



Profile of Nice Foundation

Background

The Nice Foundation is a rights-based feminist Non-Governmental Organization (NGO) founded in 2005 in Bangladesh. We work on human rights, refugee and forcibly displaced communities, environmental, and educational issues, aiming to reduce inequalities and social disadvantages. Our primary focus is on women, children, youth, adolescents, people with disabilities, gender-diverse communities, religious & ethnic minority groups, and the refugee community.

A batch of young women from the Dalit community as well as NGO women workers founded the Nice Foundation in 2005, following the completion of a research project by 'Research Initiatives Bangladesh. M Mujibur Rahman (who remains an honorary Secretary), Ms Dorieke Goodijk (Wageningen University, Holland), a Volunteer and a batch of young women of the Dalit Hindu Kawra (pig farmer) community who are one of the neglected Communities in the World because of their profession has initiated this organisation to promote feminism, ensure social justice, fight for inequalities and reduce the disharmony within the religious minorities to co-exist with peace. Mr. Colin Wilby, a VSO volunteer, the UK was the first individual donor who helped the community apply to NGO Affairs Bureau for registration. After four years of working voluntarily with a network of NGOs, we achieved NGO Affairs Bureau (to receive foreign grants) registration in 2009 from the Government of Bangladesh. We also received our first major international funding – a two-year grant from the Global Fund for Women (USA) to develop our work with Kawra women. Since then, the Foundation has been delivering integrated services to a large number of people in the most marginalised communities in Bangladesh.

Since 2017 after Rohingya influx in August, we have been working with national NGOs to immediate support to the Forcibly Displaced Myanmar Nationals besides the UN agencies and the Bangladesh Government. Our interventions are in the areas of food, shelter, site management, Livelihood and skill development, research on social cohesion, baseline study of different national and Local NGOs and capacity-building support to local NGOs as part of the localization process. Our organisation is a member of Core Humanitarian Standard – a PSEA alliance and NGO Platform in Cox'sbazar. Our Honorary Secretary is a Steering Committee member for the last 3 years in NGO Platform Cox'sbazar.

VISION:

To foster an inclusive society where underprivileged communities thrive economically, socially, and environmentally.

The vision statement: Nice Foundation aims to empower underprivileged communities by providing opportunities for social growth, skills development, and access to resources. This could include initiatives like education, vocational training, job placement services, or entrepreneurial support that enable Dalits, ethnic, Transgender to improve their economic status and achieve their fundamental rights. Beyond economic empowerment, Nice Foundation

(NF) focuses on fostering social inclusion and equity. This involves creating opportunities for marginalized groups to participate fully in society, access education, healthcare, and social services, and have a voice in decision-making processes. NF seeks to break down social barriers and reduce discrimination, ensuring that all community members are treated with dignity and respect. NF vision is a holistic approach to development that aims to uplift underprivileged communities sustainably, addressing economic, social, and environmental aspects to ensure long-term, inclusive growth

Mission:

To empower marginalized communities—especially Dalit women, children, and the excluded—through initiatives in sustainable agriculture, climate resilience, nutrition, governance, and human rights. We provide resources, education, and advocacy to ensure equitable access to opportunities and support sustainable development

Core values:

1. Learns from the people
2. Believes in equality irrespective of race, religion, caste, creed, gender and age
3. Nice Foundation believes in equal participation
4. Quality services for all
5. Promote, protect and respect environment
6. Maintain democratic practice at all levels

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Our Main Programme themes are:

1. Human Rights and Good Governance:

Campaigns and Advocacy: We actively campaign for the rights of minorities, women, and children, addressing issues such as trafficking, early marriage, and gender-based violence. Our advocacy efforts aim to influence policy and bring about systemic change. Community Support: We provide support to Women Human Rights Defenders and work on strengthening the Southern Women Feminist Network (SoWFen), ensuring that grassroots activists have the resources and support they need. Health Initiatives: Efforts include managing health crises like swine flu and dengue fever, and promoting tobacco control to improve public health outcomes. Local Governance: We work to strengthen local government structures to ensure they are more responsive and accountable to the needs of their communities.

