

**Profile of
Bangladeshi Ovibashi Mohila Sramik Association
(BOMSA)**



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1. Basic Information

Name of organization	Bangladeshi Ovibashi Mohila Sramik Association
Acronym Name of Organization	BOMSA
Office Address	132, Anjuman (3 rd floor), Darus Salam Tower, Mirpur Road, Kallyanpur, Dhaka-1216 E-mail: bomsa@dhaka.net
Name of General Secretary	Sk. Rumana, 01819432782
Name of the Chairman	Lily Jahan, 01718405546
Name of Contact person	Farida Yeasmin, Director program, 01711076240
Year of Established	1998

2. Legal status:

SI no	Registration authority	Registration no	Date
1	NGO Affairs Bureau, Bangladesh	1920	13.04.2014
2	Ministry of Women and Children's Affair (MoWCA)	Jesbicca/Dhak/250	31.05.2003

3. Vision, Mission, Goal and Objectives

Vision

Ensure safe migration for women migrants and establish them as valued members of Bangladesh society.

Mission

To give a voice to the women's migrant community and ensure their families are aware of their rights

Goal

Protect the rights of the women migrant workers

Objectives:

Empowerment: To empower women migrant workers for to claim their rights, to receive proper migration information, to receive related services and to improve their situation in Bangladesh and abroad.

Awareness-raising: To raise awareness about inform decision, safe migration, legal channel of migration, migration cost, medical test, migration related different services, migrants' rights as per migration laws and convention, and health risks associated with the migration process, particularly HIV and AIDS.

Capacity development: To skills and leadership building for ensuring employment in Bangladesh and abroad.

Advocacy and Policy Lobby: To advocate and lobby with policy makers for enacting, amending migration friendly laws and policy

Support service: To provide legal assistance through GMC and legal aid unit and reintegration services from public institutions

Networking: To create a wider network at national, regional and international level for the protection of female migrants' right.

4. Short Description about BOMSA and its projects:

Bangladeshi Ovhibashi Mohila Sramik Association (BOMSA) aims to unite and protect the welfare of female migrants in Bangladesh. BOMSA has been working with internal and external women migrants since 1998 to ensure the protection of migrant's rights. It has been registered that some of the returnee women migrants felt to be organized to do self-help, but they needed a platform to raise their issues. Based on this idea, they became organized and formed BOMSA. with the registration of the Department of Women's affairs Government of Bangladesh (DWA Registration no. Jesbikka/Dhaka/250. At that time, it was the only voice raising platform for female migrants in Bangladesh. It was a subscription-based organization, but it could hardly do all the needful for the women migrant's needs. Later it had got its registration from NGO affairs Burrou in 2004 (NGO Bureau Reg. No 1920) and started to get donations. BOMSA has the experience to work in eleven districts of Bangladesh. Our work continues to shape the lives of many women, who battle against the odds in foreign lands by offering both pre- and post-departure counseling, technical support and training. From 2004 it has been able to provide supports to nearly 50,453 potential women migrants with migration awareness orientation at the community level, pre-departure training and skill training for the domestic women migrant workers. In case of providing legal aid with pro bono lawyers' supports, BOMSA regularly provides counseling, legal and mediation support to migration fraudulent cases and victims. Up to 2019, BOMSA has dealt more than 6,000 cases regarding migration complaints

BOMSA has created a wider network at national, regional and international level for the protection of female migrants' right. It has a strong network with different national, regional & international networks. At the national level, BOMSA well popular to BMET, local DEMO, local TTC, Expatriate Ministry and government departments and inter-government organizations and institutes. BOMSA is also a regular member of different international and national forum and platforms: GAATW, SAWF, CARAM ASIA, Tanaganita, UN Women, IOM, ILO, GCM, MFA, Government of Bangladesh and Bangladesh Civil Society for Migration (BCSM). Moreover, BOMSA regularly participated in GFMD and PGA to uplift the rights of female migrant workers.

