



Annual Report  
July 2017 – June 2018  
Shobujer Ovijan Foundation



## Edited by

**Mahmuda Begum**

Executive Director  
Shobujer Ovijan Foundation (SOF)

## Prepared by

**Afsana Shehry**

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## Published by



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**Nikhil Chandro Halder**

Chairperson

Shobujer Ovijan Foundation

I am really happy to make it out that Shobujer Ovijan Foundation (SOF) is publishing Annual Report of 2017-18. This report accounts major outputs of 2018, alongside it is also presenting the growing successes of SOF till date. Since the beginning, 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 closer to their mothers and are able to get breastfed, which not only beneficial for the children's growth but a psychological relief for their mothers. 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, Jatio Nari Nirjaton Protirodh Forum (JNNPF) & ECD network Bangladesh of small NGOs working on gender and women empowerment. The organization also actively participated in an EU-TDH mega project, Jukta Hoya Mukta, where it partnered with MJF and OSHE to work with working women in garments, and organized Workers Groups. I also am very happy to see SOF proudly participated in development activities for the last 12 years very successfully, and hope to see it flourish more in the future. I would like to thank all who took part and contributed to these developments, in particular, our development partners, staff, RMG businesses, and the beneficiaries to the achievement of SOF so far.

Thanks and regards.



**Mahmuda Begum**

Executive Director

Shubojer Ovijan Foundation

I am happy to present a brief state of affairs of SOF's activities during the financial year ended in June 2018 in this Annual Report 2018, which provides only the opportunity to have a quick look of the diverse initiatives that we as women, adolescent and child focused change-agent have undertaken, supporting and campaigning for the holistic change in women and children's 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 2017 - 2018 has been a significant year for SOF because it achieved a tremendous growth in expanding its program activities especially with the support of the Government of Bangladesh funds. As our Chairman already said, the 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, Jatio Nari Nirjaton Protirodh Forum (JNNPF) & ECD network Bangladesh of small NGOs working on gender and women empowerment. The organization also actively participated in an EU-TDH mega project, Jukta Hoya Mukta, where it partnered with MJF and OSHE to work with working women in garments, and organized Workers Groups, trained them to raise rights issues to be reported to their employers. 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 cornerstone 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 persistent efforts, commitment and dedication contributing to the rapid progress and achievement of SOF goal and objectives. SOF also feels very proud that it existed for the last 12 years very successfully, and participated in development activities with improved learning. I also hope to see SOF flourish more in the future, and for that I seek help from all quarters. Finally, I sincerely thank our esteemed partners and supporters—Manusher Jonno Foundation, Action Aid, Global Fund for Children, Global Fund for Women, Terre des homes and South Asia Women's Fund and also the government of Bangladesh for their generous financial and CBSG technical support.

# Governance

## Legal Status

Registration under	Registration Date	Registration Number
Societies Act-xxi	16-08-2005	1860
NGO Affairs Bureau	18-07-2012	2718
Ministry of Women Affairs	19-06-2017	Dhak/499/2017

SOF has a Governing body that consists of 7 members. Executive Director of SOF is a part of Governing body as the member Secretary. Quarterly meeting held by the Governing body to coordinate between the major issue and policy.

## Governing Body Members

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 NazmulHaq	Member	Professor, Institute of Education and Research, University of Dhaka, Bangladesh.
5	Shah. Md. Anowar Kamal	Member	Executive Director, Unnayan Shahojogy Team(UST)
6	Gitasree Ghosh	Member	Director(Training), DushthaShasthya Kendra(DSK)
7	Ms Mahmuda Begum	Member secretary& Executive Director	Shobujer Ovijan Foundation(SOF)

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## Introducing Shobujer Oviyan Foundation(SOF)



### "Green Expedition"

Non profit organization

Established in 2005 by a group of social workers

Unleash the potential of the disadvantaged working women and their children in the urban & rural areas.



### Vision & Mission

Children and women enjoy secure, healthy, lives and responsive environment that promote their social, economic, cultural and moral development.

