



# Annual Report-2017

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## Message from the Chairperson

As I present SOHAY Annual Report for the year 2017, I am happy to report that the organization has just stepped into near one and half decade of its being as a development entity. We have also attained considerable measure of respectability in the development circle. Besides, over the past thirteen years SOHAY has grown and matured as an organization. It has developed expertise and the social sensibility to understand the dynamics of working with disadvantaged sections of the society. I am tempted to mention that from the beginning, our projects and programs have been creative and vigorous, touching the lives of our beneficiaries. Many of the programs and projects described in the pages of this report have brought meaningful changes in the lives of those with whom we work. This gives us satisfaction.



In the reporting year 2017, SOHAY implemented 5 numbers projects/ programs. These program addressing all of the current strategic issues of the organization.

I must extend my thanks and gratitude to the Executive Committee (EC) members for their prompt decisions and supports. Special thanks are also in order for all government officials, Local government representatives, NGO Affairs Bureau, the targeted community and stakeholders at all levels for their continuous support. I am amazed to see the extraordinary talent of our program beneficiaries for their survival Mechanism. I commend the members of the SOHAY team both at the field and at Head office for their hard work and dedication. Finally, I deeply believe in the inherent strengths of our organization and our collective aim must remain intact to promote and safeguard the interest of our innumerable beneficiaries.

Alaya Ferdouse  
President

## From the desk of the Executive Director

I am very pleased to present the 2017 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 established in 2002 to improve slum people live and livelihood through ensuring education, skill training and protection their rights. SOHAY registry as welfare organization on 8<sup>th</sup> January 2002 with Ministry of Social Welfare then SOHAY became legalized on the 26<sup>th</sup> August 2004 through the registration with Joint Stock Company and firms and on the 4<sup>th</sup> 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 Sustainable Development Goals.

## Core Values and Beliefs:

- Every people have enormous capacity to do everything
- Education is imperative to develop one's life and as a basic international human right, thinks everyone should complete at least primary education;
- Human dignity, and social justice through enhancing the knowledge, confidence and capacity building;
- Ensure peoples' participation through group based approach by established children, parents, women and others groups;
- Respect to diversified culture, religious and spirituality;
- Specific skills do ensure sustainable development through participate in mainstream economic activities of hazardous working, school dropout children, youth and teenage;
- Respect gender sensitivity and practice in and every place;
- Maintain value for money towards the all organization activities;
- Transparency and accountability

## Competency

- Strengthening organizational sustainability
- Strengthening good governance and democratic practice
- Initiating programs for inclusive and differently able people
- Initiating programs on different development sectors for marginalized group of people

- Exploring and mobilizing available domestic resources at the highest level of program interventions

**Strategically Approaches of Programme :**

SOHAY is working with holistic approaches through emphasizes on participatory and integrated community development approach with group formation. It mainly focuses to ensure full participation of the people in every development efforts, initiatives in field. To achieve the organization mission and vision, SOHAY is providing services through different development programs and specific needs of programme-targeted beneficiaries. The main areas of programme developments are as follows-