Since its establishment, BOMSA has undertaken many development activities at the grassroots level as well as the national and international levels. BOMSA has already successfully implemented 25 projects and three projects are running which are mentioning in the following table. Some important implemented projects titled, Combating the violence of HRR of the female migrant workers, Promoting Safe Migration & Local Development in 8 Districts in Bangladesh, Reducing the vulnerability of women migrant workers to STI and HIV/AIDS (2010-2011), Combating Females Trafficking through Females Migration project (2007-2010), Counseling and Economics Reintegration Project (2009-2010), Empowering Women Migrant Workers in Asia project (2008-2009), and so on. From September 2016 to May 2017, BOMSA was a partner of ILO WIF "Capacity building of the community-based workers to support and restore the rights of women migrant workers and implementing the existing laws and policies to avoid trafficking in women and girls in the community" project. The project activities have been implemented at Dhaka, Narsingdi, Kishoregonj, Narail, Jashore, Faridpur, Rajbari and Manikgonj district. Under the project BOMSA has some major activities including organizing capacity development training for community workers and volunteers, organize a sensitizing workshop with trade union members, organizing district roundtable discussion/consultation with local-level stakeholders focusing on issues of women's rights in overseas employment etc.

Current three Projects of BOMSA:

- (i) From 2017 to 10th October 2021, BOMSA, with the assistance of the British Council-led PROKAS (Promoting Knowledge for Accountable Systems) program, has undertaken an initiative entitled 'Fairer Labour Migration' (FLM) to improve the transparency and accountability of migration

through engagement by multiple stakeholders to increase the fairness of the labour migration system by providing technical assistance and capacity building for government and non-government partners. Another scope is reducing corrupt practices and supporting the development of mechanisms to enhance informed decision-making by migrants. A central theme of the project is to work on the local level to pilot decentralised multi-stakeholder grievance mechanisms (e.g., mediation) for migrants and aspirant migrants in targeted area sat Narail and Jashore district with the support of PROKAS- British Council.

A key output of the FLM initiative is to develop a Grievance Management Committee (GMC), whereby a body of local mediators hear and mediate complaints regarding migration issues of women migrant workers. This process in effect, manages to give a comprehensive guideline of the GMC in areas of disputes at a local level, when other formal means of resolution are unachievable. PROKAS is working to build a model of this with the help of several local partners¹ in order to hand over the concept and model to the Government of Bangladesh (GoB). Under this project BOMSA mediates and resolve migration grievances at the local level, where BOMSA performed 80% success. Already BOMSA established four Grievance Management Committee (GMC) with 38 Members and these committees have received 62 complaints of which 27 complaints have been resolved, BDT. 15,60,000.00 (Fifteen lac sixty thousand taka only) recovered through mediation and the remaining compliant are pending for necessary step including mediation (up to June 2019).

- (ii) From 11 December 2019 to 10th December 2021, BOMSA, implementing the project entitled **“Initiative to improve access to justice for the female migrant workers of Bangladesh”** under ILO Programme: Work in Freedom Programme Reducing vulnerability to Trafficking of Women and girls in South Asia and The Middle East. The intended beneficiaries of the project are potential women migrants and the migrants who working abroad especially women workers in low paid job and face lots of exploitation, abuses and harassments either during the migration and recruitment process, while working abroad or after returning home.

BOMSA as a pioneer women migrants association has been witnessing the problems of the women migrants from the central to grassroots level that almost all the women migrants even do not know what they should do, where they should go for their supports and services required for overseas migration. The community people do not know what should be done to support the women migrants and to restore their rights as human, citizen, women and migrant. Even the migrants cannot avail the opportunities available at the community level due to lack of knowledge, skills, technological literacy among migrants, cooperation, collaboration of all local level actors, stakeholders involved in the migration cycle.

