

Equity and Justice Working Group-Bangladesh (EquityBD) Membership

Subject: Executives Declaration for “Organization Development Policy”

1. I am always sincere to my accountability

As an Executive, I always accountable to my organizational Governing Board which's stance is out of personal interest, locally committed and reliable. Board's governing system is transparent and policy based.

2. Our organization runs with some specific direction

Our organization will be run with specific vision, mission, values and based on the long term planning. All the organizational issues are open for all. Staff, beneficiaries will be oriented on these issues, so that these would be achieved and periodically will be reviewed and updated.

3. Accountable to the front line is our strength

Our accountabilities are not only to our partners (Donors), Board and staff. We must responsible and accountable to our member beneficiaries as well. We believe that, government is the main representative of people, so that we are also responsible to them, and local government is our important stakeholders.

4. Our organization run through a management policy that is designed by emphasizing the Human rights, accountability and economical views.

Our organizational management especially human resource and financial management policy is developed and maintained a transparent, accountable and economical way. Any expenditure is being emphasized our practiced values. The money we are getting come for the poor fundamentally.

5. Participation is rights of the persons who will be implement the decision. We will integrate this rights in our management structure

We do believe that the person who will implement or affected by the decision, has deserved the rights to participate in the decision making process. In this regard we will declared a annual meeting schedule which will be held in time to time, and that will helps the persons to learn about the decision through the process of experience sharing. There will be also have more scope to develop the planning and ensured the participation of staffs from all level.

6 We believe on free & fair communication. Our complain mechanism is open for all.

We do believe that, free & fair communication is the pillar of organizational management and human resource development and we practice it rightly. But all decisions must be taken and proceed on through following a line management. Our

complain mechanism system is in open for all. We resolve all types of complain through providing highest respect to the complainer.

7. Equity based culture is our strength, because we believe in an equity and justice base society.

In terms of salary and responsibility, we may stand differently, but we all are equal in showing honor to each other. Because, we are working for a society wherein equity and justice will be established in the long run.

8. Equity based culture is our strength, because we believe on equity and justice base society.

In terms of salary and responsibility, we may stand differently, but we all are equal in showing honor to each other, because, we are working for a society, wherein equity and justice will be established in all level.

9. To achieve the 'Excellence' in organizational development and its operation, we emphasize constant learning to bring a positive change.

Within the organization, we will try to create a learning environment to achieve the Excellence through policy implementation and its monitoring and review. Thus we believe on the organizational dimensions.

Thank You