**EDUCATION**

## Project Name: Hazardous Child to Mainstream Education

### Summary

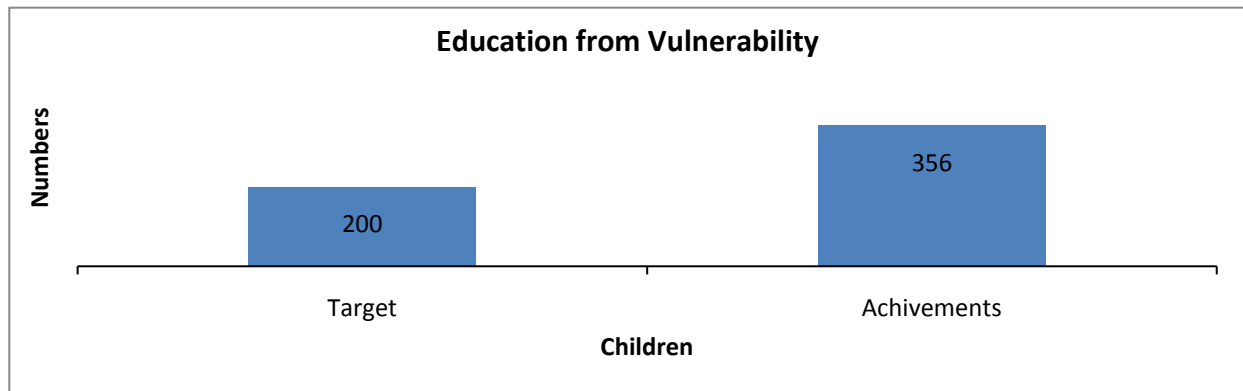
Bangladesh is one of the poorest populous countries in the world; half of its 150 million people live below the poverty line. The populations are concentrated into two different settings, e.g. urban and rural areas. The people are moving from villages to urban cities for better life, livelihood and job opportunities as a result large numbers of people are concentrating in city areas, a study shows 400,000 new people annually are coming in Dhaka, mostly poor destined to slums. According to rough estimate around 7.4 million children are working in different sectors, 6.0m in rural and 1.4m in urban. They have nothing to offer or negotiate except physical presence and labor so around 93 percent of them pass painful working life, work long hours, 30% are estimated work 43 hours or more per week. The owners do not have any urge improving the conditions or environment because the influxes of unskilled children are so huge they are not worried about shortage of workers for their areas. This situation is very influencing on the slum children development and protection. In this context SOHAY is implementing the project to reduce children participation in hazardous labour market in Bangladesh.

The project goal is improve life and livelihood of disadvantage slum children and objectives is to improve human and social capital of the supported children and their family members lead to children education, health access and child rights.

**Table-1: Target and achievement Hazardous Child to Mainstream Education project**

Types	Target	Achievements
Underprivileged slum children access in Government primary school	200	356
Children and their family access of low cost health facilities	200	356
Ensure supportive local duty bearer towards the slum community.	Slum communities	Now local duty bearers are responsible towards their duties

**Table-2: Numbers of vulnerable children access in government school**



**Analysis:**

Project have change the children dream pattern. Now they feel confident about themselves. They think it is possible to ensure their better life and livelihood through education. They want to forget their vulnerabilities when they were helpless as they have no rights to get access in service. They were think have no value of their lives but now they feel confidently with others children whose are come from different social tier. They enjoy their student life and crazy about their present life. They raise their voice about their rights and they want more assistance to get others opportunities from community, society and state. It is very relevant that the programme make to ensure a common sensitization among the communities for development the lives of children.

# Child and Youth Development

## Project Name: Hazardous Child Labour Elimination

### Summary:

This project is working to block the inflow through withdrawal and diversion and has observed that three different strategies work better in this areas, a) block the influx to hazardous jobs through diversion to education b) withdrawal from hazardous job through re-skilling and employing to new hazard free jobs and c) creating conducive work environment. Project used holistic strategies; it diverts and withdraws by offering alternative to children that ensures sustainability of the programme. The block or diversion did not allow the children enter in the hazardous process, the re-skilling and better job placement reduce number of hazardous working children and creating conducive working environment reduce children vulnerability.

This project focuses on urban slums and vulnerable working children, it provides skills development and placement to non-hazardous job, creates education opportunity, ensures conducive working environment, enlightening children on their rights, protection, development, prosperity and sustainability. Project will do this by engaging with children, their parents, business owners, local service institutions, local elites and people representatives.

The project will change the life and livelihood of more than 4,500 hazardous working and disadvantage children live in Dhaka urban slums. According to cost benefit analysis, the return would be couple of times than the investment.

