Dear Reader,

Top-down approaches to development do not work. People suffering from poverty and discrimination must take action themselves. Development can be sustainable only this way. We support these people in the spirit of partnership while respecting their dignity.

This annual report gives an overview of what people in Bangladesh, together with NETZ, have achieved in 2011. It also highlights the challenges we jointly face. A lot is happening in Bangladesh in terms of economic, social and cultural development, and all that without any external support. However, not everyone benefits from these encouraging trends. People at the fringes of society lose out, or their situation even worsens. Large parts of the population continue to face extreme hardship and injustice. 32 million people go hungry every day. People get displaced from their land or lose their only sources of income. They are denied any opportunity to change their situation for the better. It is those people that NETZ works with. Together with local organisations, we stand by their side, and by doing so, a lot has been achieved in 2011:

- 104,852 people improved their food situation.
- 2,406 families, who are among the poorest, joined our livelihood programme.
- 19,174 children went to primary school. 6,934 of them participated in the official final examination and 97.3% passed.
- 12,243 people who were previously denied access to the social security net, received allowances from the state social security system. More than 100,000 people were successfully supported in the protection of their land rights.

Together with the people in need, our partner organisations, the many active supporters, private and public funders and donors we are having a strong impact.

NETZ brings people together and guarantees quality. My heartfelt thanks to all of you for your support!

Ingo Ritz,
Executive Director

The German Central Institute for Social Issues ("Deutsches Zentralinstitut für soziale Fragen", DZI) re-awarded its Seal of Approval to NETZ in 2011 which testifies the responsible use of donations received.

In 2011, NETZ provided a perspective to tens of thousands of families in Bangladesh through projects on sustainable livelihood, primary education and human rights. Even today, after 40 years of independence, millions of extremely poor families, women and girls continue to be denied access to those basic rights. Ain o Shalish Kendra and NETZ work in close partnership to ensure people become aware of their rights and act to have them enforced.

I am very impressed by the enormous commitment and creativity of NETZ staff, partners, young volunteers and supporters in Germany, in our joint engagement against hunger and for justice in Bangladesh.

I wish NETZ and all its supporters continuous success in this important work!

Sultana Kamal,
Executive Director of the NETZ partner organisation Ain o Salish Kendra.
Programme 1: Sustainable livelihoods
NETZ fights against ultra poverty

32 million people in Bangladesh suffer from hunger. People engaged in NETZ are not prepared to accept this. Together with local partner organisations and women from affected families, NETZ has developed a self-help concept that enables the poorest families to feed themselves and to have sustainable access to clothing, health care and education for their children.

- NETZ supported 31,049 families through the livelihood programme, to enable them to earn their own living in the long term.
- NETZ included an additional 2,406 families in the programme in 2011.

Zaheda Begum from Kurigram: An example
Only two years ago, Zaheda Begum’s life was marked by poverty and hunger. One meagre meal a day was all she, her husband and their three children could afford. Born physically handicapped, Zaheda’s husband is unable to work, and the family does not receive any state benefits.

In 2010, NETZ started its livelihood programme in Kurigram in Northern Bangladesh. Zaheda now participates in the weekly meetings of her village group where women collectively stand up for their rights. Zaheda received a cow, ducks and important trainings through the programme. From the profits made she bought a sheep and a goat, and she also grows cucumbers and chillies.

“Now I earn enough to afford three meals a day for us. We are better accepted by others in my village, which makes me very happy”, Zaheda says.

Challenges
NETZ works together with the poorest families. The livelihood programme also includes women with a limited ability to work due to their age or a physical handicap. In the past, they mainly relied on begging for survival. About 15% of the families in the programme struggle to earn a sustainable income on their own. The village groups show more and more solidarity with these people and help them gain access to social welfare schemes or support them in their agricultural work.
I regularly support parents from our parish who want to have their children baptised. Together we plan the ceremony, and we feel grateful for the joy brought to us through those children. At the ceremony, we usually want to express what we feel and share this spirit of joy with others. Thus the donations collected at the baptism service are given to mothers who equally love their children but are very poor and do not know how to get food for them. Parents here believe in the long-term prospects that the NETZ livelihood programme offers to those mothers. And parents here are glad to share their joy by supporting families they do not even know. It is also very good to know that our money really reaches the people and will be spent to help them help themselves. At least once a year we celebrate the Day of Hope in our parish. We learn about the projects supported by NETZ and look at the happy faces far away where our contribution has arrived. And their joy radiates back to us.

