



Bangladeshi
Ovhibashi
Mohila Sramik
Association
(BOMSA)

ANNUAL REPORT - 2023



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

Bangladeshi Ovibashi Mohila Sramik Association (BOMSA)

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Mission: To sustain through its dedicated workforce of human resources by earning foreign currencies as remittance fighters and working in establishing women migrant workers' rights without any self-interest through ensuring networking and alliances for making linkages in the country and abroad.

BOMSA aims to work especially for establishing the rights of women migrants and operate activities for increasing the safety of women and protect the rights of their family members also works for establishing women socially in the country and abroad.

BOMSA works for reintegrating returnee women migrant workers through uniting them at one place at the local level, doing developmental works for them, arranging education for their children, establishing and then implementing good governance for them and eradicating violence against them.

Overall, its mission is to give a voice to the women's migrant community and ensure that their families are aware of their rights.

Vision: To protect the rights of women migrants and their family members through ensuring safe migration as a human being and valued members of Bangladesh society maintaining gender equality (in the country and abroad) standing at its own feet by uniting all women migrant workers of the country.

Objectives:

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

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

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

Advocacy and Policy Lobby: To advocate and lobby with policymakers intend to enact, and amend migration-friendly laws and policies for ensuring the safety and security of women migrant workers

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.

Empowerment: Working to improve the situation of migrant women in Bangladesh and abroad.

Message from the Chairman and General Secretary



We are honored to serve the Bangladeshi Ovibashi Mohila Sramik Association (BOMSA), one of the national non-government development organizations and women rights CBO in Bangladesh providing support in ensuring safe migration for women migrant workers since 1998. This annual report covers the activities of BOMSA during the period of January to December 2023. This report highlights progress made by BOMSA to create safe migration for women migrant workers under Enhance Safety and Security of Women Migrant Workers (ESSWMW) Program under Manusher Jonno Foundation (MJF)

We believe that we have made significant progress, but we have a long way to go for ensuring women migrant workers' rights, safety and security.

On behalf of BOMSA, we express our gratitude and admiration to Manusher Jonno Foundation (MJF) and Global Affairs of CANADA(GAC), for providing financial and technical support to BOMSA.

We would also like to extend our gratefulness and thanks to the relevant stakeholders-both from the government and the civil society groups, IBP partners MJF partners, members of our governing body, Advisory group, development partners, implementing partners, networks, community leaders, different professionals and especially the migrant workers for their valuable support and contribution to aid us in accomplishing our reporting period successfully.

We appreciate all of our staff members who implemented our program activities according to our work plan efficiently and cordially.



Shekh Rumana
General Secretary



Lily Jahan
Chairman

Introduction/ About BOMSA

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 women migrant's rights. It was registered by some returnee women migrants who felt the need of an organized platform to ensure the rights of women migrant workers. Based on this idea, they formed the organization, we now know as BOMSA. Through the registration at the Department of Women's affairs under the jurisdiction of Government of Bangladesh (DWA Registration no. Jesbikka/Dhaka/250) it became the first voice raising platform for female migrants in Bangladesh. It was a subscription-based organization, but it could hardly meet all the needs of the women migrants. Later BOMSA attained its registration from NGO affairs bureau 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 50,853 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, BOMSA regularly provides counseling, legal and mediation support to migration fraudulent cases and victims.

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 is well recognized to Ministry of Expatriates' Welfare and Overseas Employment, Bureau of Manpower, empowerment and Training (BMET), District empowerment and manpower office (DEMO), Technical Training Center (TTC), and different government departments and inter-government organizations and institutes. BOMSA is also a regular member of different international and national forum and platforms such as: GAATW, SAWF, CARAM ASIA, Tanaganita, UN Women, IOM, ILO, GCM, MFA, Government of Bangladesh and Bangladesh Civil Society for Migration (BCSM). Moreover, BOMSA has regularly participated in GFMD and PGA to uplift the rights of female migrant workers.

Three projects run by BOMSA during the period of January to December 2023

1. **Project Title: Enhance Safety and security of Women Migrant Workers (ESSWMW)**
Project supported by Manusher Jonno Foundation, Funded by Global Affairs CANADA.

1. **Programme Title: Enhance Safety and security of Women Migrant Workers (ESSWMW)**
Supported by: Manusher Jonno Foundation (MJF), Funded by: Global Affairs Canada (GAC)

Programme Duration : January 2020 to December 2023

Project Location: Mirpur- Bangladesh Garman Technical Training Centre (BGTTTC) & Sheikh Fazilatunnesa Mujib Mohila Technical Training Centre (SFMMTTC) and Savar Upazilla under Dhaka district, Sibpur Upazilla Under Norsingdi District and Jashore sadar Upazilla under Jessore district

Major Activities:

Awareness Events –

- Facilitate quarterly women group meeting for issue-based discussion
- Conduct pre-decision awareness session with women migrant workers and their family members at community level.
- Conduct pre-departure training on life skill education with the potential migrant workers to increase their confidence at Dhaka
- Conduct orientation session on Human rights, women rights and labor rights with the potential migrant workers
- Observe designated days (International Migrants Day, International Women’s Day, May day etc.) at local level with government and other relevant stakeholders
- Develop and distribute Information, Education, and Communication (IEC) materials (Billboard) for both of the TTC at Dhaka.

Training provided to returnee migrants workers

- Conduct day long training on business management (financial management and possible future investment) for returnee women migrant workers.