SOF endeavors 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.

# Objectives



Mobilize awareness to promote women empowerment & women rights



Promote & support women in job factory & self employment



Promote child friendly education & support development



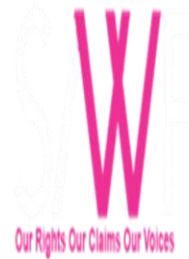
Promote women livelihood through skill training



# Donors of SDF



Relentless support in  
SDF's endeavors in  
Garments factories,  
Urban slums, Rural  
communities and Urban  
domestic households.



Women's Fund Asia



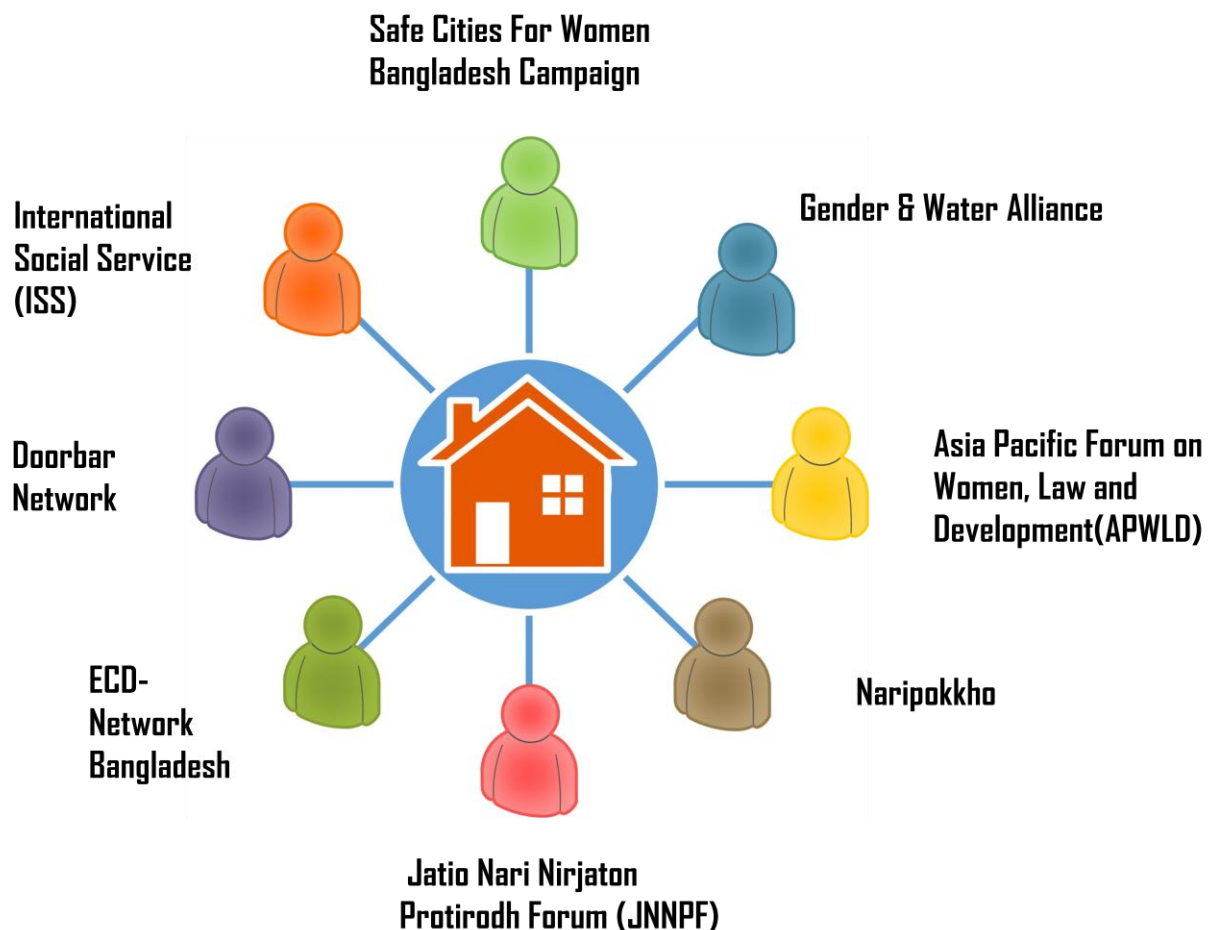
AGA KHAN FOUNDATION  
An agency of the Aga Khan Development Network



