

2012

ANNUAL REPORT

SONAY

280, Khash Villa, Dhakkinkhan, Uttara, Dhaka

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Executive Director's Note

I am very pleased to present the 2012 annual report of SOHAY, an NGO based in Dhakkin Khan, Uttura, Dhaka, Bangladesh. Last year was a time of review and reflection for us. We have adopted change and action to make us stronger in responding to the challenges of the new millennium.



There have been some significant efforts made by us to develop the people who live in the slums in SOHAY working areas. Consultations were held in order to refocus on education and rights by the staff of SOHAY, all SOHAY programmes are carefully designed, well-articulated and planned and offer benefit to the target group. Furthermore, the executive committee members have been constant guides in our search for more feasible future strategies for development, empowerment and capacity and confidence building of the project's beneficiaries. I believe that it is our moral responsibility and social obligation to assist the poor people of Bangladesh who are working hard and desperately looking for support to change their economic conditions. In addition to that, I also believe education, skill development and job creation are the way forward for Bangladesh to overcome poverty and move to a middle-income country. Humans are the only resource in the world that, unless nurtured properly will actually turn into a liability because they eat. If nurtured properly however, they can become the best resource in the world.

On behalf of the executive committee and staff, SOHAY would like to express sincere thanks and heartfelt appreciation to all of our beneficiaries, donors, well-wishers and friends. We welcome and seek feedback, both positive and negative on our activities and especially for future interventions.

Zamila Sultana

Executive Director

Background of the SOHAY:

SOHAY is a non-profit and non-political voluntary organization was dreamed to be established in 2002 to improve slum live and livelihood through ensuring primary education of slum children and provide skill training in household level for economic development. At first SOHAY registry as welfare organization on 8th January 2002 with Ministry of Social Welfare then SOHAY became legalized on the 26th August 2004 through the registration with Joint Stock Company and firms and on the 4th March 2007 with the NGO Affairs Bureau, Government of Bangladesh. Then it formally started its journey towards its mission by gradually achieving the objectives of the organization.

Mission:

Provide education, knowledge and skills to the poor to assist in their efforts to achieve sustainable human, social, economic, physical and environmental well-being.

Vision:

Poor people to create disciplined self-confident, educated and skilled human resources in Bangladesh to eradicate poverty to meet with the Millennium Development Goals.

Major Objectives of the Organization:

- SOHAY's activities are focused to create skilled, disciplined, educated and self-confident human resources to eradicate poverty.
- Since beginning, SOHAY has tried to empower people, enhance basic knowledge & confidence. Raise parent's consciousness, create women group. Assist slums children to study at Government primary school.

Organization's Philosophy and Beliefs:

- ✓ SOHAY strongly believes that education is imperative to develop one's life and as a basic international human right, thinks everyone should complete at least primary education.

- ✓ SOHAY focuses on enhancing the knowledge, confidence and capacity of slum dwelling families. It has established children's groups, parents' groups and women's groups. It increases the awareness of the value and importance of education.
- ✓ SOHAY extends its programme activities to skills development activities. This helps the dropout children to learn practical skills to help them participate in mainstream economic activities. The technical education programme intends to expand the range of trades offered.

Activities Overview & Highlights of the Year-2012:

SOHAY performed different types of activities through under the five programme. There are as follows:

1. Education and Development
2. Economic Empowerment and Livelihood Development
3. Rights and Justice
4. Environment, Health, Water and Sanitation
5. Policy and Advocacy

In the following segment of the programs that was running in 2012 are developed by under activities.

