

# ORGANIZATION PROFILE

MAY 2011



ওয়েভ ফাউন্ডেশন  
WAVE FOUNDATION

## **BACKGROUND**

WAVE Foundation is established in April 24, 1990 in Darsana under Chuadanga district which is situated in the south-western part of Bangladesh. Since inception, WAVE Foundation has been working in the field of good governance, women rights, livelihood development, microfinance and other development related issues. The aims of these activities are socio-economic empowerment and livelihood security of poor and marginalized people.

## **LEGAL STATUS**

- Registered under NGO Affairs Bureau: # 719, dated 22.06.1993, latest renewal on 22.12.2008
- Registered under Societies Act XXI of 1860: # S-3240(29)/2003, dated 23.07.2003
- Registered under Department of Social Services: # Kush-87/91, dated 20.02.1991 & 28.07.2004
- Obtained license from Microcredit Regulatory Authority, Dhaka to operate as MFI: License No. 04908-00607-00023, dated 05.09.2007

## **VISION**

A poverty free just society

## **MISSION**

Promote human dignity and rights of the people especially poor and marginalized through capacity enhancement, economic development and responsive governance ensuring participation, equality and decentralization.

## **GOAL**

Empowerment and livelihood development of the poor and marginalized people through improving access to basic services and upholding rights

## **STRATEGIC DIRECTIONS**

- Promoting democratic decentralization and making it functional to serve community needs
- Ensuring fundamental rights and entitlements of women
- Livelihood development through enhancing productivity and income from agricultural work
- Scaling up microfinance services with innovation and efficiency
- Partnering with development programs
- Strengthening organizational management

## **WAVE PROGRAMS**

WAVE has been implementing the following programs:

- (A) Responsive Governance
- (B) Women Rights
- (C) Livelihood Development
- (D) Microfinance and
- (E) Development Partnership

## **NETWORKS AND ALLIANCES**

Under its different programs, WAVE Foundation coordinates various networks and alliances to implement and organize programs and to undertake policy advocacy initiatives. It uses micro level experiences for macro level policy reform advocacy. WAVE has successfully involved different civil society organizations and brought them together behind the different advocacy issues. The networks and alliances that WAVE Foundation leads are:

- Governance Coalition (GC)
- Governance Advocacy Forum (GAF)
- Jatiya Nari Nirjatan Protorodh Forum-(JNNPF)
- Loak Morcha-LM (People's Alliance)
- Health Services Users Forum (HSUF)
- Youth Platform

Apart from leading above networks and alliances, WAVE is also involved with following networks:

- Election Working Group (EWG)
- Prantik Manusher Sanghoti (PMS)

## **A. RESPONSIVE GOVERNANCE PROGRAM**

Responsive Governance is one of the core programs of WAVE Foundation. It started working through a project titled “Strengthening Competence of Local Elected Bodies (LEBS)” as first NGOs’ involvement with local government institutions in Bangladesh in 1997. During 2003-04, WAVE implemented “Mobilisation to Create Demand for Strong Local Government and its Autonomy with Increasing Effective Union Parishads and Government Services under Present System” project under the program. As part of citizen engagement with its activities, WAVE successfully involved local level civil society and formed a social organization Loak Morcha-LM (People’s Alliance) with them in 2003. As one of the program implementation approaches WAVE, in 2004, facilitated the formation of Governance Coalition (GC), a NGOs’ Alliance of WAVE’s partner organizations that are involved in direct program implementation at the local level. In the same year GC along with LM started implementing the project titled ‘Strengthening Local Governance through Participatory and Responsive Public Services’ in 112 Unions under 22 Upazillas of 11 districts. With the view to undertake policy advocacy on strengthening local governance in a wider scale, WAVE mobilized a total of 27 relevant organizations including GC at the national level in 2007 and this platform was established as Governance Advocacy Forum (GAF) in 2008. WAVE engaged in voter awareness and national election observation in 2007 and gradually involved in upazilla, city corporations, pourashava and union parishad elections observation. In 2009, it involved in health governance through ‘Ensuring Rights of Maternal and Neonatal Health Services and Accountability for MNH Services’ project. Considering the country context with respect to responsive governance, WAVE took initiative to organize youths from different corner of the country in 2010. WAVE, since its very inception, adopted a sustainable approach that resulted in continuation of major activities of three projects with their own resources and abilities of GC and LM though the projects phased out in late 2010. As a whole, the responsive governance program of the organization has been contributing significantly in the process of establishing good governance in our country.