Through this project BOMSA is trying to settle all kinds of dispute relating migrant women workers through mediation with the help of Grievance Management Committee (GMC) and CBO members and mediation & case management workers of BOMSA. This specific project will contribute to increase effective implementation of laws and policies for ensuring migrant’s workers’ rights through case management. Through developing and strengthening partnership and networking with different government, ILO constituents and non-government organizations, effective

¹ BOMSA, Institute of Informatics and Development (IID), Refugee and Migratory Movements Research Unit (RMMRU), Welfare Association for the Rights of Bangladeshi Emigrants (WARBE) Development Foundation, Young Power in Social Action (YPSA)

strategies will be taken to ensure women migrant's workers' rights through access to justice/case management. Above initiatives and advocacy intervention will be able to bring change towards ensuring women migrant's workers' rights.

- (iii) From 1st January 2020 to 31 December 2023, BOMSA, implementing the project entitled Enhanced Safety and Security of Women Migrant Workers (ESSWMW), supported by Manusher Jonno Foundation (MJF) under "Women's Voice and leadership" project, funded by Global Affairs Canada (GAC). The Goal of the programme is to Enhanced safety and security of women migrant workers at Dhaka (Mirpur, Savar), and Narshindi (Shibpur).

This project will focus on to ensure the rights of the potential women migrant workers along with the returnee migrant workers. The project will orient the potential migrant workers through capacity building, counseling for increasing their confidence and prepare them for the workplace situation. Main objective of this project is female workers should go abroad with a basic understanding of the destination country's culture, adequate training on necessary hard and soft skills and sufficient knowledge of practical working environment there. They should also be made aware of the overseas safety and security issues -- especially the protective measures on violence against women and sexual harassment.

The project also focuses to ensure the rights of the returnee migrant workers which can ensure their economic empowerment that can play a central role for bringing about positive changes in the lives of women through gender equality and reducing discrimination against them. The capacity building of the community Based Organization (CBO)s can ensure the door step services to the women and strengthen networks, mobilize and organize grassroots women are marginalized and vulnerable migrant workers both domestic and international returnee. This proposed project will unite movements through social mobilization, and demonstration events to protest against discriminatory practices and gender-based violence especially of the women migrant workers.

The Key Outcomes of this programmes are, (i) Improved awareness and knowledge level of potential women migrant workers for safe migration at Dhaka (Mirpur, Savar) and Narshindi (shibpur)(ii) Enhanced skills, knowledge and capacity for future engagement in economic activities of returnee women migrant workers at Dhaka (Mirpur, Savar) and Narshindi (shibpur)(iii) Enhanced skills, knowledge and capacity of CBOs and other related organizations for advocating rights of women migrant workers (iv) Improved women migrants' friendly policy and quality services for safe migration at local and national level

Through this project BOMSA will be advocating to ensure safe migration, ethical recruitment and objectives of Global Complex migration (GCM) with national and international government and non-government organizations, networks and platforms. Also through these project activities BOMSA will be advocating for fulfilling the SDG goal number 5 (Gender equality), goal number 8 (Decent work and economic growth), goal no. 8.8 (Migrants workers' rights), goal no.10 (reduced inequalities, goal no. 10.7 well managed migration policies, goal no. 10.C (remittances) and goal no. 17.16 (Global partnership and goal no. 17.17 (Public, private & CS partnership).

Through this project the organization has planned to directly work with the Network & CBOs who are directly working in the community level and run by the women return migrant workers. Those CBOs are formed by BOMSA earlier and they have the positive acceptances in the community level and working experience for lobby advocacy focusing the migrant issue in the local government level. BOMSA through the project build their capacity further with different series of training programs which focus human rights, women rights, migrant rights and duties and leadership development. This group will work directly in the field level to promote the rights of the women migrant workers where the gender equity and equality ensured. This group will work as a pressure

group and they will also work as workers for further advocacy. Through MoU BOMSA will develop and strengthen the relationship with the NGOs, local service delivery authorities for further need-based referral services and service delivery in local and national level. The project will identify potential leaders to more visible into the operational mechanism of returnee migrant workers through team building and enhancing their understanding of the rights-based issues and increasing their negotiation skill, leadership skill, entrepreneurship development. By the over the implementation of the project demand for workers engagement will reduce the ratio of domestic violence and sexual harassment in the work premises and dwellings.

