

ORGANIZATIONAL PROFILE



Gender & Environment Management Society (GEMS)

Mursheda Cottage, Madam, Shahapur Road,

North Mojupur, Lakshmipur-3700, Bangladesh.

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Name: GENDER & ENVIRONMENT MANAGEMENT SOCIETY (GEMS)

Background: Gender & Environment Management Society (GEMS) is an apolitical, non-profit and free of religious affiliation non-government organization (NGO) was founded in the early of 2001 by a group of philanthropic young people of Laxmipur district. It is commits to contribute in improving socio-economic status of the poor through reducing gender discrimination and enhancing environmental management. It works in the identified rural and urban areas targeting sustainable social change that will contribute in ensuring a better life for the vulnerable people, with especial emphasize to women and children. It implements its all activities towards protecting rights of its target people. **GEMS** believes in cost-effective but sustainable development by appropriate local resource mobilization.

Legal Status:

SL	Department/Ministry	Reg. No	Date
01	Department of Social Service	Lax-311/04	13/05/2004
02	NGO Affairs Bureau	2771	06/03/2013
03	Microcredit Regulatory Authority	00745	17/07/2014
04	Department of Women & Child Affairs	ZMBO/Lax-33/04	01/03/2004

Vision:

GEMS envisages a gender sensitive society with human dignity and security, ensuring that women and men actively participate in the process of peace making, social justice, democratic values and sustainable development.

Mission:

The Mission of GEMS is to develop and empower the poor and vulnerable disadvantaged community especially the women and Children by ensuring their involvement in various socio-economic activities to make them capable, self-sufficient, self-governed and self-initiated through development of capacity and institution.

Goal:

Contribute in improving Social, economic, environmental and cultural development of the poor and disadvantaged people, especially, the underprivileged women and children.

Objectives:

- To organize, aware, capacitate and ensure active participation of the poor and excluded people, both male and female, in the mainstream of national development process.
- To facilitate in increasing literacy rate among the poor people through adult literacy programme and children's enrolment in primary school.

- c) To create access to safe, sustainable and affordable drinking water, sanitation and hygiene facilities among the poor in order to improve public health status.
- d) To facilitate in increasing personal capital and employment opportunities for the poor people through undertaking various Income Generation Activities and micro financing.
- e) To improve environmental condition through undertaking appropriate projects, such as, nursery, social forestry, ecological sanitation, bio-energy generation and related actions.
- f) To provide supports and services related Primary Health Care (PHC) basic health, family planning and nutrition, HIV/AIDS.
- g) To undertake disaster management during disaster and post disaster periods for supporting the affected people.

Current senior staff:

SL	Name of person	Designation	Sex	Duration in the Present Job
01	Asaduz Zaman Chowdhury	Executive Director	Male	06/01/2007 to till now
02	Khondker Rafiqul Islam	Program Director	Male	01/01/2014 to till now
03	A K M Humayun Kabir	Training Director	Male	01/01/2014 to till now
04	Klarance Dias	Director Admin	Male	01/01/2014 to till now
05	Biplab Chandra Bhowmick	Program Director	Male	01/01/2014 to till now
06	Mohammad Abu Naser	Program Director	Male	01/01/2014 to till now
07	Kartick Sutradhar	Finance Director	Male	01/05/2014 to till now
08	Mijanur Rahman	Training Officer	Male	01/05/2014 to till now
09	Anowara Begum	Training Officer	Female	06/07/2010 to till now
10	Jannatul Hasina	Program Officer	Female	01/08/2013 to till now
11	Abu Jafor	Program Officer	Male	01/01/2013 to till now
12	Md.Rashedul Amain	Finance Manager	Male	01/01/2009 to till now
13	Rehana Akter	Trainer	Female	01/07/2009 to till now
14	Protiva Rani Nath	Trainer	Female	01/08/2006 to till now

Total staff of the organization:

Status	Sex		Total	Remarks
	Male	Female		
Senior Management	08	05	13	
Mid Management	14	09	23	
Field level	88	45	133	
Total	110	59	169	

Organizational policy papers:

GEMS is equipped with required number of policies for the organization, which includes a well-defined Service rules, Financial Management Guidelines, Organizational Operational Guidelines, Gender Policies, Credit management policies etc.