### **Objectives:**

- Strengthen local government institutions and enhance accountability to the communities they serve
- Improve access to services and resources to the community people

Following projects are being implemented under responsive governance program:

### **1. Participatory Democracy & Responsive Governance Campaign**

‘Strengthening Local Governance through Participatory and Responsive Public Services’ was one of the core projects of WAVE Foundation under its Responsive Governance Program. WAVE undertook several approaches in making the project activities sustainable. Though the project has been phased out in the end of 2010, Governance Coalition and Loak Morcha are still taking forward the major activities related to the projects by their own resources and efforts from 2011. In the light of long experiences in program implementation, it is observed that we have lots of limitations in the practice of democracy for establishing responsive governance in the country. Democracy can not be established only through electing government by a voting process after every five years. The real democratic practice is peoples’ participation, their opinion in all spheres of society and state and governing the state accordingly. In the aim of executing peoples’ participation at all level of the state for practicing real democracy and continuing the phased out project activities through GC and LM and with the participation of youth platform, WAVE has undertaken ‘Participatory Democracy and Responsive Governance Campaign’ from the beginning of 2011.

#### *Networks & Alliances involved in the campaign:*

- **Loak Morcha-LM (People’s Alliance)** - Loak Morcha is locally organized social organization, formed with the representatives from different strata of society including civil society leaders, representatives of local elected bodies, representatives of different professional associations, media, NGO beneficiary groups leaders, NGO representatives, and youths to strengthen local government, improve public service delivery and mobilize public opinion against human rights violation. Loak Morcha plays a very effective role to establish linkage between the grassroots people and local government (Union Parishad) and different local administration units (Upazilla and District) and assist community’s access to public services (especially education, health, agriculture etc.). Conceptualized and initiated in 2003, Loak Morcha has since then become a mainstream program approach of WAVE Foundation. At present, 145 Loak Morcha (112 at union level, 22 at Upazilla level, and 11 in district level) exist in the project area.

- **Governance Coalition (GC)** - In 2004, as a part of its program implementation approach WAVE organized an NGOs' alliance of partner organizations named Governance Coalition (GC) that are involved in direct program implementation. WAVE's extensive experience through program implementation in the field level with special emphasis on local governance and civil society empowerment since 1997 and from the logical sequence of program learning by the regional level platform named South Western Advocacy Network (SWAN) formed in 2001 has facilitated the formation of Governance Coalition. The vision of the Governance Coalition is to represent itself as a working force for building up a 'Democratic and Just Society' that ensures people's right to live with dignity. From SWAN to Governance Coalition, WAVE facilitated a gradual process of creating a national level NGO alliance working on responsive governance issues. At present GC has 43 partner organizations and WAVE Foundation Dhaka Office hosts its Secretariat.
- **Youth Platform** – One-third population of Bangladesh is youth and 50% of them are unemployed. But this youth force can contribute significantly in our national development. From its program implementation experience in governance field for over a decade WAVE, in 2010, realized to involve the potential youth at the field level as well as at national level activities. At the beginning of 2011, a youth platform has emerged with the representation from the youth of Dhaka City and 12 districts. The primary initiative in forming Dhaka City and District Committees with the collection of members and the finalization of its programs and activities are in progress.

