

Annual Report

July 2016 – June 2017



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About Shobujer Ovijan Foundation

SOF meaning “SHOBUJER OVIJAN” in Bengali is a non-profit organization that Shobujer Ovijan has been drawn from Bengali words meaning Green and Expedition respectively. Together they stand for expedition of the younger people. Established in 2005 by a group of social worker, it has built for itself quite a substantive constituency amongst the disadvantaged working women and children in the urban areas. It is registered with Joint Stock of Companies under society act in 2005, and very recently it got registration from NGO Affairs Bureau (No. 2718 dated 18 July 2012). The systematic work over the seven years with children and working women has enabled it to earn a lot of goodwill and developed model image of childcare and early childhood development (ECD) blended programming in urban areas.

Vision	Mission	Objectives
SOF envisions a society where all children and women enjoy secure, healthy, enlightened lives and responsive environment that promote their social, economical, cultural and normal development.	SOF endeavors are to unleash the potential of disadvantaged working women and their children to succeed in life through providing education, specialized crèche, health care, livelihood skills and community development services. Development of children and gender is the fundamental to our work.	<ul style="list-style-type: none"> Promote & support women in formal and informal job in factories, businesses and self employment Promote child friendly education and support environment for children's growth and development Mobilize public awareness to promote and protect women rights Promote women empowerment and livelihood through community-based activities & skill training.

Where We Work

Garments Factories



Urban Slums



Rural Communities



Urban Domestic HHs



Current Donors



Previous Donors



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Chairperson's Statement

This is my pleasure to see Shobujer Ovijan Foundation (SOF) is publishing Annual Report of 2016. This report accounts major outputs of 2016, alongside it is also presenting the cumulative achievements of SOF till date. Since inception, SOF remains focused on women empowerment while the childcare strategy is undertaken as one step towards inculcating social responsibility in national organizations from various sectors. Its childcare program with garment industries supported many women to remain employed who otherwise had to leave employment and thus paved way for economic empowerment for thousands of garment workers. Today, SOF has made its service available at 50 factories and thus created opportunities for many children to remain close touch of their mother and are nurtured with breast-feed. Current economic trend of Bangladesh suggests that women will

continue to explore employment opportunities in the formal sector for economic emancipation and self-reliance. In this backdrop, I believe there is a tremendous opportunity for SOF to grow and contribute to women empowerment and child development. Over the year, SOF has grown as a viable woman led organization. Its programmatic outreach and network with other NGOs have enabled it to play a crucial leadership role in DOORBAR, JatioNariNirjatonProtirodhForum(JNNPF) & ECD network Bangladesh of small NGOs working on gender and women empowerment. I thank all who took part and contributed to these developments, in particular, the development partners, staff, RMG businesses, and the beneficiaries to the achievement of SOF. Your continued assistance and moral support will take SOF to a new height in development sector.

- Nikhil Halder, Chairman

Forward.....



This Annual Report presents a short scenario of SOF's activities during the financial year ended in June 2017. It, however, provides only a glimpse of the diverse initiatives that we as women, adolescent and child focused change agent undertake, support and advocate for the holistic change in women and children situation in urban areas. Yet, such a presentation, we believe, shall make sense to those familiar with the context and carry the message to those keen to find out what it takes to work with women and children struck by poverty and social discrimination in a manner that changes their lives. The financial year 2016 - 2017 has been a significant year for SOF. It has achieved a tremendous growth in expanding its program activities especially with government fund. ECD activities have been expanded to 50 garments factories in and around Dhaka city. Apart from supporting women and children through its regular programmatic interventions, SOF also extended networking activities with the gender focused women led NGOs through Doorbar, JatioNariNirjatonProtirodh Forum(JNNPF)and ECD network Bangladesh. In addition, substantial efforts were put on its organizational development activities. During this year, SOF gave especial attention to effectiveness and efficacy while implementing the planned activities. This has been a good learning experience for us. The organization has integrated gender equity strategy in designing and implementing programs. Women empowerment will continue to be the corner stone of our future programs where women rights and gender equality issues will be addressed more comprehensively and with rigor. This report is a product of the combined efforts of all SOF Staffs. I gratefully acknowledge the contributions of the staff for their untiring efforts, commitment and dedication contributing to the rapid progress and achievement of SOF goal and objectives. Finally, I sincerely thank our esteemed partners and supporters– ManusherJonno Foundation, ActionAid, Global Fund for Children, Global Fund for Women, Business for Social Responsibility(BSR), Terre des homes and South Asia Women's Fund and also the government of Bangladesh for their generous financial and CBSG technical support.