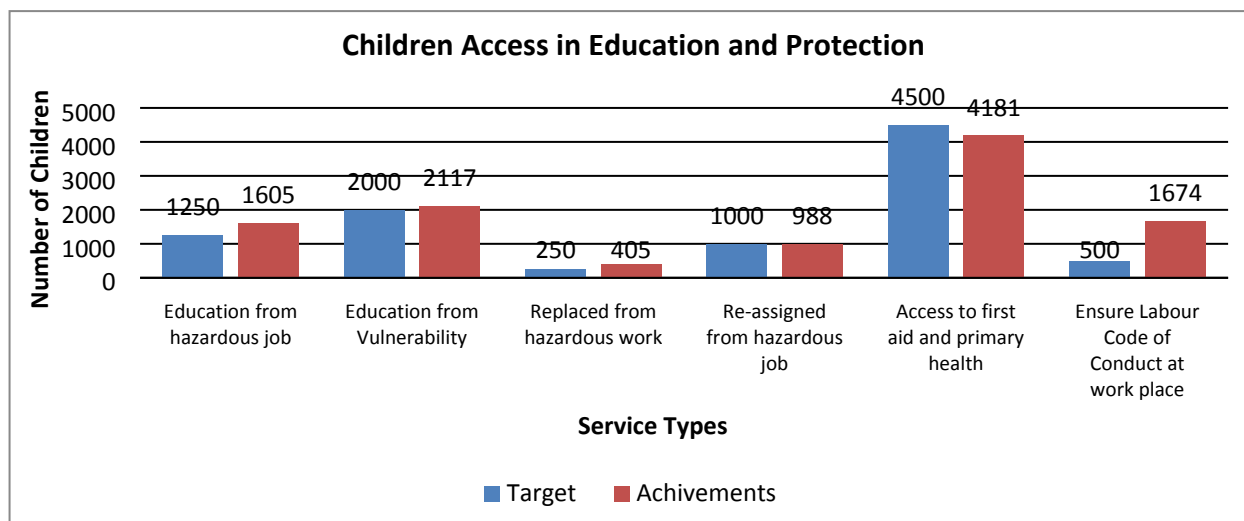
Project Goal is Bangladesh will be a child labour free country by fulfill in the basic rights of children and the purpose are -

- a) To withdraw children from GoB listed hazardous workplaces
- b) To create conducive working environment for the working children who are lawfully eligible to work in non-hazardous works
- c) To protect vulnerable children entering into labour market

**Table-3: Target and achievement of HCLE project inputs:**

	Target	Achievement
Informed Negative consenec CL	4500	5867
Receive Nonformal education for formal education	3250	4469
Presnts sestize	3250	4594
Receive vocation training	250	234
Get health card and access	4500	3762
Ensure First aid access in workplace	400	689
Employers aggred realize child labour and compile Labour code of conduct	500	1332

**Table-4: Target and achievement of HCLE project outcomes:**



### Analysis:

This project has exceeded the numbers of children, parents, community-members, government and non government organization and civil society members than originally proposed. In its totality, the project has changed and reshaped the lives of 1605 hazardous-working and vulnerable children. Amongst them, 271 hazardous-working children have re-enrolled and 590 vulnerable-children have enrolled in formal school. Now they are at a more secure pace of development. Community members are now well informed about the negative consequences

of working-children and of the alternative development path. They now understand a child is an asset and a child can change their future if they get proper education and market-demandable skills. In fact, the project has changed the culture and mind-set of many low-income people towards their children and their children's' skills.

1131 hazardous-working children's' employers have introduced code of conduct according to the national labour policy. Employers are now discouraged from recruiting child labour in their factory. Employers are now sensitized towards the working children rights by considering the national child protection policy and national labour law. Community members are now aware of child rights. Local duty bearers have taken on responsibility according to their position's duties. The public schools involved are now very sensitive to their re-enrolled students. The project has successfully established a community-based watchdog mechanism with the participation of parents, community, local duty-bearers and the business community. The child labour elimination committee is playing a monitoring role to engage with community leaders and civil society in order to protect children from engaging in hazardous labour.

## Project Name: Children Organize for Learning and Development project

### Project Summary

Bangladesh is one of the poorest populous countries in the world; half of its total 162 million (other recent statistics says it 140million) people live below the poverty line. According to a survey, a large portion of Dhaka population is classified as poor and vulnerable. The projection of Dhaka city population was 17.6 million in 2010 and among the 60% of them live in slums.