## Strategic Focus: (font 14)

Disadvantaged working women and their children in the urban & rural areas through providing education, specialized crèche, health care, Occupational Health and Safety, ECD, workers' rights, Women Human Rights, Child rights, livelihood skills and community development services. Child and gender development are its fundamental work. SOF's capacities are Training, material development, survey-research-monitoring, Reporting.

## Network and Alliances



## Our Fund Generating Enterprises

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.



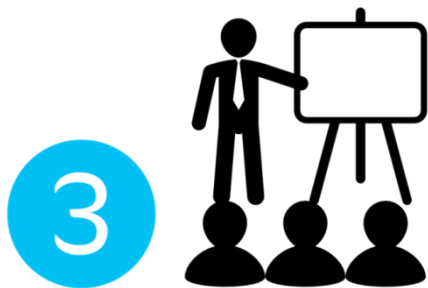
### **Catering Service**

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.



## 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.



## 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.

- ✚ Training of Trainers (TOT): Period 05 days, Course Fee: BDT 7,500.00 per person, minimum participants required for this training: 20 to 25 (residential/non-residential)
- ✚ 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)
- ✚ 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)
- ✚ 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)
- ✚ 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)
- ✚ 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)
- ✚ 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)
- ✚ 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)
- ✚ 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)



## Day care & Child Care Center

Day Care is one of the special fund generating area of SOF who launch this program using it's long experience. Based on the experience, SOF believes that early childhood is the time of a child when basic structure of his/her life is built. It is generally thought to be the time from his/her zero to six year of his/her life. In the early childhood development process, a child's physical, emotional, social, intellectual and linguistic developments are taking place. So, to make a child-friendly development environment, society and families need to do something special so that a child can grow up well. But, in our society, it is generally observed that most of our parents, families, educational and other social institutions are not aware enough to help a child grow well. Not only that many people have even opposite notions which hamper a child's growth. So, parents, authorities and especially the caregivers of a child care center need to know the fine points of a child's early development process so that they can help children grow well.



In view of the above mentioned points, SOF have taken initiative to implement early childhood development program since 1907 through establishing the day care centers aiming to take care of the babies at factory level (garment factory workers' children aged 0 – 3 years) as well as community level (children of the domestic workers, factory workers and community mothers aged 0 – 6 years) for their balanced and scientific development.



## Activities of the Day Care enterprise program

- ❖ Develop awareness on tripartite benefit of factory owner-child-mother at factory level and family-child-mother at community level, and facilitate to establish day care center in the workplace giving proper guidance.



Developing low cost materials using rejected materials

- ❖ SOF decorates the Day Care center with rejected and low cost materials in the factory as well as community. Earlier it run through the funded project named Securing Garments Worker and Factory Day Care Center Upgrade Project. Presently, SOF is monitoring the previous decoration; establish (with set-up and decoration) the Day Care Center in consultancy basis with law cost.



Day care center decoration

- ❖ 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)



Care giver training on early childhood development

- ❖ Regular Monitoring and follow-up the day care center.