- **Mahmuda Begum, Executive Director**

Governance and Management

Legal Status

Registration under	Registration Date	Registration Number
Societies Act-xxi	16-08-2005	1860
NGO Affairs Bureau	18-07-2012	2718

General Committee:

SOF has a general committee comprising different expatriate and experienced personalities involved in different social activities and desired to play their own role for the development of women and children. This general committee sits once in a year for review of all organization and project activities and its progress, providing of feedback and suggestions and approval of all endeavors, future plan with financial transaction. This is a democratic decision making body of the SOF.

Executive Committee

This is a committee comprised by 7 members elected person from the general committee that represents also the general committee. The Executive committee is responsible to review and approve all type of project funding support from donor agency, budget approval, policy approval, staff recruitment and other task stated in the SOF byelaws. Further, the executive director (ED) of the SOF plays the role of member secretary of the executive committee as well as chief executive officer (CEO) of the SOF along with representing the executive committee.

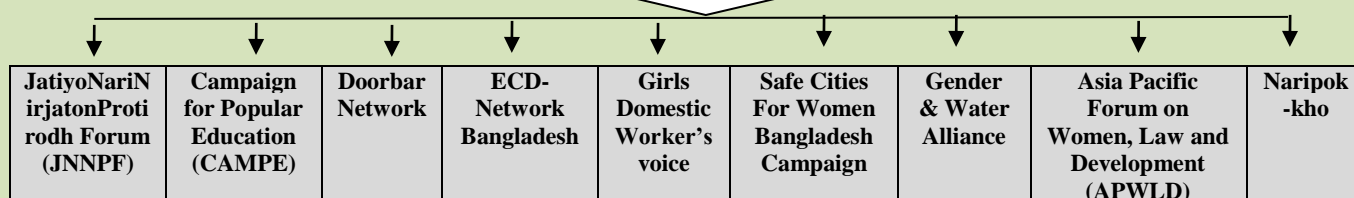
The below table explores the Executive Committee members (for the period from 2015 -2018)

Sl. #	Name of Member	Position in the Body	Main occupation
1	Mr. Nikhil Halder	Chairman	Senior Administrative Officer, Royal Norwegian Embassy,
2	Dr. Samina Sultana	Vice Chairman	Director, Marie Stopes Bangladesh.
3	Ms. Jhohora Akter	Treasurer	Director(Finance), Power Grid Company of Bangladesh Ltd.
4	M Nazmul Haq	Member	Professor, Institute of Education and Research, University of Dhaka, Bangladesh.
5	Shah. Md. Anwar Kamal	Member	Executive Director, Unnayan Shahojogy Team(UST)
6	Gitasree Ghosh	Member	Director(Training), Dushtha Shasthya Kendra(DSK)
7	Ms Mahmuda Begum	Member secretary & Executive Director	Shobujer Ovijan Foundation(SOF)

Networking and Alliances

SOF has partnership with a number of international agencies. It also has strategic relations with networks and resource organizations. Some of them include:

SOF



Management

A program implementation team has been working under the leadership of ED/CEO of whom 90% staff is female as SOF is women focused organization. This management team performs their day to day responsibilities to ensure the overall implementation

of project activities with target achievement and quality in exercising participatory designing and implementation approach. This team also responsible to keep the update of SOF to general and executive body with funds receiving donor agency and also Bangladesh government's concerned department(s).

Financial Management

SOF has developed a good financial system for the effective management of funds. It is currently using Tally, a industry standard financial management software, for its day-to-day accounting functions. The financial management team of SOF has strong professional background to manage partnership and its grants function.

Funding Source

SOF accumulates funds from its general and executive committee members' on the basis of monthly and yearly subscription. Besides, with a view to operation and implementation of different need based development program project as per vision and mission statement, SOF receives external donors' grants upon submission of innovative and thematic project proposals in favor of project outlined beneficiaries and other income generation project.

Participatory Program development

The participatory program development is the main thematic issue of the SOF. SOF believes that unless and until community and peoples participation ensured then program implementation with its quality is quite difficult to achieve the target. This would also influence the program sustainability, so we have adopted this approach since our long experiences with communities and other stakeholders for which SOF has been working.

Quality Implementation

Quality of implementation of project activities is very important that used to attract donor support and well as ensures peoples participation and trust building, so that SOF always keeps it in all aspect of all stages. Unless and until ensures the quality, it would not be possible to make sure the program sustainability for which SOF has a good commitment.