The human capital indexes of slum population are very poor due to lack of their education, health and skills and the due to lack of information and awareness their social capital index is low. According to World Bank report published in 2010 the national literacy rate is 55.90%, but the percentage is very low in all of urban slums. The Government of Bangladesh has taken several steps to increase the school enrolment and retention. Unfortunately despite all these efforts the performance is unimpressive, Government Primary Schools (GPS) and Registered Non-Government Primary Schools (RNGPS) has increased from 47.2% in 2005 to 50.5% in 2007. A report says that 31.5% boys and 33.2% girls live in Dhaka Urban slums never touched the school boundaries and rest of the children do not complete primary education due to poverty and lack of awareness and support from family. In this context SOHAY is implementing this project to ensure all slum children in formal education with proper guidance and protection.

Project goal is the project will improve life and livelihood of disadvantage slum children and objective is to improve human and social capital of the supported children and their family members lead to children education, health access and child rights.

### Output:

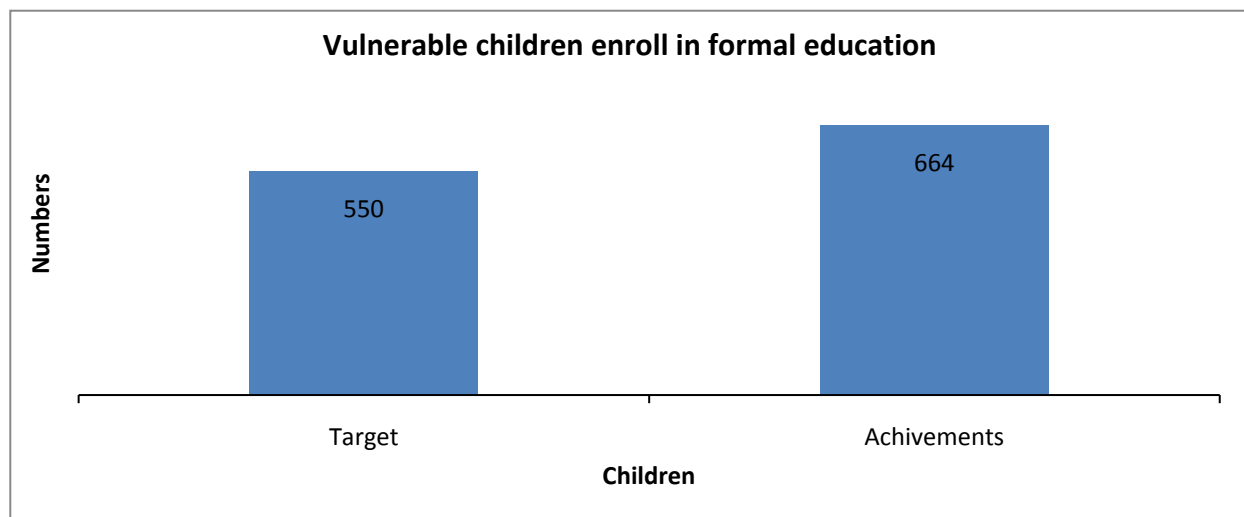
- ✓ Withdraw hazardous working children to formal education
- ✓ Pre-primary education support and assist education for enrollment
- ✓ Sensitize family members, community and local duty bearers
- ✓ Individual counseling and motivation
- ✓ Linked with formal health service center with free or low of cost

**Outcomes:**

**Table-5: Target and achievement Hazardous Child to Mainstream Education project**

Types	Target	Achievements
Working and Vulnerable children access in Government primary school	550	664
Children and their family access of low cost health facilities	550	664
Ensure supportive local duty bearer towards the slum community.	Slum communities	Now local duty bearers are playing supportive role.