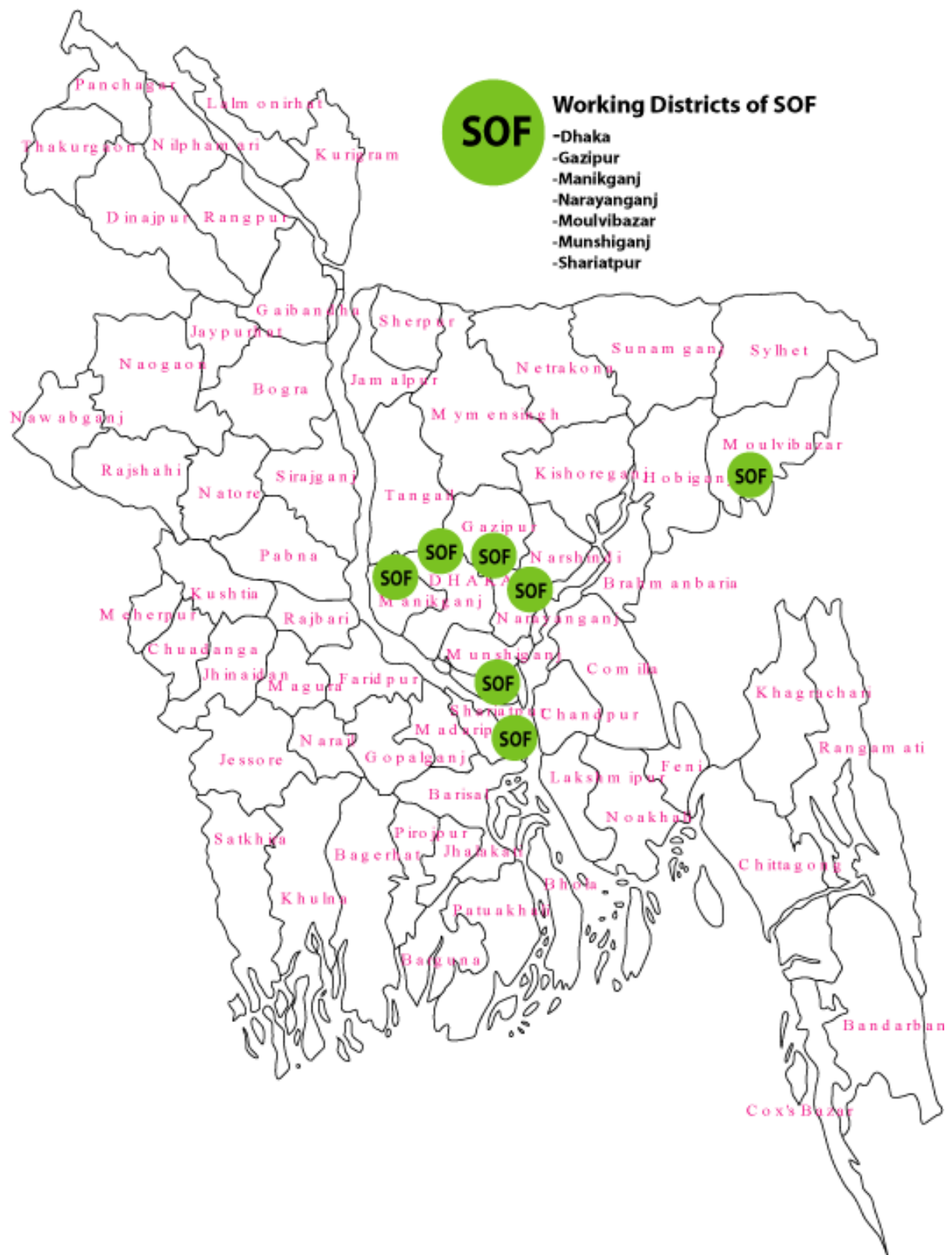
## Youth Entrepreneurship development

Youth Entrepreneurship Development: Under this activity training providing on flower business to youth group aiming to income generation.





# Working Area Map



## Project wise Activities

### 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 Kollyanpur 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.

### Young Women's Leadership Initiative:

This project is funded by Global Fund For Women (GFW), started its activity in July 2017 through providing an international Training on Trainer (TOT) with project staffs. The main theme of the project is to develop young women leaders who will lead different movement building especially on women issues. This is a three years project where the other activities include:



- Young Women Leadership Initiative (YWL)
- Development Youth Leadership by providing training to women in community level
- Provide training and awareness on Domestic Violence
- Provide training on leadership, Feminism and movement
- Taking initiative for movement building.