Referral Linkage for returnee migrant workers for Re Integration service

- Arrange meeting with representatives of GO/ NGO and other relevant service providers for skill development training.
- Organize meeting with relevant service providers for financial assistance of returnee women migrant workers
- Organize follow up networking meeting with different service providers for referral linkages

Training Provided for formation of Grievance Management Committee (GMC) for settlement of Migrants related disputes

- Organize orientation meetings with different stakeholders for identifying GMC member as per GMC Policy & Criteria.
- Arrange half yearly meeting with GMC Members
- Provide mediation training to the GMC Members
- Settlement of Migration related case through Mediation/ arbitration with assistance of BMET, WEWB, DEMO and agencies

Training Provided to the CBOs for ensuring this capacity to ensure safe migration

- Conduct day long training on safe migration with CBOs (Human rights, women rights, labour rights and migrant workers’ rights) with 20 direct beneficiary per training.
- Organize refreshers training on safe migration for the members of CBOs on safe migration (Human rights, women rights, labour rights and migrant workers’ rights) with 20 direct beneficiary per training.
- Conduct para legal training for the members of CBOs on safe migration with 20 beneficiaries per training
- Organize refreshers para legal training for the members of CBOs on safe migration with 20 beneficiaries per training.

- Conduct workshop/ consultation meeting with representatives of 16 CBOs for future strategy and direction of Dhaka with 20 direct beneficiaries per workers

Workshop/ Dialogue/ meeting facilitated with CBOs, different network members and service providers at district, Upazila and Union Level.

- Conduct consultation workshop with representatives of GO/NGO and other relevant service providers for ensuring women migrants workers/' rights and entitlement and their access with 5 direct beneficiaries 15 stockholders per consultation.
- Organize learning/ sharing meeting with different service providers and networking organization at district and Upazila level with 5 direct beneficiaries 15 stakeholders per meeting
- Organize press conference regarding issues related to women migrants' workers with 20 participants per press conference
- Organize issue-based movement to ensure women migrants workers' rights and entitlement.

Facilitated advocacy events with service providers to improve laws on migration

- Organize workshop with different stakeholders to identify the gaps in women migrants' women friendly laws and policy at Upazila and district level.
- Review laws and prepare policy brief
- Organize round table/ dialogue/ seminar with different stakeholders including policy level representations on proposed recommendation about laws (overseas Employment and migration act 2013) at national level.
- Organize Upazila level networking meeting with networks members with CBOs local govt representatives and different service providers

Organization Development:

- Organize Three (03) days long training on Gender Mainstreaming and developing action plan for members of EC, GC and Staff
- Organize workshop on constitution and organogram review by consultant with members of EC, GC and Staff
- Organize workshop to discuss strategic plan by consultant with members of EC, GC and Staff
- Organize day long annual meeting to share the working experiences of current year and develop next year action plan with EC members, GC members, Staff, Stakeholders and beneficiaries
- Organize consultation meeting with EC members, GC members and staff to review and update the Human Resource Management Policy, Financial Policy and Gender Policy of BOMSA with technical assistance of MJF

At the very beginning of the program, 2 inception meetings were held in the program areas with government officials to inform them about the programmed activities so that they are supportive to our forthcoming activities with potential and returnee women migrants' workers

Major Achivement from January 2023 to December 2023

Awareness Raising meeting

Group Formation of Potential & Returnee women Migrants

About 39 groups of 1170 potential & returnee migrant workers were formed. In savar Upazila it covered 5 unions name Savar Powrosova, Tatuljhara, vakurta , Biroolia & Bongaw, and Shibpur

upazila covering some selected Unions of Shibpur Powrosova, Masimpur ,dulalpur,Chakordha & Basabo union and Jassore Sadar upazila covering Jassore Powrosova, Hoibatpur, Chacra, Deyara union. The main objectives to form these women groups were to provide space for women to stand together against social stigma, gender discrimination and to claim their rights as migrants.

Group Meeting (Issue based discussion)

About 312 awareness raising Group meeting at community level in this year with potential women migrant , returnee migrants and their family members for awareness building on safe migration at various place of Savar, Shibpur & jasoore sador upazila, total 39 women groups have been formed are The main discussion were what is migration deciding life's goal and its important; discussion on workers' rights and duties,, 13 steps of safe migration, gender equality, and present status of women in migration, Feminism, women's body, sexual and reproductive health education, Human Trafficking in addition , discussion are held on 11 life skills techniques; management of remittances; healthcare and various diseases such as HIV/AIDS and its related remedies



Pre decision awareness session at the Pre- migration stage:

Through this Pre decision session BOMSA disseminating various information on Safe migration such as migrants workers' rights and responsibilities, discuss about to inform decision, 13 steps of Migration including information about different government services including BMET, DEMO, TTC and PKB services, cost of the migration, passport, medical test, registration process, manpower, fingerprint, smart card, involvement of Middleman and related risk such as cheating & fraud, job contract, two bank account open, remittance management, loss and benefit calculation, age limit and our GMC services etc. BOMAS will provide their hotline numbers, brochure, and leaflet for easy communication from in country and abroad and gather knowledge. This activity will greatly help these female migrant workers, their family members as well as community people to ensure safe migration. The following are the activities.



The following are the activities:

As per the approved work plan, BOMSA conducted 36 pre-decision sessions during the period of January to December 2023. Total of **670** participants attended with these 27 pre-decision sessions.

Savar under Dhaka district has conducted 09 sessions with 225 female participants and conducted Shibpur under Narshingdi district has conducted 09 sessions with 225 participants and jassore has conducted 09 session with 220 participants .

From the reporting period January to December 2023 pre-decision meetings were conducted by following the set schedule as per Module of BOMSA and discussing about thirteen Steps of Safe Migration. Main objective of this sessions able to take informed or unbiased decision about migration and provided information about safe migration and related services.

It is for mass awareness and capacity building for safe, secured, and regular/legal migration. It is to help them to set their mind, think intensively prior taking any decision. Sometimes there are a few returnees' migrant workers those share their experience and challenges that is also very helpful for taking decision. Furthermore, it is important to convey the information to the participants about the minimum age limit for women migrants, cost, and process, avoid middleman, risk of irregular migration etc.

