



Shobujer Ovijan Foundation
Empowered women and children for equitable world

About

In 2005 Shobujer Ovijan Foundation has formed as a brainchild of a group of young women which is envisioned as a non-political women headed organization that will serve the women and child at risk to any form of exploitation. The Ovijan (expedition) has initially starts in form of volunteer works and supporting the vulnerable women and children to connect with opportunities available through informal capacity enhancement activities. Later in 2012 Shobujer Ovijan Foundation has received the needful registration to receive foreign funds directly.

Shobujer Ovijan Foundation works to enhance the resilience of the working women and their children through the facilitation of collective movement and capacity building initiatives. Shobujer Ovijan Foundation has started working with women contributing to the global value chain of readymade garments and their children, later expanded their areas and operation and included intervention for domestic workers, sex workers, transgender communities, adolescent girls, women from ethnic communities, women from vulnerable communities. Shobujer Ovijan Foundation facilitate the women to learn about their rights and entitlements and to raise their voice collectively and systematically so that could be heard. The major interventions of SOF includes- education programme for children, leadership programme for young women, violence against women programme, child welfare (labour/trafficking) programme. Apart from mobilising the grassroot women and institutions, SOF do needful evidence generation as their contribution to the national level feminist movements for policy changes.

Apart from periodic interventions and supporting the feminist movements Shobujer Ovijan Foundation have services like Shishu Bikash Kenrda (Day Care) designed specially for the women working in the RMG factories but open to all the children from the nearby vulnerable communities. Women Café is another service-oriented initiative by Shobujer Ovijan Foundation, where women can refresh themselves and can discuss about the challenges they are facing in their workplace and their family. The café also provide the opportunity to the women to seek legal advice and support if necessary.

“Shobujer Ovijan Foundation is legally registered under Societies Act-xxi of 1860, NGO Affairs Bureau, Ministry of Social Welfare and Women’s Affair Bureau”

Working Districts

Dhaka North City Corp.

Dhaka South City Corp.

Gazipur District

Narayanganj District

Munshiganj District

Manikganj District

Sariatpur District

Registration Details

NGO Affairs Bureau

Registration No: 2718

Date of Registration

18 August 2012

Date of Renewal

18 August 2021

Contact

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Vision

Shobujer Ovijan Foundation envisions of a responsive and enabling society that promotes social, cultural and economic development to ensure an equitable life to every women and children

Mission

Shobujer Ovijan Foundation facilitates women and children from disadvantaged background to unpack their potentials though required skills and knowledge with an aim to ensure their access to rightful entitlements and services

2005

Formed as volunteer entity; extended effort to establish the rights of urban poor women & children under Society Act

2009

Engaged with early childhood development & improved cookstove projects; connected with national feminist networks, establish feminist hostel

2010

Organizational policies such as HR policy, Financial Manual, Gender Policy, Child Protection Policy etc. are introduces

2012

Received registration from NGO Affairs Bureau. Engaged with programmes on childcare, education and RMG workers rights; joined regional & international networks

2015

Introduced as women led organization; diversified field of operation; started programme for domestic workers, against gender-based violence, with young women

2018

Become notable contributor in national feminist movements, started building projects on research and learning with national consortium, reviewed Beijing +25

2020

Enhance organizational capacity to provide emergency support to working women living in urban slums during covid-19

2021

Scaled to new areas of work; started projects with migrant workers, families vulnerable to women and child trafficking, women working in processed food industry

2022

Created and adapted “trade union empowerment” and “happy family” model with an aim to bring positive and sustainable change for women at home and workplace

A brief timeline

Women Café



Shobujer Ovijan Foundation established 2 women Café in Kollayanpur and Shewrapara. The women working in RMG sector and as domestic workers consider these cafés as safe space, to open up of challenges they are facing inside family and workplace. These cafés facilitate grassroot women to access to information, knowledge and entitlements related to labour law, negotiation & bargaining, workers' rights & trade union, interpersonal communication, and life skills (e.g., SRHR, nutrition, career counselling etc.). These cafés also support women to access to childcare, legal, and health related supports and services.

Flagship Establishments

Childcare Centre



Shobujer Ovijan Foundation has established 45 day-care centres inside RMG factories and 3 in low income communities since 2007. Among these centres relevant factory management operates 31 centres where SOF provides need based technical support which includes caregiver training, ECD facilitation training etc. SOF directly operates rest of the centres. Factories provide financial support to run the factory level centres whereas a subsidy model has been adapted to run the community level centres. Apart from operating the centres SOF have facilitated more than 200 young women with ECD training.