## Jukta Hoe Mukta



SOF has started this project since February 2016 with the financial support of Manusher Jonno 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) This project is providing orientation and training on the basis of labor law 2006 for the awareness of workers and management. This project also capacitates 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. The main activities of this project are:

WG formation, Mobilization Meeting, Orientation on Labor law 2006, Orientation on Gender and VAW, Orientation on PC Committee & Trade Union, Training on WG Leadership, Training on Negotiation & Collective Bargaining, Workshop with mid-level management on Labor law 2006, Gender and VAW,

Scenario of orientation done under this project

Activity	Target	Achievement	Participants
WG formation	30	30	600
Mobilization Meeting	900	900	1681
Orientation on Labor law 2006	30	30	600
Orientation on Gender and VAW	15	15	600
Orientation on PC Committee & Trade Union	30	30	600
Training on WG Leadership	2	2	57
Training on Negotiation & Collective Bargaining	2	2	58
Workshop with mid-level management	3	3	65



Workers Orientation



Workers Orientation



Mid-level management orientation



Mid-level management orientation

### Case History of Khadiza:

Khadiza (Jaba group) has been working in a factory named United Apparels Industries Ltd. since last 2 years. She is working as an operator whose ID card No. 1150. Her Total experience to work in garments industry is 8 years. She has 3 daughters but she lives in Dhaka with her husband and younger 01 daughter.

6 months before factory doctor checked her and identified a goiter (a morbid enlargement of the thyroid gland) in her neck. Factory doctor suggested consulting with another doctor (ENT specialist) outside of factory. Then she visited ENT specialist outside of factory and doctor suggested to do an operation. Khadiza decided to do the operation and applied in her factory for 15 days leave. But the factory management did not agree to do long days leave with payment and said to give up her job. Then she requested factory doctor to make understand the management for approving her leave. She did bargaining with management



for getting leave with full payment. Finally, Factory management approved 7 days leave with payment for her treatment (Operation). After her Operation and 7 days leave she joined in her factory. Showing her condition Factory doctor suggested not to work in factory at least 10 days as her health condition was not good. Then she applied for leave again with the reference of factory doctor's suggestion and factory management approved again 7 days leave without payment. Passing 7 days leave after her operation she joined in the factory and working accordingly.

Khadiza said she has to bargain with factory management for getting leave for her operation. Factory management did not give her leave easily. They said to leave her job for her operation. She shared "learnt from the training of SOF that how to bargain with factory mid-level and high level management. How to claim own rights. When line supervisor rejected my leave application then I don't be stopped. I went to production manager and other officers and also talked with the reference of factory doctor and my rights of leave. Then I have been success through the factory approved last 7 days leave without payment. Before joining the SOF Worker Group and receiving their training I could not bargain with the factory management." I want to give thanks to SOF for giving awareness on our (workers) rights.

## **Vulnerable Group Development (VGD) Project**

This project started from April 2017 in 2 *upazila* 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 builds capacity of vulnerable women group through providing different training like- vegetable cultivation, cattle raring. This project also maintains regular communication with related government officials. The first phase of this project is just completed and the second phase is under process for running.



## Design and Institution of Water System in LIC (Low Income Community) Project:

This is a Bangladesh Government funded project that will implement in SattolaBosti (slum), Mohakhali, and 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.

## International Migration

1. Assessing cases referred by ISS UK (Children and )
2. Report writing on the referred case
3. Collect the casework related Bangladesh from global networks.

## Jatio Nari Nirjaton Protirodh 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

## 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.



## Reduce Urban Poverty through Participatory Action (RUPA)

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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 Shishu Bkash Kendras (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 project are:**

- Mapping public services and accessibility status of people living in slum
- Shisu Bikash Kendro (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).

## Securing Garments Worker Project

Shobujer Ovijan Foundation (SOF) has been implemented Securing Garments Workers (SGW) project which is funded by Manusher Jonno 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.