Pre- departure Training:

Through this pre-departure training BOMSA wants to enhance confidence, knowledge, life skill education, remittance management, leadership to the female migrant workers so that they can remain secure their migration and at the same time perform better. Following issues are discussed in the training:

- Confidence builds up.
- Thirteen steps of Safe Migration including all legal procedures.
- Some part of Overseas Employment & Migrant Act 2013 and Wage Earner's welfare act 2018
- Life Skill education: - briefing about the destination countries- environment, culture, food, dress, language etc., nature of job, clear understanding of the migrant workers roles and responsibilities, some tips for adopt the new situation and country, DOs and DON'Ts in the destination country (example, making aware of culture 'Say no to battle leaf, not breaking any laws etc.)

- ❑ As a leader remittance management strategy and ensuring opening two bank accounts, ensure their participation at their family's important decision such as children's marriage, education, wealth and savings.
- ❑ Health issues

During this period BOMSA already have conducted 09 batch pre-departure trainings with 270 participants. This pre-departure trainings were conducted in Sheikh Fazilatunnesa Mujib Mohila



Technical Training Center and Bangladesh Garman Technical Training center in Dhaka.

A registration procedure has been maintained. The Team BOMSA has filled up an attendance sheet consisting of name, address, cell number and age. At first, a warm-up Session was conducted and break the ice which build a rapport between the participants and trainers. BOMSA ensures that all attendees are equal and encourage them to talk and get to know each other. However, the trainer tries to know what the participant's expectations are, what they like to know or what they require to learn, and the names of their destination countries their present and future (abroad) occupations. It helps the trainer to plan and insert the needful input into the schedule. Afterward, a rule is to be set for the training session. Resource Person TTC Principal is invited and gave many important speeches, to share the knowledge those are related to important factors to the migrant workers and gives them an idea of the overall present situation of migration and give the opportunity to the returnee migrant workers for sharing their practical experience, views and tips. Training Officer of BOMSA discussed about human rights, rights and duties, Life Skill education, empowerment (importance of the involvement with their family decision, remittance management), leadership and informed them of some important parts of immigration law. General Secretary discussed about confidence, Health issues, and some parts of the Migration laws. The program coordinator discussed about 13 steps of Migration and some other procedures. The program Officer highlights immigrant risk management, remittance management and also describes how money management and bank accounting can be done for one's own and family's economic development. Some returnee migrant worker also shared their working experience in abroad and shared their positive and negative learnings also. BOMSA also provided the phone numbers of embassies of the host country, and hotline numbers of BOMSA for communication if they face any emergency.

Orientation Training for safe migration :

During this period as per the work plan, BOMSA successfully conducted 07 batches of training with 140 participants. 3 batch training was conducted at Shibpur under Norsingdi district with 60 Participants and 2 batch training were conducted in Savar under Dhaka district with 40 participants and 2 batch training was conducted in jessore under jessore sadar with 40 participants



BOMSA conducted orientation training about rights and responsibilities, human rights, women's rights and migrants' workers' rights and welfare as per migration law and WEWB act. Also discuss taking the decision, inform about different government services including BMET, DEMO, TTC and PKB services, cost of migration, passport, medical test, registration process, manpower, fingerprint, smart card, involvement of Middleman and related risks such as cheating, fraud, etc., job contract, remittance management and our GMC services, etc. BOMSA provided their hotline numbers, brochure and leaflet for easy communication and gathering knowledge. After this knowledge-building session, Women Migrant Workers will be able to do abroad follow a safe migration process, utilize government services, able to demand their rights and welfare (compensation, scholarship, repatriation, medical cost, collecting dead bodies, etc.) and also utilize different welfare mechanism established at Airport, Embassy, etc. such as Probashi Kallayan desk, Probash Bondhu call center, safe home, hotline numbers, legal aid, etc.

Celebrating International Migrants day, Women's day and May day at local level with government and other stakeholders

During this period, (1) **Celebrate International women's day activism:**The day was celebrated in a very grand manner in 4 areas Dhaka , jessore, savar & Shibpur. Actions against women's tolerance have been very effective. This was the slogan of the day **Ó wWwRUvj cÖhyw³ I D™çveb, †RÛvi ^elg" Ki#e wbimbÓ keeping this slogan**

BOMSA organized a Human chain ,Rally and discussion on the occasion of International women's day at Savar on March 9th and Shibpur on March 8th and jessore 8th March, Dhaka celebrated International womens day on 8th march area at Dhaka University , shahid minar area , These day programs are organized by our organization in collaboration with Govt. , BOMSA also celebrates

this day with directorate of women Affairs at Dhaka University Shahid Minar . and other NGOs along with the celebrated the day in a grand manner. Local elite person Savar Shimato Siraj Sheikh Ruman ED of BOMSA, LILY Jahan , Chairman, PC Sultana Parveen, PO Prabir Kumar FO ,FF of Bomsa and CM were present there..Looks like they are trying to change their position. It seems that only with their efforts and cooperation will they be able to change their position. Rokeya’s dreams are nurtured by all women, there is nothing that women cannot do, they have shown. Just need their cooperation. Women in remote areas are now earning they are now going abroad and earning. money and sending it back to their families, this is increasing their value. They feel a lot stronger now., many women and men in the areas enjoy the Activities , and they are very happy to understand the implications of their issues on women’s day. They applauded the activities of the BOMSA. There were total participants Savar **52(F)** Narshingdi **25 (F 20 & M-5)** and jassore **30 (F), Dhaka F 33(F 3 Total F – 140 + M 5)= 145**

On the women’s Day the University area , upazila are is buzzing with various slogaon on women’s rights. all BOMSA staff, beneficiaries holding banners and festoons holding slogans



(2) This period BOMSA celebrated international Labor Day 1st May 2023 in three project areas Dhaka, Savar and Shivpur area. BOMSA prepared a statement with some demands of migrant workers and shared it through Facebook of BOMSA, and also an event was held through a worker rally in front of the Pura Bosti ,Kallanpur , Dhaka at 10 am with famous Labor leader Abul Hossain, General Secretary of BOMSA (Sheikh Romana), President of BOMSA (Lili Jahan) and many others participated in the rally. They highlighted the various problems of garment workers and migrant workers. Sk Rumana and Lily Jahan highlight the problems of Migrant workers in labanon, Saudi Arabia, Dubai and they focus on how to solve the problem. During the COVID period, they decided to raise the issue of non-payment of wages with the Government. Especially migrant workers have returned to

the country without getting paid and the present workers who have not yet returned to the country are contacting the embassy to bring them back. Sk Rumana said that several workers have already

been brought in from abroad and they cooperating with the government to bring back the workers. She appealed to the government to extend full cooperation in this regard, these claims are broadcast on various television and papers.