Gabriele Medam is a teacher from Rottenburg, Germany and member of the Bangladesh Group in Tuebingen-Hirschau, Germany.

Programme 2: Primary education

NETZ supports the poorest children

In Bangladesh, about 3.5 million children between the age of six and ten do not go to school. More than half of all girls and boys do not complete primary school. The poorer a family is, the more fundamental are the reasons why their children do not continue or even enrol in school. Furthermore the quality of education in many formal primary schools is so poor that the students hardly learn anything.

In 2011, NETZ and its partner organisations were active at 316 primary schools located in remote, poverty-stricken regions of Northern Bangladesh: 19,174 children were given access to high quality primary education and received the basic skills for a better future.

Children living in areas that are hard to reach, such as the islands on major rivers in the North of the country, and indigenous children whose mother tongue is not spoken in the state-run primary schools, have hardly any educational opportunities. NETZ ensures their fundamental right to education through the establishment of 240 basic non-formal primary schools and by professional supervision and guidance to teachers.

Furthermore, NETZ supported 10 community schools for classes 1 to 5. In 2011, pre-school classes including child-focused methods were introduced at these schools. Every year, 300 new students, more than half of them from the poorest families, are enrolled. Doctors visit all schools

<table>
<thead>
<tr>
<th>At a glance: Education Programme</th>
<th>Who Benefits?</th>
</tr>
</thead>
<tbody>
<tr>
<td>316 schools provided improved quality education.</td>
<td>19,174 students</td>
</tr>
<tr>
<td>Learning materials and 2 health camps per school per year funded for 240 basic non-formal schools.</td>
<td>5,771 girls and boys</td>
</tr>
<tr>
<td>Learning materials, 2 health camps per year and intensive teacher training funded for 10 community-run primary schools.</td>
<td>1,405 students</td>
</tr>
<tr>
<td>Improved quality of teaching and special support for the poorest children in 66 formal primary schools.</td>
<td>11,998 girls and boys</td>
</tr>
<tr>
<td>31 pre-schools independently managed by women’s self-help organisations.</td>
<td>840 pre-school age children</td>
</tr>
<tr>
<td>Training of teachers.</td>
<td>270 teachers</td>
</tr>
</tbody>
</table>

Took together for Bangladesh
In 1998, we initiated charity cycling at the Deutschorden Grammar School ("Deutschorden-Gymnasium"), Bad Mergentheim, Germany. Since 2004, our students have cycled to raise funds for Bangladesh. Organised and actively supported by many teachers, large groups of people who are eager to ‘let off steam’ before the end of term get on their bicycles. Each year, the organisers motivate many people to join in. This has created a unique joint experience along the lines of ‘think globally, act locally’.

We can rely on the support of NETZ: At ‘information day’, the junior and intermediate classes get an enormous boost in motivation when they listen to the lively and authentic presentations about the people and culture of Bangladesh, given by people who are engaged in NETZ. One of our colleagues puts it this way: ‘I am pleased to give our students the chance to look a little further than the end of their nose and to learn something about the living conditions in Bangladesh. The presentations by former NETZ volunteers help a lot to achieve this.’ And learning that our cycling helps more than 80 children, most of them girls, to go to primary schools for a whole year, inspires us most. We support them to have a better chance in life.

The transparency, openness and willingness to help that NETZ shows towards us, contributes to our motivation to continue supporting the people in Bangladesh.