## **Up-coming Project**

### **Strengthen Feminist Movement project**

This project funded by Women Fund Asia (WFA). Main objectives of this project are

To develop 20 Master Trainer through providing TOT on Gender and Feminism

To raise consciousness on Leadership, Gender Equity and Feminism

To increase women leadership in all sector

Financial development

Increase women participation in family decision making

# Financial Report

এরশাদউল্যা পাটওয়ারী এন্ড কোং  
**Irshadullah Patwary & Co.**  
Chartered Accountants.

72, Malibagh (3<sup>rd</sup> Floor),  
Mouchak Moor, Suite No. 406  
Dhaka-1217. Phone: 9331758  
E-mail: iupc211@gmail.com

## AUDITORS' REPORT

Dated: 13.08.2018

We have audited the accompanying **Consolidated Financial Position, Consolidated Income and Expenditure Statement & Consolidated Receipts & Payments Accounts of Sobujer Ovijan Foundation** as of **30<sup>th</sup> June 2018**. The preparation of these **Consolidated Financial Position** is the responsibility of the Organization's management. Our responsibility is to express an independent opinion on these financial statements based on our audit.

We conducted our audit in accordance with Bangladesh Standards of Auditing (BSA). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statements presentation. We believe that our audit provides a reasonable basis of our opinion.

In our opinion, the financial statements, prepared in accordance with Bangladesh Accounting Standard (BAS) give a true and fair view of the state of affairs of the organization as at **30<sup>th</sup> June 2018** and the results of its operation for the year then ended with the other applicable laws and regulations.


We further report that:

- We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit and made due verification thereof.
- In our opinion, proper books of account as required by law have been kept by the company so far as it appeared from our examination of those books proper return adequate for the purpose of our audit have been received.
- The Organization's and **Consolidated Financial Position, Consolidated Income and Expenditure Statement & Consolidated Receipts & Payments Accounts** dealt with report are in agreement with the books of accounts.

### Audit Observation Notes:

Cash in hand was shown as per book and we could not physically verify the same as our audit was post dated.



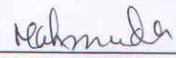
  
**Irshadullah Patwary & Co.**  
Chartered Accountants

**Sobujer Ovijan Foundation**  
**Consolidated Financial Position**  
**As at 30th June, 2018**

	Notes	2018 Taka	2017 Taka
<b><u>ASSETS</u></b>			
<b>Non-current Assets</b>			
Property, Plant & Equipment	Annex-01	490,258	481,412
Planning and Development		48,845	264,345
<b>Current Assets</b>			
Advanced to project		565,269	665,269
Loan to Project & Other		105,400	105,400
Cash in hand	01	22,403	13,154
Cash at bank	02	1,180,499	769,133
<b>Net Current Assets</b>		<b>1,873,571</b>	<b>1,552,956</b>
<b>Total</b>		<b>2,412,674</b>	<b>2,298,713</b>
<b><u>FINANCED BY</u></b>			
Fund Account	03	2,352,674	2,263,713
Provision for audit fee		60,000	35,000
Loans from projects			-
<b>Total</b>		<b>2,412,674</b>	<b>2,298,713</b>

The attached notes form an integral part of these accounts.

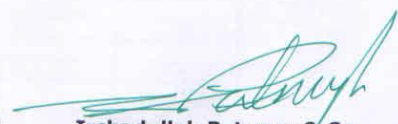
  
Finance Manager

  
Executive Director

As per annexed report of even date.

Dated:  
13-08-18



  
Irshadullah Patwary & Co.  
Chartered Accountants



**Sobujer Ovijan Foundation**  
**Consolidated Income and Expenditure Statement**  
**For the year ended 30th June, 2018**