Flagship Establishments

Education Programme (Shishu Bikash Kendra)



Shobujer Ovijan Foundation is running its education programme since 2016 and facilitated more than 1,200 children of underprivileged mothers to unpack their potentials through education and extra curricular activities. This holistic intervention is designed to support children aged from 5 to 15. This programme identify the children from low income communities and their education needs. The support includes additional classes by qualified volunteers, material & financial support to carry on schooling, and regular consultation with teachers and parents to bring more children under the umbrella. This programme also support children and young boys to pursue their field of interest (e.g., music, sports etc.) beside their study. This is one of the most successful programme of Shobujer Ovijan Foundation which not only provide needful opportunity to underprivileged children to peruse education and passion but also refrain them from additions such as drugs and stop many potential chances of violence inside those families.

Flagship Programme

Working women from underprivileged backgrounds



Shobujer Ovijan Foundation is working with women RMG workers with an aim to enable them to mobilise collective movement for their rights and entitlements both in workplace and family. SOF provide capacity building and networking support to empower these women against any act of violence. Since 0000 SOF supported 00000 women contributing to RMG economy.



Shobujer Ovijan Foundation is working with women domestic workers to empower them to act against workplace discrimination, unjust, and violence. SOF adapted a 360 approach; facilitates domestic workers, and employers with capacity building to create a dignified workplace for domestic workers. Since 0000 SOF engaged with 0000 domestic workers.



Shobujer Ovijan Foundation is working with the returnee migrant workers to empower them through capacity building and counselling support. SOF support the women migrant workers to- learn new skills, access to finance, and access to relevant businesses; so that they can generate income again. SOF also do bridging among the workers and their families.

Grassroot Groups

Safe Cities for Women Bangladesh Campaign

Gender and Water Alliance

Asia Pacific Forum on Women, Law and Development (APWLD)

Naripokkho

Jatio Nari Nirjaton Protirodh Forum (JNNPF)

ECD- Network Bangladesh

Doorbar Network

International Social Service Network

Campaign for Popular Education (CAMPE)

Regional feminist movement- Activating Young Women as leaders; implementing jointly with Asia Pacific regional Movement women's rights issues

Active participation in all the movements by Jatio Nari Nirjaton Protirodh Forum; includes- women rights, violence against women, acid violence, humiliation of women rights etc.

Active participation in all the movements by Durbar Network; includes- violence against women, claiming working women's rights and entitlements etc.

Active participation in "Claiming our Voice Beijing +25" and "1 Billion Rising" movements.

Feminist Activism, Engagement & Contributions

**Ekotay Morjada;
Unity for
Dignity
(2020-2022)
Dhaka**

The intervention facilitate the RMG workers and domestic workers to activate/reactivate formal committees and non-formal groups to gain their entitlements from their employers. The entitlement includes women's effective participation in trade-unions or similar entities, rights to day-care facilities, rights to minimum personal health care and legal support to fight other inequalities and unjust. The intervention follows different mode of implementation to facilitate the RMG workers and domestic workers, but both are community centric. The success of the intervention will graduate 300 women working in the RMG and domestic help sector as advocates, working for the rights of their fellow colleagues. The project is funded by European Union.

**Reduce Urban
Poverty through
Peoples Action
(2016- 2018)
Dhaka**

The intervention aims to empower the women from the vulnerable communities so that they can provide essential care to their children and make sure the young children receive proper facilitation to continue formal schooling. The intervention targets 1200 family from the working slums to serve 1200 children with better childcare and 1200 children with facilitations related to their curriculums and extra-curriculum activities. The intervention is funded by Action Aid Bangladesh.

**Enhance women
workers' leadership
capacity in accessing
their rights
(2016-2017)
Dhaka**

This South Asia Women's Fund has been invested to enhance the awareness of the RMG workers and domestic workers and their mobilization for their rights and entitlements. The intervention targets women working either as RMG workers or domestic workers and sensitize them on issues related to labour rights, gender equity, occupational health, and safety etc. The project has limited but significant activities beyond the communities which incorporated stakeholders like BGMEA, Law Enforcement Entities, Lawyers, City Authorities etc.