Office equipment and materials:

09 Steel Almirahs, 16 Computers, 17 Motorcycles, 103 Bi-cycles, 14 File cabinets, 29 Chairs with Secretariat Tables, 17 Long Tables, 05 Harmonium, 05 Musical Drums, 34 Steel Book Shelves, 37 Ceiling Fans, 07 Table Fan, 03 Camera, 01 Handy Video Camera, 01 Training Venue, 27 Mobile Phones and 06 set of VCD equipments.

Geographical Location:

GEMS has been working in Laxmipur District, Comilla District, Feni District, Bhola District, B. Baria, Chandpur, Narshingdhi & Noakhali District with its liaison office in Dhaka. GEMS has been providing support in Rural, Urban slums and remote difficult areas of its working districts.

District	Name of Thana/Upazila	No. of Union	No. of Village/Ward
Laxmipur	All Upazila	All Union	All Village
Bhola	Bhola Sadar, Lal Mohan, Manpura	All Union	All Village
Feni	Feni Sadar, Sonagazi, Dagonbhuyan	All Village	All Village
Noakhali	All Upazila	All Union	All Village
B. Baria	Sadar	All Union	All Village
Chandpur	Chandpur Sadar, Matlab-South, Matlab-North	All Union	All Village
Narshingdhi	Balabo, Monohardi	All Union	All Village
Comilla	Laksham Pourashava	01	09

Partnerships/membership with other organizations :

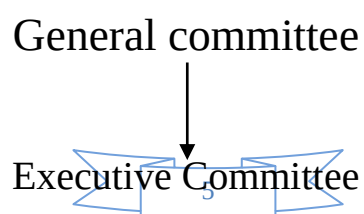
GEMS is affiliated with Micro Finance Research & Reference Unit of Bangladesh Bank, NGO Forum for Drinking Water Supply & Sanitation, STI/ AIDS Network of Bangladesh, Action Network Against Women (ANCVAW), Bangladesh Anti-Tobacco Alliance, Credit and Development Forum (CDF), ATSEC-Bangladesh, Laxmipur NGOs Development Forum (LNDF). Campaign for Good

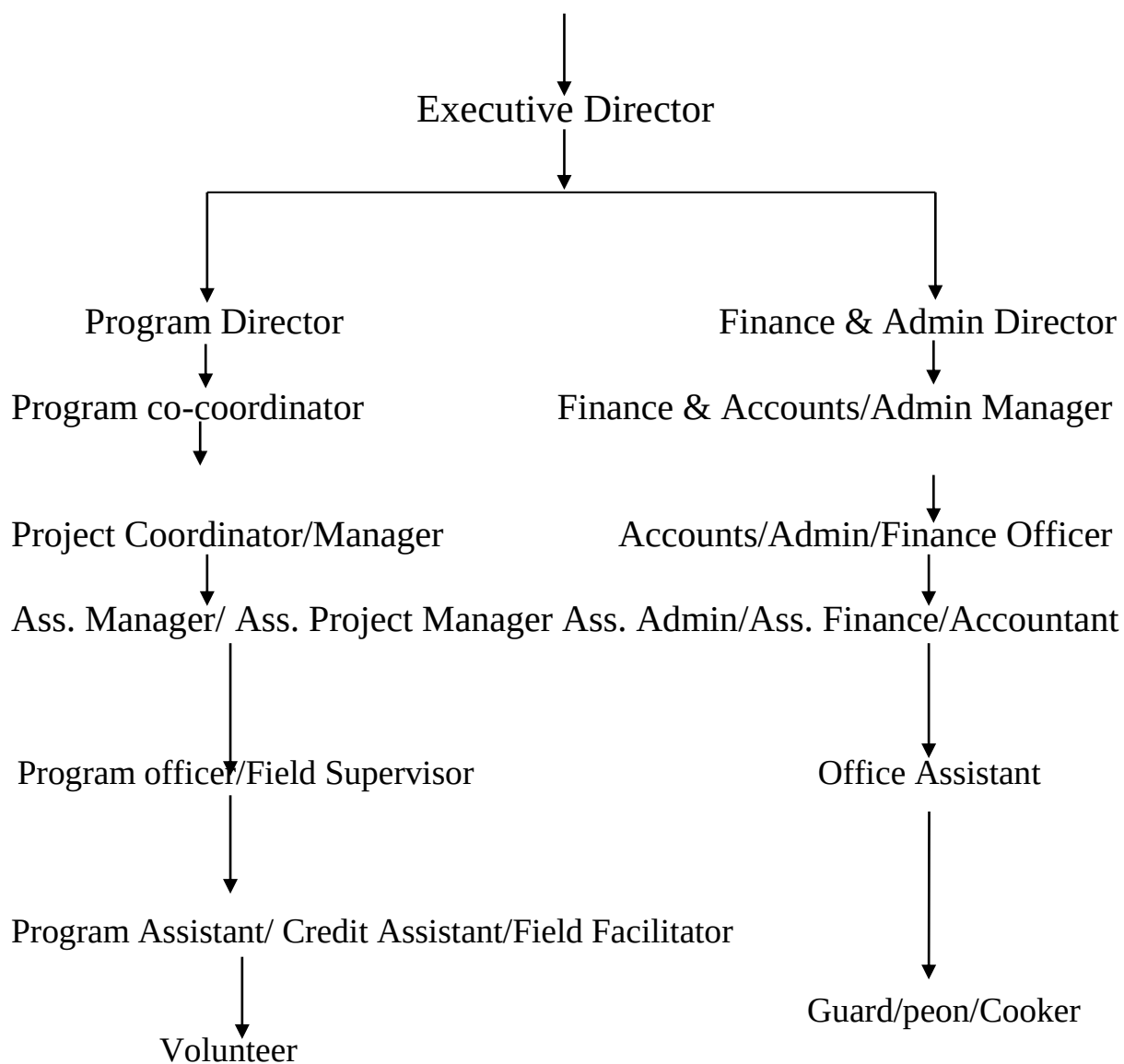
Governance (SUPRO), WE CAN, Society for Peoples' Actions in Change and Equity (SPACE), Bangladesh Neem Foundation (BNF), Bangladesh Eco-Village Network (BEN), Save the Children (Australia), NRDS (Noakhali), Bangladesh Institute of Human Rights (BIHR),

