

Report on

3rd Annual Human Rights Defenders Conference



Venue: Caritas Development Institute, Dhaka

Date: 12-13 March 2011

Participants: Human Rights Defenders across the country

Total 50: Male: 38 Female: 12

Organised by Odhikar

Supported by the May18 Memorial Foundation

1. Introduction

Odhikar, a human rights organisation, has been defending human rights since its inception on 10 October 1994. Its principal aims are to monitor and document the general human rights situation including their violations and to raise human rights awareness and undertake policy advocacy to address the current human rights situation. These human rights monitoring activities contribute to eventual positive steps towards the creation of transparency and accountability in responsible sectors of government with the aim to improve its human rights record.

Odhikar, in association with the May18 Memorial Foundation of South Korea organised the Third Human Rights Defenders Conference to review the human rights situation in the country and provide technical know how to the Human Rights Defenders (HRDs) working at the grass roots level.

In Bangladesh both state and non state actors perpetrate human rights abuses relentlessly often with impunity; extrajudicial killings and torture by police in the name of remand; disappearances; violence against women; and abuses against journalists are frequent human rights violations in Bangladesh. Lodging false cases against HRDs and harassing them and torturing political opponents are also common in Bangladesh.

Very few NGOs in Bangladesh work to protect and promote civil and political rights; Odhikar, with the support of local level HRDs works on human rights issues professionally and is striving to create a human rights culture across the country, especially in the awareness-raising of civil and political rights and how to combat violations in non-violent way.

Currently Odhikar is working in 40 out of 64 districts, in association with local level HRDs; Odhikar has developed around 300 HRDs at the grass roots level through training and constant refresher programmes; all of the HRDs are volunteers who work hard to monitor and report on human rights. In addition, they are working as change agents to build sensitivity and tolerance in the community for ensuring equality and equal respect for all human beings.

Odhikar designed this conference to share the experiences of HRD's and provide knowledge and skills on sensitivity, diversity, fact finding, report writing and to formulate an action plan to make HRDs more responsible and accountable to ensure proper reporting of all human rights violations as well as preparing skills to share the report promptly with others. A total of 45 HRDs participated in the conference and exchanged their views candidly and took an oath to combat human rights violators with non-violence and zeal. Details of the conference are given below:

2. Objectives

The objectives of the conference were as follows:

1. Creating an understanding of what a “human rights defender” is and what activities defenders must undertake;

2. Helping HRDs to undertake their own risk assessments, to gain a fuller appreciation of the threats they face, their vulnerabilities, and the capacities within which they have to deal with those threats; and reduce the risk or exposure to the risk;
3. Helping HRDs define their own security rules and procedures which suit their particular situation, so as to mainstream security and protection in their day to day work;
4. Strengthening the protection of human rights defenders from any repercussions to their work;
5. Allowing HRDs to plan for and cope with increasing security challenges involved in human rights work, contributing ultimately towards the preservation of the invaluable work that human rights defenders do.

3. Contents of the conference

The conference ran along several items, keeping to the planned objectives:

1. What do we mean by HRDs and what do human rights defenders do? Who can be a human rights defender? Is a minimum standard required of human rights defenders? Analyse the activities of HRDS;
2. Major human rights violation in Bangladesh, especially extra-judicial killing, disappearance and torture and Role of HRDs;
3. Multiple approaches to human rights education and capacity building (research, campaigns and advocacy, role of other movements);
4. Holistic understanding of human rights in relation to other major global thematic issues (peace, democracy, development, security);
5. Violence committed against HRDs and other difficulties HRDs face and strategies to face it efficiently;
6. Perpetrators of violence against HRDs, strategies and the role of HRDs with special focus on UN HRDs declaration, CAT and OPCAT;
7. Violence against women and the situation of Women HRDs;
8. Linkage between domestic and international human rights standards and mechanisms; United Nations protection of HRDs and support for their work;
9. How can HRDs be supported and protected in their work? Network of HRDs;
10. Action plan for 2011.