Capacity building

The capacity building of project communities is also an important thought of SOF. This reduces the dependency of project beneficiaries from longer time project support from internal and external sources. Besides, this capacity enhances confidence to make sure the change of lives of individual beneficiaries that influences to create employment and income flow.

Advocacy

The advocacy raises voices or collective voices of project beneficiaries that needs to enhance to access in the service system as their rights and entitlement that creates also the opportunity to make sure the accountability of service providing organization or duty bearers' organizations. This also helps to make a potential platform for bargaining power with government bodies for which any type of policy or guideline has not yet made for the poor or vulnerable communities.

Campaign and Rally

SOF organizes or joins in the campaign program for creating mass awareness on different specific social and economical issues related to basic and human rights, women and children rights that needed to raise attention to policy makers or law makers' institution.

Legal Support to Victim

SOF provides any type of legal support through referral system for their affected beneficiaries or victims to make sure the confidence on SOF about its commitment towards peoples' especially women and children and domestic women, girls and adolescents.

Alliance and forum building

SOF is such women focused an organization that intends to make alliance and forum building with likeminded organization at home and abroad for increasing the advocacy and lobbying power for the betterment of the organization and well as for the project beneficiaries and other stakeholders.

Area of Focuses

Rights based approach and entitlement

This program focus acknowledges the basic and human rights of the peoples, women and children rights living in rural and urban areas of Bangladesh. The rights based program enables to promote the services needed to improve all required elements for economic and social empowerment of vulnerable groups of the society. Therefore SOF always gives the priority to design and develop the rights based program interventions. This approach facilitates to ensure the participation of communities and individual from planning process to implementation and end evaluation of the project quality.

Women and Children

Women and children are the main issues of the SOF development strategies. The position and condition of the women and children is necessary important as they are the near about 55% of the total population of the country, without their development, no endeavor could not be made any positive change and result. Therefore, SOF always takes care to cover them into mainstream of SOF development principles.

Good Governance

Good governance is such a practice that ensures social accountability, participation, transparency with predictability that requires in making the accountable of service and duty bearers for poverty and risk reduction. Therefore SOF always gives emphasis to practice it at maximum level within organization and outside of the organization. It is one of the SOF development principles.

Accountability

This is a downward accountable system that changes the traditional system as from bottom up approach. This type of accountability explore in getting answer of question from senior to junior by claiming the reasons of the question for accomplishing any time bound assignment for which planned in earlier through mobilizing all available resources.

Environment and climate change

SOF thinks environment and climate change is one the main factor for sustainable livelihood and creation of employment opportunities for project beneficiaries. But SOF major and prime working areas are of urban slums, so it works on urban environment and climate change

Gender Equity

The gender issue makes to enhance the social relationship among women and men not considering the sex. In our country, women are in backward position considering different social and economical factors. If the gender equality is taken into consideration, then gender equity could not be possible to achieve. If gender equity is taken into consideration, then equality might be achieved, therefore SOF has adopted the gender equity approach at large.

Institution building

Institution building is one of the important programs of SOF. Without building institution no sustainability is possible. This institution building has been made through enrolling of project beneficiaries and this process ensures the diversified leadership development among project beneficiaries and even office bearers of the institution at grass root level. The institution building focuses on formation of different groups and committees that is being operated and managed by project beneficiaries where SOF usually provides different necessary supports to the groups and committees to run their day to day project activities implementation process.

Women, adolescent and girls empowerment

Women, adolescents and girls are of the SOF's project targeted groups and class for which SOF's program/project activities are being designed in allowing SOF's vision and mission and strategy. This is also a "Nish" area of SOF development agenda.

Urban development

Now the urban poverty is a vital issue by analyzing its underlying causes. The urban poverty is not generated by urban slum dwellers, but it had been brought from rural to urban through migrants slum dwellers and gradually the intensification of urban poverty is increasing. Therefore SOF, make attention about urban development issues with the partnership of national and international donor support.

Fund Generation

Fund Generation: With a view to organizational sustainability and declining of donor's dependency, SOF has started some small scale fund generation activities. This fund generation activities sometimes adopted with explore of organizational accountability and other social responsibility "not for getting profit approach". The followings are of fund generation activities implemented by SOF

1. Cateringservice:

The catering services are a fund generation initiative by SOF itself. The catering services are an innovation of SOF. SOF aims of catering service is to supply the nutritious food to employee and workers engaged in different institutions and unable to bring their own lunch in either in box or packet at work place while they used to come office from home. The initiative considers in two ways as (1) providing nutritious lunch with cheapest cost considering market price, (2). Home- made lunch supply in ensuring cleanness, hygiene for health friendly food supply.