**Jukta Hoe Mukta;
United We Stand
(2016-2019)
Dhaka & Gazipur**

This project facilitates 30 women garments worker groups to form, mobilize and advocate against the violence against women taking place both in their workplace and home. The project emphasizes on, "how the workers can fight with the gender-based violence following a collective manner". Terre des homes, Italia funded this project and Manusher Jonno Foundation provide support for national level advocacy. The project includes RMG sector actors as well as the factory owners to sensitize them about the workplace violence taking place in the garments factories, under their unconsciousness. The project also empower the communities to fight against GBV in a collective manner with an aim to establish a violence free community.

**OHS for Women
Worker in RMG
Sector
(2015-2017)
Dhaka & Gazipur**

This Global Fund for Women (USA) funded project engage the frontline RMG workers and their supervisors to ensure the occupational health and safety inside the factories. This process has provided TOT to \$\$\$ line supervisors who later trained \$\$\$ frontline workers on Occupational Health & Safety. Those trainings were supervised by SOF. The project also had caregivers training incorporated which has been provided to the women appointed as caregivers in the working factories.

Significant Interventions & Accomplishments

**Breaking the future;
Joining the hands
for children rights
(2022-2022)
Dhaka**

The project's overall objective is to enhance children rights and increase the access of children and adolescent's quality, inclusive equal education in Bangladesh. The specific objective foresees that children improve their educational performance, experience a safe and protective environment both at home and outside and make informed decision about their lives. This one-year long intervention is funded by TabolaVeldese and Terre Des Homes Italia.

**Child Rights
and Safeguards
Project
(2020-2023)
Dhaka**

This intervention focuses to carry out awareness campaign on child rights and safeguard issues to increase awareness among the individuals living in the slum areas of Dhaka city to prevent Child Trafficking. The project provide regular counselling to the selected child and their families and formed change maker group who will work for prevention of child trafficking, gender-based violence & abuse, early marriage/ child marriage, child labor etc. The project also arrange employment opportunities for the trafficked children and raise awareness among the people living in slum areas of Dhaka city to combat with Covid 19.

**Young Women's
Leadership &
Mentoring-II
(2021-2023)
Dhaka**

The major activities under aims to reduce or eliminate violence against women and girls in the community, to identify 15 community-level young women leaders, to inform leaders about domestic violence, gender-based violence, digital security issues, violence through digital platforms, workplace violence, child marriage, sexual harassment, and more and to provide training to young leaders and their friends on existing laws and acts to support the victims and potential victims of VAWG and GBV. Global Fund for Women is providing financial support to SOF for implementing this project in 2 slums in Dhaka.

**Claiming our Voice
Beijing+25 review &
follow-up
7 Districts**

This review has been taken to Eliminate to all forms of discrimination against women, gender inequality and violence against women and to improve women decision making situation and leadership capacity as well as restore the women in power. The review create awareness among the people from law enforcement on women's economic justice and rights. Feminist movement and leadership, technology and innovation for gender equality Expedite the implementation of Beijing +25

**Support Feminist
Resilience in
COVID-19 Pandemic
(2020-2021)
Dhaka**

The objective of the project is to increase awareness among the inhabitants living in slums at Dhaka city to prevent covid 19. Provide financial assistance for the RMG workers & domestic workers who lost their job during covid-19 situation. Provide Psychosocial support to the forsake women and adolescent girls who are the victim of domestic violence during covid- 19 situation and to understand the prevalence of loss of RMG workers and domestic workers. Women Fund Asia has provided financial support to implement the project in slums of Dhaka.

Significant Interventions & Accomplishments

**CBO Advancement;
Reduce Violence
Against Women
(2021-2021)
Manikganj**

This project aims Inclusive and innovative actions for awareness-raising on human rights and access to justice issues among the left-behind groups/communities; structure Result-based rights advocacy initiatives for better inclusion of the left behind people/groups/communities in the local decision-making structures and institutional services; facilitate Capacity development of left-behind groups and their platforms for advancing their trust and confidence to seek local services and opportunities; and Connect and engage local service institutions to deliver responsive services for the left behind people/groups. UNDP provided technical and financial support for this intervention.

**Feminist Strategies
for Migrant Women
Workers' Rights
(2021-2022)
Bangladesh**

The project tends to know about the barriers and opportunities of Bangladeshi aspirant women migrant workers to take decision about migration and the existing social and policy level obstacles pf reintegration of the returnee women migrants specially during the COVID-19. The intervention includes- finding out the agency of aspirant women migrants' workers; findings out the social cost of returnee women migrant workers, understanding the current changing situation to sustain women migrant workers in the international labour market, find out the new challenges are being faced by women migrant workers during COVID-19 era and to observe whether women migrant workers are more deprived in pandemic circumstances through a feminist perspective. APWLD is providing technical and financial support.