Josef Knoblauch (photo: 3rd person from left) is Deputy Headmaster of the Deutschorden-Gymnasium, Bad Mergentheim, Germany.
Programme 3: Human rights

NETZ stands up for the rights of the poorest in the villages

The protection of fundamental human rights is an integral part of the constitution of Bangladesh. In reality, however, large groups of people see their rights systematically violated. These include landless people, women and minorities. The existing laws are not properly enforced and applied, and the legal framework needs improvement in many aspects.

Together with leading human rights organisations in Bangladesh, NETZ strengthens those who struggle for their rights. At the same time, NETZ is part of a network seeking to improve the legal framework and ensure legal prosecution whenever rights are grossly violated.

As members of human rights committees and theatre groups, 81 women and men in 10 Districts participated in training sessions in order to denounce human rights violations in their villages and to assist the victims.

20 elected Union Parishad (Union Council) members from 10 Districts received trainings on human rights. They actively spoke up for victims of rights violations.

Publishing of a book on the situation of women under the Muslim family law.

Supporting the development of the “Right to Food” campaign

Human rights defenders exposed to repressions, received support through international publicity and concrete local help.

Challenges

Traditions and existing power structures in the villages are serious obstacles. Those who are afraid of losing their power often obstruct directly or indirectly human rights work. For instance, men keep their wives from attending meetings of the human rights committees. Theatre activists receive open threats. Although resistance against the human rights committees tends to decline once their work starts getting recognition, it is still powerful enough. Different mindsets should be called into question, also and particularly by human rights activists themselves.

Programme 4: Disaster preparedness and response

NETZ promotes prevention and provides sustainable support

Bangladesh is among the countries most affected by the consequences of climate change.

In all flood-prone working areas, NETZ promotes preventive measures. People participate in training sessions and build up disaster funds. School buildings are better protected through raised ground levels. NETZ financed technical security checks of four flood shelters in the coastal area that were constructed with NETZ support in 1991-1992.
Strengthening rights and combating poverty through political dialogue and networking – for better policies

In 2011, NETZ brought together civil society organisations and human rights activists from Bangladesh with German and European political decision-makers.

In 2011, NETZ brought together civil society organisations and human rights activists from Bangladesh with German and European political decision-makers.

In a network called Bangladesh Forum Germany, NETZ cooperates with Amnesty International, Bread for the World, Church Development Service (Evangelischer Entwicklungsdienst, EED), Misereor and Shanti. NETZ is entrusted with the administrative management of this network. In 2011, it prepared topics and proposals for official visits to Bangladesh of the German Federal Minister for Economic Cooperation and Development, Mr. Dirk Niebel, and the EU Commissioner for Development, Mr. Andris Piebalgs. The focus was on challenges of development policies and human rights in Bangladesh, amongst others, on the question of how the country can enable its 32 million extremely poor people to sustainably and independently work their way out of poverty. The Bangladesh Forum Germany also held talks with the then German Federal President, Mr. Christian Wulff, in Dhaka on the relevance of civil society work in Bangladesh and the necessity for organisations and human rights activists to operate freely and without any restrictions.

All topics and demands fed into discussions with political stakeholders are based on the work of civil society in Bangladesh. Therefore an intensive, regular exchange between the Bangladesh Forum Germany and civil society actors from Bangladesh takes place.

NETZ-Partners and projects in Bangladesh
Together for Bangladesh

NETZ connects people in Bangladesh and Germany through knowledge about each other, personal encounters and joint action for more justice. Committed staff and voluntary supporters make the changes and challenges in Bangladesh visible in many ways. By sharing our experiences and reflecting on them together with others we grow and strengthen our motivation to act in solidarity with the poorest.

Development education
NETZ spells out development policy issues by illustrating the situation in Bangladesh. It discusses options for taking action and demonstrates how helping people help themselves can be successful – through understanding, respect and the participation of everyone in learning and development processes. In 2011, parishes, schools, associations, companies and individuals showed their support for the people of Bangladesh at various action days, events and festivities.

■ **4,355 people** participated in 100 events and activities organised by NETZ supporters. The main topics were: development cooperation, combating hunger, education, working conditions in the garment industry, consumer behaviour, human rights and the Millennium Development Goals.