2. Girls' Hostel:

SOF initiated the hostel service with accommodation facility of 15 boarders in early 2007. It has increased this facility gradually, and currently operates 3 hostels with accommodation facility of over 50 students and women. They all are conveniently located in the central part of Dhaka City. SOF operates these hostels for its own income with not only getting strategy but to provide maximum services to boarders (female students and female working boarders) due scarce of female accommodation in the Dhaka city.

3. Training:

With a view to building capacity on different issues and aspects, training is an important means for the individual beneficiaries, groups and other stakeholders. Besides, staff development also requires training for performing his/her roles and responsibility in the job. Therefore SOF facilitates different training sometimes for project beneficiary members, sometimes for organizational staff, and sometimes for other organization by receiving fees. This enables to raise organizational fund. Therefore SOF can facilitate following training course to any organization or institutions by receiving fees.

1. Training of Trainers (TOT): Period 05 days, Course Fee: BDT 7,500.00 per

2. person, minimum participants required for this training: 20 to 25 (residential/non-residential)
3. Hygiene Promotion and School Sanitation: Period 03 days, Course Fee: BDT 7,500.00 per person, minimum participants required for this training: 20 to 25 (residential/non-residential)
4. Child Rights, Period: 03 days, Course Fee: BDT 7,500.00 per person, minimum participants required for this training: 20 to 25 (residential/non-residential)
5. Early Childhood Development (ECD), foundation course-05 days, refreshers course-03 days, Course fee: BDT 7,500.00 per person, minimum participants required for this training: 20 to 25 (residential/non-residential)
6. Care Givers training on ECD; foundation course-10 days, refreshers-03 days, course fee: BDT 7,500.00 per person, minimum participants required for this training 20 to 25 (residential/non residential)
7. Training on Child to Child Approach; Period: 05 days, course fee: BDT 7,500.00 per person, minimum participants required for this training 20 to 25 (residential/non residential)
8. Menstrual management; period: 03 days, course fee: BDT 7,500.00 per person, minimum participants required for this training 20 to 25 (residential/non residential)
9. Gender and Equity, period: 03 days, course fee: BDT 7,500.00 per person, minimum participants required for this training 20 to 25 (residential/non residential)
10. Occupational health, safety and Standard Labor Law: period-03 days, course fee: BDT 7,500.00 per person, minimum participants required for this training 20 to 25 (residential/non residential)

Project wise Activities

Jukta Hoe Mukta



SOF has been started this project since August 2016 with the financial support of ManusherJonno Foundation (MJF) working on rights based approach with both of the mid-level management and garments workers' in the area of Dhaka (Mirpur, Ashulia) and Gazipur (Vogra, Sreepur, Konabari). This project is providing orientation and training on the basis of labor law 2006 for the awareness of workers and management. This project also capacitate RMG workers to negotiate with RMG management for claiming workers' rights. The project provided orientation with RMG worker group on labor law, participation committee and trade union, gender and VAW, leadership, negotiation and collective bargaining. It also

gathers mid-level management of RMG factory to share and discuss the situation of practicing labor law 2006 in their factory. This project will contribute to improve the situation of practicing labor law 2006 in RMG factory as well as workers can protest against their rights violation including VAW in their work place/factory.

Scenario of orientation done under this project

Activity	Target	Achievement	Participants
WG formation	30	16	320
Mobilization Meeting	900	166	2143
Orientation on Labor law 2006	30	12	199
Orientation on Gender and VAW	15	5	150
Orientation on PC Committee & Trade Union	30	5	91
Training on WG Leadership	2	0	0
Training on Negotiation & Collective Bargaining	2	0	0
Workshop with mid-level management	3	0	0

Case Study:

Sabina is working in a factory named Natural Danims Ltd. Situated in Ashulia, Savar. She is working in this factory as an operator in sewing section. She is working in garments factory since 8 years but in the present factory she is working from last 2 years. Her husband named Nayan working as a bus driver. She has 1 daughter only lived with her grandmother in her village.

She is facing a problem with her husband from last January 2017 about her salary. She receive average tk. 10,000 – 11,000 (fixed salary tk.7,500 + over time payment tk. 2500 – 3500) per month including over time. Generally she received her salary in cash but suddenly her factory started to give the salary in bank account (mobile banking) from January 2017. When her salary deposit in her account, a message come to her mobile about detail amount of salary. Her husband took her mobile to being update about her salary. Even her husband forced to Sabina to pick up all amount to give her husband. It created a big problem in her family and often her husband quarrel (using slang language) with her and sometimes her husband slap her. She can't use her salary any more. Her husband took total amount from pushing force to her.