## 2. Democratic Decentralization and Local Self Government Campaign

At the end of 2006, WAVE Foundation and Governance Coalition organized a country wide campaign program on 'Strong Local Government' and it continued till mid 2007. In June 2007, to complement and supplement the initiatives of the past Caretaker Government towards local government reformation, WAVE Foundation and GC invited organizations working on local government. A total of 27 civil society organizations and institutions responded to the call for a broad based support towards promoting strong local government and decentralization in Bangladesh, later which was named Governance Advocacy Forum-GAF. In July 2007, GAF organized a **National Convention** with the slogan "**Strong Local Government Must be Established for Good Governance**", finalized 40 points recommendations and submitted to "The Committee for Accelerating and Strengthening Local Government Institutions" formed by the past caretaker government and most of the recommendations were included in the committee report. As part of continual engagement along with deepening its experience in promoting local government reform, at the end of 2009 the forum started 'Decentralization & Local Self Government Campaign' and has continually been undertaking different initiatives to take this issue forward. In 30 October 2010, under this campaign GAF hold '**Democratic Decentralization National Convention**' demanding effective decentralization in the light of constitution. The national convention provided 21 point recommendations to establish democratic decentralization and local self government in Bangladesh. Since 2011, the campaign has been focusing the demand of forming 'Decentralization Commission', formulating 'National Democratic Decentralization Policy' and increasing budgetary allocation for local government institutions.

### *Network involved in the campaign:*

- **Governance Advocacy Forum (GAF)** - Governance Advocacy Forum is a renowned platform at national level established in 2007 that aims to promote Democratic Decentralization and Local Self Government through campaign and policy advocacy. At present, the forum consists of 35 national and international non-government organizations, networks, local government platforms, concerned institutions and civil society representatives working towards local government reforms in Bangladesh. WAVE Foundation coordinates and provides secretarial support to the Forum. The forum has been continuously undertaking different campaign and advocacy initiatives on emerging governance issues.

### **3. Voter and Civic Awareness and Elections Observation**

The project aims to promote free and fair elections, good governance and the achievement of higher standards of democratic representation and accountability in Bangladesh through domestic election monitoring, voter and civic education initiatives, election observation, electoral reform advocacy and facilitation of dialogue and collaborative working relations between the Bangladesh Election Commission, law enforcement agencies, political parties and candidates, the media and civil society.

#### *Network involved in the project:*

- **Election Working Group (EWG)** - EWG is a national level network consisting of 31 national and regional NGOs working towards promoting free and fair elections in Bangladesh. WAVE is one of the member organizations of EWG and has been implementing different activities on voter and civic awareness and elections observation under the banner of this network. WAVE belongs to the Steering Committee of EWG and contributes in its planning and decision making process.

### **4. Ensuring Rights and Responsiveness of Maternal & Neonatal Health Services**

The project aims to improve maternal and neonatal health practices and utilization of quality maternal and neonatal health care and services particularly among the poor and excluded through creating an enabling environment where the rights and voices of the beneficiaries are protected and heard.

#### *Alliance involved in implementation of the project:*

- **Health Services Users Forum (HSUF)** – Health Services Users Forum is a locally organized social organization, formed with the representatives from different strata of society including civil society leaders, representatives of local elected bodies, political leaders, representatives of different professional associations, journalists, teachers, women leaders, TBAs, etc. to establish an effective monitoring system and institutional arrangement for ensuring accountability of the GO and NGO health care service-providers and office-bearers to the community. Health Services Users Forum is another version of Loak Morcha working towards improving health governance in the project area.

### **5. Activating Village Courts in Bangladesh**

The project aims to improve access to justice for disadvantaged and marginalized groups and enhance their human rights process and practices in the rural areas through activating and strengthening Village Courts. The immediate objectives are: a) To empower women, the poor and disadvantaged groups to seek remedies for injustices and to enable justice institutions to be responsive to claims, b) To promote and protect human rights security through devising a human rights-based approach in programming and delivery system, c) To empower citizens to resolve their disputes at the local level in an expeditious, transparent and affordable manner and d) To strengthen local government institutions to be responsive to local needs and other approaches legal service through well functioning Village Courts

### **6. Training for Upazilla Chairman and Vice Chairman**

Local Government Institutions (LGIs) are playing a vital role in the development of the rural economy. The rapidly emerging changes in the sphere of development, along with the new global phenomenon such as globalization, migration, climate change and others, are having a profound impact on the roles and responsibilities of LGIs representatives. While there is a need to keep abreast with the changing development scenario, at the same time there is an urgent need to refine their skills and capacities for delivering demand-driven services. Considering the present context and also based upon a need assessment, this training project is undertaken. The partners involved in this training initiative are WAVE Foundation, Manusher Jonno Foundation and NILG.

