggar and vulnerable:** A part of people of the society is engaged in begging and they are vulnerable. The organization will take various activities to stop begging of those people of the society.
- Elder and weakling welfare:** At a time men become older and weakling for weight of age. They become valueless person of the society as well as of their family at that time. The organization will take welfare activities for this older and weakling people.
- Farmer's welfare:** The organization will work to improve skill and capacity for agricultural production and provide technical and inputs support, capacity building on environment and climate change issues.
- Peace building:** The organization will work to prevent any kind of anti-social work as like stole, robbing, murder, preventing and countering violent extremism.

### Strategies of WADA

- Provide need based training to targeted groups
- Create opportunity for exploring and mobilizing locally available resources;
- Ensure women participation in the development activities and raising awareness for preventing child abuse; cruelty on women, child marriage, gender injustice, increasing income of women through various IGAs
- Linkage with local government and govt. officials.
- Monitoring and continuous supervision.
- Midterm, short terms, final evaluation and Impact assessments
- Exit strategy during closing period of a project

<p><b>Development Approaches of WADA</b></p> <ul style="list-style-type: none"> <li>• Participatory development.</li> <li>• Collaboration, partnership and networking with national and international development organizations.</li> <li>• Community based resource management.</li> <li>• Indigenous knowledge based development.</li> <li>• Right based.</li> <li>• Grass root democratization.</li> <li>• Decentralization.</li> <li>• Gender mainstreaming.</li> </ul>	<p><b>Target Group</b></p> <ul style="list-style-type: none"> <li>• Vulnerable women and girls groups</li> <li>• Vulnerable children groups</li> <li>• Youth group</li> <li>• Physically challenged group</li> <li>• Transgender group</li> <li>• Rural poor farmers group</li> <li>• Orphans and elder peoples</li> </ul>	<p><b>Ideologies of WADA</b></p> <ul style="list-style-type: none"> <li>• Participation in decision making and promotion of participatory approaches at all levels;</li> <li>• Self evaluation and constructive criticism;</li> <li>• Mutual respect, unity, discipline and cooperation;</li> <li>• Honesty, transparency and accountability at all level;</li> <li>• Dedication and sincerity;</li> </ul>
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### Governance of the organization

WADA has a **General Committee (GC)** consisted by 21 general members, which are the supreme policy maker of the organization. Each year they are conducting Annual General Meeting (AGM). Review overall progress and performance of the organization, discuss and take decisions, project activities are reviews and approves its physical and financial performances, audit reports of the previous year, budget and work plan for the next year.

The **Executive Committee (EC)** consisted of 7 elected members out of 21 general members. They meet in every two months interval on regular basis and takes decisions as per constitutional requirement. The Executive Committee may call emergency meeting at any time as per need of the organization. They are responsible for overall management of the organization. The Chairman is the Chief of the organization.

Besides, WADA is also guided and assisted by an **Advisory Committee (AC)** comprised by 5 Senior and renowned personalities who are reputed for their extraordinary works in their respective field were included in the board. They are voluntarily takes the important tasks of reviewing the programs, advice for future strategies and contribute in annual planning. WADA feels proud for them and recognize their sincere dedication with the success of the organization.

### Human Resources of the organization

Professional staff members and volunteers of WADA with experienced and specialization in the areas of agriculture, health, sanitation, nutrition, environment, human rights and good governance, community development and women empowerments are presently working in WADA. All staff members and volunteers are hard working and sincere to their assignments.

Human Resources structure is given below;

HR Categories		Male	Female	Total	Total
Regular staffs	Management Staffs / Core staffs	3	5	8	19
	Part Time Staffs	1	3	4	
	Project Staffs	3	4	7	
Contractual staffs	Contractual staffs ( short time)	09	11	20	20
Consultant & Volunteers	Consultant	2	2	4	04
	Hardcore Volunteers	100	250	350	350
<b>Total</b>		<b>118</b>	<b>275</b>	<b>393</b>	<b>393</b>

