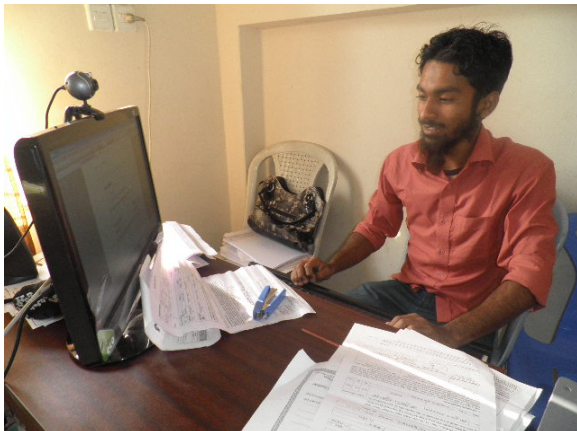


SOHAY

Everything is possible if proper guidance and support is there!!!

Md. Arif Hossain is a name of success as development professional. He groomed in SOHAY now joined the Union Parishad in 2012 for giving service to wider community/population. It was not long ago (2008) his family was puzzled about the direction of his future. The elder son of a carpenter parents was certain that his education will end soon after his Higher Secondary Certificate (HSC) result published due to financial crisis. He knew he had to join the job market but was worried on type. That was time when he joined SOHAY as field facilitator. As part of SOHAY's continuous encouragement of staff development and thinking of bright future Arif was inspired diversifying his skills, joined SOHAY's computer literacy training programme learned the use of different software. He is a proficient computer operator now. The Government as part of its ICT commitment provided computers to union parishad, Arif saw the scope of serving wider community hence joined the Dhakkhin Khan union parishad as computer operator.

Bangladesh is a densely populated country, its biggest resource is human and the capacity of these



Md. Arif is working at the Union Parishad office

people will make country's future better. SOHAY as part of its commitment to the development of the country creates space and encourages its own staff for development. SOHAY's organizational policy is flexible for those staff have clear plan and paths where they would like to see them in ten years time. Arif undergone the scheme he in addition to his regular job spent time diversifying his skills and completed graduation degree. Arif thinks joining

SOHAY was the turning point in his life he now has clear plan and moving on to reach the target.

"I am grateful to SOHAY for the scope and opportunities it creates for its staff knowledge and skill development.

I have joined Dhakkhin Khan Union Parishad (part of local government) in 2012 as computer operator and providing service to the total population of this union."

**Md. Arif Hossain,
Dhakkhin Khan Union
Parishad**

Right assistance and entrepreneurship is the path of success!!

Mr. Rafiq is the name of a successful young businessman and respectable member in the society, he is employing three (3) permanent and sixteen (16) part-time employees round the year and heading towards a better future. But only 7 years ago the scenario was totally different, he was aimless, frustrated and traumatic person. He embraced the first shock and



Mr. Rafiq is enjoying in his own business organization

real heat in his life as student of class VIII. Due to financial situation of his family he was bound to stop education and left the loving home for survival and supporting other family members. His father was a petty businessman in their village home of Sherpur District, which is also a monga prone area (on a particular time of a year) in Bangladesh. Rafiq came to Dhaka was scared and find it a hard rock place to live.

Seeing no other alternative than menial labor he joined a tailoring shop as a trainee worker on food for work basis. In 2008 after 3 years of hard work he accumulated energy to ask the shop owner for remuneration in addition to food. That was the time he faced second hard time in life, he was sacked and asked to leave the shop. He fell in dark and was complete disarray for some days though he is very happy now loosing the previous job because that created opportunity of contacting SOHAY. One of his relative brought him to SOHAY for assistance. SOHAY management seeing his potentiality employed him to provide tailoring training to the unskilled disadvantaged women in its working field as part of its skills development programme. In 2010 SOHAY gave him basic business skills training, linked to the market and arranged seed money starting a tailoring shop. Since then his income has gone up multiple folds. In 2008 it was taka 3,000 per month, but in 2011 it was five times taka 15,000 per month. SOHAY strongly feels identifying individual potentials, providing right assistance and directions are the best way of pushing people out of poverty.

No.	Year	Income (per month) (BDT)
1.	2007	No Income
2.	2008	3,000
3.	2009	5,000
4.	2010	12,000
5.	2011	15,000

Last 5 years Income (monthly) flow chart of Mr.Rafiq

"I had dream but had no idea how to materialise it.

SOHAY guided and supported me a lot reaching to the present position. I am grateful to the organisation."

Rafiq,
Owner Rafiq Enterprise

Personal aspiration and on time support unfold people potentiality!

Nisira Akter is idol for those impoverished young children have started calculating their future bleak and distorted drowned in deep depression and totally frustrated. She is 20 years old elder daughter of her parents. Four years back her family lost income and assets in social conflict fell in financial crisis, cutting family expenditure her parents moved to slum, stopped children education. This is completely new environment for Nisira but allowed her closely observing the life of same aged slum children. She was in dismayed but her aspiration was not completely shattered, she was searching weapons to fight back. Two years ago SOHAY as part of its programme expansion plan moved to the slum Nisira live. She came in touch with SOHAY staff explained personal situation and sought advice. The first advice she received was to continue the education at any cost because this is the ladder of climbing up and returning to the world she belonged to, at the same time SOHAY also explained investing time on other activities may give temporary relief but have very limited long term future and benefit.

Nisira persuaded her parents to pay her education cost but they failed to continue it as they were struggling ensuring basic stuff for family members. SOHAY advised her to join its skills development



Nisira is pushing her dream among the slum children at SOHAY education centre

programme, link to market for income to cover education cost. She passed secondary school certificate exam, admitted to college for further study. SOHAY at the same time continue motivation so that she could continue the fighting instead of choosing the easy path e.g. move away from aspiration and target. Last year SOHAY advertised for field staff, Nisira applied and got the job. She has started to see the change foreseeing better future.

As SOHAY employee Nisira is working closely with the slum children, parents, disadvantaged and impoverished groups upholding their aspirations and navigate them towards their targets. She is very happy working as SOHAY employee but felt

“I know the difficulties poor slum children undergone in their life. I have joined SOHAY with a clear determination to encourage them as much as possible upholding their aspiration to make the dream become true.

Nisira Akter
Field facilitator, SOHAY