Voluntary Service and Dialogue & Exchange Programme
■ **14 young volunteers** worked with NETZ partner organisations in Bangladesh, to strengthen the partnership between people in Bangladesh and Germany. After their return, many volunteers keep playing an active part in our development education work in Germany.

■ **School exchange**: 8 students and 2 teachers of the Otto Hahn Grammar School, Bergisch Gladbach, Germany, participated in this programme in Bangladesh.

Bangladesh-related public relations and media work in Germany
■ **Newspapers, magazines and radio broadcasts** published more than 50 reports about our work in 2011.

■ **The Bangladesh magazine “NETZ”** is an important source of information in German language. Topics in 2011 included: 40 years of independence, economic growth, health care, and the situation of elderly people.

‘Fascinated, deeply moved and full of ambition’ I returned from a school exchange visit to Bangladesh to my familiar surroundings in 2007. Very quickly, I realised that I wanted to get to know this fascinating country with its rich culture and cordial people. During my voluntary service with NETZ in Bangladesh in 2010, I was moved by people’s fates, and by encounters and friendships that all left a deep impression on me. I learned about the causes of poverty and ways to overcome it. I admire people’s will-power and perseverance, and through my commitment to NETZ, I can contribute to supporting them. Through my active engagement, people in Germany also get an insight into Bangladesh, with all its fascination, but also with its difficulties. When I run development education events in Germany, people’s participation and interest show me that problems in Bangladesh do concern us, too. We do not have our hands tied – every single one of us can contribute.”

Regina Breg, NETZ volunteer in 2010. Since returning to Germany, she has been an active member of the working groups “Development Education” and “Voluntary Service” at NETZ.
The total income of NETZ in 2011 was more than €3.81 million, an increase of 12% compared to 2010. The income through grant funds has risen by 12% to €3,245,000. This is mainly due to an increase in public grants. The largest grants came from the European Union, the UK Department for International Development (DFID) and the German Federal Ministry for Economic Cooperation and Development (BMZ).

NETZ receives donations from groups, parishes, schools, individuals and, on a small scale, from companies. In case of substantial donations from companies, we check the ethical standards of their activities. NETZ accepts donations from companies only, if their policies do not have a negative impact on the situation of the poorest people and are not contrary to our values in other respects. Donations are utilised according to the specified purpose. The total amount of donations has risen to €545,445 in 2011.

The internal voluntary auditors, elected at the Annual General Meeting, Mr. Dennis Hänsel and Dr. Heiko Herold audited the accounts and current financial accounting of NETZ on 14.04.2012. They confirmed that the expenditures are based on the principle of profitability and fulfil statutory requirements. Their report was presented at the Annual General Meeting on 12.05.2012. The Executive Committee was discharged accordingly.
### Financial Statement 2011

<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A. Development cooperation with Bangladesh</strong></td>
<td><strong>Financial Year 2011</strong></td>
</tr>
<tr>
<td>Financial contributions to development projects</td>
<td>€3,401,316.51</td>
</tr>
<tr>
<td>Sustainable livelihoods</td>
<td>€2,871,369.40</td>
</tr>
<tr>
<td>Primary education</td>
<td>€277,876.39</td>
</tr>
<tr>
<td>Human rights</td>
<td>€0.00</td>
</tr>
<tr>
<td>Disaster preparedness</td>
<td>€0.00</td>
</tr>
<tr>
<td>Project steering, quality and finance management</td>
<td>€169,380.71</td>
</tr>
<tr>
<td>Networking and dialogue for combating poverty and protecting human rights, labour and social standards for strengthening the Bangladeshi civil society</td>
<td>€82,690.01</td>
</tr>
</tbody>
</table>

| **B. Global learning and international understanding** | **Financial Year 2011** | **2010** |
| Voluntary service in Bangladesh and dialogue & exchange programme | €121,551.36 | 3.2 | €104,454.82 |
| Development education in Germany | €60,053.19 | 1.6 | €42,449.91 |
| NETZ magazine | €24,480.23 | 0.6 | €29,246.69 |
| Bangladesh-related public relations and media work in Germany | €18,715.65 | 0.5 | €16,590.36 |

| **C. Donations, administration (for the purpose of development cooperation and international understanding) and governance costs** | **Financial Year 2011** | **2010** |
| Donations, administration and governance costs | €179,491.40 | 4.7 | €200,322.98 |
| Fundraising | €102,967.73 | 2.7 | €110,555.87 |
| Administration and governance | €76,523.67 | 2.0 | €89,767.11 |