1. Education and Development

- i. Non-formal education
- ii. Assist to enroll in Government school
- iii. Adult education

2. Economic Empowerment and Livelihood Development

- i. Capacity Building Training
- ii. Economic Empowerment and job access

3. Rights and Justice

- i. Promoting the rights of women and children
- ii. Advocacy and legal linkage support to victim
- iii. Birth Registration

4. Environment, Health, Water and Sanitation

- i. Ensuring formal health services
- ii. Awareness on environment, water and sanitation

5. Policy and Advocacy

Short Brief on Programme Activities:

1. Education and Development

This programme is focus on adequate education assistance for slum children and illiterate slum people at different slums in Dhaka city. Under the programme, SOHAY is assisting to ensure their education and development through pre-primary education support, assist to ensure school enrollment of school going children and adult literacy assistance to remove illiteracy from slum community as like as support to achieve Millennium Development Goal (MDG).

i. Non-Formal Education

SOHAY collect and organized children at Urban Development Center (UDC) to ensure entire children participation in Government primary school. Under this activity, SOHAY provide basic education knowledge for opportunity to get next year admission in government primary school. Its main aims to ensuring disadvantage slum children are growing up in a suitable educational environment in household and community level and children get motivation and get opportunity to admit in government primary school. SOHAY have proved it that as different studies says that *'school dropout rate is very law among the pre-primary education receiver children than others children'*. Pre-primary education system helps the children's psychology development towards the education as because SOHAY develop a pre-primary education strategy by using different types of education materials to ensure proper education with enjoyment. In this year SOHAY, support a total number of 634 pre-primary children.

ii. Assist to enroll in Government School

SOHAY provide different types of assistance after admit in Government Primary School to complete at least primary education through set up an educational friendly environment at home and community, establishing a place at home where books can be kept, assisting children to complete homework in SOHAY Urban Development Center (UDC).

SOHAY strongly believes that education is imperative to develop one's life and thinks everyone should complete at least primary education. For this reason, it campaigns for slum children to study at Government Primary School. It is noted that dropout rates are often very high in

primary education in Bangladesh. In this year, 1512 number of school going children to enroll in government primary school students and only 77 numbers of children do not attained last examination of school out of it, among them boys 52 and 25girl and it is only 7.23 %. Therefore, SOHAY education programme is playing an important role to protect school dropout rate. On the other hand, a total number of 637 children are getting preparation for get admission next year in school

SOHAY has been assisting slum children to attend school from his own capacity since 2005 and with the help of its donors has been able to scale up its activities from 2009. In July 2009, it began its 'ILCLSAECB' project, funded by the Manusher Jonno Foundation (MJF).

iii. Education Materials Distribution

Every year SOHAY distribute different types of education materials among the slum children as all of them come from very poor and disadvantage family and they have no capacity to all support of their children's education and support to school for ensure educational friendly environment in school as only government cannot fulfill in due time. Usually SOHAY provides one set school dress among the supported school going children whose are study in class one to class five. Everybody knows school dress is important to attend school but due to poverty, their parents could not buy. The dress helps them to get equal status in class hides their socio-economic condition. They receive equal attention and guidance from teachers and they can make friendship with other children in class. In the longer run there would be cross social friendship, which would be healthy for society and country. This programme is contributing building human capital at urban slums in Dhaka through participation of all children in slum, household members, school authorities and different civil society organizations. In this year, SOHAY distributes 1512 set school uniform among the school-going children in slum. It is one of the SOHAY core programme activities since in establish time. In this year, Manusher Joono Foundation and some individual donor and SOHAY are funded to ensure this activities.

The following are core activities of the children education and development programme:

- ✓ Ensure slum children's admission to Government Primary School
- ✓ Create an friendly educational environment in slums

- ✓ Motivate parents to support their children's education
- ✓ Pre-schooling sessions to prepare the children for the schooling
- ✓ Provide education support sessions to complete school home work in UDC.
- ✓ Motivate children to continue education.
- ✓ Increase and sustain school retention rates
- ✓ Develop social and psychological approach through different educational module.
- ✓ Parents' sessions for understand opportunity and importance of child education
- ✓ Maintain network with local duty bearers for ensuring slum children education.

iv. Adult Education

SOHAY is implementing its education programme by holistic approach of education development. Initially SOHAY provide basic education knowledge development among supported children's parents and their household member at Urban development Center (UDC). In this year 387 numbers of male and female have learned basic literacy and aware on importance of education.