**Table-6: Compare among the target and achievement of COLD Project**



# SKILL and LIVELIHOOD DEVELOPMENT

## Project: Economic Empowerment and Livelihood Development

### Programme Summary

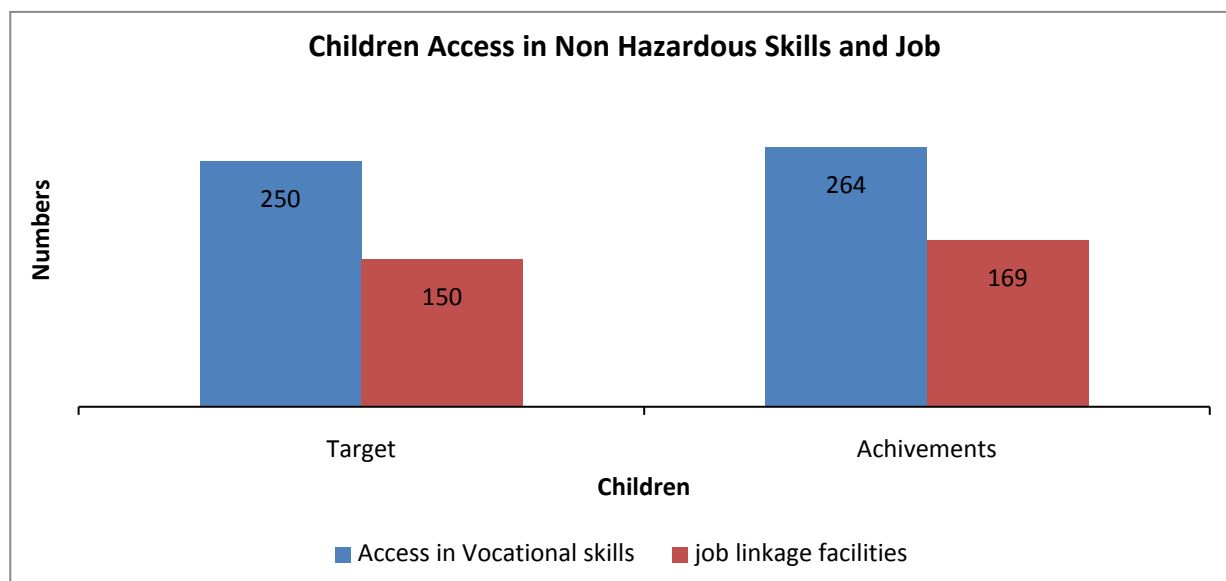
SOHAY believes that there are no possible to ensure sustainability of any development without economic development. With this view in mind, on 1<sup>st</sup> September 2008 it began its Economic Empowerment Project (EEP). This is an ongoing and one of core programme of SOHAY, which is implementing by SOHAY's own and individual support 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.

**The project goal is** slum adolescent girl and women will empowered through access in life skill and income generation non-hazardous vocational training to develop their life and livelihood and objective is to ensure social and economical empowerment through create more income opportunity.

**Table-7: Target and achievements of skill training and livelihood development:**

Types	Target	Achievements
Adolescent girl and women will get access in market demandable skills	250	264
Get job linkage facilities and entrepreneurship development	150	169

**Table-8: Target and achievement Numbers of skill trainee and get job linkage facilities**



**Analysis:**

This programme help the disadvantage youth girls and boys to change their life and livelihoods through get access market demandable skills and job linkage facilities. Now 169 numbers of trainee get opportunities to involve job among the 234 numbers of trainee in this competitive market. There are 9 numbers of trainee have develop personal business after get access training. Now they are earning a sort amount of money which is supported to ensure a standard living in Dhaka City.

# GENDER RIGHTS & JUSTICE

## **Project Name: The Community Legal Aid Services in the Southwest of Bangladesh**

### **Summary**

The project will work in the southwest region of Bangladesh. The region is close to a long Indian border, it has a strong presence of religious and “ultra-left” extremist groups and lower caste communities (27%). Women and children are the worst victims of ethnic and caste discrimination; they face triple burden of caste, CLASSBD and gender inequalities such as early marriage, dowry, polygamy, oral divorce, desertion, eve teasing, wife beating, abduction, intimidation are the common form of Violence Against Women (VAW); besides water logging is spoiling livelihood options in the region and forcing male members to migrate for work that is putting an additional insecurity and burden on the women. Shrimp farming is another dangerous thing which is making women more vulnerable. The region is religiously conservative; a lot of gender-based violence goes unreported due to socio-political-cultural constraints and pressure.