<table>
<thead>
<tr>
<th><strong>Total expenditure</strong></th>
<th><strong>Financial Year 2011</strong></th>
<th><strong>2010</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accumulated net profit / loss</td>
<td>€12,427.76</td>
<td>€6,214.97</td>
</tr>
<tr>
<td>Combined</td>
<td>€3,818,036.10</td>
<td>€3,396,981.82</td>
</tr>
</tbody>
</table>

According to the constitution of NETZ, the above expenditure statement distinguishes the use of funds for (A) development cooperation with Bangladesh and (B) global learning and international understanding. The expenditures for (C) donations, administration and governance costs serve both statutory purposes. Staff and operating expenses are integrated into the respective work area according to the money and time required. 89% of the expenditures in 2011 were utilised for development cooperation with Bangladesh. €3.14 million (83% of total expenditures) were transferred directly to Bangladesh for projects. This constitutes an increase of €363,000 compared to 2010.

**Financial statement 2011**

The annual financial statement of NETZ was prepared in accordance with the regulations of the German Commercial Code and the guidelines of the German Central Institute for Social Issues (DZI) as well as the VENRO Code of Conduct for Transparency, Organisational Governance and Supervision.

The **chartered accountant** Kurt Wenzel attested following his audit on 26.04.2012 that the accounting, income and expenditure reports and balance sheet fulfil the principles of proper financial reporting and statutory requirements. The chartered accountants Hoda Vasi Chowdhury have audited the financial statement of the Country Office in Dhaka for 2011 and certified proper financial accounting.
### Balance Sheet in EURO as of December 31st, 2011

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>Financial Year 2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tangible assets</td>
<td>3,214.60</td>
<td>3,097.75</td>
</tr>
<tr>
<td>Office equipment</td>
<td>1,112.02</td>
<td>2,075.17</td>
</tr>
<tr>
<td>Rent deposit</td>
<td>2,102.58</td>
<td>1,022.58</td>
</tr>
<tr>
<td>Current assets</td>
<td>194,487.50</td>
<td>172,291.59</td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td>191,731.30</td>
<td>172,037.64</td>
</tr>
<tr>
<td>Trade accounts receivable and other assets</td>
<td>2,756.20</td>
<td>253.95</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td><strong>197,702.10</strong></td>
<td><strong>175,389.34</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES AND SHAREHOLDERS’ EQUITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shareholders’ equity as of December 31st, 2011</td>
</tr>
<tr>
<td>Surplus in 2011</td>
</tr>
<tr>
<td>Shareholders’ equity as of December 31st, 2011</td>
</tr>
<tr>
<td>Free Reserves</td>
</tr>
<tr>
<td>Designated fund (fixed assets)</td>
</tr>
<tr>
<td>Designated fund for development projects in Bangladesh</td>
</tr>
<tr>
<td>General reserves</td>
</tr>
<tr>
<td>Other liabilities from taxes and social security contributions</td>
</tr>
<tr>
<td><strong>Total liabilities and shareholders’ equity</strong></td>
</tr>
</tbody>
</table>

**Balance sheet information**

The operating cash reserve to cover current operating expenditure was raised to €51,878. This corresponds to the average operating costs for 1.5 months. At the end of the year there were short-term liabilities of €3,825 for income tax and social security contributions. The liquid funds amounted to €191,731 at the end of the year. The balance of €194,487.50 was earmarked for transfer to ongoing projects in Bangladesh. The amount of the remaining liquidity corresponded to the operating expenditure of the Head Office in Germany for 2.5 months.