2. Economic Empowerment and Livelihood Development

i. Capacity building training for children:

SOHAY believes that there are no possible to ensure sustainability of any development without economic development. Main aims of this programme to the logical prevention and abolition of awful situation of child labor in different hazardous work field (Tempo helper, Vegetable seller, Construction worker, Maidservant, hotel boy and different making factories) and school dropout child whose are keeping on very risky position in the context of child labor in Bangladesh. The programme is implementing at Dhakkhinkhan and Uttarkhan areas in Dhaka city through direct intervention to create batter livelihood option for their sustainable development.

All of the children mainly come from different slums and very poor family in this area. This program is also a partial part of the *'Improve the lives of the children living in slums areas*

through education and capacity building (ILCLSAECB)' project, which is funded by Manusher Jonno Foundation. This is an also SOHAY own ongoing programme activities to ensure disadvantage child livelihood development through skill training. All of the children receives skill training and this training gives them based on market demand. In this year there are about 53 of hazardous and 35 number of school dropout children receives training on basic computer, embroidery, candle making and tailoring under this programme activities. After getting these training and motivational session children have involved with hazard free works and they earning a handsome amount of money and contributing in their total family expenditure.

Under this programme SOHAY support them to connect with better employment opportunities in non-hazardous workplaces. Beside those activities SOHAY mobilize the local duty bearers to sensitized and motivated on the awful forms of child labor in order to activate their support. Partially SOHAY meet with the different types of stakeholders such as local government member, civil society member and employers association for get their assistance with this issue.

ii. Capacity building training for Adult:

In this year SOHAY provide a sort of capacity building training for the adult. There are 87 numbers of adult getting training facilities on tailoring, embroidery. It makes them economically empowered to make decision to participation in education their children.

iii. Economic Empowerment

SOHAY believes that there are no possible to ensure sustainability of any development without economic development. With this view in mind, on 1st September 2008 it began its Economic Empowerment Project (EEP). This is an ongoing programme of SOHAY, which is implementing by SOHAY's own fund. SOHAY asses that the job market for slum dwellers, especially the women and young teenage girls is very limited because of social, cultural and educational reasons and their lack of skills. They often work as maidservants or in the garment trade. They earn just enough to scrape by and in general have a very low standard of living. SOHAY, upon discussion and after reviewing the local market and business opportunities came to the end

that if they were able to provide skill development training such as tailoring would be suitable for them. Initially SOHAY formed a group whose are coming from the different slum in Dhakkinkhan and Uttarkhan in Dhaka slum. Each group get training since 4 month and after training SOHAY try to introduce with a job link for their livelihood development. In this year, SOHAY has trained 43 women and teenage girl living in its working slums on tailoring. Most of them earn attractive money and now contribute money of family expenditure.

3. Rights and Justice

i. Promoting the rights of women and children

Women Rights

This programme focuses on slums women knowledge and attitude development and it is supporting for their advancement and right to achieve gender equality and to ensure human rights. Because the constitution of the country ensures equal rights to all its citizens and prohibits discrimination and inequality on the basis of sex. In this context, SOHAY is working with them for long time and this is a one of core programme activities of this organization. We know in the sense of women right most of the slum women live in very vulnerable situation and have more difference between in man and women. Due to the existing differences, women are subject to discrimination, injustice and inequality. SOHAY is working hard and pleased to inform you that women violence incidents are reducing day by day. Most of the slum women are now participating in family decision making and they are now essential, their opinions are valued. They ensured all their children (including girls) are attending school regularly. Give special attention to their daughter education, stop early marriage, dowry and polygamy. They are now the inspiring force husbands and elders value their opinion. SOHAY's women awareness programmes focuses women rights, gender equality, constitutional rights, human rights, raise voice and fighting against all forms of discrimination.

SOHAY's women programme has designed carefully so that they will be valued in their family and their voice will properly heard. It starts with benefit of children education especially girls. Once that has ensured they started to get their position in the family SOHAY aware them their rights as per constitution and laws, women health and knowledge on water and sanitation.

SOHAY shows women are equal member in the society and have equal rights to speak and work. SOHAY forms 15 women groups in slum, tell benefit and importance of working together, and should have to help each other. Under this programme near about 653 women in the slum have get knowledge on different awareness issues in this year.