2. General Education and Vocational Skill Development Educational Programs:

Our programs range from preschool education to adult learning, focusing on civil rights education and skill development. We have a non-formal school where we teach preschool-going children from class One to Ten at the age of 4 to 15 years. We provide nutrition feed, school materials, school dress, education materials, and free treatments by qualified doctors for underprivileged children. Skill Development Training: We offer training in various skills

including computing, sewing, plumbing, masonry, handicrafts, and carpentry to enhance the employability of marginalized and refugee communities. School Support: We provide educational support to reduce dropout rates, particularly among Dalit and refugee children, and help talented students to excel.

3. Environment, Climate Change, and Disaster Management Climate Resilience:

We promote climate-resilient agriculture, such as saline-tolerant crops and floating gardens, to help communities adapt to changing environmental conditions. Disaster Preparedness: Our programs include disaster planning and management, ensuring that communities are prepared for and can effectively respond to natural disasters. Water and Sanitation: We work on improving water and sanitation infrastructure to enhance public health and environmental sustainability.

4. Humanitarian Response Emergency Relief:

We provide immediate support to disaster victims, linking them with other service providers for comprehensive care. Refugee Assistance: Our programs focus on the needs of refugees and Internally Displaced Persons (IDPs), providing essential services such as food, shelter, and site management. Resilience Building: We work on building the resilience of communities to better withstand future emergencies through capacity building and sustainable practices.

5. Economic Empowerment and Wellbeing Livelihood Support:

We support the livelihoods of minority communities, particularly women, through various incomegenerating activities. Small and Medium Business Support: We provide training and resources to help community members start and grow small and medium enterprises (SMEs). This includes business planning, marketing, and financial management training. In-Kind Support: We offer in-kind support such as tools, equipment, and materials needed for various trades and businesses, enabling recipients to start or expand their ventures. Cash Support: We provide cash grants and microloans to help individuals and small groups invest in their businesses, ensuring they have the necessary capital to succeed. Financial Inclusion: We enhance financial inclusion by helping communities access banking services and financial products, which are crucial for business growth and sustainability.

6. Health and Nutrition:

Our programs address the health and Nutrition of marginalized communities, ensuring they have access to necessary healthcare services and support. 6. Water, Sanitation, and Health Improvement Infrastructure Development: We develop and improve water and sanitation infrastructure in ethnic and minority communities, ensuring access to clean water and sanitary facilities. Our programs include health education initiatives, promoting hygiene and sanitation practices to improve overall health outcomes. Community Health Services: We provide health services tailored to the needs of disadvantaged and remote communities, addressing both preventive and curative aspects of healthcare.

7. Research and Development Empirical Research:

We conduct research on the empowerment and social capital of refugee women, collaborating with national and international universities. Social Cohesion Studies: Our studies focus on social cohesion within refugee camps and host communities, providing insights for better

integration and support. Participatory Based Research: We engage communities directly in the research process, ensuring their perspectives and experiences shape the outcomes and solutions we develop. Innovative Solutions: We explore innovative solutions to social and economic challenges faced by marginalized communities, leveraging data and research to inform our programs.

8. Networking and Advocacy Capacity Building:

We build the capacity of local NGOs, CSOs, and CBOs, enhancing their ability to manage risks and advocate for their communities. Policy Dialogue: Our advocacy extends to policy-level dialogues, aiming to influence national and local policies in favor of marginalized communities. Feminist Movement: We support and amplify feminist movements, fostering mass awareness and grassroots activism for gender equality.

Our Target Groups:

- Racial, ethnic or indigenous minorities (Hindu Dalit, Barua, Munda, Mahota)
- Single mother, divorced, disadvantaged women
- People living with disabilities
- Youths , Adolescent girls
- People with diverse sexual orientation and gender identities
- People living with HIV/AIDS
- Internally displaced, migrant and refugee people (Rohingya, Forcibly displaced community)

Note: We also cover high discrimination, gender inequalities and gender-based violence victims.

Governance: The Nice Foundation is governed by a democratically-elected General Committee and a seven-member Governing Body. Our General Secretary acts as an honorary Executive Director, supported by a Director and Three Coordinators, and a Chief Accountant. We maintain transparency and accountability through regular internal and external audits.

International Directors: We are honored to have two distinguished honorary international directors who contribute to our strategic vision and international relations:

Engr. MD Nizamuddin: Honorary International Director (International Relations), a dynamic information management expert with over 15 years of experience in leveraging data for transformative solutions. Skilled in advanced analytics, leadership, and communication.