Sabina attended a training on gender and VAW issue provided by Shobujer Ovijan Foundation through Jukta Hoe Mukta project. She shared her above situation detail during this training as a part of story sharing session and said she is in a mental and physical torture. She asked the trainer whether it is a violence or not.

She learnt from this training how to handle the situation to be patience and try to make understand the situation to opposite party (her husband) without making quarrel. So, she kept her patience and tried to make understand her husband that she will give her salary to her husband every month a fixed amount. Then her husband understood and believe her and back that mobile to Sabina. Now though sabina gave all most all amount to her

husband every month she can keep some amount like tk.1000 -1500 (cash) for her own using. And she can use that amount in her wish without making quarrel with her husband.

Sabina always try to learn from her around and also try to implement her learning in her life. She is very positive minded and she said “ I am learning so many issues about her job like – labor law, participation committee, trade union, gender and VAW etc. involving with Shobujer Ovijan Foundation's project. She also discuss her learning issues with her other colleagues in her office/factory.

Securing Garments Worker Project



Shobujer Ovijan Foundation (SOF) has been implemented Securing Garments Workers (SGW) project which is funded by ManusherJonno Foundation (MJF) from October 2013 – December 2016. SOF implemented this SGW project with 20 garment factories in Dhaka (Savar, Mirpur, Asulia) and Gazipur District to improve occupational health and safety of garment workers. The project provided the scope and opportunity to scale up safety and occupation health awareness to the entire factory workers and management staff. Project strived to enhance infrastructural and management systems at factories so that the occurrence of accidents and occupation health risks can be minimized and management staff and worker will enhanced knowledge and awareness so that in case of workplace accidents, workers can manage the situation with minimum impact. This project is envisaged developing a new low cost model for improving occupational health and safety particularly for the women workers at the garments factories.

Case Study:

It has been noticed that 80% workers working in RMG sector are female but in most of the factories, the management staff and line supervisors are all men. There is a common phenomena in the industry area that the women staffs in supervisor level cannot bear work load with pressure. But found a factory where there is an exception scenario.

We have come across a unique factory named Liberty Garments Ltd, where only women employees are taken at the line supervisor position. Here we met with Rehana Begum, who is working as a Production Manager with her full confidence. Factory management has given these ladies a chance to prove themselves and they did not let the factory down. Proving all myths false, the factory is running smoothly and at the same time, there is no record of missing a shipment deadline or a similar blunder so far. SOF provided training on health and safety to the line supervisors of this factory which they enjoyed very much. They shared their lessons from SOF's training with other workers. They have shown their keen interest on basic education and computer operating.



Reduce Urban Poverty through Participatory Action (RUPA)

This is a rights based program for the children living in urban slums with their parents. This project is treated as child centered urban slum development.



The children in age between 3-8 years are the direct beneficial groups from the project. The main objective of

the project is to reduce the urban poverty through mobilizing the poor and vulnerable households for the development of their children. This children group plays the key role as slum development ambassador. The project intends to capture around 35,000 children from the vulnerable and poor households from selected slums. In order to achieve the objectives, SOF establishes ShishuBkashKendras (SBKs) of which is being guided by a group of trained field facilitators and teachers. These SBKs are being also managed by school management committees (SMCs) of which members have been elected from the poor and vulnerable families as slum representative. Moreover, project has intended to empower the SMCs, SBKs, children and their parents on many aspects especially economic and social by

exercising a participatory program approach. The RUPA is a sponsorship program supported by external individual supporters that managed by an international organization ActonAid Bangladesh. Activities of RUPA projectare :



- Mapping public services and accessibility status of people living in slum
- ShishuBikas hKendro (Children Space) formation

community Meeting

- Youth Group formation
- Open discussion on women's contribution to livelihood security
- Staff coordination and bi-monthly management committee meeting
- SBK management training
- Community sensitization meeting /sponsorship mechanism meeting
- CM materials Pencil, sharpener, eraser, oil pastel, color paper, glue etc).

RMG Factory Day care Centre Upgrade Project:

For this project we have worked in three garment factories. They are Lis Fashion Ltd, Columbia garments Ltd, Neo Fashion Ltd. MOU with the factories, Introductory meeting with the factory management, Need assessment for three factories, Basic training for care



givers on Early Childhood Development (ECD), Mothers meeting with factory workers, ECD material development&Daycare centre decoration. This project continued from December 2015 to April 2017.