3) BOMSA has celebrated International Migrations day on December 18, 2023 .BOMSA has celebrated International Migrations day on December 18, 2023 in project areas Bangladesh Garman Technical Training Center(BGTTC), BOMSA with joined Government and others NGO's celebrated International Migrations day 2023, The Chief guest was Fawzia Shahnaz .Principal ,BGTTC, LILY Jahan Chairman of BOMSA Sultana parveen PC of BOMSA , Prabir kumar , PO of BOMSA, beneficiaries was presented They raised various issues of Migrant workers and they mention different opportunities,, they also said that various countries have expressed interest in recruiting women workers so that women can go there free of cost, They demands were salary theft and torture in Saudi Arabia. , government officials at the event assured that they would make good arrangement in Monitoring.so that the migrants of Bangladesh do not get in trouble in foreign lands. According to the guests, a lot of development is possible in Bangladesh with the money sent by Bangladeshi migrants from abroad, also guests said that we call them front line warriors and salute them, And another keeping this day in mind, All staff and **field 115** women potential migrant workers participated in the program with the government, Representative of Government and non Government organizations joined the event from 9am to 3 pm. The organizations that deal with migrations are the ones that are most likely to be involved here.

On Migration Day, all BOMSA staff, beneficiaries holding banners and festoons holding slogans. Scenario of the program of Bangladesh German Technical Training Center(BGTTC)

ED of Bomsa ,chairman and All staffs with BOMSA banner on international Migrant day 18th December'23 & the pictures of the ceremony Of international Migrant day , GO & NGO jointly observed the day . The year's theme was

আন্তর্জাতিক অভিবাসী দিবস ২০২৩, প্রতিবাদ্য বিষয় ” প্রবাসী কর্মীরা উন্নয়নের অংশীদার, সম্মুত রাখবো তাদের অধিকার”. **18 december at BGTTC were present (115)**



Pic- International Migrations Day

Celebrate 16 days activism: The day was celebrated in a very grand manner in 3 areas jessore, savar & Shibpur. Actions against women’s tolerance have been very effective. This was the slogan of the day ” নারীর জন্য বিনিয়োগ, সহিংসতা প্রতিরোধ” **keeping this slogan**

BOMSA organized a Human chain ,Rally on the occasion of 16 days activism & Begum Rokeya day at Savar on November 30th and Shibpur on December 6th and jessore 5th December From 11pm to 3 pm discussion and Culture activities have performed by Returnee and Potential migrant women workers and their family members. Local elite person savar Shimato Siraj , Jarnalist Khosru from Shibpur , Sheikh Ruman ED of BOMSA, LILY Jahan Chairman, PC Sultana Parveen, PO Prabir Kumar FO ,FF of Bomsa and CM were present there. Looks like they are trying to change their position. It seems that only with their efforts and cooperation will they be able to change their position. Rokeya’s dreams are nurtured by all women, there is nothing that women cannot do, they have shown. Just need their cooperation. Women in remote areas are now earning they are now going abroad and earning money and sending it back to their families, this is increasing their value. They feel a lot stronger now., many women and men in the ares enjoy the discussion and Cultural Activities ,. They applauded the activities of the BOMSA.there were total participants Savar **30 (F-30)** Shibpur **42(F 40 & M-2)** and jessore **30 (F-30)** **Total F - 100 + M 2)= 102 (100 F+ M 2**



Women Economic Empowerment

Women are doing diversity of livelihood activities namely clothing business, cow, goat, poultry rearing, block batic, Grocery shop, fruits business, fish business and vegetable cultivation etc, women did not have enough money to develop their own business was meagre, only enough for bare survival, However, after getting monetary support to enhance their income, their standard of living has improved for example their food intake, profit earning, initial business has prospered from small trending to selling of variety of grocery items



, Surma, Imandipur, Savar, She is doing business in his shop



Shirina working in his vegetable Garden. Hasina, Jassore, she is doing business in his shop

Conduct training on secure future investment of returnee women migrant workers

As per the approved work plan, BOMSA successfully conducted 12 batch training with 240 participants. Out of these 12-batch training, 4 batch training was conducted at Savar under Dhaka district with 80 returnee female migrant workers and the other 4 batch training are conducted in Shibpur under Narsingdi district with (80) returnees' female migrant workers and 4 batch training was conducted at Jassore sador (80) under jassore district during this period.



A profound Training on Secure Future Investment for the returnee migrant workers was conducted as per a specific module of BOMSA. The Session started at 9:00, filling up the registration sheet by the BOMSA team. At first, there was an Ice Breaking session where the participants were asked a few questions like, when did they get back, their tenure, what were they employed for, their country, whether they have any bank account or not and how much they could send money and how far they could save. Actually, this made the air heavy. Most of them admitted that they did not open any bank account for their own savings prior to going to work abroad. Few of them conveyed that they have open after getting back home. But the tragic part is while they were sending money in cash all the amount was spent by their male family members.