**ELNHA Project
(2019-2020)
Dhaka**

This project was focused on- Influence Garment Industries for institutionalizing preparedness strategy to mitigate industrial disasters like Fire & Earthquake and Safe-Guarding and Protection Policy & Strategy Development.

**Prevention of
Violence Against
Women
(2020-2020)
Manikganj**

This UNDP funded project aimed to create communities and families with improved understanding and higher sensitization-levels of the police, judiciary, youths, LGIs and law makers against VAWG and enhanced capacity of CSOs coalition to understand o women on human rights and legal rights and how to take action against. This project has especially focused on women from minority communities who struggle to get access to justice system due to their gender and minority identity and they live in a self doubt that either anyone is ready to listen their problems or not.

**Sponsorship
Program
for Children
(2019-Cont.)
Dhaka**

Under this project children from the low-income communities can access to ECD Support, can carry out different learning activities. The project also Raise awareness on different social issues among parents, provides educational support to children as well as support selected children to pursue their extracurricular activities. The project also carry out regular session about child rights to parents. The project is supported by Terre Des Homes Italy.

Significant Interventions & Accomplishments



global fund
for
children



act:onaid

GLOBAL
FUND
FOR
WOMEN



Women's Fund Asia



giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH



AGA KHAN FOUNDATION



Funders & Partners

Gitasree Gosh, Chairperson (Her)

Gitasree has professional experience in program management, training, research, advocacy, communication, reporting and social mobilization, PRA etc. She has successfully contributed to women empowerment scenario in Bangladesh. Her expertise includes Water, Sanitation, gender, reproductive health rights, micro credit management, anti trafficking, and ethnic minorities' rights.

Dr.Samina Sultana, Vice-Chairperson (Her)

Samina is currently working as Assistant Professor-Obstetrics & Gynecology in one of the reputed medical colleges in Bangladesh; though she spent more than 20 years in engagement with public health interventions. She is an expert of health and nutrition and led projects across the country.

Ms. Aklima Khatun, Treasurer (Her)

Aklima is a training and capacity building specialist with more than 25 years of experience in development sector. Her field of expertise includes water, sanitation, hygiene, menstrual hygiene management, mass education, communication etc. She is currently working as Hygiene Education Lead for a British not for profit.

Ms. Mahmuda Begum, Member Secretary (Her)

Mahmud is the Executive Director at Shobujer Ovijan Foundation. She has specialization in the areas of garments workers' rights, Occupational health & safety, reproductive health, Women empowerment, Gender and equality, Water, Sanitation, hygiene, Early Childhood Development, Child Rights, Right to Information (RTI), Human Rights and Governness. She have more than 25 years leadership experience.

Sabiha Sultan, Member (Her)

Sabiha has more than 15 years experience of working with right based approach and has been an active part of projects those promotes- girls education, gender equality, women empowerment. Her field of expertise includes intervention planning, budgeting, action research, progress tracking etc.