Partnership with the Donor current and previous years:

Sl. no	Project name	Doners name	Status
1	Fairer Labour Migration Project(FLM)	British Council, PROKAS	On going (From 2017)
2	Initiative to improve access to justice for the female migrant workers of Bangladesh	International Labour Organisation (ILO), Work in Freedom Programme	On going (From December 2019)
3	Enhanced Safety and Security of Women Migrant Workers (ESSWMW)	Manusher Jonno Foundation (MJF)	On going (From January 2020)
4	Global Labour Program: awareness Raising on Labour Standard, Social Compliance and Industrial Relation for Bangladeshi workers-Domestic and Migrants	American Centre for International Labor solidarity (ACILS)	On going (From 2006)
5	Capacity building of the community-based workers to support and restore the rights of women migrant workers and implementing the existing laws and policies to avoid trafficking in women and girls in the community	International Labour Organisation (ILO), Work in Freedom Programme	Phase out
6	Awareness Raising and Education Workers Project	IOM	Phase out
7	Awareness Raising and Skills for Female Migrant Workers.	Canadian International Development Agency (CIDA)	Phase out
8	Female Awareness, Livelihood and Education	Manusher Janno Foundation (MJF)	Phase out
9	Pilot Models for Returnee Women Migrant Workers.	Unifem	Phase out
10	Capacity Enhancement and Outreach Program-Phase-II	Solidarity Center Bangladesh	Phase out
11	Entrepreneurship Development for Female Migrant Workers.	IOM	Phase out
12	Piloting Reintegration Program for Women Migrant Workers.	UNIFEM	Phase out
13	Pre-departure Orientation Program and Advocacy for Women Migrant Workers.	Action Aid Bangladesh	Phase out
14	Remittance Payments & Partnership	IOM	Phase out

15	Training on HIV awareness for Female Migrants Workers.	ILO	Phase out
16	Combating Females Trafficking through Females Migration.	Dan Church Aid (DCA)	Phase out
17	Capacity Enhancement of BOMSA to Ensure Safe Female Migration	Canadian International Development Agency (CIDA)	Phase out
18	Empowering Women Migrant Workers in Asia	Unifem	Phase out
19	Counseling and Economics Reintegration.	ILO	Phase out
20	Promoting Safe Migration and Local Development in Eight District in Bangladesh.	Dan Church Aid (DCA)	Phase out
21	Combating Trafficking	Spanish Cooperation (AECID)	Phase out
22	HIV and AIDS Program.	IOM	Phase out
23	Combating the Violation of HHRR of the female migrant worker (FMW)	Spanish Cooperation (AECID)	Phase out
24	Combating Trafficking in women Through Safe Migration for Bangladeshi women workers and Supporting their Families.	Dan Church Aid (DCA)	Phase out
25	Combating Trafficking in persons for labor Exploitation Among Vulnerable Workers.	Solidarity Center Bangladesh	Phase out
26	Promoting Awareness Strengthening Capacity Trade Union, Civil Society and bearers to enhance protection of women migrant workers in south Asia and the Middle East.	Migrant Forum in Asia (MFA)	Phase out
27	Combating Trafficking and Empowering Women of Migrant Workers	South Asia Women Fund (SAWF)	Phase out
28	Combating Female Trafficking Through Safe Female Migration.	Dan Church Aid (DCA)	Phase out