## **B. WOMEN RIGHTS PROGRAM**

Women development is the foundation of national development and it underlines the need for ensuring their social, economic, and legal rights and empowerment. WAVE Foundation subscribes this fully and actively works for women empowerment. It focuses on the elimination of disparity between men and women and takes programs to advance the rights of women. WAVE collaborates with advocacy groups, civil society, women groups and NGOs to raise social awareness and form collective forces in the society to protect women from violence and torture. It also organizes women and builds their capacities to stop violence against them and promotes women rights.

### **Objectives:**

- To increase community awareness on women rights
- To empower women for establishing their rights and preventing violence and trafficking

With a view to achieving the above-mentioned objectives WAVE Foundation is implementing the following project under this program:

### **1. Breaking the Silence of Violence**

Women empowerment and poverty reduction are inextricably linked. This equality will be achieved when the women will be able to act on their own behalf and can ensure that their views are heard and taken into account. From this perspective WAVE Foundation has been implementing this project with the assistance of ActionAid Bangladesh. The project has been working on violence against women, domestic violence, victims of violence, and livelihood opportunities for hardcore poor women and children.

#### *Network that WAVE Foundation is involved with in preventing violence against women:*

- **Jatiya Nari Nirjatan Protorodh Forum (JNNPF)** - JNNPF established in 2006 to undertake national level initiatives to stop violence against women and children. The mission of this forum is to involve people from all walks of life in raising awareness to prevent violence against women and children. At present, it has 26 networks in 25 districts under 7 divisions. WAVE Dhaka Office hosts its Secretariat.

### **2. Strengthening Movement to Advance Women's Rights and Gender Equality**

WAVE Foundation has been implementing this project in partnership with Chuadanga Development Forum (CDF). The objectives of the project are to ensure birth registration, discourage early marriage, increase awareness on women and child rights, gender equal environment and to improve the quality of services of the government institutions. The project is being implemented in Chuadanga district.

## **C. LIVELIHOOD DEVELOPMENT PROGRAM**

Livelihood security has been the main challenge for the poor. Appropriate and sustainable livelihood only can break the poverty cycle. Recognizing this, WAVE Foundation has been supporting the community to develop appropriate livelihood through developing farm and off farm activities. Agriculture has been seen the most feasible options for the communities and thus WAVE have been promoting agriculture program with effective linkages with the market and service providers. Adaptation and dissemination of appropriate technology, supply of inputs, market linkages and skill development have been effectively integrated to promote livelihood development. To sustain decent livelihood, WAVE Foundation also facilitates the communities to access healthcare and education.

### **Objectives:**

- Adopt and disseminate appropriate farm technology to the community
- Develop technical and farm management skills
- Establish effective linkages with market mechanism and service providers

WAVE Foundation has been implementing the following projects under the program:

#### **1. Mainstreaming Hardcore Poor**

Though some positive changes have been made as a result of various development activities, but there are questions as well with regard to targeting the poor and the poverty situation. Various study findings reveal that 10% to 15% population who remains at the bottom of the poverty line are deprived of receiving any development intervention though various development initiatives are taking place at the government and NGOs' levels. These people are called the extreme poor or the hardcore poor. WAVE Foundation successfully implemented a pilot project from 2003 to 2007 on livelihood development of the hardcore poor with the financial support from **Palli Karma-Sahayak Foundation (PKSF)**. The main services for them were to provide financial support and skills development training. Armed with the successful experiences from the project, WAVE Foundation has been closely working with the hardcore poor with a package of interventions for their sustainable development.

#### **2. Increasing Community Capacity for Holistic Development**

The overall goal of the project is promoting just and sustainable development. The objectives of the project are: 1) To increase annual income and nutrition of participating families; 2) To sensitize community on gender equity and environment conservation and 3) To strengthen community cohesiveness for reciprocal cooperation.

#### **3. Improved Adaptive Capacity to Climate Change for Sustainable Livelihoods**

The goal of the project is sustainable livelihood through developed community capacity to fight against climate vulnerabilities. The objectives are: 1) To strengthen community understanding of climate change impact on crops and cropping systems, 2) To build capacity of the community to enhance their livelihoods options and to cope with climate change shocks and 3) To establish rights in accessing government, non-government and private sector services.