Particulars	Notes	2018 Taka	2017 Taka
<b>Income</b>			
Forcing Donation			
Bank Interest	04	6,872,430	1,384,128
<b>Local Income and Donation/Contribution</b>		22,850	23,583
Donation			
Grants-WASA		278	
Grants Received For European Project		500,000	
Grants Received For SGW-MJF Project			1,488,491
Grants Received For RUPA Project			485,120
Grants Received For JNNPE Project			1,556,511
Local Contribution			674,715
Subscription Fee From GC/EC Member		57,975	224,018
Income From Training		5,000	
Opportunities Grants			38,834
Hostel Fee Received			117,800
			186,603
<b>Total</b>		<b>7,458,533</b>	<b>6,179,804</b>
<b>Expenditure</b>			
A Website of JNNPF			
Administrative Expenses		320	
Annual General Meeting			25,375
Salary Accountant & Admin Officer			102,171
Advance		422,316	363,940
Advocacy with SMC and PTA		2,500	
Advocacy/lobi Meeting with Local Government		2,420	
Annals Report of JNNPF		17,696	51,381
Assistance/emergency Services for Violence		4,725	
Audit Fee		68,640	
Bank Charge		60,000	35,000
Base Line Survey		25,869	23,594
Capacity Building Training on Secured Mobility		19,640	
Caregiver Salary		10,000	
Caregiver Training		101,678	52,000
Cartidge/Toner		24,124	
Center Cost/ Repair-2017		5,700	
Child Day Care Decoration		309,000	200,450
Child Rights Day Observation		30,000	
Children Emergency Support		29,981	
CM & Questionnaire Photocopy		45,363	
CM Materials		1,943	
Community Cinsultation on VAW Issue with Local L		79,800	21,070
Communication		10,020	
Community Sensitization Meeting		77,300	19,500
Common Program Cost		12,255	28,732
Consumable			517,263
Consultancy fee		15,150	
Conveyance			138,805
Conduct Awareness		48,250	7,000
Days VAW-2017			55,000
Digester Prevention Day		48,097	15,000
		2,477	


Direct Program Staff Cost			318,365
Indirect Program Staff Cost			81,458
IEC Meeting			2,159
ECD Materials			
ECD Rent	74,000		30,000
ECD Training	60,000		58,000
Emergency Service			140,000
Emergency Fund			140,061
Endline Evaluation			27,352
Establish Child Day Care Center			9,000
Establish Sbk Center	40,001		27,352
Executive Director Salary-2017	18,999		
Exposure Visit for Women Groups	115,720		245,619
Facilitate to Ensure Disability ID Cards	8,500		
Facilitators Honorium-2017	2,500		
File for Sponcer Children	180,180		150,653
Foundation training Workshop	24,190		
Fund Raising Cost			55,191
General Maintenance			43,015
Group Discussion-Leadership	8,817		
Human Resource	5,000		75,000
IEC Material & Training Module Development			141,025
IGA Support	9,000		
Internet Cost During Photo Apload	15,000		
JNNPF Press Conference on VAW Situation on 16	4,000		
Leadership Training	31,512		
Legal fee	61,000		795
Local Travel Related to Photo Update	-		19,088
Mobilization, Sensitization Meeting	10,000		65,850
Mobile Card	21,300		21,389
Mother Group Meeting			9,240
New Facilitator Honorium			50,699
Office Expense	154,597		
Office Rent	96,344		142,301
Organization Development	390,749		295,874
Organizer Cum Trainer	54,742		62,024
Organizer-100% Salary	183,667		47,675
Orientation	170,400		138,000
Overhead Cost			28,634
Printing & Stationaries			130,128
Program Officer Salary	42,412		
Program Activities	560,750		468,514
Project Coordinator-100% Salary			218,890
Project Evaluation	355,000		313,700
Project Field Visit	31,250		15,768
Project Introducing Workshop	66,775		133,750
Project Utilities	33,000		
Press Conference			14,087
PRRP Training			28,400
Quarterly SBK Management	4,500		
Refreshment for Children	4,456		
Refreshment Training	64,800		227,800
Register Khata-2017			29,232
Repair & Maintenance	2,210		
Sbk Center Rent	18,090		48,920
Sbk Teacher Salary	60,000		
SBK Toy & Maintanance	76,258		
Sensitization Community People on Child Right	18,557		10,000
Sensitization Meeting with Different Stakeholde	1,844		
	6,940		