The organization worked more closely with the MoEWoE, and BMET on the migration issue. BOMSA observed the 18 December, International Migrants Day as a solidarity day since 1998 to 2018, finally, government observing nationally the 18 December, as International Migrants Day from 2008. Through the BOMSA's strong advocacy with other stakeholders and civil society representatives, Bangladesh Government has ratified the UN Convention "International convention on the protection of the rights of all migrant workers and their families, 1990 (ICRMW)" without any reservation on April 21, 2011, and enacted the Overseas Employment and Migration Act 2013, Overseas Welfare and Foreign Employment Policy 2016, Overseas employment and migrant management rules 2017 and Wage Earner Board Act, 2018, etc. Moreover, BOMSA regularly participates at the consultation sessions with the government on developing Expatriate welfare Policy, action plan, preparation for Global Compact on Migration (GCM), events organized by PGA (Peoples' Global Action), GFMD (Global Forum on Migration and Development) and so on.

Though BOMSA has extensive experience working at different locations of Bangladesh including Narsingdi, Gazipur, Kishoreganj, Habiganj, Sylhet, Dhaka, Cumilla, Brahman Baria, etc. but rarely it has officially set up at all of these areas. It has been working through different networks and CBOs. However, BOMSA has expertise in providing different forms of direct assistance and services to migrant workers both men and women at different stages of migration through linking with different networks, CBOs, and forums. For example, it has a good network with BMET and Expatriate Ministries, GAATW, SAWF, CARAM ASIA, UN Women, GCM, MFA, BCSM and if found any rights violation cases of migrant workers, BOMSA regularly refers cases to these organizations and government bodies.

5. Issue-based Expertise of BOMSA:

- Safe migration
- Non-formal education
- Governance and Advocacy
- Health and Nutrition
- Women empowerment
- Labor trafficking
- Capacity building
- Legal support and rescue of women from abroad
- Migration Grievance Management
- Migrant worker rights
- Pre-departure orientation
- Pre-decision meeting
- Awareness
- Reintegration of traumatized returnee migrant worker
- Working experience in urban and rural
- Working with youth group especially adolescent girl

6. Organizational expertise of BOMSA:

- **Grassroots program organizing** awareness-raising through the court-yard meeting, cultural programs, street theater, and puppet show etc.
- **Community interactions:** organize bazar meeting, courtyard meetings, meeting with local governments etc.
- **Information dissemination:** Provide information on safe migration, rights of migrant's workers through sticker, Card, leaflet, poster, booklet etc.
- **Training:** Providing Pre-departure orientation training, pre-decision training to aspirants migrants, Leadership building, Health and Nutrition including STI and HIV/AIDS, Capacity building for local government representatives, ANSAR VDP, religious leader etc.
- **Grievance Mechanism:** Through Grievance Management Committee, BOMSA receives complaints and cases from migrant workers, mediate the complaints/grievances at the local level through GMC, refer and follow-up cases at BMET etc.
- **Free Legal Aid Services:** Provide legal support and rescue of women from abroad through its referral linkage with BMET and different legal aid organization.
- **Research:** Household data collection, survey, conducting FGD, KII, case study collection, case and data analysis and report preparation,
- **Advocacy and, Lobby, Policy Dialogue:** advocacy with local government, issue-based advocacy with Expatriate Welfare Ministry and BMET about safe migration.

- **Materials development:** Development of innovative IEC materials, training materials, Flash card, Flip Chart etc.
- **Documentation:** Research report, policy brief, press-release, conference reports etc.
- **Networking and Strong referral linkage:** BOMSA has the network and strong referral linkage with Expatriate Welfare Ministry and BMET and different legal Aid organization including IBP partners of PROKAS, British Council