### Geographical Area of the organization

Bagerhat, Khulna, Satkhira, Pirojpur and Barisal district, Bangladesh

## Activities of the organization

Sector	Activities	
Gender Equality, Women Rights and Empowerment	Women, girls & Child Rights, Women Empowerment, Gender Issues, Labor Rights, Sexual Health and Reproductive Rights, Advocacy & Good Governance	
Education	Pre-Primary education for child, Adult literacy, Non-formal education	
Health	Mother & Child Health Care, Free Holiday Clinic, HIV/AIDS, Family Planning, Sexual & Reproductive Health	
Food Security & Nutrition	<b>Agricultural:</b> Agricultural Production & Consumption, Marketing and Value Chain. Agricultural Input Support, Capacity Building and Skill Training	
	<b>Fisheries:</b> Aquaculture Production & Consumption, Marketing and Value Chain. Aquaculture Input Support, Capacity Building and Skill Training	
	<b>Livestock:</b> Livestock/Poultry Production & Consumption, Marketing and Value Chain. Input Support, Capacity Building and Skill Training	
	<b>Nutrition:</b> Nutrition Education, home based nutritious food production training	
	Shelter	Housing Support to homeless and disaster victims, Cyclone Shelter
	Water & Sanitation	Pond Sand Filter (PSF) and Rain Water Harvester (RWH), Tube Well Installation, Sanitary Latrine & Hygiene Program
Environment	Capacity Building to Coastal People to adopting Life and Livelihoods, Plantation, Youth Action on Saving Environment	
Renewable Energy	Clean Cookstoves, Bio-gas & Solar Electricity Program	
Emergency	Emergency Relief Program, Disaster Management & Risk Reduction	
Cultural	Sports & Cultural Program, Awareness Street Noble & Folk Song	
Training	Income Generating Activities (IGAs), Agricultural, Fisheries & Livestock, Vocational, Computer, Internet & Information Technology, Business Development & Management.	
Research & Survey	Baseline and End line Survey	
	Research / Evaluation	

## Program Management

WADA always maintain an excellent relationship and partnership with the project stakeholders. WADA participated in the monthly coordination meeting organize by government administration where share the progress, constraint, and seeking necessary assistance from the stakeholders. Besides this, inviting the technical personnel of DAE, Fisheries, livestock department and other relevant GO/ NGO personnel for conducting the training, participating workshop / seminars and field visit as well. In order to share the learning of the implemented project organize special sharing workshop with upazila level stakeholders related to project intervention.

## Stakeholder

- Targeted peoples
- Govt. and Non-Govt. Officials
- Civil Society Members
- Local government body
- Organization's Staffs
- Organization's Management Board

## Coordination system with field

- Close monitoring through field visit
- Regular coordination meeting
- Sufficient communication materials
- Project wise separate monitoring guideline, tools and strategies

## Program Monitoring & Evaluation

WADA has Monitoring and Evaluation section. As per goal, objectives and objectively variable indicators the following methods and tools are practices

- Baseline quarterly, midterm and end line survey
- Focus Group Discussions (FGD), KII
- Meeting with different stakeholders
- Progress and performance checkup
- Monthly and Quarterly staff meeting
- Interview with direct and indirect beneficiaries
- Report preparation and share to donor and stakeholders

### Administrative Strength

- Quick Decision Making Process
- Human Resource Department
- Internal Audit Department
- Accounts and Finance Department
- Monitoring and Evaluation Team

### Financial Management System

Financial Management System of WADA is based on the following basic principles

- a) Transparency
- b) Accountability
- c) Access to information by all stakeholders
- d) Inconformity with the Generally Accepted Accounting Principles
- e) Close and regular monitoring
- f) Internal and external audits
- g) Incompliance with the law of the financial management

## Bank Account Information

The mother account of WADA has managed by the joint signatures of two persons. The information of bank account is following;

Account Name	: WADA
Bank Name	: IFIC Bank Ltd
Account Number	: 4212789851041
SWIFT Code	: IFICBDDH
Branch Name	: Bagerhat Brach
Address	: Bagerhat Satar, Bagerhat-9300, Bangladesh

## Reporting

WADA has been providing the reports to the funding partners as per the requirements of the contract. Generally these reports is following;

- Progress/Activities Report, Financial Report, Monthly Report, Quarterly Report, Annual Audit Report, Annual Activity Report, Monitoring Report, Evaluation Report, Survey Report etc.