4. Activity Report

The 3rd Human Rights Defenders Conference was a two-day event, held at the CARITAS Development Institute in Dhaka. The following is a daily activity report of the conference:

Day 1: 12.03.2011 (Saturday)

Inaugural session

An inaugural session was held at 10 am. Farhad Mzhar, Advisor of Odhikar, author and anti-GMO activist, chaired the session where Dr. Mizanur Rahman, Chairman, National Human Rights Commission of Bangladesh, delivered his lecture as a Chief Guest. Abbas Faiz, Senior Researcher for South Asia of Amnesty International and Meenakshi Ganguly, South Asia Director, Human Rights Watch, also conveyed their views regarding the human rights situation in Bangladesh and the role of HRDs at the session. Advocate Adilur Rahman Khan, Secretary of Odhikar moderated the session.

Abbas Faiz initiated the discussion asking the participants to define a HRD. Some of the responses are mentioned below:

- Those who work to establish human rights;
- Those who defend human rights;
- Those who protest human rights violators;
- Those who write against human rights violators are HRDs.



Abbas Faiz supported them saying that one who works for protecting and promoting human rights is a HRD. He explained with various examples. He also mentioned that as a HRD, we must work in 3 areas basically a) research b) campaigning and c) advocacy.

Research means finding out what has happened; finding out the facts and proof of violation; we have to remember that human rights research is evidence based; being a HRD, we do not have any scope to speculate or guess; we have to depend on evidence; so we have to learn how to conduct research on human rights issues and how to verify information that we gather.

Second point is campaigning – our role is to make people aware through publicising the fact findings of human rights violations and to create public opinion against human rights violators so that the violators face challenges from the society. Adding value in the society is also a big agenda for a HRD, which is possible through campaigning.

He also mentioned that advocacy is very important. He observed that HRDs usually like to avoid this part, but without advocacy we can not change the society or culture of antagonism. We have to sensitise local administration, local government and non state actors as well. We have to explore who can help us to protect and promote human rights and who are the

preventing factors in the society. We have to work on both the supply and demand sides to establish a human rights culture in the society.

Meenakshi Ganguly took the floor and gave her opinion that both state and non state violators are dangerous for the society. We all know that working as HRD is a very difficult mission.



Meenakshi Ganguly is delivering her speech

Human rights violators are powerful; they have money, muscle power, political linkage, bureaucratic linkage including linkages with police and lawyers. They do not care about anyone in the society; they try to manage their irregularities, misdeeds, offences through money and terrorization and these fall on HRDs also. Torture on HRDs is universal. Violators use police to stop the voice of HRDs and police think that they have the

power and can do anything.

The Police are not judge and can not give punishment, but they do. They think it is good because they are eliminating bad people from the society so their intention is noble. Sometimes they torture people with bad intention under politically motivation. Police is used for family matters even; one brother can use police against another brother. Such occurrences happen in the entire South Asia. She added that Bangladesh got RAB in 2004 and they are a killing force; they are killing arbitrarily; killings by RAB are extra judicial killings; and no State can defend it or justify it; State responsibility is ensuring right to life; rather what the State is doing is Killing its citizens with no evidence, no proof for creating confirmation. We do not know what RAB is doing. They are not answerable; not accountable at all. The State can not commit this type of crime morally or legally; it must be stopped.

Dr. Mizanur Rahman opened his speech saying that a holistic understanding of human rights in relation to other major global thematic issues – peace, democracy, development and security – is a vital topic. “I appreciate the organisers and participants both because it is a timely discussion” he added. He commented that those who are speaking about human rights all over the world are violating human rights as well. Our proclamations of independence ensured human rights. We wanted independence to ensure equality, social justice and human dignity. These are the three pillars of human rights to me. In Bangladesh there is a lot of miss conception about human rights: violence against women (VAW); ransom; snatching; stealing are treated as human rights violations – which are not. The State is the major human rights violator and when the State does not take any action or when it cooperates with the human rights violators or when the law and order situation get worse or very bad; then it is human rights violation. We live in a segregated society; though culturally we are homogeneous. Our

language is similar but discrimination among poor and rich is very big. We always do civil



NHRC Chairman Dr. Mizanur Rahman delivering his speech

and political rights based discussions. We think civil and political rights are first generation human rights; but indivisibility of human rights is also very important. When we analyse the human rights movement of this county, we do not see any major movement on economic, social and cultural rights (ESCR).

Human rights organisations are not the enemy of the State. Felani was killed by the BSF but did we see any movement of Indian human rights organisations concerning this? Still the State should take responsibility of every citizen. The State cannot say that you are illegal and you will not get any remedy; the state has to take responsibility.