MT Sharmin Sultana: Honorary International Director (Climate Resilience and Gender Equality), a dynamic climate resilience expert and gender activist. Skilled in strategic planning, resilience strategies, and promoting gender equity. Passionate about driving impactful change through sustainable practices and gender advocacy. Strengths of Nice Foundation The Nice Foundation is committed to maintaining high standards of organizational governance and management.

Our key strengths include a comprehensive set of more than 20 policies and strategic documents,

1. Financial management Policy

2. Procurement Policy
3. HR Policy
4. Recruitment Policy
5. Asset Management Policy
6. Child protection/care policy
7. Protection from Sexual Exploitation and Abuse (PSEA) policy
8. Gender policy
9. Complaints and Feedback for Sexual Harassment at Workplace Policy
10. Gift, Hospitality, Fraud and bribery policy
11. Climate change policy
12. Code of Conduct
13. Emergency Response Plan
14. Data Protection Policy
15. Internal Audit Guidelines
16. MEAL Guidelines
17. Cash Management Guidelines
18. Value for Money Policy
19. Anti-Money Laundering and Terrorist Financing Policy
20. Conflict of Interest
21. Safeguarding Policy
22. Employees Handbook
23. Strategic Plan 2021-2026
24. Whistle-Blowing
25. Indirect Cost Ratio Guidelines
26. Human Rights Policy
27. Network Management Guidelines

Southern Women Feminist Network (SoWFeN)

The Nice Foundation established the Southern Women Feminist Network (SoWFeN) in 2017 to advance human rights and advocate for community issues. SoWFeN is a self-financing coalition of civil society organizations focusing on gender-based violence, domestic violence, tobacco control, LGBTQ+ rights, minority women ' s rights, and sexual and reproductive health rights. The network' s members actively participate in district-level advocacy, engage with government committees, and have been recognized for their human rights efforts. Through grassroots advocacy and community mobilization, SoWFeN amplifies the voices of marginalized women and strives for gender equality and social justice.

Staff at Nice Foundation The Nice Foundation is supported by a dedicated team of 32 staff members, comprising 22 females and 10 males. This diverse team brings a range of skills and expertise to our programs and initiatives. Legal Status Registered with the Joint Stock Co. under the Society Act, the Bangladesh NGO Affairs Bureau, and the Bangladesh Department of Social Welfare, the Nice Foundation is legally authorized to operate nationwide.

Our Coverage: Since 2005 we have covered more than 110,000 people directly and 550,000 indirectly including Rohingya refugees. Out of that 80% are women and children.

Our strength: We have more than 50 regular staffs, own Head office building, 10 Branch Offices including Rohingya response area.

Geographical Coverage Since 2005, we have directly impacted over 110,000 people and indirectly supported 550,000 individuals, including Rohingya refugees, with 80% being women and children. We operate across various regions in Bangladesh, including Khulna, Jessore, Bagerhat, Satkhira, Narail, Dinajpur, and Cox ' s Bazar.

Governance

Nice Foundation plays a crucial role in Bangladesh's socio-economic development, especially for minority women, transgender, People with Disability, Ethnic communities and Refugees. They provide essential services in areas such as poverty alleviation, education, healthcare, and disaster relief. Effective governance is vital to ensuring transparency, accountability, and efficiency in program operations. This section describes governance systems regulating in Bangladesh, including legal frameworks, oversight mechanisms, and challenges.

Legal and Regulatory Framework

The Nice Foundation is allowed to offer its services to the target beneficiaries by the Government of Bangladesh, operating via a legally-approved constitution. The organisation has legal authority to operate its activities all over the country through registration with relevant government agencies:

Registration authority: 1. The Joint Stock Co. under the Society Act, Reg: No. Khulna/139, Date: July 20, 2005

2. Bangladesh NGO Affairs Bureau: Reg: No. 2407, Date: 2 Feb 2009 Renewal upto 2029

3. Bangladesh Department of Social Welfare, Reg: No. 1463/Khulna, date: 7 Feb 2012

4. PADOR: European Community Potential Applicant Data Online Registration (PADOR): ERS-1701731303 BD-2010

5. SAM/UEID: NICE FOUNDATION, UNIQUE ENTITY ID: DSVGD274R9P4

Governance Structures

Nice Foundation typically follows a hierarchical structure, comprising:

1. **General Body:** The highest decision-making body responsible for policy formulation, strategic direction, and financial oversight.
2. **Governing Body/Executive Committee:** Implements policies and manages daily operations through Secretary/Executive Director.
3. **Advisory Committees:** Provide expert opinions on specific issues.
4. **Internal and External Auditors:** We have Internal Auditor who ensures financial transparency and compliance with legal requirements. Nice Foundation appoints Chartered Accounting Firms every year who are enlisted by NGO Affairs Bureau.