#### **4. Coastal Area Rehabilitation Project (CARP)**

The overall goal of this project is that the population in selected communities in Patuakhali District in Bangladesh's coastal region sustainably rehabilitate their living conditions and become resilient against natural disasters and the impacts of climate change. The main objective is that the livelihoods of 700 families in Kalapara Upazilla, Patuakhali District, are rehabilitated through advisory services, capacity building, material and financial support, and at least 5 of their communities are better prepared for the impacts of natural disaster and climate change, through capacity building as well as improvement of the local infrastructure.

#### **5. Enhancing Resources and Increasing Capacities of Poor Households Towards Elimination of their Poverty (ENRICH)**

The objectives of the project are: 1) To empower the households participating in the program to work effectively to reduce their poverty on a sustained basis towards its elimination; 2) To enable them in the process to secure improved health and nutritional status; 3) To help and create mechanism for them to work with relevant institutions and larger communities for effectively preparing for responses to natural disasters; and 4) To put in place a new and effective method of GO-NGO collaboration for development from below.

## **D. MICROFINANCE PROGRAM**

Access to financial resources is an essential input to the fight against poverty. WAVE Foundation has been providing financial services to the poor and marginalized people since 1993. It has developed a number of microfinance products to meet the evolving needs of the community people. Over this period, WAVE Foundation has emerged as one of the biggest microfinance institutions in the country with a vast service delivery network. It has partnership with Palli Karma-Sahayak Foundation (PKSF) since 1996.

### **Objectives:**

- Create affordable, appropriate and easy access to financial services to the poor emphasizing women and hardcore poor.
- Assist micro-credit borrowers to develop as entrepreneurs

### **1. Microcredit**

WAVE has been implementing microcredit in both rural and urban areas of Chuadanga, Meherpur, Kushtia, Jhenaidah, Magura, Jessore, Khulna, Rajbari, Pabna and Natore district under Khulna and Rajshahi division through 57 branch offices with the financial support from PKSF. The products of microcredit are: a) Rural Microcredit, b) Urban Microcredit, c) Micro Entrepreneurship Development, d) Microcredit for Ultra Poor, e) Agriculture Credit, f) Seasonal Credit, g) Black Bengal Goat Rearing Credit, h) Disaster Management Credit and i) Rehabilitation Credit.

### **2. Black Bengal Goat Breeding Farm**

WAVE Foundation with the financial support from Palli Karma-Sahayak Foundation has established a black bengal goat breeding farm at its own farming complex at Kosaghata, Chuadanga. There are 100 does and 14 bucks at the breeding farm. The farm has been established as the demonstration breeding farm, to supply quality black bengal breed to WAVE's microcredit borrowers involved in black bengal goat rearing and to conserve gene of the black bengal goat.

## **E. DEVELOPMENT PARTNERSHIP**

Government, UN agencies, international and national NGOs are implementing projects in partnership with NGOs. WAVE Foundation implements partnership projects apart from its four major programs that are related to its mission and core competencies. Following projects are being implemented under development partnership program:

### **1. Sanitation, Hygiene Education and Water Supply in Bangladesh (SHEWA-B)**

The objective of this project is to improve the standard of hygiene practices and behaviour particularly for the poor on a sustainable basis. The project is being implemented in Gangni upazilla of Meherpur district with the support from DPHE & UNICEF.

### **2. Post Literacy and Continuing Education for Human Development (PLCEHD) – 2**

The purpose of the project is to provide post literacy and continuing education to the neo literate. In the post literacy course the objective is to consolidate, upgrade and fine-tune the acquired skills of neo literate and in the continuing education course the objective is to provide them with skill training from the list of available and suitable skills considering the market demand and supply situation. The post literacy course will virtually work as a bridge between basic literacy and continuing education and will facilitate the basic literate to go for continuing education. The project is being implemented in Meherpur Sadar, Mujibnagar and Gangni upazilla of Meherpur district with the financial support from Asian Development Bank and Bureau of Non Formal Education, Government of Bangladesh.