The duty of HRDs is to also look after health, education and other social areas. Children of poor people will go to government primary schools; poor people will get treatment from the government hospitals; this is the Constitutional commitments of Bangladesh government and that is why HRDs should also work to improve ESCR; proper utilization of allocations need to be ensured. This type of activity also eradicate corruption. Poor people are not indulge with corruption; so we have to work in these area. The system must be changed. We have to follow one principle; continuous protest.

I have one request to the Home Minister from this conference: please issue one circular mentioning that “if any person from the law enforcement agencies kills anyone; promptly he/she will be suspended; then investigation will take place. If not proved guilty he/she will get his/her job back”, then we will see the changes. Article 7 of the Bangladesh Constitution says all power belongs to the people; we are the travellers on the same path.

Fazhad Mazhar commented that human rights are in our Constitution. While the State does not take responsibility of its citizens then we have to fight for our rights. We do not do anything against the State. We protest the unlawful actions of the government not the State. Concept of the State is that the State will act as a friend not the enemy with each and every citizen. He told the HRD’s present that he envied that they were getting the chance to learn so many things in this age which he could not learn when he was young.

He continued that it is a market based thinking that security is essential. Security for whom? It has come from market based economy; Amnesty International, Human Rights Watch these are the international human rights organisations working for promoting rights and we are



Participants of the conference

with them too. We also have to think that powerful States intervene with weak governments. We have to analyse this issue as well. Youth are taking responsibility; neutral HRDs are essential; HRDs are combating threats. He congratulated those working for human dignity.

After a tea break, a session on the expectations of HRDs from the conference was held. Participants were asked to write their expectations on cards. They were collected by the facilitators and posted on the board.

Expectations

- How to strengthen the work of HRDs;
- Human rights discussions; activities of HRD; dynamic communication between HRDs and Odhikar;
- How to assist victims; identity card for HRDs; how to prepare as a HRD;
- What is the role of government to create HR culture?
- Dr. Mizan's speech needs to be discussed again; want more training; political willingness;
- National Human Rights Commission; how it handles legal problems of HRDs;
- Discrimination against the poor; strategies to combat human rights violators
- Tasks of HRDs; support for HRDs; how to do a fact finding; how to be a successful HRD;
- Why Odhikar does not work in 64 districts?
- Why Odhikar does not publish a news paper/news letter?
- Common expectations: ID cards; tasks of HRDs; legal protection for HRDs,

Then the conference identified some precautions for HRDs:

- Cell phone taping;
- No personal comments;
- Be careful during fact finding; remember your work can invite violators to torture victim's family;

- Disappearance; a HRD can be ‘disappeared’;
- Government may label you as being ‘anti-State’.

Other speakers:

Shahiduzzaman, Chief Reporter, New Age

Violence is committed against HRDs and there are other difficulties faced by HRDs. We need to identify strategies to combat those efficiently:

No one wants to give information. We have the Right to Information Act of 2009, but we do not get information still. The Information Commission listened to appeals but we do not know what type of measures they have taken. Official information is very important for journalists. If we get official information, it is easy to write in the news papers. Death threats/harassment to journalists are frequent and being careful is essential. Being a HRD we



have to keep our eyes and ears open because the HRD concept is comparatively new in this country. Many do not work in this area. State is a main violator of human rights. How can we fight with this type of situation? Record keeping is

vital. Do syndicate reporting and take preparations collectively and prepare a report on an incident collectively. Collective efforts are a good strategy. Credit can be shared and risks can be shared also. Networking can be an another initiative. Networks at local and national level are both effective. Collective action and collective work should be the good strategy and networking among the HRDs can be a very good initiative.

We have several types of press clubs due to political affiliations. If we avoid political affiliation then we can work better. Support from different corners of the country is a force which we want to get; nationally we are divided; issue based unity can play a vital role. Collectivism is always noteworthy and effective. Odhikar can take the responsibility to ensure collectivism in the human rights movement, he suggested.

Sazzad Hussain, Programme Coordinator of Odhikar, discussed the perpetrators of violence against HRDs, strategies and the role of HRDs with special focus on UN Declaration on Human Rights Defenders and European Union Guideline for HRDs. He also highlighted the issues relating to torture and enforced disappearances, Convention against Torture and OPCAT.

He observed that one of the major challenges faced concerned the failure of the Bangladeshi government to establish an effective dialogue between itself and the human rights defenders community. The persecution of defenders stalls the start of any progressive communication, and the criminalisation of defenders as ‘anti-state’ fosters negative attitudes in the community. He said that a better relationship between the government and human rights defenders is required if the human rights situation is to improve.