Nice Foundation in Bangladesh plays a pivotal role in social development, but effective governance is essential to its sustainability and credibility. Strengthening governance frameworks, improving regulatory efficiency, and enhancing accountability mechanisms will help us function more effectively and contribute more significantly to national development.

The Nice Foundation is governed by its legally- and democratically-formed management committees:

- *General Committee:* A 51-member *General Committee* is the supreme authority of Nice Foundation. Members include academics, social workers, other professionals and housewives. Membership is permanent unless it is vacant constitutionally which is formally approved by the registration authority.
- *Governing Body:* The General Committee elects seven members of the Governing Body for a five-year term. This meets quarterly and is accountable for monitoring performance, developing policy, leadership and budget management. Members also act as voluntary workers.
- *General management:* The General Secretary acts as an honorary Executive Director. Two coordinators are responsible for all programme activities. The Chief Accountant maintains accounts following the approved financial manual. There are five operational cells (finance, HR, Procurement, Gender, Internal Audit).
- *Staff:* There are generally between 50 staff working in different projects. Professor Paul Thompson, Middlesex University (UK), who has been promoting Nice Foundation from UK as an International Adviser.

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Auditing

Auditing works as the third eye of the organization. The organization conducts both internal and external audits. Internal audits are conducted by the internal audit team selected by the Governing Body. Though the internal audit team is guided by the Secretary, it works independently. A government-recognized NGOAB enlisted audit firm conducts an external audit every year. The organization appoints an NGOAB-enlisted external auditor for auditing of the organization.

Appendix: Major running and implemented Projects:

1. **Strengthening the Feminist Movement to Fight against Violation of Rights, Location of the Project, Nice Foundation** works in 20 villages of Batiaghata and Dumuria sub-districts of Khulna district and also for awareness, mass movement, sensitization, and advocacy campaigns in the other 7 Districts through 10 Civil Society Organization. **Duration of the Project:** September 01, 2024, to February 28, 2026, Funded by FON, USA
2. Health and Vocational Skills Development Project for Dalit Communities in Dighalia: Donor: Project Bangladesh, USA. Duration: 2022-2025. Objectives: Providing health services and skills-development training for Dalit youths.
3. Education and Health Support to Kawra Children: Donor: AFMR Foundation, Bangladesh. Duration: 2019-2025. Objectives: Reducing dropout rates of Dalit Kawra schoolchildren; providing educational support to talented students.
4. Dalit Kawra Women Development Project: Donor: Global Fund for Women, USA. Duration: 2019-2024. Objectives: Creating young women community leaders.
5. Vulnerable Group Development Project: Donor: Department of Women ' s Affairs, Bangladesh. Duration: 2017-2024. Objectives: Reaching highly disadvantaged rural women with food and training to enhance livelihoods and self-reliance.
6. Tobacco Control Campaign: Donor: AFIB, Bangladesh. Duration: 2019-2025. Objectives: Campaign, advocacy, rally, and report publication on tobacco control.
7. Sexual and Reproductive Health Rights Project: Donor: Network with Water Aid, Bangladesh. Duration: Ongoing from 2016. Objectives: Strengthening the SRHR network.
8. Kindergarten School Activities for Dalit Communities: Donor: Nice Foundation. Duration: Ongoing from 2020. Objectives: Improving education and reducing dropout rates in kindergarten schools.
9. Women ' s Empowerment and Social Capital of the Rohingyas: Donor: Tohoku University, Japan. Duration: 2023. Objectives: Conducting a rural field survey at Rohingya refugee camps in Cox ' s Bazar.
10. Dalit Women ' s Livelihood Development Project: Donor: Bangladesh NGO Foundation. Duration: 2022-2023. Objectives: Improving livelihoods of Kawra women by providing sheep and training on sheep rearing.
11. Comparative Study on Social Cohesion between Rohingya and Host Communities in Cox ' s Bazar: Donor: Tohoku University, Japan. Duration: 2023. Objectives: Collecting data on social cohesion and impact of the influx of refugees into host communities.
12. Biodiversity Conservation Support to Dalit Community: Donor: UBINIG, Bangladesh. Duration: 2018-2023. Objectives: Promoting adaptive agriculture cultivation and saline-tolerant agriculture.
13. Strengthening the Human Rights Defenders Network Project: Donor: NED/MSF/USA. Duration: 2020-2024. Objectives: Capacity building of human rights defenders; providing legal support to victims.
14. Latrine Installation for Dalit Kawra and Fisher Communities: Donor: NGO Foundation, Bangladesh. Duration: 2020-2022. Objectives: Installation of model latrines for Dalit communities in Dacope and Dighalia upazilas.
15. Health and Education Development Project in Kawra Para, Aronghata: Donor: Project Bangladesh, USA. Duration: 2019- 2022. Objectives: Reducing the dropout rates of Dalit Kawra children from school.