## Organizational Policy & Plan

SI	Name of Policies / Plan	Purposes
1.	Human Resources (HR) Management Policy	HR management, HR development & recruitment
2.	Administration Policy	Overall administrative management
3.	Financial Policy	Fund collection, utilization and management
4.	Procurement Policy	Inputs & all others procurement
5.	Fixed Assets Policy	Assets management
6.	Communication Policy	Communication management
7.	Computer Policy	Computer use and management
8.	Gender Policy	Gender balance & management
9.	Literacy Policy	Increase literacy
10.	Leadership Succession Plan	Future leadership

## Donor/Partner of WADA

- European Union (EU)
- Gender & Water Alliance (GWA), the Netherlands
- Mundo Cooperante
- Get Ur Good On, USA
- Youth Service America (YSA), USA
- USAID / ILRI
- PORISEVA, India
- Ministry of Social Welfare / Bangladesh National Social Welfare Council
- MH Enterprise
- ZAS Enterprise
- Global Alliance for Clean cookstoves / UN Foundation

## Good governance Practices

Since 10 September 2011 the WADA has been communicating with special emphasis on local governance & civil society empowerment to address issues related with good governance, human rights, gender equality, stop violence against women & children.

## Gender equality and social justice issues in organizational aspect

WADA has its personnel policy, which is followed in operation of the organization. At least 60% staff members are female who are equally treated in all cases. Women employee allowed work with flexible duty hours and they enjoy other facilities, like annual leave, maternity leave and earned leave. There is separate fresh room for the women employees and a congenial working environment was ensured. No discrimination is allowed during recruitment and salary/benefit fixation.

## External Relation

WADA believes that a good coordination can make good success of the implementation of the program activities. So, in all aspect WADA always maintain an excellent relationship with the government and non government organization working in the development field. WADA participated in the monthly coordination meeting organize by Upazila Government Administration where share the progress, constraint, and seeking necessary assistance from the stakeholders. Besides this, inviting the technical personnel of DAE, Fisheries, livestock department and other relevant GO/ NGO personnel for conducting the training, participating workshop / seminars and field visit as well. In order to share the learning of the implemented project organize special sharing workshop with upazila and district level stakeholders related to activities.

## PROJECT INFORMATION OF WADA

SL	Name of the Project	Donor/Partner	Period
1.	Stop Child Marriage Protect Girls Life under THE RIGHT TO BE A GIRL	Mundo Cooperante, Spain	1 May 2018 to 30 April 2019
2.	Women2030	European Union (EU), Gender and Water Alliance (GWA), Netherlands	01 April 2017 to June 2030
3.	Adolescent Girls Empowering Program (AGEP)	PORISEVA, India, ZAS, MHE	January 2016 to Dec 2021
4.	Gender Equality, Women Rights and Empowerment Programme	Gender and Water Alliance (GWA) the Netherlands	July 2016 to Dec 2022
5.	Increasing Food Security and Nutrition through Agricultural Production	Youth Service America (YSA), Ministry of Social Welfare	April 2016 to Dec 2021
6.	Campaign on prevention of Child, Early and Forced Marriage (CEFM)	Girls Not Brides	January 2016 to Dec 2030
7.	Water, Sanitation and Hygiene Programme	Gender and Water Alliance (GWA), Netherlands	January 2016 to Dec 2030

SL	Name of the Project	Donor/Partner	Period
8.	Poultry Rearing for income and nutrition	National Social Welfare Council / Ministry of Social Welfare	October 2015 –June 2017
9.	Ensuring Disability Rights	PORISEVA, India	July-Dec 2017
10.	Campaign on Child Rights and Development	WADA's Own fund	January 2015 to continue
11.	Climate Change, Agriculture and Food Security (CCAFS)	USAID, International Livestock Research Institute (ILRI)	Nov 2012-Mar 2013
12.	Saving Environment and Increasing Food Security	Get Ur Good On, Youth Service America (YSA), USA	June 2012 to December 2013
13.	HIV/AIDS Awareness Campaign	Local fundraising	1-30 November 2011

This is an organizational profile to keep informed the stakeholders including donors and government authorities. In this profile, we tried to present briefly on different activities, achievement, outcomes and successes as well constraints. WADA need cooperation and sharing of other development partners for consolidation of their hands. We acknowledged patronage and encouragements received from national and international friends and development partners and hoping their continual support in coming days as well.

===== The End