## **MOBILIZATION AND COMMUNITY AWARENESS**

Empowerment of the poor and disadvantaged community is the main programmatic thrust in the future. Poor communities are mobilized through interactive awareness building process. Messages and development information are disseminated to the community using tested methods and processes. WAVE foundation has extensive experience in using folk media in its awareness building campaign.

- **Loak Theatre (People's Theatre)**

Since 1993 WAVE Foundation has been using Loak Theatre (People's Theatre) as a very effective tool to disseminate information, motivate people and raise their awareness. It uses locally appropriate plays and folk songs to disseminate message and information. A group of well-trained Loak Theatre activists are actively involved with WAVE Foundation and become an integral part of its program strategy.

## **PRANTIK MANUSHER SANGHOTI**

Prantik Manusher Sanghoti is a platform consisting of 11 development organizations from 10 different districts in Bangladesh and working with the aim to ensuring food security and employment of marginal people. Since 2009, the platform has been undertaking various advocacy initiatives on marginal people's voice for food security and employment. ActionAid Bangladesh provides the support to this platform while WAVE Foundation functions as its secretariat.

## **CROSS CUTTING ISSUES**

### **Gender Mainstreaming**

Gender mainstreaming helps strengthen good governance, economic empowerment and reverse the current situation of gender discrimination. Gender mainstreaming is the simultaneous mobilization of legal instruments, financial resources and the community's analytical and organizational capacities to build balanced relationships between men and women in all areas. Through massive sensitization and awareness raising campaigns on issues like women's participation, early marriage, drop out from education, violence against women, people's planning, access to financial services, WAVE Foundation has been organizing the women and strengthening their position. It has also been facilitating different women association and self-help groups that are involved in analyzing the causes responsible behind oppression against women, violence, torture, etc. and accordingly capacity building initiatives are being taken as an essential measure for establishing the rights of women and preventing violence against them. Besides the program level, WAVE Foundation puts high emphasis on women empowerment at the organization level as well. It has its gender manual and practices it. It has also been trying to develop women representation and leadership at its governance and management tiers. Gender sensitivity is one of the core values of WAVE Foundation. On gender mainstreaming issues, WAVE has been working in collaboration with different advocacy groups, NGOs, civil society representatives, cultural clubs and women groups.

### **Disaster and Climate Change**

After the flash flood of 2000, WAVE has regularly been providing services like relief, emergency loans, creating short-term employment through cash for work schemes, etc. after any disaster to mitigate the sufferings of the disaster affected people and to help them back to their normal lives. WAVE Foundation has initiated measures to address the impact of climate change on its program beneficiaries. It has started mainstreaming climate issues across its program and projects. Specifically, communities are made aware on climate change and its impact on them. Besides, it has started adopting social and technical measures to mitigate the impact of climate change on livelihood security, agricultural practices and disaster management.

## WAVE ENTERPRISES

WAVE's enterprises provide essential inputs to various WAVE's programs/projects and beneficiaries. Since supply of inputs for different enterprises by the local industries/markets and/or government are not of sufficient quantity, WAVE has established a number of enterprises to supply these inputs. Timely supply of good quality inputs is a major factor that affects enterprise returns and their contribution towards poverty alleviation. WAVE's enterprises link rural producers with growing urban markets by providing needed goods and services. WAVE' enterprises are:

### 1. Ankur Seeds

WAVE Foundation has been supporting the farmers on rice seed health technology to recover the production losses since 2002 and succeeded in demonstrating 10 – 15% increased rice production in the same land in same treatment and environment through producing quality seeds by the farmers using improved technology, better seed management and reducing pest pressure. To provide support to the farmers on a sustainable basis, WAVE Foundation established Ankur Seeds as one of the wings of Ankur Agro Ltd. Ankur Seeds obtained trade license in 2005 and got registration from National Seed Board, Seed Wing, Ministry of Agriculture as a seed dealer in 2006. Since 2006 it has been marketing quality rice seed in Chuadanga and nearby districts and has earned fame as a quality seed marketer. It also provides credit support to the farmers for producing quality rice seed.