Members of Executive Committee/Governing Board:

Sl. No	Name	Position	Sex	Profession	Duration of Involvement	Relationship
01	Abul Mobarak Bhuiyan	Chairman	Male	Ex. Teacher	23/07/2006	The real executive committee members are formal as per constitution of the organization. The executive committee are elected by the General Members during the last AGM of the GEMS.
02	Mobasher Ahmad	Vice-Chairman	Male	Ex Professor	28/05/2022	
03	Md. Lutful Kabir Chowdhury	Secretary General	Male	Business	18/12/2016	
04	Mohammad Nizam Uddin	Treasurer	Male	Business	06/01/2007	
05	Sahara Begum	Member	Female	House Wife	18/12/2016	
06	Kamal Uddin	Member	Male	Business	26/04/2008	
07	Jannatul Ferdaus	Member	Female	House Wife	18/12/2016	

ORGANOGRAM OF GEMS





PROJECT OFFICES

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Sl No	Address	Contract Person
01	Project Office Shapur Road, North Mojupur, Laxmipur	Kartick Sutradhar Mobile:
02	Project Office Under Chor Union Porishad, Sadar, Nohakhali	Sufia Begum Mobile: 0175980270

03	Project Office Chor Alekjander, Ramgati, Lakshmipur	Hasina Akther
04	Project Office Chor Jaghalia, Hajirhat, Kamalnagar, Lakshmipur	Shadath Hossain Mobile: 01831-198374
05	Project Office Kalinath Bazer, Sadar, Bhola	Md.Rashed ul Amain Mobile : 01716-507100
06	Branch Office Hospital Road, Manpura, Bhola	Muhmmad Toslim Mobile: 01743917503
07	Branch Office Barek Member Bari, Mojuchowdhury Hat, Sadar, Lakshmipur	Md Shajahan Mobile: 01716665736
08	Branch Office Stadium Road, Nosrothpur, Laksam Pourashava, Laksam, Commila	Ali Hosain Mobile 01828-131572
09	Project Office Asraf Ali Byaha Bari, Holding No-191 Amanathpur, Najerpur, Begumgonj, Nohakhali	Zakir Hosain Mobile: 01718705986
10	Project Office Jafor Villa, Chatiyel, budhol Union, Sadar, B. Baria	Md Sharif Hossain Mobile: 0190883-2226
11	Project Office Foraji Villa, Bolodi, Matlab-South, Chandpur	Delruba Sulthana Mobile: 01753341070
12	Project Office Nazirpara, Collage gat, Sadar, Chandpur	Zakir Hossain Mobile: 01718705986
13	Branch Office Patok Bhabon, Kasham Puron, Matlab-North, Chandpur	Md Mainul Islam 01824839462
14	Branch Office Dakshin Jayanagar, Daulatkhan, Bhola	Pranta Debnath 01791219993
15	Branch Office Patwary Bari, Monohardi Bazar, Norshingdhi	Wahida Aktar 01837936886
16	Branch Office Fochando Ali Plaza, Balabo Tek Para, Balabo, Norshingdhi.	Shahin Akhtar 01871715886
17	Branch Office North Joynagar, Lal Mohan, Bhola	Shamsunnahar 01823819687