7. List of Research and studies:

- Women in Foreign Employment: A study of Skills Diversification for Bangladeshi women workers
- Case Study Analysis on Abuses In Lebanon conducted by Farida yeasmin Advocate, Supreme Court of Bangladesh on April 2013
- Research on Grievance Redress System (GRS) for Women Migrant Worker conducted by Farida Yeasmin, Head of Law Research and Development Center (LRDC) Advocate, Supreme Court of Bangladesh on January 2018
- Situation Analysis for women Migrants workers(Market, policy, and gap analysis) by Asif Munier and Deena Nargis on November 2018
- Research on Women Migrant workers Challenges and Prospects on December conducted by Farida Yeasmin, Head of Law Research and Development Center (LRDC) Advocate, Supreme Court of Bangladesh on December 2018
- CAUGHT IN THE MIDDLE: Women’s Migration through Sub Agents conducted by Asif Munier and Deena Nargis on December 2018
- Study on Policy Brief for women Migration by Syeed Ahmed on 2019
- Study on process documentation on GMC and develop an operational guideline for GMC By Syeed Ahmad on 2019
- Consequences in desecration of Migrants Rights: an in-depth analysis on 30 cases of Female Migrant Workers conducted by Samiha Huda on January 2019

8. Collaborating Institutions:

Primarily, BOMSA will implement the project activities by itself, based on its prior experiences and skilled staffs. While it requires to train 100 Recruiting Agents (RAs), BOMSA will make collaboration informally with BAIRA (Bangladesh Association of International Recruiting Agencies), as it has a strong network with this association for last 20 years and very conversant to both. Apart from this, BOMSA will also engage the local GMCs (Grievance Management Committee) to deal with migration fraudulence cases (unethical recruitment-related), which were formed with the initiatives of BOMSA and local government. However, while implementing different projects like: projects of DCA, British Council- PROKAS, ILO, MJF etc., BOMSA has formed 16 CBOs as a symbol of sustainability of the local migrant women. Each of its CBOs has 9 members executive committee, with members of 40 to 45. Apart from these CBOs, which are functional to unite the returnee migrant workers to raise their voice and place demands to the government, BOMSA also has strong networks with different local NGOs, who are working at the same intervening areas. These NGOs and CSOs also could be the indirect beneficiaries of the project, whom BOMSA will collaborate within its local migration grievance mechanism.

9. List of the CBOs

SL.NO	Name of the District	Number of the CBOs
1	Manikgong	01
2	Gazipur	03
3	Keshorgong	03
4	Jessore	04
5	Narail	02
6	Norshindi	01
7	Faridpur	02
8	Savar	01
	Eight Districts	16

10. Working areas:

BOMSA currently working in six districts of Bangladesh with the migration issue i.e. Dhaka, Narail, Jashore, Manikganj, Narsingdi and Kishoreganj, and it will extend regular services as per strategic programme in 10 districts of Bangladesh, to reach more grassroots and disadvantaged groups. The districts have been selected based on some criteria like: previous working experience of BOMSA, rate of migration from the locality (specially the female migrant workers), existing CBOs/ peer leaders migrants NGOs in the districts etc. The followings are the targets for BOMSA in next five years (2020-2024):

District	No. of Upazila	No. of Unions	No. of Village	No. of direct beneficiaries (estimated) to cover	No. of indirect beneficiaries (outreach)
Dhaka	3	6	30	1,000	3,000
Gazipur	3	6	30	500	1,500
Jashore	3	6	30	250	1,000
Narail	3	6	30	250	1,000
Manikganj	3	6	30	500	1,500
Narsingdi	3	6	30	500	1,500
Kishoreganj	3	6	30	300	1,000
Faridpur	3	6	30	500	1,500
Habiganj	3	6	30	250	1,000
Gopalganj	3	6	30	250	1,000
Total: 10 districts	30 Upazilas	60 Unions	300 villages	4,300	14,000

11. Stakeholders of BOMSA:

The following chart shows the listed stakeholders in different tiers of administration and society to intervene:

<p>Local level:</p> <ul style="list-style-type: none"> • Union Parishad (UP) • UP Chairman/ UP members • CSOs, peer leaders, teachers, religious leaders. • Upazila Chairman • CBOs • Upazila- Women, Youth, Cooperative, Social welfare officers • Union/ Upazila Digital Centre (UDC) • Local Police Station. • Migrant workers and families. • Middlemen • Local Journalists 	<p>District level:</p> <ul style="list-style-type: none"> • District Commissioner (DC) • DEMO (District Employment and Manpower Office) • Passport office. • TTC (Technical Training Centre) • District Expatriate Welfare Desk. • Probashi Kallayan Bank (PKB) • NGOs/ CSOs/ Networks. • Legal aid organizations. • Women affairs officer • Social welfare/ Youth department. • Superintendent of Police (SP). • Press Club/ local journalist.
<p>National:</p> <ul style="list-style-type: none"> • Ministry of Expatriate Welfare and Overseas Employment. • BMET • BAIRA • GAMCA • BSCM • BMDF • Trade Union • IBP partners • Legal aid organizations (BLAST, ASK, BNWLA) • Foreign ministry • Women and Child affairs ministry • Labor ministry • Home Ministry • IOM • ILO • UNWOMEN • MJF (Manusher Jonno Foundation) • Solidarity Centre • Commercial Banks for CSR projects. 	<p>International:</p> <ul style="list-style-type: none"> • MFA • CARAM Asia • GAATWA • IMA • TANAGANITA • South Asia Women Fund • Lebanon CARITAS. • DTP (Diplomacy Training Program) • Swiss Development Cooperation (SDC) • British Council • DanChurch Aid (DCA) • Global Affairs Canada (GAC) • IOM • ILO • Solidarity International

12. Beneficiary / Participants:

Type	Male	Female
Direct Project beneficiaries / Participants	1,14,200 (approximate, from 2013 to till date)	1,71,300 (approximate, from 2013 to till date)
Secondary Project beneficiaries / Participants:	3,36,000 (approximate, from 2013 to till date)	1,44,000 (approximate, from 2013 to till date)
Total:	3,50,200(approximate, from 2013 to till date)	3,15,300(approximate, from 2013 to till date)

13. Staff Status:

Particulars	Male	Female	Total
Regular Staff		2	2
Contract Staff	3	15	18
Volunteers	3	42	45
Total:	6	59	65

14. Governance System:

No. of General Member: 45 members

No. of EC member: 9 members

Frequency of EC meeting and AGM: EC meeting will be held within two months, in case of emergency meeting will be held any time. AGM will be held once a year.

15. Name of Executive Committee (EC) with following details:

SL. No.	Name of Members	Male/ Female	Age	Designation	Number of years in EC
1	Lily Jahan	Female	43	Chairman	From the beginning
2	Ruma Akhter	Female	25	Asst. Chairman	7 years
3	Sk. Rumana	Female	42	General Secretary	From the beginning
4	Yeasmin Akhter	Female	30	Asst. Secretary	2 years
5	Nurjahan Rina	Female	42	Treasurer	7 years
6	Mst. Jesmin Hamid	Female	41	Volunteer	5 years
7	Mahmuda Akter	Female	40	Volunteer	5 years
8	Rahima Begum	Female	47	Member	From the beginning
9	Papia Sultana	Female	41	Member	From the beginning