Through this Training BOMSA emphasis on opening two accounts prior to going to the working destination. Provided various information for securing their future investment to the returnee migrant workers, discussed different sectors of investment, essential documents needed for investment, the process of taking a bank loan, the importance of keeping all documents (original and photocopies) safely, and information about different government services and non-government services who provide loan or training for different types of entrepreneurs. BOMAS provided their hotline numbers, brochure, and leaflet for easy communication. This activity will greatly help these female migrant workers as well as community people to ensure migrant workers' future investment. In addition, through this training BOMSA increase women migrant workers' confidence in managing remittance properly and encourage them for participating in their family decision process (especially marriage, and education of their children) for securing their own and their children's future life as an effective leader. We discuss leadership and qualities of a leader and displayed some of the pictures or images like passbook, bank, checkbook, post office, small entrepreneurship video, one house one farm (social, economic security policy), etc.

Organize press conference regarding issues related to women migrant workers' with 20 participants per press conference.

Press Conference :

Press conference to prevent torture and oppression of women domestic workers working in the country and abroad and to protect the framework in international Law

On July 31 ,BOMSA organized a press conference at Dhaka Reputers Unity in Segunbagicha in the discussion , women domestic workers working in different countries of Middle East are being subjected to oppression in various way. Abul Hossain, the labour leader said, there is no remedy for torture ,Murder,rape wage theft .he also said that the government should look onto it but the government is not thinking much about it, the press conference was also attended by Chairman of



Dhaka ,Reputers Unity,

Jassore Press club



Shibpur,Norsingdi

BOMSA, ED , Bangladesh Garman Principal MJF representatives Ishrat Parveen Ema, GO/NGO beneficiaries staff. Total participants Journalist ,

BOMSA's advisor Aminul Haque read the written statement on various demands. This written statement was published online in various newspapers. Total participants – **45 (W-18 M -27)** ,Another press conference was held in Shibpur, A total of 20 participants were present there (**W-14 M-06**)= 20 **Total (W 32 & M 33)= 65. Jasore were present there W- 15 M-15)= 30.**

Arrange Half yearly meeting with GMC Members

GMC Half yearly meeting was held , total 28 meeting completed.

A total of 28 GMC Half yearly meetings were completed in this year, This meeting is attended by GMC committee members, Here various types of results , suggestions are discussed with the committee members on arbitration matter, in particular ,various Family problems of women returning from abroad are highlighted and what are the tasks of this committee to solve them? Responsibilities and duties are highlighted in this meeting

Major Activities:

1. Grievance management Committee (GMC) related activities:

- Formation of GMC
- Receive grievance/complaints from the women migrant workers and settled this dispute through mediation
- Monthly coordination with GMC to monitor progress of mediation service and supports to strengthen their efforts for ensuring legal of migrants' workers from the duty bearers and the local government institutes at the community level
- Provide information on fairer migration process documentation and facilitate migrants to follow the process



GMC Meeting jessore



GMC Meeting Shibpur.

GMC Meeting Savar

Organize refresher training for the members of CBOs on safe Migration(human rights,women rights, laboiur rights and migrants rights) with 20 beneficiary per training.

As per approved work plan, BOMSA conducted this fruitful refresher training successfully on June 20th . 2023 with 20 female participants at padekhep training center at Dhaka district during this period.

Through these capacity-building training sessions, BOMSA provided various information to the members of EC, CBOs and other leaders on rights and responsibilities, Human rights & fundamental rights, leadership and qualities of a leader, women's rights, equality & equity, five special rights of women migrant workers and different rights and welfare mechanism as per migration law 2013 and WEWB act 2018. After this knowledge-building session, CBO members' leadership quality and migration-related knowledge will be increased and they will be able to provide safe migration information and government service-related information to the female migrant workers, their family members and community people to ensure safe migration in their working areas. Through this training,



we used the participatory method, a Bangla PowerPoint presentation, warm-up session after a break, inter-active discussion, question answer session and open discussion as per Module of BOMSA.

Conduct consultation workshop with representatives of GO/ NGO and other relevant service providers for ensuring women migrant workers' rights and entitlement and their access with 5 direct beneficiary 15 stackholder per consultation

The program was held on November 13th at the BGTTC training center another was held December 7th at Jassore TTC Direct beneficiaries as well as government and private representatives were present there. Where Dhaka BGTTC **27 (M-6 ,F-21)** man & women were present and Jassore total **30 (F- 17 , M-13)** everyone starts the program through registration at 9 am. The program is facilitated by PC .PO , ED and training officer. Participants. participated spontaneously and were able to know various unknown information which is related to the safe and regular migration. Representatives provide information about the ensuring women migrant workers rights . How their beneficiaries can do a better job in front of comes up for discussion. Their problems are identified,

their problems are revealed through teamwork and how they will work in the future. Each representatives described their respective Organizations The program concludes with a discussion of how the work has gone well , how everyone, “Shanaz Fawzia Principal of BGTTC said, that before going abroad ,



one must understand the language and work of that country in a good way, otherwise there will be many problems” the chief guest was Principal of BGTTC Dhaka, Principal of Jassore TTC, ,DEMO , Social welfare officer Jassore attended the meeting Total(F 38- M 19)= .57

Organize follow up networking meeting with different service providers for referral linkages .