The following are core activities of this issue:

- ✓ Help to develop the women and men’s logical thinking and capacity to engage with local government and public representatives on policy and government services through SOHAY supported children parents’ session.
- ✓ To organize women’s’ sessions with different women group for create awareness about education, gender equity, health-hygiene, sanitation and education.
- ✓ To influence for participation in local government for include decision making processes
- ✓ To ensure connect with local duty bearers for implement their responsibility.

Child Rights

This program aims to ensuring that the vulnerable and disadvantage children are growing up in a suitable environment to fulfill their human rights and basic needs through establish an good working environment, establishing minimum water and sanitation facilities at work place and comparatively get a good salary and minimize more hazard free work. As, children are exploited in work place, deprived from education and face different types of vulnerabilities due to lack of proper protection and security. SOHAY try to convince the employers to free the child workers from the workplace through motivation and advocacy. In this context SOHAY have formed an internal monitoring team to monitor continuously different child labor working place for ensuring to protect child labor rights and in the future to ensure the child labor free work places. SOHAY have worked with the 186 children in this year through visit at least 90 work place. Beside these activities SOHAY always try to children reenrollment in school through motivation and counseling.

Table-3: Outcome of Programme on Hazardous Working and School Dropout Children-2012

| Types of Programme Outcome | Number of Children | | Total |
|----------------------------|--------------------|-------|-------|
| | Boys | Girls | |
| | | | |

| | | | |
|--------------------------------------|-----|----|-----|
| Reassigned to Hazard Free Job | 81 | 48 | 129 |
| Withdraw from Hazardous Work | 25 | 19 | 44 |
| Back to School | 5 | 8 | 13 |
| Total | 111 | 65 | 186 |

The following are core activities of this issue:

- ✓ Visit different child work place in SOHAY working area
- ✓ Reduce child labor through engagement in formal education or skill training
- ✓ Discourage to recruits child labor of all employer with in any hard job
- ✓ Ensure more than batter working environment at work place through motivation and advocacy effort with employer.
- ✓ To create responsibility among the local duty bearers about reduces child labor and protection their rights through meeting and different types of advocacy work.

ii. Advocacy and legal linkage support to victim

This programme recognizes that slum people particularly marginalized and exploited women and children. Women and children are subjected to many forms of violence in domestic and outside. In this context, this programme is working for women and children protection and development through different types of advocacy work with legal service providers and builds linkage among the victim and service provider. SOHAY is working with the slum people that nobody will exclude from legal access from existing legal system, as that

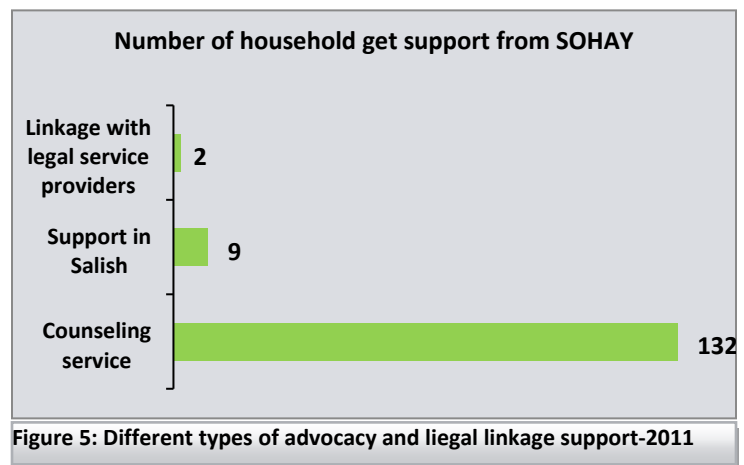


Figure 5: Different types of advocacy and liegal linkage support-2011

is their constitutional rights as a human being. Under this programme activities SOHAY raise awareness in the community about basic knowledge of legal procedure and system, counseling for man-women relationship and provide information and direction to appropriate way of access legal service. SOHAY is working in these issues through its Facts Findings committee in the slum. Under the programme activities, a number of 143 number of household get services through counseling, salish and linkage with legal service provider. As SOHAY is the responsible of National Violence against Women Forum at Dhaka north zone and a member of Adolescent

girl protection committee of Girl Empower Project by Bangladesh National Woman Lawyers Association.