**Fiscal aspects**

Due to its promotion of development aid, NETZ is recognised as a charitable and non-profit organisation and exempt from corporation tax for the years 2008, 2009, 2010, according to §5, Sect. 1, No. 9 of the German Corporation Income Tax Law and as certified by the latest notice from the tax authorities in Wetzlar (tax identification number: 39 250 5182 5 - P/K 1) from 06.09.2011.

**Dialogue with supporters**

„Does my donation really reach the poorest people in Bangladesh?“

People supporting NETZ by donations or voluntary work want to make an effective contribution to sustainably overcoming poverty. Therefore NETZ staff is committed to clear principles. They have a dual responsibility: on the one hand towards individual funders and institutions providing grants, and on the other hand towards the disadvantaged people in Bangladesh. All financial resources entrusted to NETZ are utilised in a cost-effective way. NETZ reports truthfully and transparently about its work in Bangladesh and is constantly monitoring its work standards at the Head Office, the Country Office in Dhaka and in the projects. For more than 30 years, it has been personal encounters that make the partnership with Bangladesh such a rich and vibrant one. Therefore NETZ focuses on the exchange of information and experiences, at events, in telephone conversations with individuals, and in written reports from Bangladesh. People interested in our work receive four circulars per year in which we give an update on our activities and ask for their support. Groups committed to a specific project get regular information in an adequate manner and we support them in their commitment. In our dialogue with supporters, the main costs are printing, postage, travelling and material. NETZ does not run expensive advertising campaigns. We do not cooperate with fundraisers on a commission basis nor do we purchase addresses for fundraising purposes.

We give account of our objectives, strategies and the results of our work on the website [http://www.bangladesch.org/english](http://www.bangladesch.org/english), in the NETZ magazine, our newsletter and in this annual report. Through press releases we inform the general public about our activities and provide information on how to contribute to our work. NETZ is an active member of the Association of German Development Non-Governmental Organisations (VENRO) and follows the ethical standards stipulated in the Code of Conduct for Development-Related Public Relations. Furthermore, we follow the VENRO Code of Conduct for Transparency, Organisational Governance and Supervision.
Turning one into six
Each Euro donated to NETZ means that almost €6 reach people in Bangladesh and help them lead a life in dignity. The NETZ team seeks and needs donor grants for project funding, however, these grants are only given on the basis that many people support our cause. Every donation has a multiplier effect and increases the amount of grant money we can apply for. Thus almost sixfold the amount originally donated goes to Bangladesh. Our administrative costs are kept to a minimum.

Organisational Structure
NETZ is a registered charity association (“e. V.”, registration number VR 1790 at the local court in Wetzlar). The Annual General Meeting is the governing body. It decides the policies of NETZ and amendments to the articles of association, elects and discharges the voluntarily working Executive Committee, it also elects the voluntary auditors, who are not member to the Executive Committee, determines the independent auditor and approves the annual financial statement of the Executive Committee. The Executive Committee is elected for a period of two years.
At the Annual General Meeting in May 2010, the following Executive Committee members were elected: Manfred Krüger (Chairperson), Krefeld; Dr. Kathrin Quellmalz (Deputy Chairperson), Leipzig; Patrizia Heidegger, Munich; Dr. Dieter Klein, Kirchheim unter Teck; Nicola Löffler, Cologne; Max Stille, Heidelberg. The Executive Committee agrees on the strategy of NETZ, decides on the funding of projects and appoints the Board of Directors. The Board of Directors is responsible for the day-to-day business of the organisation in accordance with the constitution, the decisions of the Executive Committee and the Annual General Meeting. Paid employees work at the Head Office in Germany (14 persons; as of June 2012) and in the Country Office in Bangladesh (32 persons).

Quality management
Effective development work means that the aid reaches the poor. Only if they are able to help themselves, development has an impact and is sustainable. The NETZ team in Bangladesh and Germany ensures that the poorest families
- receive support,
- participate in training sessions, and
- are able to defend their rights.

Salary structure in Germany
The gross monthly salary is oriented on a salary agreement that includes a basic remuneration of €2,000 (2011). There are different salary levels reflecting employees’ level of responsibility, professional experience, required skills and the duration of employment. In addition, an allowance of €110 is paid for each dependent child.