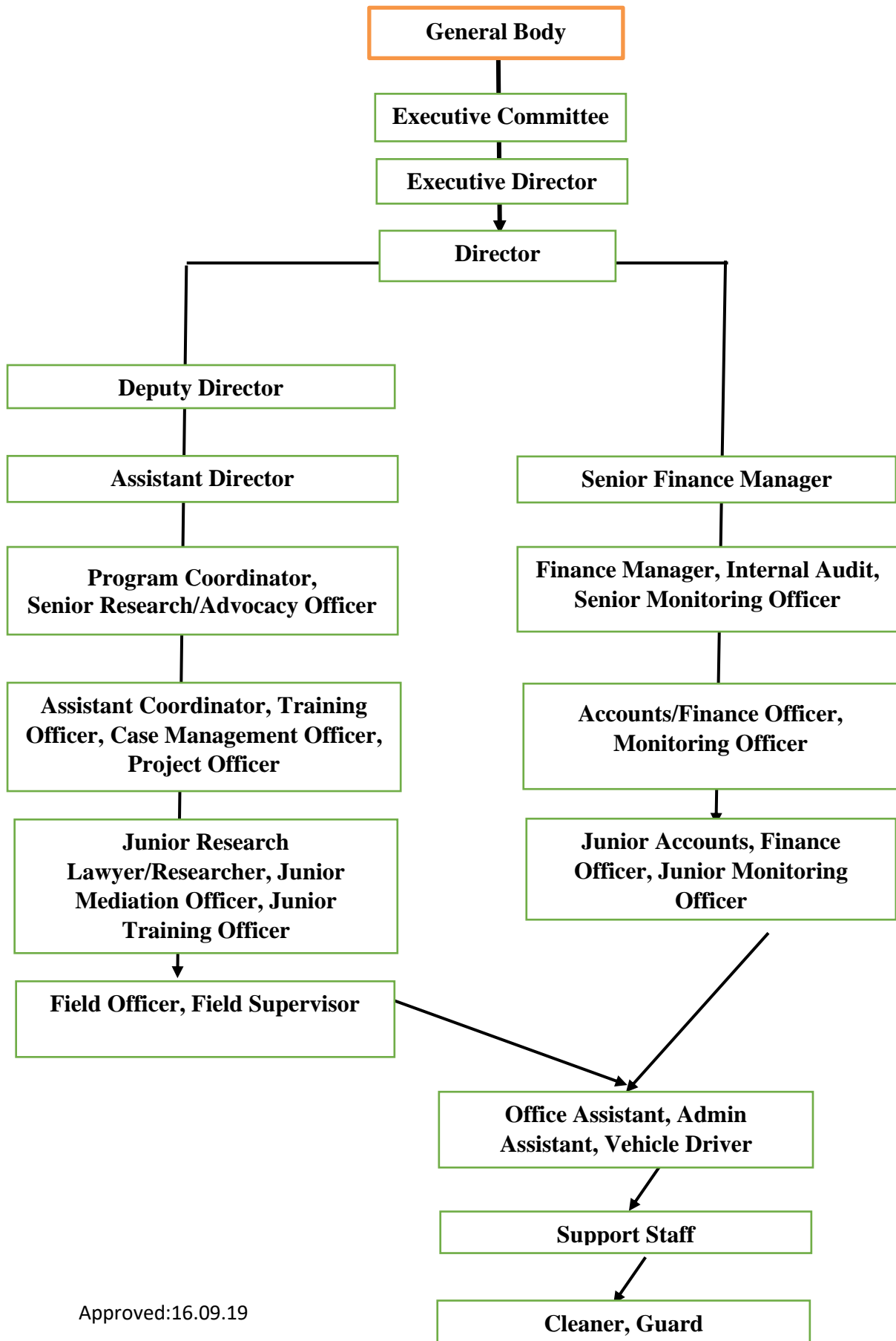
16. Guidelines and Policies/Manual:

SI #	Name of the Policy and Manuals
01	Constitution
02	Financial Management Manual, 2005
03	Human Resources Policies and Procedure (HRPP), 2012
04	Gender Equality policy 2018
05	Sexual Harassment redressal policy 2019
06	Gender policy 2020

17. Annual Audit information and Program Budget Last Three Fiscal years

FY	Audit Completed (Yes/No)	Name of Audit Firm	Annual budget (BDT)
2016	yes	Huda Hossain & Company	20,08,361 (BDT)
2016	Yes	Sk. Barua & Company	11,99,990 (BDT)
2017	yes	Toha Khan zaman & Company	39,59,731 (BDT)
2018	yes	Hoda Vasi Chowdhury & Company	68,50,350 (BDT)

18. Organization Organogram



Approved:16.09.19