The following are core activities of this programme:

- ✓ Assist slum families to get legal service
- ✓ Provide appropriate direction through community initiative
- ✓ To influence legal service provider through advocacy and motivation

iii. Birth Registration Programme:

SOHAY working with this issue since 2007, it is an ongoing activity programme of SOHAY. Under this programme SOHAY raise awareness among the slum people at Dhokhinkhan and Uttarkhan in Dhaka area and build a link with local government for ensuring birth registration programme of government. The Government of the People's Republic of Bangladesh declared that all of her citizens should receive birth registration certificates and it is very important documents for them. In this context, most of the slum dwellers are illiterate and unaware of the advantage of holding it. This is where SOHAY stepped in, made them aware of the importance of these certificates, and help them to hold it correctly.

4. Gender Relation and Development

Empowering women and girls are central in SOHAY program. The SOHAY's entire programme is focusing on ensuring women participation in all steps, gender mainstreaming, economic empowerment through participation in economic activities, reproductive health development, progress against gender discrimination, combat violence against women and girl and women rights in all development aspect. SOHAY believe, without women participation in development that will be not sustainable for human development. Therefore, supporting each other is the basic principle of SOHAY's activity. In this regard, SOHAY always follow the principal for gender development. SOHAY takes different program:

- ✓ Enhance women capacity to participate in the family and community decision making process

- ✓ Capacity building through provide different skill training and linkage income able activities
- ✓ Adult women education and ensure girl education
- ✓ Form committees in slums protecting women from household and community violence and participate in the national violence against women activities

5. Environment, Health, Water and Sanitation

i. Ensuring health services

The programme mainly aimed at creating awareness to receive formal medical treatment from registered health care center and to responsible all medical service provider about their corporate social responsibility as most of the poor people do not receive formal medical treatment due to lack of financial capacity. Major

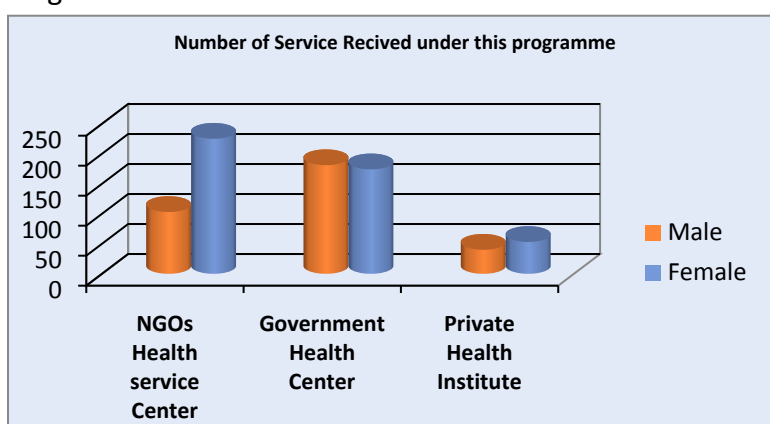


Figure 6: Health Access from different sources-2011

beneficiary target groups of this

programme are poor and disadvantaged men, women and children at Dhakhinkhan and Uttarkhanslum in Dhaka city. Major activities cover of this programme is organize health awareness session with male and female group in SOHAY center. SOHAY distributes their own health card to assess their health receive status. After distributing health card SOHAY mobilize a meeting with different local health service providers for understanding and motivation about poor people health situation in slum people.

It is admirable that SOHAY assemble a low cost health receiving system between the health provider and health receiver in his working area. This system is working through presentation SOHAY health card to the hospitals, clinics, and pharmacies for giving the affected people with diagnosis, medical test and treatment services with comparatively low cost of money.

