

Religion for Person, State for all

Annual staff conference of COAST Trust

Chittagong Region

18 March, 2017

18 March 2017, at Creative Park, Bohoddarhat in Chittagong, the annual staff conference has been successfully completed where the slogan was “Religion for Person, State for All”.

More than 90 members were present there. The conference was moderated by M. Rezaul Karim Chowdhury, Executive Director of COAST Trust. Ferdous Ara Rume, Assistant Director and Asma Alam, Assistance Coordinator – Accounts of COAST Trust were also present there. The conference started at 9.00am by singing our National anthem by all. This Conference was announced by Md. Faruk Hossain, Regional Program Coordinator of COAST.



After singing the National Anthem by all, everyone introduced themselves to the Executive Director.

Then he mentioned that we fought for democracy, socialism, secularism and nationalism. These are our four pillars of state. But nowadays, we witnessing in Islamic extremism in our country. Not only here but also around the world is the extremist creating disruptiveness in the name of Islam. But we all know that Islam means peace and it is not fair to force anyone to believer or practice Islam. It's totally her/his own choice.



That is why we called as we are secular country. He also discussed about democracy, socialism, secularism and nationalism in brief which we all should have clear concept about as the citizen of the country. Ferdous Ara Rume and Asma Alam also shared their opinion in this regard.

He discussed more about COAST's objectives and future plans in the forum. He said, COAST always believes that we focus women and disadvantage

groups in our work so that sustainable and equitable improvement will be possible. Our next region will be built in Barisal and primary health care and incentive in primary education will be integrated in our MF program, he shared.

1st session: Ferdous Ara Rume, Assistant Director of COAST Trust Principal presented COAST's four years Strategy (2017 to 2020). In this presentation, it has 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 branches till 100, integrating health and education with MF program. After that question –answer session had been started are following:

Question1: Jayeda Begum, C.D.O she asked whether primary health and legal aid program will be established in Chittagong region.

Answer: Rezaul Karim Chowdhury replied that they are planning to initiate both program here for the group members.

Question2: Julia (C.D.O) she asked whether they will get any community radio?

Answer: Not now as Executive Director replied to her.

Question 3: Kalpana dev (C.D.O) asked in question answer session whether they can get housing loan from the organization.

Answer: Rezaul Karim Chowdhury replied yes, they are planning to do this in future.

Question 4: Sermin Akter (C.D.O) requested ED for rain coat, bag and umbrella during monsoon for our field collection.

Answer: 'Yes' Rezaul Karim Chowdhury replied to her.

Question 5: Juli akter (C.D.O) requested the forum to bring the number of overdue support to once from twice in a month.

Answer: As replying to her Rezaul Karim Chowdhury and faruk hossain said, our overdue is the highest now, therefore we cannot do this at present.

2nd Session: Asma Alam's discussion was about social media communication and its impact. She started that 29% of people are using social media in the world. She said that currently cyber crime is increasing day by day therefore we need to be more careful to use social media especially face book. We should not be friends with people unknown to us.

Question 1: Ramiz uddin (B.M) asked in the meeting whether he can we use face book and read news paper during office time?

Answer: Rumeel replied to him if you face any urgency like life saving issues you can use then.



Question 2: PALASH (B.A) asked the forum whether he can we make friend them who left COAST Trust.

Answer: 'Yes', it's your personal matter, Rezaul Karim Chowdhury replied to him.

3rd Session: Ms. Sumaiya akter Sumi and Hamida Akter jointly presented the policy on protection from sexual harassment, exploitation and abuse. They discussed about the definition of sexual harassment, complaint mechanism, formation of committee and its role, punishment etc.



Question1. Dolly (C.D.O) complained that female members of staff are treated badly if they apply for leave.

Answering to her Rumeel said, it's one type of sexual harassment. We should be more careful in future when it comes to behaving with female colleague.

Question 2: Halima Khanam (C.D.O) asked what would be COAST's role if her female colleagues

harassed by outsider?

Answer: Rezaul Karim Chowdhury replied to her, in that case the organization will spend up to 1 crore tk to save our female colleague.

Question 3: Rowshon Ara Begum (CDO) asked to forum, what should be the solution is if any female colleague is harassed by office stuff?

Answer: Rumeel replied that all are mentioned in details in the policy.

4th Session: Then Regional Program Coordinator Faruk Hossain discussed COAST's 14 main values these are: 1.our values our process 2.our existence 3.work approach 4.Learning 5.Human potential 6.Economy 7.honour 8.gender 9.Right to participate in decision making

10.culture 11.communication 12.relation and accountability 13.peoples organization
14.governance.

5th Session: Area manager Mizanur Rahaman presented the promise of 2017 to the forum.

- 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 that SM Tauhidul Alam clarified the process of open secret method to participants , why it is needed and how to fill up the prescribed format.



Rezaul Karim Chowdhury requested all to obtain the promises in 2017 for their betterment and positive change. We restructured our salary so that our colleagues will be able to buy their own land or house. He also requested to the RPC, AM, BM to give positive motivation to the CDOs and others. In concluding speech, Md. Faruk Hossain gave big thanks to all staff that were involved and made the conference successful. The event was ended by singing -- Amar e desh sob manusher.