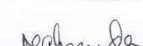




Chartered Accountants			
Sharing Meeting with Network Partner Smoothly	40,058	24,600	
SOF Consumable & Stationary	20,986		
SOF Formation of Workers Group	6,300		
SOF Leadership Training for WGs	177,683		
SOF Local Transportation	99,088		
SOF Orientation on PC & Trade Union	159,576		
SOF WGs Orientation on Gender & VAW	104,922		
SOF WGs Orientation on Labour Law	129,980		
SOF Workers Group Mobilization	155,611		
Sponsorship Office Salary	255,255	441,500	
Staff Coordination Meeting	1,957		
Staff Salary	317,980	216,471	
Staff Salary-Team Leader	462,200	234,000	
Stationary		47,260	
Support Staff-100% Salary	70,750	140,500	
Survey Report	3,000		
TA and DA and Lodging (PO & EC Member)	6,880		
Tally Software Maintenance	10,000		
Team Leader	12,000		
TOT Training	20,000		
Training on Negotiation & Collective Bargaining	178,104	143,800	
Travel Cost	57,433	35,000	
Travel Cost AAB	8,115	30,000	
Travel for Photo Upload	10,000		
Utilities	47,581	37,500	
Volunteer Cost	9,695		
Women and Youth Day Observation	2,000	5,409	
Workshop on Urban Poverty AAB	22,495	20,000	
Website Development	89,538	87,000	
Youth Group Meeting-2017	1,450		
Amortization	215,500		
Depreciation	111,111	111,309	
Annex-01	7,369,572	7,295,658	
Excess of income over expenditure	88,961	(1,115,854)	
	7,458,533	6,179,804	


The attached notes form an integral part of these accounts.

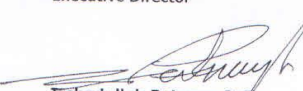
  
 Finance Manager

  
 Executive Director

As per annexed report of even date.

Dated:  
 13-08-18



  
 Irshadullah Patwary & Co.  
 Chartered Accountants

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## Financial Turn Over

Financial Year	2015 - 2016	2016 - 2017	2017-2018
Amount Received (Tk.)	70, 78,258	61,79,804	74,458,533
Amount Expenditure (Tk.)	54,46,609	72,95,658	7,369,572

## Conclusion

Working in the childcare and labor sector is fundamental to ensuring effective and resilient economic systems and is a prerequisite to equality in access to childcare services, good quality work environment for the garment workers, and productivity in society. This is one of the major lessons learned by SOF in the last 12 years. The work SOF undertook provides growing opportunities for women's sustainable employment, and it has a link to decent work which is critical for achieving various Sustainable Development Goals (SDGs), particularly SDG 3 on ensuring healthy lives and promoting well-being for all at all ages, SDG 4 on quality education, SDG 5 on gender equality and SDG 8 on decent work and inclusive economic growth.

We have also faced challenges. The already limited funding for childcare and wellbeing of the garment workers has been further reduced. So the development workers are faced with the challenge to adapt to greater demands for flexibility and productivity without compromising on the delivery of quality care. However, there are also promising opportunities and measures for developing decent work in the garments sector which can both provide childcare facilities and improved rights situation of the workers. Dialogue with government and representative employers' and workers' organizations can enhance decent work in a sustainable and productive manner because it prevents costly labor conflict which can have a negative effect on services.

So, these are our learning. There are not so many NGOs who work inside RMG factories for establishing workers' rights because it's a tough job. However, as SOF achieved a very good rapport with both the garment factories and workers, it has access inside of the factories. SOF thinks this as strength of the organization, and wants to continue this specialized job of empowering women and children in accessing services and rights in the garment industry. Alongside women and child issues, SOF also wishes to expand its working area on migration issues where both men, women and children are involved.

SOF also contributes in feminist movement in Bangladesh through developing Young Women Leadership. SOF is fully committed to achieve its vision, mission and targets, and the organization will put emphasis on advocacy and networking activities with appropriate stakeholders particularly with RMG management and their associations.



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Organogram of SOF