Early Childhood Development (ECD)

Early childhood development is process facilitation by trained caregivers to different aged children that associated the broader development of children with a preparation for next step of education and participation in the mainstream of development process. This type of ECD approach and package facilitation also helps and associated with the working mothers for their children in keeping children in own home environment where their children gets grown up nursing and take



caring supports for their physical, mental, linguistic and social communication development. The ECD package following parts stated in bellow. Part-1: Crèche (0 to 03 years): This is a garments factory in site based program. These services are provided to children in garments factory site where a learning room (daycare centers) is decorated with different learning and playing materials for the crèche child where a trained caregiver engaged to provide learning supports to children. This service package helps garments factories workers especially female workers for the crèche children needs to keep in a home environment for doing their job smoothly and tension free.

This part-1 project has been financially supported by Global Fund for Children (GFC) and Business for Social Responsibility (BSR) Part-2: Community Based ECD: Beside garments factories in site program, SOF also facilitates this package at community level for poor and disadvantaged groups in urban areas for the

children aged range in 0 to 06 years. This community based ECD package of services also facilitated for the children to develop their physical, mental, linguistic and social communication development following similar approach stated in part-1. This part-2 ECD packages are being facilitated through external funding support from Global Fund for Children (GFC) Part-3: Work place based (daycare centers): SOF also facilitates to provide service for the children of mothers and fathers working in their duty station where any daycare or child cares service are not available. The consequence of unavailability of daycare service makes children mother and father very dense of tension and hampers of their work. In that above light, SOF provides consultancy services (by receiving charges) to the organizations (i.e. general office, bank, insurance company, schools and other working stations) for their children following similar approach without donor funding support. For doing this service to organizations and other working stations, SOF has also been doing advocacy work on ECD package to realize and materialize the matters of child issues among working male and female. Part-4: Consultancy Package for RMG Sector: Under this consultancy package services, SOF facilitated different types of services need for RMG sector as mandatory on the issues of caregivers training, occupational health and safety, labor law, pregnant and newly mother orientation, mothers orientation on child development, child care set up and decoration that requires payment of fees to SOF. Any RMG sector garments factory can take these services from the SOF by payment of fees. These consultancy fees might be fixed upon negotiation with interested factory owner(s).

Child Care and Education:

This project is funded by Global Fund for Children which is based in Washington DC, USA. This project aims at building day care centers for women working in readymade garment factory.

A community consultation was held in Kollanpur Porabosti a slum area with the slum dwellers. In that consultation we discussed about establishing day care center and child care center. The demand for child care and day care center was estimated by taking opinion from mothers who has up to six years old children. This estimation was done through a baseline survey. Others activities include:

- Specialized skill building of the workers
- Setting up day care centre
- Setting up child care centre
- Decorating day care centre.
- Decorating child care centre.
- Setting up day care and child care operation comity
- Supervision and monitoring.

Occupational Health and Safety:

This is a rights based program for the readymade garments workers. SOF works with garments workers, owners and factories management staff under this program approach. This program has been implementing in the selected garments factories located in urban areas of Bangladesh. This is also a part of an advocacy program implementation approach where garments owners, factories management staff and workers are being motivated and sensitized to make sure in enjoying workers rights and entitlement of services by working together as a win-win game modality. The main objective of the project is to reduce the incidence of accident of workers while they are in production, and increase their knowledge and awareness on labor laws standard of which allows them to raise their collective voice for getting financial benefits and other services as workers rights from owners. Side by side garments owners are more responsible to make sure the safety environment in their factories that allows enhancing the targeted production quantity by workers. In order to achieve the objectives, SOF facilitate different training, meeting and organize workshop for workers, factory management staff and factory owners. This kind of facilitation also allows in ensuring the workers participation in different committees managed by garments owners and their management staff. This facilitation by SOF is also a part of workers empowerment process. The OHS projects have been financially supported by ManusherJanno Foundation (MJF) and Global Fund for Women (GFW).



Activities that were done under this project are given below:

- Baseline Survey, Factory selection and evaluation
- Occupational health and safety training for garments factory workers
- Refresher occupational health and safety training for garments factory workers
- Group discussion with female garments workers about occupational health and safety
- Setting up daycare centre in garments factory
- Early Childhood Development Training for care givers for 10 days, 1 batch
- Supervision, monitoring and field visit.