### **Goal**

To improve access to justice and lives of the poor, ethnic and women in the proposed working area.

### **Objective**

- ✓ Raise awareness on legal services
- ✓ Develop CBOs at village, union and upazila level
- ✓ Capacitate staff and community mediators
- ✓ Enhance community mediation favourable to poor and women
- ✓ Facilitate meeting of union, upazila and district legal aid committees

### **Out Comes:**

After implement the project it will create legal awareness in southwest region in Bangladesh to promote access to justice.

**Target Population**

Gender based violence, cast discrimination, vulnerability of women, lack of ability to access legal aid, landlessness, inequalities and lack of rights population.

**Achievements**

- ✓ 6570 numbers of women, girls, and family members are now include legal net works as now they can access any types of legal services from the networks
- ✓ 154 numbers of women and girls get direct access from this network

**Analysis:**

This project have implement through a sustainable relation mechanism among the target beneficiaries and relevant stakeholders. As project have develop partnership strategy with the public institution and local government and community group and targeted specific beneficiaries. This project have change the culture of dignity towards the women and girls as like as others minority group through create a legal access and practice in community people. Now targeted beneficiaries have capacity to get different services from public institutions and local government services, beside those projects have work to ensure accountability towards the service receivers.

## Project Name: Safe Migration for Bangladeshi Workers Project

### Summary

Bangladesh has 6.5 million migrant workers employed overseas, many of whom fall victim to exploitation by the fraudulent recruitment agencies or their foreign employers due to their lack of awareness and knowledge about safe migration process, labour laws, rights, lack of access to information and immigration services, proactive policy support and sufficient social and economic re-integration initiatives. On the other hand Bangladesh has been declared migration is a thrust sector and is increasingly being recognized as one of the post- MDG development agendas. In this context BRAC initiated a comprehensive migration project in 2006 to work with potential and returning workers in 17 migration-prone districts, providing information on safe migration processes, relevant laws and rights, legal support, skills training and social arbitration to recover money from middlemen, who adapted fraudulent practices and cheated migrants. However, SOHAY is working with BRAC's 'Safe Migration for Bangladeshi Workers' project as a sub grant partner at Dhakkinkhan area, Dhaka.

**The project goal is** to ensure safe migration of Bangladeshi migrant workers to restore their rights and dignity

### Objective

- ✓ Improving the safe migration process
- ✓ Steering a migrant reintegration programme
- ✓ Pursuing comprehensive pre-departure, on migration and return services for migrants and their families
- ✓ Strengthening the National Alliance for Migrants' Rights, Bangladesh (NAMR,B)

### Expected Outcomes:

- ✓ After implementation, the project people will fully aware about safe migration process and get legal and procedural support in pre-departure and after departure.

**Target Population:** Migrants workers, to be migrants and their family

**Achievements:**

- ✓ 302 numbers of adult male and female get proper information about safe migration
- ✓ 18 numbers have ensure to go to abroad through proper information
- ✓ 27 numbers of possible migrants get passport and visa information
- ✓ 5 numbers of fraud case have solved by social initiative

**Analysis:**

The project create a positive environment in the project area. Now people are knows the actual information about the safe migration especially women migration. But in the before time middle man were very influential in the community in the migration sector. Most of the time mass people were lost their money.

# ASSISTENCE

## Finance & Accounts

President, Treasurer and Executive Director are key signatories of SOHAY's main account. Any one of the two signatories with the Executive Director can withdraw the amount. The signature of the Executive Director is mandatory. On the other hand, three signatories as authorized by the Executive Director of SOHAY, maintain the bank account under the project or Field Offices. In general, the head of the project or field offices and the person in charge of accounts are the mandatory signatories.

## HR & Admin

SOHAY's Human Resources and Administration Section provides different services that include personnel management, procurement, logistics support, recruitment and placement. It also maintains matters related to vehicles of the organization. The department also maintains liaison with government and non-government organizations and personnel in respect of administrative and financial issues. The Executive Director and HR and Admin Manager are directly responsible for the overall administration of the organization. The Program manager and other senior managers of the organization assist in functioning of the program, administration and financial management of the organization. Beside those, the General Body is the highest authority of SOHAY. This body is created by participation of 16 members including with different academics, research, social work, law, NGO, business individuals. The General Body elects the executive Committee (EC). They meet once a year. If necessary, they can hold emergency meetings. Actually, the Executive Committee (EC) is playing an important role to ensure governance of the organization, policy decisions and program development and management.

