

Humanity should be Above All

Annual staff conference of COAST Trust Trust

Noakhali Region

11 March, 2017

11 March 2017, at Noakhali Nice Guest House hall room the annual staff' conference was successfully completed where slogan was "Human dignity is higher than all".



More than 110 members of staff were present there. The conference was moderated by M. Rezaul Karim Chowdhury, Executive Director of COAST Trust. Assistant Director of COAST Trust, Shawkat Ali Tutul also was presented there. The conference started at 9.00am by singing National anthem.

The executive Director of the organization M Rezaul Karim Chowdhury give an introductory speech to all

members of staff.

Mr. Firoz Alam, RPC of Noakhali region delivered the welcome speech. He congratulated all the guests who came from Dhaka office. He said this year our theme is "Human dignity is higher than all".

After that the Executive Director of the organization M Rezaul Karim Chowdhury delivered his speech to all. He expressed the goals and objectives of the organization. Then he discussed the vision and mission of COAST.



1st session: Mr. Shawkat Ali Tutul, Assistant Director of COAST Trust Principal presented COAST's four-years Strategy (2017 to 2020). In this presentation, he discussed- social enterprise and partnership with private sector for entrepreneurship development and own organizational social business; all training center would have hotel and resort; pesticide free dry fish, popular seaweed, possibility of fish and milk processing; increase number of branches to 100, integrating health and education with MF program.



Second session: Mr. Tauhidul Alam, SC-ICT of COAST presented the use of social media like facebook and its impact. After that, all participants discussed in a small group and shared opinion after that in this regard.

Nasreen Akhter C.D.O and Nasreen Sultana B.A of Noakhali Sadar Branch facilitated the discussion and presented the policy of protection from sexual harassment, exploitation and abuse. This presentation included the discussion about the definition of sexual harassment, strategies of principle



implementation, confidentiality, investigation report, formation of committee, system of making complain, punishment procedures etc.

After the presentation participants were divided in groups to discuss the topic, clarified misconception of each other & prepared questions.

Q. How to make complain?

Answer 1: Shawkat Ali Tutul said, the systems are oral, written and digital.

Question 2: How to form committee?

Answer 2: Showkat Ali Tutul said, according to the order of Supreme Court and as well as our policy, the committee will consist of 5 members where most of them will be female. The chief of the committee will be the gender focal of organization.



Afterwards Area Manager Shah Mizan discussed about the position of values of COAST in the prescribed format and described marking system. He made clear everyone to understand the values and how to mark in prescribed format. Then everyone filled the form and they were collected collected by AM.

The afternoon session was started by singing – *bistirno dupare* which was facilitated by MD. Yunus.

Our Promise for 2017:

Regional Program Coordinator of COAST, MD. Firoz Alam discussed about 'our promise for 2017'. He requested to all to make a promise- let's change ourselves and change the organization. He also discussed about why and how we will be changed and what will be our expectation. He described our 5 promises for 2017 are following:



- Our promise will be Brutally Honest.
- Ethically loyal.
- Uncompromised rules & regulation will be our key to success.

- Unquestionable integrity and unity will be our source of inspiration for work and
- Of course we will be positive in our way of thinking.

After the presentation, group discussion was arranged as usual. Being divided into different groups co workers took part in discussion and prepared questions. Then each and everyone asked questions.

Question 1: When our group member is severely ill and our duty is to collect money from them in regular basis. So how much morality we will show?

Answer 1: MD. Rezaul Karim Chowdhury said, for severe illness it will be considered and will try to reschedule their weekly installment.

Area Manager Fokrul Islam Pintu made them understand about the good and bad side, staff impression about COAST Program and management and requested them to give their opinion in prescribed format.



Expressing their feeling after daylong conference, Jewel Hossain (CDO) said, I liked the discussion on our future plan, using face book and importance equal dignity.

Nasreen Akter (CDO) said, we got such a wonderful opportunity to meet Executive Director of the organization that inspired us more to do our job.

MD. Riaz Uddin (B.A) said, I am newly appointed to the organization and within a short time I got such a great space to meet our Executive Director which encouraged me more.

MD. KawserAlom (B.M) said, I liked the open secret method and rules and regulation of the day.



Selina Akter (CDO) expressed that she has understood how much honor COAST has given to female, she said that she would not have understood it had she not come here.

Iqbal Hossain (CDO) said the event started with the National Anthem which made me more respectful to the organization as well as to the country.

Nasreen Sultana requested the forum to organize staff conference every year and also requested ED to be there.

Masum Billah, Monitoring and Reporting Officer- School Feeding Program said, this day is important for everyone because we can discuss about different good and bad side of the organization as well as ours with the high officials. It is proven that our organization is different from others by organizing and practicing good values for being human. Apart from microfinance if we take some programs for the displaced people who lost everything in the river, adolescent health development and agriculture development most of the people will be benefitted.



Showkat Ali Tutul said, being present in the function, seeing and talking with everyone I feel better. He requested to all develop themselves, practice knowledge, work hard and read newspaper regularly. He also mentioned, we only perform our duty for our family and parents but we should work for the development of the society and the country.

MD. Rezaul Karim Chowdhury requested to all to save more money specially whose salary is lower. Our work standards have been changed. We restructured salary therefore after 20 years our colleagues can buy a plot for residence for their own.

He mentioned to Branch Manager, Area Manager and Regional Manager, who will give recognition and praise to his/her colleagues instead of termination usually. Be industrious and never take any pride.

MD. FirojAlom said in his concluding speech that if we continue our cooperation always, we will be able to take our organization forward. Also he gave humble thanks to everyone for all cooperation. The conference ended by singing country song "*Amar e desh sob manusher.....*".