Follow up networking meeting as per the approved work plan, BOMSA conducted one networking meeting on 08/06/2023 at FPAB Office, Jassore Sadar, there were 20(F-15 & M-05)participants .BOMSA conducted one follow-up meetings with organization that work with migrants networking meetings at Jassore with NGO representatives, Upazila representatives, Returnee migrants, journalist, different service providers Jassore sadar were present at this network meeting at jassore for establish referral linkage and build up wider network/platform about migration, Domestic Violence and Violence against and women and girls issues. The meeting has been very successful, the program begins at 9.00 am. they discussed what different opportunities women have. They discussed various Government and non-government facilities and services, procedures, difficulties, and challenges. The meeting started at ten in the morning, PO BOMSA describes the purpose of this program. he said we work with women migrants , we do this program every year with you, and we all know what organizations we work for, we are already beginning to suffer the consequences. this is possible only through the network. We have already linked many migrations beneficiaries with TTC ,Jassore,prabasi kallyan bank, Union Parishad and they have taken advantage of the communication. “women affairs representatives, jassore said that we will give all kinds of cooperation from us to BOMSA , so that women can take different kinds of benefits from us” Staff of BOMSA said that we will always keep in touch with everyone so that we can take advantage of us and know the disadvantages .the meeting was published by the photographer.if the communication is strong among us then we will understand what works and if everyone knows the issues then our beneficiaries will be able to take advantage. PO of BOMSA articulates project goals and objective and describes activities on the network ,District Ofiicer, FPAB,Jassore shared her experience and urged everyone to make the network is stronger. In Jassore , many NGOs here work with women and also work with migration. Individual NGOs asked questions about their work and

talked about the various facilities. They are all happy that working through the network will reveal the unknown and take advantage of migrant women. The institution has loan activities and they can take loans from here if they wish, the participant's everyone says that if such programs are held from time to time, then all the activities will be clear BOMSA provided their hotline numbers, brochure, and leaflet for easy communication and gather knowledge. After this networking session networking members will be able to work jointly as per demand and necessity and they will be able to provide safe migration and service-related information to the female migrant workers, their family members, and community people to ensure safe migration.



Conduct workshop/ consultation meeting with representatives of 16 CBOs for future strategy and direction at Dhaka with 20 direct beneficiary per workshop

Conduct Workshop / Consultation meeting was held on June 26th at the Padkkhep training center, Babor road , where **20** Participants were present, everyone starts the program through registration at 9 am. The program is facilitated by PO , PC and training officer. Participants participated spontaneously and were able to know various unknown information which is related to the safe and regular migration. CBO members provide information about their CBOs . How their CBOs can do a better job in front of comes up for discussion. Their problems are identified, their problems are revealed through team work and how they will work in the future. Each representatives described their respective CBOs. The program conducts with a discussion of how the work has gone well, how everyone will follow, and how the obstacles have been overcome. Total 20 participants were present(W-18 & M 2) The program concludes with a discussion of how the work has gone well, how everyone will follow , and how the obstacles have been overcome. Total Participants -**20 (W-18 & M-2)**.



Organize issue-based movement to ensure women workers’ rights and entitlement

BOMSA has organized two issue-based HUMAN CHAIN movements dated 30th December 2023 at SAVAR Upazila complex and another at Shibpur press club. The human chain was formed in two Upazila on two different issues..

BOMSA organized a human chain to demand End abuse of Domestic workers ,Another human chain organized in Savar –titled “Migration women demand to the government to recover the arrears wages which were theft by their employers.

Migrant women workers came from far and wide to join this human chain from 10 am. They presented their demands through the Human chain and highlighted their demands through press releases.



Many respected people and leaders in that area joined this press conference for expressed their solidarity and demand to recover the back wages immediately and they told that if necessary the

government of Bangladesh should take proper steps for negotiating with the destinations countries' governments and recover their debts.

The different newspaper published their demands in daily papers and online. It is hoped that the government will be accepted their demands and cooperate in compensating them.

Provide mediation training for GMC Members :



As per plan BOMSA A mediation training was completed in 3 Area. Total formed 14 GMC committee in 3 areas. The main facilitators in this training was farida yesmin advocate, GMC Committee Members of 5 Unions of Savar UPZ . 5 unions of Shibpur UPZ & 4 unions of jassore Sadore participated in this program, Trainer farida

Yasmin introduced the GMC committee members with the different steps of this mediation training through multimedia. In this training she discussed seven important topic . matter were number 1) Disput, Situation_ Informal and Formal audial system , 2) gender friendly mediation and necessity of women mediator 3) Human and Fundamental rights 4) Mediation steps 5) Mediation ,Mediator ,legal basis 6) Mediation _Mitigation 7) Role of mediator_ some ruls and tips. The training was very participatory, GMC Committee members are well trained, they all said we have never had this kind of training before, the arbitration process can be divided into three stage -1) To be done before the arbitration meeting. 2) To be done during the pendency of the arbitration 3) To be done after settlement of arbitration. The statement of the petitioner and the witnesses should be listened to very attentively during the discussion. Certain confidentiality must be observed in arbitration. Photographs may not be taken without the applicant's permission. Reports may not be published in any newspaper without permission, his name and address cannot be published without permission. No information provided by the applicant may be disclosed without permission. All documents of the applicant must be kept confidential. All these issues are discussed with awareness in the training and everyone is requested to do them. ED, PC PO FF of BOMSA were present in this training.

Organize workshop with different stakeholders to identify the gaps in women migrant workers friendly laws and policy at Upazila and District level with 20 participants per workshop

Bangladeshi Ovhibashi Mohila Sramik Association (BOMSA) in organized the day long workshop on identify the gaps in women migrant workers friendly laws and policy at Upazila and District level “ in place the Adesh Training Center on **19.03.23** .the program is run by government and non-government organizations and migrant women workers. GO & NGO representatives and many more.Presented highlighted women migrant workers friendly laws .legal issues through Power point presentation. Migrant women workers highlighted their problems and discuss their real experience . it is decided through negotiations that these issues should be resolved by making demands to Government. Total participants- **22 (F-21+ M -1)**, General Secretary of BOMSA ,PC & PO was present there , The NGO representatives shared their experiences with the Migration. project coordinator of BOMSA presented the overall objectives of the project in front of everyone.