The Executive Director (ED) is responsible for day-to-day and overall administration and management of the organization. He is also responsible for program development and implementation. He keeps close contact with government, non-government organizations, and donors. The Program Manager, Project Coordinators and the senior managers of the organization assist him.

Staff Coordination Meeting is one of the important indicators of SOHAY's to ensure progress, success and limitations of both program and administration. The Staff Coordination Meeting is held at two levels. Every month held meeting with participation of senior managers and all staff level.

Advisor is mainly working with Executive Director and committee to assist the organizational activities to take it to with proper and right direction. As a very experienced development activist advisor always, assist in various levels of activities of the organization.

## Monitoring & Evaluation

SOHAY's monitoring strategies involve the collection and analysis of data about project activities. It is suggested that the data should be easy to collect and easy to understand. The focus of monitoring is to use the knowledge and information gained to correct and to adjust project implementation and management in order to achieve project objectives. SOHAY's evaluation process aims to consider the output, outcome, results and effects of a project in terms of the local and national perspective and the quality of life of the project participants. Through evaluation, project participants and others attempt to understand and explain the effects of a project. The evaluation builds on the links among socio economic and socio political problems, causes and solutions identified in the project proposal and design.

The evaluation of SOHAY projects is generally done towards the end of project implementation and is included along with monitoring in project design. Project evaluation of SOHAY is an assessment of project performance and results in the light of the stated project objectives. Both monitoring and evaluation framework of SOHAY require information about the current state of relevant features of the community or locality, usually focusing on the socio-economic and socio-political problems in the SOHAY focal area and corresponding operational program, before project activities begin. This is called baseline data. SOHAY believes that while M & E framework should be well planned, organized and systematic, it is prepared and should also allow for unexpected occurrences and results.

## SOHAY- Governance Structure

An Executive Committee (EC) that is elected by a general body of sixteen members governs SOHAY. The EC is comprised of reputed NGO leaders, researchers, academicians, and legal experts who bring with them many years of diversified professional experience. The Board meets six monthly to provide strategic decisions and policy support in the operation of SOHAY. The Executive Director, who acts as the member secretary of the NEC, is responsible for implementing the strategic decisions and policies that are made by the Board.

### Members of Executive Committee 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, Uttra ,Dhaka-1230	Self Service
Md.MohiburRahman, Member	39/2 Central Basabo, Dhaka-1214	Self Service

### Networking with Partner

SOHAY is always maintain effective partnership network with like mind organization to ensure effectiveness of all programme activities at national and international level.