16. Lactating Mothers' Programme: Donor: Department of Women ' s Affairs, Bangladesh. Duration: 2018-2020. Objectives: Monitoring lactating mothers ' safety net activities.
17. Kawra Women's Capacity Development Project: Donor: Global Fund for Women, USA. Duration: 2017-2020. Objectives: Developing the capacity of Kawra pig-rearing women through skills and management training.
18. Securing Livelihoods through Improving the Kawra PigRearing Skills: Donor: Netherlands Embassy through Blue Gold. Duration: 2016-2018. Objectives: Researching concrete strategies for improving pig-rearing outputs, even in unfavorable conditions.
19. Health and Education Development Project for Kawra Children: Donor: Project Bangladesh, USA. Duration: 2011-2018. Objectives: Increasing children ' s enrollment in primary schooling, reducing dropout rates, and improving children ' s health through nutrition and food education at school.
20. Kawra Women's Livelihood Development Project: Donor: NGO Foundation, Bangladesh. Duration: 2017-2018. Objectives: Improving the livelihoods of Kawra women through capacity building and technical training. Community-Based Adaptive Learning in the Management of Conflict about Natural Resources in Bangladesh and Nepal: Donor: NWO/NL, Middlesex University, UK. Duration: 2014-2017. Objectives: Researching factors leading to conflict or cooperation in the light of climate change threats.
21. Minority Women's Livelihood and Child Education Development Project: Donor: NGO Foundation, Bangladesh. Duration: 2014-2017. Objectives: Reducing the dropout rate of Kawra primary schoolchildren and improving Kawra living standards
22. Relief Support to Flood Victims in North Bengal: Donor: Project Bangladesh, USA, and Nice Foundation. Duration: 2017. Objectives: Providing food and education to flood-affected families.
23. Promoting Peace and Co-Existence in Bangladesh: Donor: Bandhu Social Welfare Society, Bangladesh. Duration: 2016. Objectives: Facilitating Kawra pig-rearing rights in a peaceful and cordial atmosphere.
24. Kawra Women's Livelihood Development Project: Donor: NGO Foundation, Bangladesh. Duration: 2011-2014. Objectives: Improving the livelihoods of extremely poor Kawra women through providing pigs and training on pig rearing. Distribution of Plants to Poor Communities in Flood-Prone Areas: Donor: Project Bangladesh, USA. Duration: 2013. Objectives: Distributing 1,000 plants to 200 families to bolster flood defenses in flood-prone areas.
25. The Kawra Women's Livelihood Development Project: Donor: NGO Foundation, Bangladesh. Duration: 2008-2011. Objectives: Improving the livelihoods of Kawra women by enhancing their capacity and financial means.
26. Distribution of Blankets to the Dalit Poor in Flood-Prone Areas: Donor: Project Bangladesh, USA. Duration: 2012. Objectives: Distributing 500 blankets to families in need during exceptionally cold weather.
27. Adult Education for Dalit Women: Donor: Gram Bangla Committee, Bangladesh. Duration: 2008-2011. Objectives: Increasing literacy and empowering women within the family and more generally.
28. Increasing Attendance at Kawra Schools: Donor: Hope for the Children, UK. Duration: 2009-2010. Objectives: Reducing the dropout rate in pre-primary schools, especially among poor girls from the Kawra community.
29. Increasing Women's Participation in Water Management in Khulna: Donor: NGO Foundation, Bangladesh. Duration: 2009- 2010. Objectives: Reducing pressure on underground water, especially in February-April when levels are low.