A documentary film titled ‘Aadhiar’ on *Santal* movement against the *Zaminder* was shown after the session.

Day 2: 13.03.2011 (Sunday)

A warm up session was held; participants took part in the session where 3 persons sang songs and the purpose of the session, to make the participants lively, was achieved.

Then a session on the issue of ‘violence against women’ (VAW) was held. Resource person was Taskin Fahmina, Coordinator of Odhikar and Saidur Rahman. Taskin Fahmina gave her presentation through power point; she emphasised on acid throwing, dowry, rape, domestic violence and other types of violation in Bangladesh. The participants shared their analysis regarding VAW and they arrived at a consensus that they will work to prevent VAW through writing columns in the news papers as well as providing support to the victims by bringing them to the nearest hospitals and police stations for ensuring treatment and legal action.

The next session was; "how to prepare a quality report"? Saidur Rahman, a professional HR trainer, conducted this session. He analysed the following points, which are necessary for preparing a good report:

1. Name of victim: Take care to give first and family names and to spell names correctly; provide information on gender, age, nationality, profession and contact details;
2. Violation/s committed against the victim: What happened? Where? When? What is the current situation? Where an initial violation has led to a series of other acts, please describe them in chronological order. For example, if the initial concern is that a human rights defender has been arrested, details should be provided. But if he or she is subsequently detained, other useful information would include: the place of detention; whether the person has access to a lawyer; the conditions of detention; the charges; etc.;
3. Perpetrators: Give any available information on who allegedly committed the violation; e.g. two men (in uniform?); rank, unit or other identification or title;
4. Witness: Were there any witnesses to the alleged violation? Were there any other victims?

5. Action by authorities: Has the matter been reported to the relevant authorities? What action has been taken?



Then a brainstorming session held on "how to strengthen the work of HRDs to promote and protect human rights in Bangladesh"; all the participants shared their ideas which are cited below:

- Strong follow-up needed from Dhaka, like minded people and like minded organizations should

come together and provide indispensable support to HRDs;

- One person in each Upazila can work as a focal point; at least one person in each district might take responsibility as a District Coordinator;
- Monthly HRD meetings at district level in each working district should be held on a regular basis;
- Divisional level network of HRDs is required; quarterly conferences will be a very effective forum to ensure coordination of divisional coordinators; and coordinators can communicate with each other;
- Coordination committee of HRDs in each greater district;
- Blog development can help HRDs to enhance skills;
- Odhikar seemed an isolated organisation; a team from Dhaka can go to the place of occurrence and provide support to HRDs;
- A District committee can be formed and a district level monthly report can be prepared and shared with others.

Then the session discuss the following points: how many members will be in each district; what will be the activities of the district committee; the need for a guideline for district committees.

Nasiruddin Elan, Director of Odhikar, took the floor and told to the participants that the committee can be formed at the district level and the committee must be comprised of 7 members maximum; but it needs consultation with others. Teachers, journalists, and others can be members. However, registration is not needed. District level intensive discussion sessions are needed. He hoped it will enhance the activities of HRDs at the local level.

One participant suggested that to develop a network is good and the monthly report of Odhikar can include the activities of district level defenders. The following activities that can be undertaken by the district committee were suggested:

Activities of a District level committee

- Regular seminar; 3 times a year;
- Monthly coordination meetings at district level and the campaign can be strengthened through this district level committee;
- ‘Day’ observation at district level on a regular basis;
- Network will be helpful for the participants who received training from Odhikar;
- Teachers, others participants of Odhikar events can join at district level network;
- We need our forum and we need ID card from Odhikar.

Adilur Rahman Khan, Secretary of Odhikar, facilitated the discussion, saying that criteria are essential for providing ID card. Discuss and finalise this criteria first then we will consider an ID card for HRDs.

Nasiruddin Elan stated the position of Odhikar, mentioning that a coordinator group consisting of 5-7 persons might be formed in each working district; initially existing district focal persons can be a Coordinator for that district. The position will be changeable and by rotation other member will get responsibility.

Adilur Rahman Khan took the floor and delivered his speech saying that Odhikar is not a project based organisation; it is a movement. Its main principle is based on political concept. We are working on issues of anti trafficking, transparency; free media; movement of the people; movement for the rights of the people and we get a little support from the donors, but it is a human rights movement.