### Audit

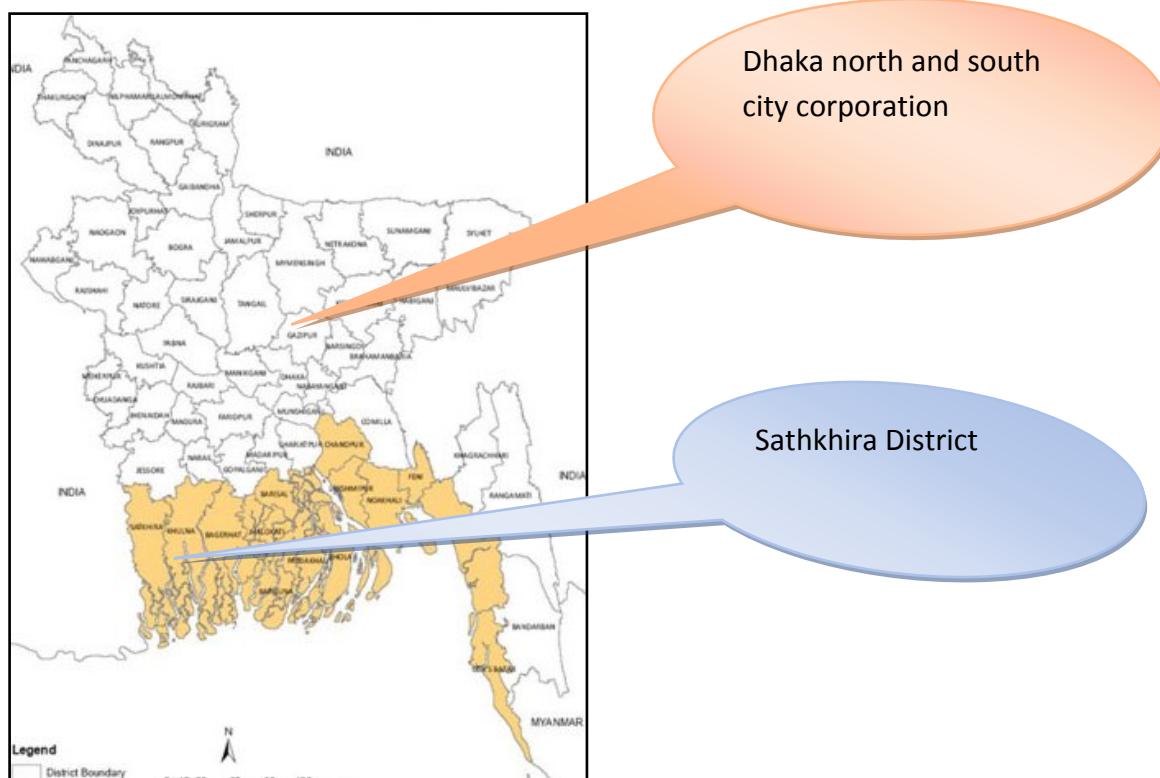
SOHAY follows an accrual and cash basis financial management system. SOHAY has financial policies and all its finance activities are run accordingly. SOHAY has dedicated finance staff to maintain its accounts. SOHAY's finance has been audited by audit firms since 2004. In 2005 SOHAY finance audited by Huda Vasi and Co. In 2006, 2007, 2008, 2009, 2010, 2011 SOHAY's finance were audited by A Kashem & Company, from 2008 to 2011 the books of accounts were audited by Howlader Yunus and Company. In 2012 SOHAY's executive committee appointed a Wahab and Co to audit SOHAY's books of accounts for next three years. The selection of the audit firms is the responsibility of the Executive Committee.

### SOHAY's Programme Management Team:

SL .	Name	Designation	Educational	Date of Joining	Experience
1	Zamila Sultana	Executive Director	M.A	01 January'2002	14 years
2.	Md. Abdullah-Al-Mamun	Programme Manager	M.S	15 December'10	10 years 6 months
3.	Md. Enayatul Haque	Finance & Admin Manager	M.B.A	01 February' 2014	5 years

4.	Shakila Sultana	Monitoring Manager	M.S	1 March'2004	17 Years 2 Months
5	Md. Yousuf-ur- Rahman	Training Manager	M.S.S	1September'08	14 years 9 months
6	NarunNahar	Programme Officer	M.A	12 August'06	15 years 3 months

### Geographical Location of SOHAY's Working Areas:








### Financial statement of 2016:

Professional Certified Account Firm already audited in this year but not provide report yet. But we are providing our total income and expenditure of this year.







SL	Total Income (BDT)	Total Expenditure (BDT)
1.	14,157,946	14.139,840

## SOHAY's Partnership

### Organizational:

-  Global Giving – 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.
-  DFID- A UK based non-government organization
-  BRAC – A Bangladeshi based International Organization

### Individual:

-  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.

### 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 2014.

## Photo Gallery



**Necessary Information of SOHAY:**

**SOHAY Head Office**

280, KhashVila, Dhakkhin Khan,  
Dhaka-1230

Phone: 01199812960, 01771237939

Email: [sohay2004@yahoo.com](mailto:sohay2004@yahoo.com)

Web: [www.sohaybd.org](http://www.sohaybd.org)

**SOHAY Liaison Office**

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Phone: 01771237939, 01717173953

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