<table>
<thead>
<tr>
<th>Group in Germany</th>
<th>from €</th>
<th>to €</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board of Directors</td>
<td>2,280.00 (80%)</td>
<td>3,070.00 (100%)</td>
</tr>
<tr>
<td>Programme Officers</td>
<td>1,650.00 (75%)</td>
<td>2,750.00 (100%)</td>
</tr>
</tbody>
</table>

As of December 2011

NETZ builds on a tremendous voluntary commitment: By people doing their voluntary service in Bangladesh, the Executive Committee working on a voluntary basis, and above all, the many voluntary supporters all over Germany. NETZ staff also commit their time beyond normal working hours. All this makes it possible for NETZ to work economically and efficiently, which directly benefits the people in Bangladesh. Allowances are solely paid to voluntary multipliers running development education events. In 2011, this summed up to €1,539.25 for 100 events.

NETZ is a member of:
- Association of German Development Non-Governmental Organisations (VENRO)
- Global Call to Action against Poverty (GCAP)
- Bangladesh-Forum Germany
- Action Committee Service for Peace (AGDF)
- Hesse Development Policy Network (EPN Hessen)
Together with you we work for greater justice.

Responsible for quality and financial management, strengthening of the civil society, voluntary service and exchange programmes: the employees at the NETZ Country Office in Bangladesh – 32 working full time.

Front from left: Munzurul Karim (Programme Manager, livelihood), Md. Moniruzzaman (Programme Manager, livelihood), Satyajit Saha (Finance Manager), Shohidul Islam Metoo (Finance Officer), Sk. Zakir Hossain (Programme Officer, research), Mashiur Rahman (Finance and Administrative Officer), Md. Shahjahan Hossain, (Programme Manager, MIS), Md. Sultan Paul (Finance Manager), Md. Shahidul Islam (Senior Programme Manager), Dipta Chakma (Programme Manager, research, documentation and dissemination), Habibur Rahman Chowdhury (Country Director), Razia Sultana (Office Assistant), Md. Moniruzzaman (Programme Officer, enumerator), Md. Shamsul Huda (Programme Officer, training), Dr. Nazmun Nahar Nur (Programme Manager, livelihood), Md. Zobaidur Rahman (Office Assistant), Nilufar Sultana (Programme Manager, livelihood), Farjina Malek (Programme Officer), Sharmin Islam (Programme Officer, voluntary service, dialogue and exchange).

Back from left: Manjusree Mitra (Programme Manager, education), Md. Nuruzzaman Khan (Programme Manager, PM&E), Md. Abul Akram (Finance Officer), Md. Ramiz Uddin (Programme Manager, PM&E), Sadequ Islam (Deputy Director), Riasat Karim (Programme Officer, education), Md. Abdullah-Al-Maamun (Programme Manager, livelihood), Md. Manzoor-E-Alam Fatick (Accounts Officer), Mohammed Anowar Hossain (Finance Manager), Md. Keramot Ali (Programme Manager, education), Suman Mahmud (Driver), Md. Pasidul Haque (Office Assistant), Md. Zamal Uddin (Programme Manager, PM&E).

Please feel free to send us your ideas or ask questions. We are looking forward to hearing from you!

Your contact persons in the Head Office are: 9 working full time, 5 part time

From left: Teresa Schwehm (education, human rights), Steffi Halfmann (livelihood), Ingo Ritz (Executive Director, advocacy), Diana Hoffmann (Head of Administration, fundraising), Anna Bucur (development education, fundraising), Peter Dietzel (Deputy Executive Director, public relations), Vanessa Trzewik (intern fundraising), Tatjana Filinski (accounting, donation receipts), Agata Gornicki (voluntary service, dialogue and exchange), Bärbel Martin (office administration), Niko Richter (education, human rights). Not on the photo: Philipp Kappestein (livelihood), Kai Fritze (sustainable livelihood), Dirk Saam (advocacy; Berlin office).

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