He continued by commenting that Bangladesh is a country of NGOs. Bangladesh is not the country of poor people. We love the ‘study circle’ method; a district committee will be formed comprised of 5-7 persons. A coordinator on a temporary basis will carry out the responsibility; we are not working for all issues; globally, changes are happening. Bangladesh has an elected government but not a democratic one. We like to stay with the movement of the people; rally, human chains, processions or any kind of protest of the people are supported.

In the issues of extra-judicial killings, torture, enforced disappearances; election violence; we have a political stand. We will protest this type of violence; those who do not like it can not be part of Odhikar. Existing focal persons will be the coordinators of the district level network; human rights reports of the district can be produced by the district; contribution to the Odhikar's report is excellent; district level network meetings will decide themselves the activities of the network.

He also said that the ID card related decision will be finalised soon. The following decisions are taken regarding district level network:

1. A district level network will be established;
2. 5-7 or maximum 9 will be the size of the committee, including a coordinator;
3. The post is not fixed; men, women, minority and diversified like minded people can be the part of it;
4. Basic education is a minimum HSC;
5. An employed person is preferable.

Every existing district focal persons was asked to submit a list of a committee soon.

Adilur Rahman Khan thanked the HRDs and congratulated them for their challenging voluntary work.

Annex – 1

Participants list

3rd Annual Human Rights Defenders Conference Organised by Odhikar Supported by The May 18 memorial Foundation			
		Date : 12-13 March, 2011 Venue : CARITAS, Dhaka	
Sl. No	District	Name	Profession
1	Dhaka	Jinot Nahrin Tabassum	Development activist
2	Gazipur	Abul Hosan Chowdhury	Teacher
3	Tangail	Ahmed Jobaer Apu	Journalist
4	Tangail	Kibria Mree	Student
5	Narayangonj	Diman Saha Jewel	Journalist
6	Kishorgonj	Sheuly Akhter	HR activist
7	Munshiganj	Tamanna Sarkar	Teacher
8	Munshiganj	Munni Akter	Student
9	Mymensingh	Md. Wahiduzzaman	Journalist
10	Brahman Baria	Sanjoy Kumar Dev	Journalist
11	Rajbari	Md. Sajid Hosan	Journalist
12	Rajshahi	Molla Abu Tareque	Teacher
13	Dinajpur	Wahidul Islam Defence	Journalist
14	Kurigram	Ahsan Habib Nilu	Journalist
15	Gaibandha	Sha Alam Bablu	Journalist
16	Thakurgaon	Zakir Mostafiz Milu	Journalist
17	Chapainawabgonj	Altab Hossain	Development activist
18	Lalmonirhat	Md. Masud Rana	Journalist
19	Panchogar	Shafiqul Alam Shafique	Journalist
20	Pabna	Mustafa Abdul Baten Rusdi	Development activist

21	Sirajgonj	Md. Golam Mostafa Rubel	Journalist
22	Sirajgonj	Shabana Sultana	Lawyer
23	Naogaon	Murad Chowdhury Salim	Journalist
24	Feni	Asaduzzaman Dara	Journalist
25	Feni	Jahan ara Ferdous	Development activist
26	Noakhali	Mahmudul Huq Foez	Journalist
27	Laxmipur	Parvin Halim	Development activist
28	Jessore	Sunder Saha	Journalist
29	Satkhira	Sukumar Das Bachchu	Teacher
30	Satkhira	Parvin Akter Maya	HR activist
31	Khulna	Khalilur Rahman Sumon	Journalist
32	Kushtia	Hasan Ali	HR activist
33	Jhenaidah	Golam Rasul	Journalist
34	Narail	Saiful Islam Tuhin	Journalist
35	Magura	Md. Masum Billah	Journalist
36	Sylhet	Md. Muhibur Rahman	Journalist
37	Moulavibazar	Chow. Bhaskor Home	Journalist
38	Sunamgonj	Md. Aminul Haque	Journalist
39	Barisal	Md. Azizur Rahman	Cultural activist
40	Jhalakati	Palash Roy	Journalist
41	Patuakhali	Md. Sohrab Hossain	Lawyer
42	Chittagong	Osman Md. Jahangir	Teacher
43	Chittagong	Kishor Chakma	Student
44	Cox's Bazar	Aminul Azam Raju	Teacher
45	Rangamati	Bijoy Dar	Journalist
46	Rangamati	Swapna Chakma	Teacher
47	Bandorban	S Basu Das	Journalist
48	Dhaka	Nusrat Jahan	Law Student
49	Dhaka	Naimul Muquim	Law Student
50	Dhaka	Anindita Hridita	Law Student