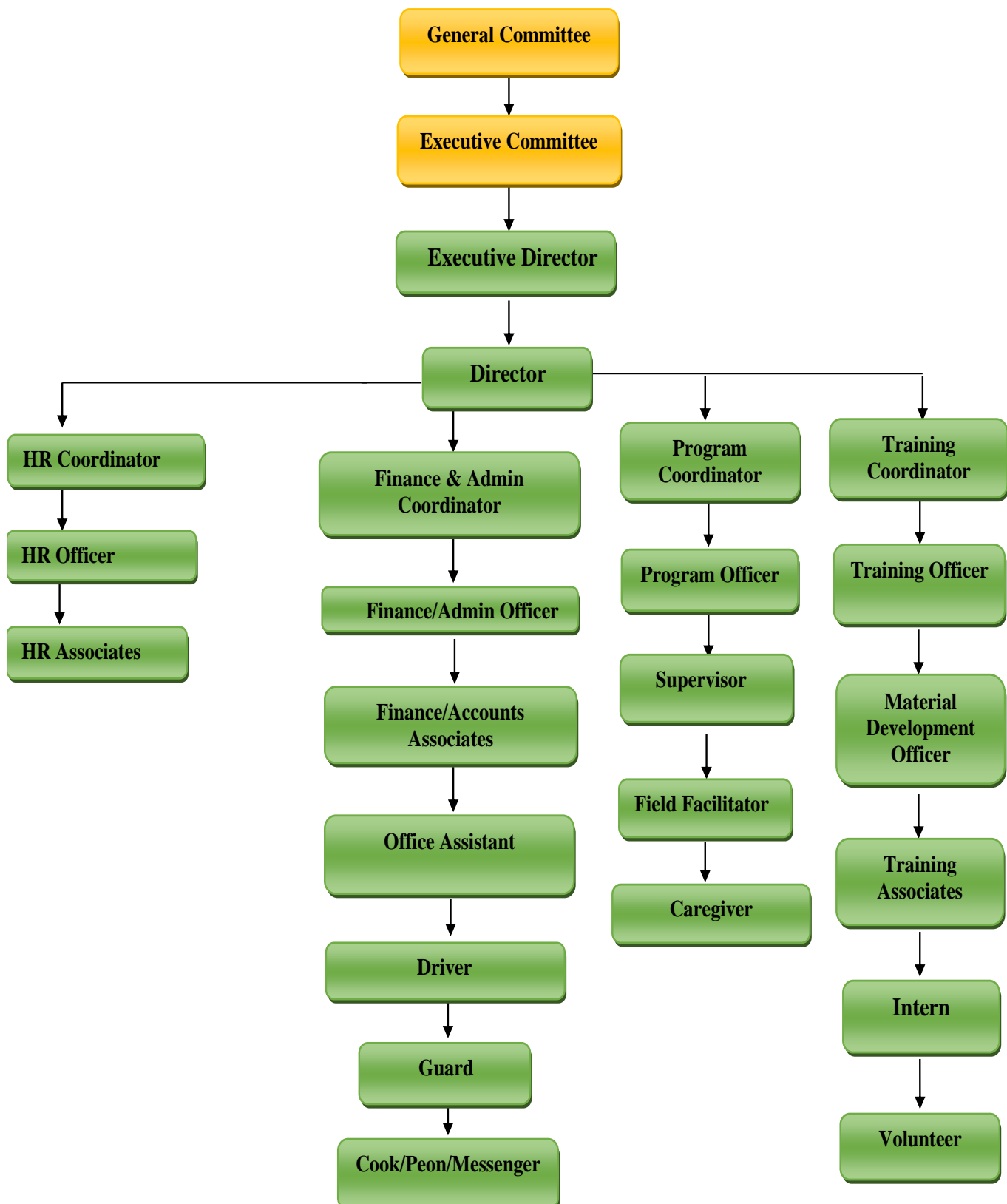
Jesmin Akter, Member (Her)

Jasmine completed her graduation in Political science. She worked as quality control, technician in Buying house. She has experience more than 10 years. Now she is working as quality control manager. She has specialization being a team leader, need assessment, decision making and facilitation. Jasmine Akter is working for RMG workers right for long time. She is very enthusiastic in development sector.

ANZU MANARA BEGUM, Member (Her)

Anzu Manara have more than 20 years of experience in the development sector with specialization in project management and implementation. Her professional expertise includes livelihood, gender and development, economic empowerment of women, urban poor, urban development. She is currently working in UNDP funded project.

Executive Committee



Organogram

Financial Management Policy

The Financial Management manual is one of such conditions that provide the basic framework and guidance to reach the financial goal of making development impact economically and efficiently. (2010) **Last edition 2021**

Human Resource Management Policy

The purpose of the HRM is to set down the policies, conditions, rights and obligation of SOF employees subject to their performing of the duties and responsibilities in their job description. (2010) **last edition 2021**

Gender Policy

The purpose of the policy is to enable SOF to play role in order to ensure & establish gender quality at the all levels of the organization. The policy guided SOF to perform functions including strategic, operational planning, resource mobilization and implementation for ensuring equality and equity of men and women. (2012)

Child Protection Policy

The purpose of the policy is to enable SOF to play an active role in order to ensure the practice and establish the child rights at the all levels of the society and also within the organization. The policy guided SOF to perform in well functions including strategic and operational planning, resource mobilization and allocation and implementation for ensuring child friendly and child rights project development and implementation for empowering the children that will lead to nation building initiative in larger range of the process. (2014)

Performance Management System

The main objectives of installing performance management system is to improve the overall organization performance of SOF and to deliver its programs and activities with right quality and in time. (2011)

Safeguarding and Protection Policy

The purpose of this policy is to enable SOF to play a role in order to ensure and establish equity and equality at all levels of the organization. (2019) **last edition 2021**

Guiding Policies & Strategies



Thank You