The PO presents migration law through multimedia. Migrant women find answers to their various questions through this program. Speaking at a workshop Advocate Sultana Razia said , they said that though women migrant workers have been contributing to the national economy by sending hard-earned remittances but they were neglected often facing various problems at different stages of migration due to lack of protections. In the closing remark, BOMSA general secretary Sheikh Rumana said that “It is the responsibility of the state to ensure welfare and protect rights of the migrant workers including women migrants who are contributing to the national economy by sending remittance.” She said that Bangladeshi women migrant workers were facing various problems at home and abroad She said that Bangladeshi domestic workers were facing multi-facet problems at home and abroad and their problems amid COVID-19 pandemic increased. The PC of BOMSA exchanges views with everyone on these issues, the General Secretary of BOMSA concluded the program by thanking for all

Conduct Refreshers Para legal training for the members of CBOs on safe migration issues

As per the approved work plan for this year, BOMSA conducted a fruitful two days para legal training successfully on 16th February’ 3023 with 20 participants at Padakhep conference room, Adabor, Dhaka. It is hoped that they will impart it to their communities. As a trainer Advocate, Farida Yeasmin delivered a set of PowerPoint presentations on Overseas Employment and Migrants Act 2013, 13 steps of safe migration, and rule of equity, the difference between equity and equality, human rights, women's rights, five basic rights of migrant workers.



On the second day Wage Earners Act 2018 and conducted a mapping session for identifying different stakeholders and service providers such as Ministry, BMET, PKB, TTC, Demo, Union Parishad, CSO, etc. for establishing an effective network and referral system she discussed cases management procedure through group work, client dealing and mediation process. The trainer discussed two acts (2013 and 2018), government service and the effectiveness of networks and referral systems. General secretary BOMSA Sheikh Rumana discussed case management through role-play, and fundamental rights and workers' rights were discussed by chairman Lily Jahan.

Canada High commissioner & MJF Representatives visited BOMSA jashore Office)



Rita Haukayem, High commission of Canada, Mohuya Leya Falia , Senior Coordinator Program, MJF visited BOMSA Jassore office & Group visited



MJF representatives Ishrat parveen , Visited Group visited , savar.



MJF representatives Md, Masudur Islam Khan, Deputy manager .Grants. Visited Group of BOMSA.



SK Rumana, ED of BOMSA, received the Honor award.

Major Achievements from January to December 2024

1. Grievance management Committee (GMC) related activities:

BOMSA developed a mediation system in 2017 through Grievance Management Committee (GMC) in order to resolve migration-related disputes at the local level. BOMSA already established 14 Grievance Management Committee (GMC) with 126 Members at Savar , Shibpur of Norshingdi District and jassore of Jashore District. 28 Half yearly meeting completed with GMC Member



The mediation setting is comprised of a range of individuals from diverse backgrounds, who are assigned the core responsibility of conducting mediation at the local level for migration debt-related disputes. For the smooth functioning of GMC and mediation service, BOMSA developed a manual

and guideline to facilitate the process of this dispute resolution to improve awareness and learning, within a short period of time, without any cost and without having to go through the hassle of legal costs. As well as for increasing knowledge and skill BOMSA provided mediation training to the GMC members and concerned staff.

The GMC has the following objectives:

- Offsetting migration related grievances/complaints specially relating debt in the intervention areas
- Making the migrants and their families aware of services available for them
- Ensuring rights and protection of the migrants and their families
- Creating a platform for migrants where they can express grievances at little or no cost, in an inclusive process
- ❑ Some of the GMC members are attending and taking part in awareness-raising sessions such as pre-decision sessions, orientation meetings, discussion meetings etc. for providing authentic information to the migrant workers, their family members and community people. They are also receiving migration-related complaints and conducting mediation with the migration victims and middlemen.

Outcomes of Training sessions:

1. Participants knew about mediation, arbitration, and the Grievance management system.
2. Participants became more knowledgeable about the procedure, legal basis and limitations of mediations.
3. Participants knew more about mediation steps, tips, maintaining documentation and privacy.
4. Participants benefitted from a practical demonstration of mediation about migrant-related matters.
5. Participants practiced together according to the shared information in the session together.
6. Hopefully BOMSA and GMC's documentation, reporting and monitoring management would be stronger.
7. Participants are now more confident, responsive and positive to respond to the issues related to mediation of migrant-related cases.
8. Participants got a clear concept of existing stereotypes related to women's participation in mediation and they are now much more aware of Gender equality.
9. All the participants enjoyed the whole session, and they expressed their heartiest gratitude to BOMSA for arranging this type of comprehensive program.

Objectives:

- Demonstrating the whole mediation process
- Making a common understanding of mediation, arbitration and Grievance management system
- Discussing on Gender friendly Mediation, limitation & transitions
- Discussing on migration related Grievance management
- Discussing on GMC members roles and duties and making them aware about their duties
- Demonstrating practical mediation which help them if they forget any steps of mediation

Some discussed issues:

Mediation, Tips to execute successful mediation, Characteristics and qualities of Mediator, Gender Friendly mediation, limitation, and transitions, discussed about various types of migrant's problem & migration related Grievance management, Group discussion on GMC members roles and duties in resolving Grievance or dispute, Mediation process and documentation system, Practical session/role play of mediation through case study etc.

Outcomes of sessions:

1. Participants remembered the previous knowledge from mediation training about mediation, arbitration and Grievance management procedure, legal basis, limitations of mediations, mediation steps and maintaining privacy.
2. Participants benefitted from practical demonstration/role play through the mediation of migrant-related cases.
3. Participants are able to practice together according to the shared through group work, and role play.
4. After this training GMC's documentation, reporting and monitoring management would be stronger.
5. All the participants got a clear concept of existing stereotypes concept related to women's participation in mediation and they are now much more aware of Gender equality and gender friendly environment for mediation.
6. Participants expressed their heartiest gratitude to BOMSA for arranging this type of comprehensive program

- Conduct pre-decision sessions with potential migrant workers their family members



Outcome of Courtyard meeting about DV & VAW:

- Each of the participants of courtyard meeting aware about these issues and gathered knowledge on Domestic violence, violence against women, child marriage, dowry and violence against children issues.
- They able to share their experience and asked different types of question for clear their concept about these issues specially the DV.
- Participants get to know about BOESL leaflet which says Female Domestic Helper will be trained and ensured about getting jobs in Hong Kong after the training through a govt process.
- They got to know 13 steps of migration and related information.
- They got to know where to call if any emergency arises or queries about DV, VAWG and migration related issues.