Violence against Women (VAW)

Since civilization women are of a part of development where their participation are not found equally even sometimes found their poor participation that is not required. But changing of customs, culture, believes their participation comes fewer, even they are now in the main the target of violence in different kind. Therefore, SOF as female focused organization has come forward to bring women issue to all. With a view to protect women against violence and promote them in to main stream of development, SOF works for well-being of women. Enforcing the workforce and strengthening the capacity SOF, join in different likeminded women beneficial forum (i.e. Durbar Network, Safe cities for women Bangladesh, JatioNariNirjatonProthibad forum-JNNPF) to make a functional plate form for women where executive director (ED) of SOF has been playing President's roles for Dhaka region Durbar network. Besides, JNNPFsecretariat has been functioning its role from SOF Office under the supervision of ED of SOF. These forums create peoples' awareness for women mobility and participation in development equally like men along with violence against women issue to create male's positive change on women mobility. These forums also provide different legal rehabilitation and financial supports to victims, other side they mobilize and organize mass gathering of women, rally, and human-chain and media engagement in favor of women supports for any type of incidence occurred against women. The VAW actions are completely rights focused program of which has been financially supported by ActionAid Bangladesh and receiving other forums and network organization's yearly subscriptions

VGD Project

This project started from April 2017 in 2 upazil named Tongibari and Lohojong under Munsiganj district with the financial support of Bangladesh Government. There are 02



offices in 2 upazila under this project for successful implement of the project activity. The project build capacity of vulnerable women group through providing different training like- vegetable cultivation, cattle raring. This project also maintain regular communication with related government officials.

JatioNariNirjatonProtirodh Forum, JNNPF

This project is started from January, 2016, that financially supported by its forum members' subscription where ActionAid has been playing the key role and SOF has been providing secretarial support by setting up a newly Secretarial Office in SOF office premises to make sure the timely coordination among forum members'. The ActionAid provided funds to rehabilitate the female victims caused by different types of tortures by

male and others. Under this support program, SOF has been facilitating the following activities in favor of JNNPF:

- Community consultation on VAW, district level press conference, workshop and meeting;
- Exchange of views sessions as part of awareness program;
- Facilitation of workshop with government and NGO stakeholders on stop the VAW;
- Organize VAW mechanism workshop in district level and stop VAW networking strengthening;
- Assistance/emergency services for violence survivors



Providing institutional support, strengthen and enhance women workers' leadership capacity in accessing their rights.

- Mobilization: A baseline survey will be conducted in the KollanpurPora slum area through community meetings to mobilize 500 new members
- Awareness Raising and Capacity Building:
- Providing 10 specific trainings to 500 female workers

- Formation of Slum Management Committees (SMC):
- 10 SMCs will be formed,
- Comprising of 6-8 WDW leaders and 5 comprising of 6-8 RMG worker leaders
- Sensitizing Stakeholders:
- SOF will conduct 4 meeting with stakeholders- Bangladesh garments Manufacturing Exporting Authority, labor unions, women's rights groups in the slum, city corporation
- Officials, police, and lawyers.

Upcoming Project

South Asia Young Women Leadership and Mentoring:

This project actually started its activity in July 2017 (Just passing our FY-2016- 2017) through providing an international Training on Trainer (TOT) with project staffs. The main theme of this project to develop young women leaders who will lead different movement especially on women issues. This is a three years project where the other activities include:

- Selecting 10 -15 young women as a potential young women;
- Conducting baseline survey;
- Staff capacity building;
- Providing Leadership and feminist leadership training to the selected potential young women;
- Providing refresher training on feminism, leadership and movement;
- Providing Gender and VAW training to the selected potential young women;
- Workshop on knowledge exchange from root level women leaders;
- Day observation (women and youth day);
- End evaluation;
- Workshop with related stakeholders' on evaluation report;
- Regular online meeting with mentors.
- Reporting and Documentation.

Saydabad Phase-II LIC (Low Income Community) Project:

This is a Bangladesh Government funded project that will implement in SattolaBosti (slum), Mohakhali, Dhaka. SOF will form CBO in the selected slum. As a wash focused project, the main activity of this project is as below-

- CBO formation;
- Mobilization of slum dwellers;
- Disseminate the knowledge based information focused on hygiene promotion;
- Infrastructure installation like- Water line in slum;
- Regular monitoring.