Table-4: Total Number of Health Receiver from Different Health Service center-2011

| Nature of Institution / Health service | Male | Female | Total |
|--|------|--------|-------|
|--|------|--------|-------|

| | | | |
|--------------------------|-----|-----|-----|
| NGOs Health Center | 103 | 225 | 328 |
| Government Health Center | 181 | 174 | 355 |
| Private Health Institute | 40 | 53 | 93 |
| Total | 324 | 425 | 749 |

ii) Awareness on environment, water and sanitation

SOHAY play an important role to raising awareness on environment protection and sustainability and basic knowledge on water consume and maintenancesanitation system properly in the slum. Under theprogramme activities SOHAY organize different types of sessions in the community on these issues and influence community for initiative to protect environment prolusion and ensure water and sanitation management.

The following are core activities of the Environment, health, water and sanitation programme:

- ✓ Heath session with slum male and female people
- ✓ Meeting with local health service provider
- ✓ Health card distribution among the beneficiaries
- ✓ Awareness develop about traditional heath treatment
- ✓ Community campaign on environment issues
- ✓ Meeting with local government for proper water and sanitation management

5. Policy and Advocacy

SOHAY always trying to ensure the protect human rights through different types of influencing policy and advocacy works in local and national level. Under this works SOHAY have observed different types of day in local and national level through rally, human chain, meeting and seminar. In this regard, SOHAY maintain networks with National Women against Violence Forum, Child Rights Forum and different development forum in Bangladesh.

Achievements:

- ✓ Women in SOHAY working areas improved in their family participant in family and community decision making.
- ✓ Local duty bearers and local leaders& elites become helpful to slum people.

✓ Different service providers are now more aware about slum people.

Plan for the Next Year Activities:

Now SOHAY operating there are some children education and development related programmes such as in the field of non-formal education, dress distribution, health and social awareness issues, and child rights issues but the organization would perform some supplementary activities to improve education environment in slum, child and child labor rights, women rights etc. SOHAY has a target to work with the street children, drug addicted children and vastly with hazardous working children to facilitate education, skill development training for alternative income generating activities in the Dhaka city and other city corporation in Bangladesh.

In the field of slum children education and rights base development activities SOHAY is willing to expand its geographical coverage by incorporating new stakeholders from other areas who will be provided more technical knowledge for their sustainable livelihood development and provide more knowledge on their basic human rights. SOHAY also want to work on the good governance issues in the urban context to ensure to protect all of disadvantage people rights and development. In This context SOHAY will arranged some seminars and workshops under presently implementing Education and Right based project funded by Manusher Jonno Foundation. New strategy of education development, child labor right issues, social justice, and women right and equity at family level will be integrated programmes by the next year.

Though old dress collect and distribution is ongoing charity programme of SOHAY but in the next year SOHAY have a plan that this organization will perform more charity works with different context. SOHAY will expand his charity work area. Such as in winter session SOHAY collect warm clothes for distribution in the northern and southwestern part of the Bangladesh among the poor and hardcore poor people.

In the field of economic and livelihood development, SOHAY has planned to expand its present skill training programme for sustainable livelihood development. So disadvantage and poor people can develop their capacity for enhancing their economic activities. While targeting

livelihood development of the people of the organization's working area, SOHAY has aimed to provide the slum people with more appropriate technical assistance. It has also targeted to increase the number of primary beneficiaries within the existing working area as well as extended working area. It is expected that the new beneficiaries will start implementing the activities to uplift their livelihood as well as economic situation.

Protect poor people rights and ensure their justice is more related to poor people life and livelihood development. As a large number of people live in slum and they have cannot full fill their basic rights and most of the time, they cannot get legal justice from our existing legal system due to lack of their awareness about legal procedure and proper assistance. Though SOHAY provide some assistance service to ensure their rights and legal justice but the organization will enrich to develop more area next year by direct legal support.

Though SOHAY are providing awareness on environment protection and development, ensuring formal health facilities from different health service provider with low cost or free of cost, and assist community initiative to develop slum water and sanitation facilities for slum people in its working area. However, the organization will enrich to carry out with large area with some supplementary activities on raising awareness to improve environment, public health, maternal health, health hygiene, water and sanitation development and any new critical issues. SOHAY has a specific target to work with the urban slum as like as street and drug addicted children to health awareness and protection in the Dhaka city corporation area.