Annex – 2

Programme schedule

Day 01: 12.03.2011

Inaugural session:

- Chair : Farhad Mazhar, Advisor, Odhikar
- Chief Guests : Dr. Mizanur Rahman, Chairman, National Human Rights Commission
- Special Guests: Abbas Faiz, Senior Researcher, Asia, Amnesty International
Meenakshi Ganguly, Director, South Asia, Human Rights Watch
- Moderator : Adilur Rahman Khan, Secretary, Odhikar

Time	Contents/Topics	Moderator/Facilitators
09.00am-09.30am	Registration	Rumana Aman
09.30am-11.00am	<ul style="list-style-type: none">• Introduction• Welcome speech by Adilur Rahman Khan <p>Speech by the Special Guests</p> <ul style="list-style-type: none">• <i>Major human rights violations in Bangladesh especially extra judicial killings, torture and role of HRDs: Meenakshi Ganguly</i>• <i>Multiple approaches to human rights education and capacity building (research, campaigns and advocacy role): Abbas Faiz</i> <p>Speech by the Chief Guest</p> <ul style="list-style-type: none">• <i>Holistic understanding of human rights in relation to other major global thematic issues (peace, democracy, development, security): Dr. Mizanur Rahman</i> <p>Speech by the Chair</p> <p><i>Summarization and concluding speech of inaugural session: Farhad Mazhar</i></p>	Adilur Rahman Khan
11.00am-11.30am	Tea break	
11.30am-12.00pm	<ul style="list-style-type: none">• Expectations of HRDs from the conference	Sazzad Hussain Advocate Saidur Rahman
12.00pm-01.00pm	<ul style="list-style-type: none">• Challenges of Human Rights Activism: Overall situation analysis, identify challenges and opportunities for HRDs	Adilur Rahman Khan Meenakshi Ganguly Advocate Saidur Rahman

01.00pm-02.00pm	Lunch Break	
02.00pm-03.30pm	<ul style="list-style-type: none"> • What do we mean by HRD and what do Human Rights Defenders do? Who can be a Human Rights Defender? Is a minimum standard required of human rights defenders? 	Advocate Saidur Rahman
03.30pm-04.00pm	<ul style="list-style-type: none"> • Tea break 	
04.00pm-05.00pm	<ul style="list-style-type: none"> • Violence committed against HRDs and other difficulties they face and strategies to combat it efficiently 	Shahiduzzaman Advocate Saidur Rahman
05.00pm-06.00pm	<ul style="list-style-type: none"> • Perpetrators of violence against HRDs, strategies and the role of HRDs with special focus on UN HRDs declaration, CAT and OPCAT 	Sazzad Hussain
06.00pm-07.00pm	<ul style="list-style-type: none"> • Film show 	Sazzad Hussain
09.00pm-10.00pm	<ul style="list-style-type: none"> • Group meeting 	Nasiruddin Elan Sazzad Hussain

Day 02: 13.03.2011

Time	Contents/Topics	Moderator/Facilitators
09.00am-09.30am	Recap	Advocate Saidur Rahman
09.30am-10.30am	<ul style="list-style-type: none"> • Violence against women and the role of Women HRDs 	Taskin Fahmina Advocate Saidur Rahman
10.30am-11.30am	<ul style="list-style-type: none"> • Linkage between domestic and international human rights standards and mechanisms better coordination among HRE institutions and groups the need for multi-stakeholder approach 	Advocate Saidur Rahman
11.30am-12.00pm	Tea break	
12.00pm-01.00pm	<ul style="list-style-type: none"> • United Nations protection of HRDs and support for their work • How can HRDs be supported and protected in their work? 	Advocate Saidur Rahman
01.00pm-02.30pm	<ul style="list-style-type: none"> • Network of HRDs • Action plan for 2011 • Closing remarks 	Adilur Rahman Khan Nasiruddin Elan Advocate Saidur Rahman Sazzad Hussain
02.30pm-3.30pm	Lunch and departure of the participants	