### 2. Rangan

Rangan was established in 2009 as a marketing arm of WAVE Foundation with the aim of providing a stable and gainful source of employment for underprivileged rural artisans/ craftsman. It connects rural artisans/craftsman to the end user through services such as design, quality control, marketing and retailing. In order to encourage craftsmanship and empower the poor, WAVE offers skills development training, fair trade, working capital loans and various other benefits.

### 3. Ankur Fruits

Ankur Fruits has been working with 480 mango farmers of Chuadanga district in partnership with PRICE-USAID since May 2010 and providing technical support on improved mango orchard and production management, quality harvesting, post-harvest handling and marketing.

## IMPLEMENTATION APPROACH

The poor and the disadvantaged people should be made aware of their basic rights to help them improving their livelihood and the government institutions should be made accountable to these people. Some service delivery like microfinance, agriculture, etc. are also essential for the economic empowerment of the poor and marginalized and poverty reduction. From this perspective WAVE Foundation is implementing its programs with the **Integrated Approach of Rights Based and Service Delivery**. Apart from direct implementation, WAVE also implements programs and projects in partnership with NGOs, Govt. Institutions/Departments, Networks and Alliances.

## DEVELOPEMENT PARTNERS

The organization receives funds and other support from varied sources, including donor and government agencies. The following agencies are currently supporting the WAVE Foundation activities:

- UNICEF
- ActionAid Bangladesh
- Christian Aid
- Palli Karma-Sahayak Foundation
- ADB & BNFE (GoB)
- Manusher Jonno Foundation
- The Asia Foundation
- Heifer International (USA)
- GIZ
- DPHE (GoB)
- UNDP

## AREA COVERAGE

WAVE Foundation has been implementing its projects and programs in 64 Upazilla of 18 districts namely Chuadanga, Meherpur, Kushtia, Jhenaidah, Magura, Jessore, Khulna, Narail, Pirojpur, Barisal, Patuakhali, Barguna, Rajshahi, Pabna, Natore, Rajbari, Jamalpur and Moulvibazar under Khulna, Barisal, Rajshahi, Dhaka and Sylhet division.

## CORE VALUES

WAVE Foundation gives high importance on values in the functioning of the organization. Our organizational culture and behavior is determined and very much influenced by our shared values. WAVE staff belief, practice and promote the following values in their professional work, their interactions with other staff members, as well as with our stakeholders:

- Integrity
- Accountability
- Democracy
- Equality
- Gender Sensitivity

## DIVISIONS OF THE ORGANIZATION

To run the organization efficiently WAVE Foundation has various divisions which are:

- Finance & Accounts
- Training
- Internal Audit
- Information, Communication & Documentation
- Admin & HR
- Monitoring & Evaluation
- Advocacy, Research & Publication

## HUMAN RESOURCES

WAVE has a total of 1,052 employees who are working at various levels. Following is the breakdown of the employees according to their levels and gender:

Category	Female	Male	Total
Management Level	16	141	157
Supervision Level	22	85	107
Field Staff	258	444	702
Support Staff	60	26	86
<b>Total</b>	<b>356</b>	<b>696</b>	<b>1,052</b>

## GOVERNANCE AND MANAGEMENT

WAVE Foundation has 19 members General Body and it is the highest authority of WAVE Foundation. General Body members through Annual General Meeting elect the Governing Body consisting of 7 members for two years term. Governing Body is vested with the responsibility to oversee the organization's performance including program and financial performance, approves organizational policies and procedures, etc.

Executive Director acts as the management and operational head of the organization. Besides, there is a Senior Management Team consisting of Executive Director, Deputy Executive Director, Assistant Executive Director and Coordinator (Finance & Accounts) for taking various management and operational level decisions. Overseeing and management responsibility of various programs/projects and finances of the organization are vested on these four team members.

WAVE Foundation follows a decentralized decision making process. It has a Central Coordination Team (CCT) represented by the senior management staff/divisional heads. All sorts of organizational level policy formulation, policy reforms, etc. are proposed through the CCT meetings. WAVE also has a Program Coordination Team (PCT) represented by the Program/Project Coordinators. Program/projects progresses, constraints/barriers in program/projects implementation, strategies in overcoming barriers, lessons learned, etc. are discussed/shared in the meetings and decisions are taken unanimously.