SOHAY as a human development organization, always aware about develop poor people life and livelihood through different level of policy and advocacy work. With proper policy and advocacy activities, any development works will not poor people friendly and sustainable. Therefore, policy and advocacy work is a routine work of this organization. In the next year SOHAY will enrich with more concentration on the develop women and children development through local, national level advocacy.

Visit of External Guests

SOHAY child education and development programme is unique and effective to ensure slum children enrollment in school and very effective to reduce dropout rate and protection their rights, so different time in the year SOHAY was invited some high qualified guest to observe this programme strategy and performance. On the other hand, SOHAY built a good link with many highly qualified national and international consultants and the organization keeps regular contact with them for organizational development. SOHAY kept prerequisite for visiting of external guest in order to improve its ongoing activities. These were very effective for development of SOHAY.

Training Unit

SOHAY has a training unit for building capacity to operate any types of development work. The organization provides training on various issues to the all level of SOHAY staff for understanding development and programme. The training unit provides some training activities for development of SOHAY staff capacity and skills. These are flowing:-

- ✓ Workshop Training on '*Hazardous Children Problem and Prospect*'
- ✓ Training on '*Gender and Development*'
- ✓ Training on '*Implementation Policy and Advocacy Work Strategy*'
- ✓ Training on '*Management Information System*'
- ✓ Training on '*Research and Monitoring*'
- ✓ Training on '*Right to information*'

Recreation Arrangement

Every year SOHAY arranges a recreational engagement for its staff. Last year it was held at Jaflong in Sylhet and all the SOHAY staff attended the recreational gathering. SOHAY believe that this types of arrangement helps improve the working mentality among staffs. It will be very effective for programme implementation, as they will become more efficient and proactive after recreation visit.

Geographical Location of SOHAY's Working Areas:

Bangladesh is one of the most densely populated countries in the world; its population is a staggering 142 million and is rising dramatically by the day. Approximately 38 percent of Bangladesh's population live below the poverty line, meaning a large proportion of the people struggles to meet their nutritional needs. A large proportion of these people live in Dhaka, the capital of Bangladesh. It is full of urban slums, the amount of people living in these slums has more than doubled in the past decade and reached a shocking 3.4 million in 2006. Most of the inhabitants living in these slums are illiterate and unskilled and are forced to work long hours in exhausting, menial jobs just to provide one, sometimes two meals of rice and potatoes a day. Almost 90 percent of the slum population lives below the poverty line surviving on less than \$1 a day resulting in a high malnutrition rate.



SOHAY works in six urban slums and surrounding areas in Dhakkin Khan Union, Uttara to enhance their capacity to engage in different types of employment.

SOHAY Team (on 31 December, 2011):

| S L. | Name | Designation | Education Qualification | Date of Joining | Year of experience |
|------|-----------------------|-------------------------|-------------------------|-----------------|--------------------|
| 1 | Zamila Sultana | Executive Director | M.A | 01-Jan-02 | 10 years |
| 2 | Mohammad Asif Iqbal | Finance & Admin Manager | M.B.A | 01-Jan-08 | 4 years |
| 3 | Shakila Sultana | Monitoring Manager | M.Sc | 1-Mar-04 | 13 Years 2 Months |
| 4 | Md. Abdullah-Al-Mamun | Programme Manager | M.Sc | 15-Dec-10 | 6 years 6 months |
| 5 | Narun Nahar | Programme Officer | M.A | 12-Aug-06 | 11 years 3 months |