Project Data Sheet

Sl No.	Name of Project	Major focus of the Project	Geographical coverage	Donor/ Funding Agency	Implementing Agency	Amount of funding	Duration/ Implementation period
01	Hygiene Sanitation and Water Supply (HYSAWA) Project	Support Union Parishad in implementing Improved and Sustainable Hygiene Practices by formation and capacity building of village based Community Development Forum (CDF), Capacity Building of the Civil Society and Advocacy activities for Improved Hygiene Practice, Community Led Total Sanitation; and Safe Water Supply through Hand Tube Well installation.	Karpara Union of Ramganj, and Ichapur Union of Laxmipur Upazila	HYSAWA Fund/ The Royal Danish Embassy, Dhaka	Union Parishad	34,17,100	January 2009 to September 2011
02	Urban Governances And Infrastructure Improvement Project.(UGIIP)	Baseline Survey Income generating activities, Primary Group Formation, Training of Group Members and Project Staff on Health & Nutrition, Hygiene and Sanitation and other related activities; Fund Utilization Plan, Construction of Sanitation facilities , Health, Hygiene & Sanitation Motivational Program, Satellite School Management; Micro Credit Operation for Group Members; Monitoring and Reporting.	Laxmipur Pourashava, Laxmipur and Laksam Pourashava Comilla	ADB	LGED, Pourashava	47,56,800/-	April 2006 to till now
03	Culture for Empowerment of People (CEP)	Organize 10 Cultural groups for their livelihood development, democratic practices, expansion of cultural diversity and through these practices to create impact on reduction of poverty. Target Group: Rural folks-50, Partner NGO staff-18, cultural activists and professionals-150; and grass root performers- 120. Conduct TFD Training	Two Union & Pourashava Under Ramgonj Upozilla, Laxmipur District	The Royal Danish Embassy, Dhaka	Bangladesh Institute of Theater Arts (BITA)	22,36,190/-	July 2009 to July 2011
04	Arsenic Information Support Unit (NAISU)	Capacity building of Union Watson Committees, assist regular conducting of WC meetings, advocacy for involving Union Arsenic Mitigation Committees in different development activities. Discussion on Arsenic related issues and its affects. Coordination meeting with UP Chairman and Members.	Begumganj Thana under Nohakhali District.	Water Aid	NGO Forum, Commilla	2,78,600/-	August 2006 to July 2009

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05	Forestry Sector Project	Social Survey Group Formation Skill Development Training for the group members	Sadar Upozila Laxmipur	Government of Bangladesh	Social Forest Department, Laxmipur	1,71,000/-	July 2005 to April 2009
06	Strengthening Civil Society Networks to Support and Promote Anti-Corruption Reforms.	Campaign against corruption, citizen monitoring, exchange of people's views regarding national and local government budget.	Sadar Upozilla, Laxmipur	USAID	Khan Foundation	1,48,900/-	May 2010 to November 2010
07	Voter & Civic Education	Local and National Election monitoring & observation; and campaign for Fair Election, awareness building of voters	Laxmipur District	Asia Foundation	NRDS	5,74,000/-	May 2010 to November 2010
08	YPSA-BCC Project	Free eye disease treatment of ultra-poor children (Below 18 years), particularly cataract problems and its operations	Laxmipur District	Sight Savers International	YPSA	1,75,109/-	December 2005 to November 2008
09	Maternity allowance Program for Poor Mothers	Assistance to Union Parishads in conducting Baseline Survey to select pregnant mothers, training and orientation on maternal and child health care, training on income generating activities and distribution of cards to draw the allowances for the maternity period.	Komolnagar & Ramgonj Upozilla Under Lakshmipur District	Government of Bangladesh	Department of Woman Affairs	9,78,600/-	January 2008 to till Now
10	Income Generating Activities (IGA)	Savings and Credit programme for poor women in order to establish their rights in the society, skill development training for them for self-employment; and ultimately reduce poverty	Sadar Upozilla, Laxmipur	Own Fund	Own Fund	68,99,400/-	May 2005 to till now