30. Improved Technology in Saline-Tolerant Agriculture: Donor: International Rice Research Institute, Bangladesh. Duration: 2009-2012. Objectives: Familiarizing farmers with modern techniques and technology for cultivating saline-tolerant agriculture.
31. Enhancing Urban Poor's Understanding of Water, Sanitation, and Hygiene: Donor: Nice Foundation. Duration: 2010-2011. Objectives: Increasing knowledge about safe water, sanitation, and hygiene among the urban poor and in slum areas.
32. The Role of Floodplain Community-Based Organizations in Coping with Risk: Donor: The Business Growth Fund, Middlesex University, UK. Duration: 2010-2012. Objectives: Researching how community organizations' decisions are influenced by perceived risks in relation to disaster planning.
33. Research on Professional Beggars in Khulna: Donor: Nice Foundation. Duration: 2010. Objectives: Understanding the reasons for begging in Khulna and making recommendations to reduce begging through meeting individual needs.
34. Improvement of Sanitation and Drinking Water: Donor: Qatar Charity. Duration: 2010-2011. Objectives: Ensuring access to safe water and sanitation facilities at affordable costs in southwest Bangladesh.
35. Community-Based Biodiversity Management Project: Donor: Probartana/UBINIG NGOs, Bangladesh. Duration: 2011-2012. Objectives: Increasing awareness of climate change and the need to protect the ecosystem.
36. Combating the Trafficking of Dalit Women and Children: Donor: Danida through Rights Jessore, Bangladesh. Duration: 2007-2010. Objectives: Increasing awareness of trafficking and working with government and other groups on the issue.
37. Livelihood Development and Professional Rights of the Kawra Pig-Rearing Community: Donor: Global Fund for Women, USA. Duration: 2008-2009. Objectives: Assessing the socioeconomic condition of the Kawra pig-rearing community to develop a strategy for poverty alleviation.
38. Ensuring Primary Healthcare, Water, and Sanitation for the Dalit Kawra Community: Donor: NGO Foundation, Bangladesh. Duration: 2007-2008. Objectives: Reducing mortality rates by increasing awareness of public health, water, sanitation, and nutrition.
39. End-line Study on Support to Forcibly Displaced Myanmar Nationals in Cox's Bazar and Bhasan Char in the Education and WASH Sectors Project: Donor: National NGO, Duration: 04-23 Oct 2023. Objectives: Raising awareness of water, sanitation, and hygiene (WASH) and education.
40. Feasibility Study on "From Climate Vulnerability to Climate Resilience in Bangladesh": Donor: Federal Ministry of Economic Cooperation and Development, Germany. Duration: 13 Apr 2021- 02 May 2021. Objectives: Assessing climate change vulnerability through regional workshops and expert consultation in flood, drought, and saline-prone areas of Bangladesh.
41. Assessment of Farmers' Adaptive Capacity to Climate Change in Southwestern Coastal Area of Bangladesh: Donor: International Rice Research Institute, Bangladesh. Duration: 16 Dec 2015-30 Apr 2016. Objectives: Assessing climate change vulnerability through workshops and public consultation in saline-prone southwestern coastal Bangladesh.
42. Technical Support to the 'Development and Integration of Sustainable Aquaculture': Donor: Solidaridad Network Asia (Netherlands)- Bangladesh. Duration: April 2016 to Nov. 2017. Objectives: Facilitating public-private institutional relations to address social and environmental issues on shrimp farms.
43. Final Evaluation on Empowering Poor and Marginalized People Affected by Disability Project: Donor: National NGO and Own, Duration: 01 Jul-30 Sep 2016.

Objectives: Final evaluation on empowering poor and marginalized people affected by disability.

44. Baseline Study for the Livelihood Intervention for Rohingya Refugees in the Rohingya Camps in Ukhiya, Cox 's Bazar: Donor: Pooled Fund, NGO: SHED.
Duration: 09 February 2024 to 08 March 2024. Objectives: Capturing base values of the project against the indicators of the resulting framework.