## OFFICES

The head office of the organization is located in Darsana town of Chuadanga district. It has two offices in Dhaka. WAVE Foundation also has 3 regional offices, 10 area offices, 11 project offices, 57 branch offices, 01 principal training centre, 01 office for its enterprises and 01 production cum training centre for the beneficiary products.

### Head Office Address

Darsana Bus Stand, Darsana, Chuadanga.

Telephone & Fax: 0761-89013, Mobile: 01713337550

Email: [info@wavefoundationbd.org](mailto:info@wavefoundationbd.org), Website: [www.wavefoundationbd.org](http://www.wavefoundationbd.org)

### Dhaka Office-01 Address

3/11, Block- D, Lalmatia, Dhaka-1207

Phone: 8153320, 8113383, Fax: 8153320, 8113383 Ext.-123

Email: [info@wavefoundationbd.org](mailto:info@wavefoundationbd.org), Website: [www.wavefoundationbd.org](http://www.wavefoundationbd.org)

### Dhaka Office-02 Address

4/7, Block- D, Lalmatia, Dhaka-1207

Phone: 8130889, Fax: 8113383 Ext.-123

Email: [info@wavefoundationbd.org](mailto:info@wavefoundationbd.org), Website: [www.wavefoundationbd.org](http://www.wavefoundationbd.org)

### Regional Office Address

Khulna Regional Office : House # 13, Road # 103, Khalishpur H/E, Khulna

Email: [wave.kro@gmail.com](mailto:wave.kro@gmail.com)

Chuadanga Regional Office : Malopara, Chuadanga Sadar, Chuadanga

Email: [wave.cro@gmail.com](mailto:wave.cro@gmail.com)

Barguna Regional Office : Noor Manjil (1<sup>st</sup> Floor), College Road, Barguna

Email: [wave.barro@gmail.com](mailto:wave.barro@gmail.com)

Rajshahi Regional Office : 254/2 Upa Shahar Housing Estate, Rajshahi

Email: [wave.rro@gmail.com](mailto:wave.rro@gmail.com)

### Area Office Address

Area Office-01 : Darsana Bus stand, Chuadanga

Area Office-02 : Mukti Para (Opposite to Motahar Ali Girls Hostel), Chuadanga

Area Office-03 : Kanchan Nagar, Kalla Bazar, Jhenaidah

Area Office-04 : 7/1, Hazi Abdur Razzak Lane, Court Para, Kushtia

Area Office-05 : Gabtalapara, Kotchandpur, Jhenaidah

Area Office-06 : East Veramara, Veramara, Kushtia

Area Office-07 : House # 78, Mallick Para, Meherpur Sadar, Meherpur

Area Office-08 : Momo Nibash, South Police Line, Magura Sadar, Magura

Area Office-09 : Noorpur (Adjacent to Jorabari), Pabna Sadar, Pabna

Area Office-10 : House # 13, Road # 103, Khalishpur H/E, Khulna

### Project Office Address

Project Office-1 (BRAVE) : Hospital Para, Jibonnagar, Chuadanga

Project Office-2 (VC) : Court Para (Opposite to S.P. Office), Chuadanga

Project Office-3 (WATSAN) : Shishir Para, Gangni, Meherpur

Project Office-4 (Education) : House # 78, Mallik Para, Meherpur Sadar, Meherpur

Project Office-5 (Heifer & CA) : 254/2 Upa Shahar Housing Estate, Rajshahi

Project Office-6 (LIFT) : Kosaghata, Damurhuda, Chuadanga

Project Office-7 (MNH) : House # 291, City College Road, Aladatpur, Narail

Project Office-8 (CARP) : House # 165, Rahamatpur, Kalapara, Patuakhali

Project Office-9 (ENRICH) : Goalpara, Dhopakhali, Jibonnagar, Chuadanga

Project Office-10 (MNH) : New College Road, Sardar Para, Jamalpur

Project Office-11 (MNH) : Dargah Mahalla (Beside Kazimuddin Masjid), Moulvibazar

### Training Centre Address

Principal Training Centre : Malopara, Chuadanga Sadar, Chuadanga