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11	Hygiene Sanitation and Water Supply (HYSAWA) Project	Support Union Parishad in implementing Improved and Sustainable Hygiene Practices by formation and capacity building of village based Community Development Forum (CDF), Capacity Building of the Civil Society and Advocacy activities for Improved Hygiene Practice, Community Led Total Sanitation; and Safe Water Supply through Hand Tube Well installation.	Dadpur Union and Underchor Union of Sadar Upazila, Noakhali District	HYSAWA Fund/ The Royal Danish Embassy, Dhaka	Union Parishad	44,10,960/-	September 2014 to December 2016
12	Vulnerable Group Development (VGD) programme	Complete Staff ToT Collect VGD Beneficiary list from Union Group Formation & group orientation Join VGD Committee meeting Union Life Skill Training: Module 1,2,3,& 4 Entrepreneurship Training Trade/IGA based Training Refresher Training Monitoring and Reporting.	Kobirhat Upozilla & Shobornuchor Upozilla Nohakhali District	GOB	Woman Affairs Department	21,04,200/-	February 2017 to till now
13	Basic Literacy project (64 district)	Baseline Survey, Learner Selection, Learning Center Selection, Teacher & Supervisor Appointed, Social mobilization, Monitoring & Supervision	Kamalnagar Upozilla, Laxmipur	GOB	Ministry of Primary and Mass education	1,29,63000/-	September 17 to till now
14	Farmer Training on Postharvest and Primary Processing	Support the farmers and agricultural business personal to improve the existing marketing system, identify the problems and offer solutions to develop the present agricultural product marketing systems. GEMS conduct the training with different stakeholders such as farmers, businessmen, middlemen, DAM officials. GEMS will develop the training manual to conduct training. It will ensure the demands of efficient program implementation and sustainable methodologies involving the ultimate beneficiaries of the project in order to give a maximum satisfaction by minimizing the cost.	Subarnachar Upazilla Under Noakhali District	Smallholder Agricultural Competitiveness Project'	Ministry of Agriculture	4766000/-	2021 to 2021

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15	Out of school Children Education Program PEDP4	Those children who cannot or do not get enrolled in primary schools, those who drop out of schools, the adolescents who relapse into illiteracy or those young and adult people who have never benefited from any schooling' Government, non-government and private level initiatives have pressed to improve the education level in general. From the government initiatives, introduced non-formal education to adults and dropouts or non-school adolescents, primary education to rural children up to varying grades in a very haphazard manner.	Begumgonj Upazilla Under Noakhali District.	Bureau of Non-Formal Education	Ministry of Primary & Mass Education	43888000/-	2020-2023
16	Climate Change Adaptation	Adaptation to climate change at community level. Awareness raising programs for CDF members to adapt to climate change. Integrated planning at community and union level.	Dadpur Union and Underchor Union of Sadar Upazila, Noakhali District	HYSAWA Fund/ The Royal Danish Embassy, Dhaka	Union Parishad	10,70,960/-	January' 2016 to December 2016
17	Arsenic Risk Reduction Project (ARRP)	To assess the present situation of arsenic contamination in water supply. Develop training Manuals for the required training and oriented program for field testers following the guidance. Provide training from project office regarding arsenic screening and social mobilization at union level. Assist in recruitment of field testers for arsenic testing involving the union parishad and DPHE. Provide training on Arsenic testing for Mechanics, DPHE, Field Testers/Workers & union parishad representative.	Feni, Noakhali & Lakshmipur	Department of Public Health Engineering . Noakkali	Ministry of local Governme nt	6885750/-	2020-2021

Head Office:

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