Financial Report

Particulars	Notes	2016-2017 Taka
<u>Income</u>		
Foreign Donation	04	1,384,128
		-
<u>Local Income and Donation/Contribution</u>		
Grant Received from Occupational Health and Safety Project		-
Grants Received for European Union Project		1,488,491
Grants Received for SGW-MJF Project		485,120
Grants Received for RUPA Project		1,556,511
Grants Received for JNNPF Project		674,715
Hostel Fee Received		186,603
Bank interest received		23,583
Opportunity Grants		117,800
Income from Training		38,834
Income from Rupa		-
Emergency Fund		-
Local Contribution		224,018
		6,179,804

Expenditure

Office Expenses

Bank Charges	23,594	
Conveyance	7,000	
Travel Cost	35,000	
Ex- Poser visit expenses	30,000	
Office Rent	215,474	
Communication cost	18,000	
Audit fee	35,000	
Office expenses	47,751	
Staff Salary	154,871	
Office Staff Salary		-
Project Officer Salary		-
Consultancy Fee	13,000	
Utilities	37,500	
General, Repairs and maintenance	44,612	
Legal Fee	19,088	

Project Expenses

Conveyance for Office staff	125,805
Emergency Service for Violence	140,061
Workshop Women Right & Medico	20,000
Center Cost	19,000
Computer accessories and services	-
Human Resources	141,025
End line Evaluation	9,000
Annual General Meeting	102,171
Program activity	218,890
Foundation Training Workshop	55,191
Project Utilities Bills	14,087
ECD Toy & Hygiene material	30,000
ECD Toy & Hygiene material in com. Based	-
EC Meeting	2,159
Conducting ECD Facilities and Service assessment	10,000
SBK Management Training	10,000
Mobile card/ Telephone bills & Internet	9,240
Stationeries & Supplies	47,260
Refresher Training for factory Mgt.	227,800
Advocacy Meeting with Stakeholder	80,000
Mother's Group Meeting	50,699
Center Rent \ Cluster Rent	48,000
ECD Training for Caregiver	140,000
ECD Rent	48,000
Center Set Up/ Establish Day Care Center	133,450
Day Care Center Decoration	15,000
Emergency Fund	27,352
Website Development	20,000
Conduct Training for women	143,800
	25,375

Administrative expense	
Repairs and maintenance	4,308
Office Rent for Project	80,400
Conduct Awareness Raising Campaign on S& OH	55,000
Group discussion on Health & safety	75,000
Project Staff Dev. Train on OH	15,768
Formation of workers group	5,409
Worker group Mobilization	21,389
Training, Meeting & Materials	21,070
Local Travel & Transport	65,850
Leadership Training	795
Orientation on PC & Trade Union	28,634
Project Field Visit	133,750
Staff Salary	21,52,154
Indirect Program Cost	3,066
Common Program Cost	517,263
Direct Program Staff Cost	318,385
Indirect Program Staff Cost	81,458
Staff Cost	61,600
Office Cost	94,550
Travel Cost	43,015
Fund raising Cost	391,940
Orientation on Labour Law	62,024
Orientation on Gender & VAW	47,675
Community consultation on VAW	28,732
Communication cost of PO	1,500
Sharing Meeting With Network partner smoothly	24,600
Press conference expense	28,400
Website Development Cost	67,000
Travelling Expense	29,232
Overhead cost	130,128

Depreciation	<u>111,309</u>
	7,295,658
Excess of expenditure over income	<u>(1,115,854)</u>
	<u>6,179,804</u>

Financial Turn Over

Financial Year	2014 - 2015	2015 - 2016	2016 - 2017
Amount Received (Tk.)	51,10,740	70, 78,258	61,79,804
Amount Expenditure (Tk.)	42,49,205	54,46,609	72,95,658

Conclusion

The main focus of SOF to work on different women and child issues through rights based approach to established and ensuring women empowerment and child rights. There are not so many NGOs who work inside of RMG factory for establishing workers' rights. Though this is very tough job to convince RMG management for working inside of factory but SOF continuing this job with cordial support of factory management. Here is the specialization of SOF. This organization is trying to extend its program in inside of factory in future with different issues to make a compliance working environment in RMG sector. Alongside women and child issues, it also going to extend its working arena on migrant issues where both of man, woman and children are involved. SOF just started to dialog with different donor and networking organization to include the migrant issue for extending its working arena.

SOF also contribute in feminist movement in Bangladesh through developing Young Women Leadership. It is fully committed to achieve its target. It will put emphasis on advocacy and networking activities with appropriate stakeholders particularly with RMG management and their associations. This annual report is a document to prove organization's strength for implementing different project.



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