| | | | | | |
|----|-----------------------|---------------------------|---------|------------|-------------------|
| 6 | Md. Yousuf-ur- Rahman | Training Manager | M.S.S | 1-Sep-08 | 10 years 9 months |
| 7 | Md. Jahangir Alam | Finance & Admin Assistant | B.Com | 01-Sep-09 | 2 years 4 months |
| 8 | Md : Moklasur Rahaman | Field Facilitator | M.A | 1-Jan-08 | 4 years |
| 9 | Mrs. Fatema | Field Facilitator | S.S.C | 1-Oct-05 | 6 Years 3 Months |
| 10 | Hamida Akter | Field Facilitator | S.S.C | 13-Dec-05 | 6 Years 1 Month |
| 11 | Md. Arif Hossain | Field Facilitator | H.S.C | 1-Jan-08 | 4 years |
| 12 | Md. Ibrahim Khalil | Field Facilitator | B.A | 20-Jan-09 | 2 years 11 months |
| 13 | Mrs. Nazma Siddique | Field Facilitator | M.A | 1-Aug-09 | 2 years 5 months |
| 14 | Md. Shahiduzzaman | Field Facilitator | M.A | 5-Sep-09 | 2 Years 7 Months |
| 15 | Md. Sumon Mahamud | Field Facilitator | B.A | 6-Sep-09 | 2 years 4 months |
| 16 | Md. Aslam Hossain | Field Facilitator | B.A | 6-Sep-09 | 10 Years |
| 17 | Mrs. Nipa Nahar | Field Facilitator | B.A | 1-Dec-10 | 1 Years 4 months |
| 18 | Mst. Nargis Parvin | Field Facilitator | H.S.C | 30-Oct-10 | 4 Years 8 Months |
| 19 | Mst.Tanzila Akter | Field Facilitator | B.A | 28-Nov-10 | 1 Year 1 Month |
| 20 | Mr. Harun-or-Rashid | Field Facilitator | B.Com | 1-Dec-10 | 1 Year 1 Month |
| 21 | Md Jahangir Alam | Field Facilitator | B.A | 25-Oct-10 | 8 Years |
| 22 | Farzana Akter | Field Facilitator | B.A | 25-Jan-09 | 2 Years |
| 23 | Shahin Akon | Field Facilitator | B.A | 10-Oct-11 | 1 Year 8 Months |
| 24 | Maksuda Begum | Field Facilitator | B.A | 8-Oct-11 | 11 Years |
| 25 | Md. Hasan Mahmud | Office Helper | Class-8 | 01-Dec-10 | 1 Year 7 Months |
| 26 | Md. Moksedul Islam | Office guard | Class-8 | 01-জানু-11 | 1 Year |

Members of Governing Body of SOHAY:

| Name | Address | Profession |
|------------------------------------|---|-----------------|
| AleyaFerdousi,President | 3/J Jigatala, Dhopa Para, Dhaka-1209 | Private Service |
| SyedaMeheranazneen, Vice President | 35/C West Tejturi Bazar, Tejgaon, Dhaka-1215 | Private Service |
| NazmaIslam,Treasurer | 285/1 Bangla Sarak,(2nd floor) Rayer bazar, Dhaka | Self Service |
| Zamila Sultana, General Secretary | 280 Dhakkin khan, Dhakkin Khan Bazar, Uttra ,Dhaka 1230 | Private Service |
| TasnimSiddiq, Member | 71/1 Main Road, Kallyanpur, | Private Service |
| Md. Majharul Islam, Member | Nagaria Bari road,Dhakkin khan, | Self Service |

| | | |
|--------------------------|---------------------------------|--------------|
| | Uttra ,Dhaka-1230 | |
| Md.MohiburRahman, Member | 39/2 Central Basabo, Dhaka-1214 | Self Service |

Financial statement of 2011:

Have attached financial statements year of 2011

Donors of SOHAY:

Individual Donors of SOHAY Programme Activities:

- ✚ Daniel Shimmin, London, UK.
- ✚ Sarah White, London, UK.
- ✚ Peter and Vidya Evans, London, UK.
- ✚ Sarah Sanyahumbi, London, UK.
- ✚ Kathryn English, London, UK.
- ✚ Yolande Write, London, UK.

(Please revised Individual donors name)

Organizational Donations for SOHAY Programme Activities:

- ✚ Hope For Children – A UK based non-government organization.
- ✚ ManusherJonno Foundation – A Bangladesh based non-government funding organization.
- ✚ Global Fund for Children- A USA based non-government Organization.

Acknowledgment:

SOHAY would like to express sincere thanks to all of its institutional and individual donors whose have contributed to SOHAY programme activities to change the lives of so many poor people. Without their kind support, we would not have been able to achieve what we did in 2011.

Necessary Information of SOHAY:

SOHAY

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