❑ Conduct pre-departure training with potential, returnee women migrant workers

Pre-departure Training is the most important activity in the project for women migrants who wants to go abroad. During this period, BOMSA conducted 12 pre-departure training with 360 potential female migrant workers who finalized their decision to go abroad.

Some of them are returnee migrant workers who have taken 2nd or 3rd-time decisions for migration as per their positive experience of migration. Most of the time returnee migrant workers share their positive and negative experiences and the real picture of their journey. According to their experience language is the most important matter for foreign employment.



All of them are regular participants of Sheikh Fazilatunnesa Mojib Women's Technical training center (SFMWTTC)s one-month training. BOMSA developed a very good working relationship with both the technical training centers of the Bangladesh German Training Centre (BGTTTC) and SFMWTTTC in Dhaka. BOMSA use its venue free of cost and provided its Hotline numbers to the BGTTTC and SFMWTTTCs training participants regularly. Principals of BGTTTC and SFMWTTTCs regularly conducted our sessions and provided their valuable advice/opinion to the participants for ensuring their safety and security. Through this training aspirant, migrant workers will be more confident regarding their rights, health, gender equality, life skills and safe migration process.

Following issues discussed in the pre-departure training:



What is migration, Scenario of migration includes women's situation in the migration process, Rights and responsibilities, human rights, and fundamental rights and responsibilities, Some important part of the Migration act 2013, WEWB act 2018, Gender equality and equity, Increase their confidence and thinking about what we do before going to abroad, Life skill education, Working environment, Food, dress, cultures and related laws of a different country, Basic information of migration (Documents, origin and destination country, finance, support, etc., Remittance management and participation of the decision making process of their family, especially children's education and marriage as a leader, Using different service of Government and Embassy, General Health (Fever, Hepatitis, dehydration, etc.), HIV AIDS and lastly distribution of hotline card of BOMSA.

According to the Module of BOMSA for this specific training discussed money saving procedure, importance and advantages of savings, How to invest their remittance for securing their own future, Management of savings and re- investment procedure, ways/nature of safe investment such as five years savings certificates, family savings certificates, fixed deposit, different kind of schemes, monthly deposits, Prize bonds, etc., Where they invest their money without any loss or harassment such as banks, post offices etc., provide information and address (Referral linkage) for receiving different services such as reintegration service, training, RPL, Loans, entrepreneurship, re-migration and investment service.

Project Title: The Resilience Fund for Women in Global Value Chains Funded by United Nation Foundation (UNF)

Project Location and Duration: *Dhamrai upazila under Dhaka District, Singair upazila under Manikgonj District and Rupgonj Upazila under Narayangonj District. Duration March 2022 to February 2024*

Objectives of the project:

Overall objective: To improve the transparency and accountability of the migration process. It will achieve this through supporting work by multiple stakeholders which increase the fairness of the labour migration system by reducing the scope for corrupt practice and supporting the development of mechanisms to enhance informed decision-making by migrants.

Major Activities:

- Conduct pre-departure training with potential, returnee women migrant workers
- Conduct Workshop with local government at Union level
- Conduct mediation, gender and law related training and National level workshop on case analysis.

❑ Conduct pre-departure training with potential, returnee women migrant workers

Pre-departure Training is the most important activity in the project for women migrants who want to go abroad. During this period, BOMSA conducted 24 pre-departure training with 864 potential female migrant workers who finalized their decision to go abroad.

Some of them are returnee migrant workers who have taken 2nd or 3rd-time decisions for migration as per their positive experience of migration. Most of the time returnee migrant workers share their positive and negative experiences and the real picture of their journey. According to their experience language is the most important matter for foreign employment.



All of them are regular participants of Sheikh Fazilatunnesa Mojib Women's Technical training center (SFMWTTC)'s two-month training. BOMSA developed a very good working relationship

with all technical training centers of the Bangladesh like Korea Technical Training Centre (BKTTTC) and SFMWTTTC, Bangladesh German Technical Training center (BGTTTC) in Dhaka. BOMSA use its venue free of cost and provided its Hotline numbers to the BKTTTC, BGTTTC and SFMWTTTCs training participants regularly. Principals of BKTTTC, BGTTTC and SFMWTTTCs regularly conducted our sessions and provided their valuable advice/opinion to the participants for ensuring their safety and security. Through this training aspirant, migrant workers will be more confident regarding their rights, health, gender equality, life skills and safe migration process.

Following issues discussed in the pre-departure training:

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❑ **Conduct Knowledge and capacity development workshop with local government at Union level**

During the period January 2023 to December 2023 BOMSA conducted 17 Knowledge and capacity development workshop with local government at Union level with 425 local government officials and migrant workers. Objectives of the workshop are increasing knowledge about managing their own remittance, savings, and investments (public and private) and updating with relevant information (contact address and numbers) about different kinds of services provided by GO and NGOs.



According to the Module of BOMSA for this specific training discussed money saving procedure, importance and advantages of savings, How to invest their remittance for securing their own future, Management of savings and re- investment procedure, ways/nature of safe investment such as five years savings certificates, family savings certificates, fixed deposit, different kind of schemes, monthly deposits, Prize bonds, etc., Where they invest their money without any loss or harassment such as banks, post offices etc., provide information and address (Referral linkage) for receiving different services such as reintegration service, training, RPL, Loans, entrepreneurship, re-migration and investment service.

❑ **Conduct mediation, gender and law related training and National level consultation on case analysis.**

BOMSA organized specialized two days of capacity development training on 5-6th March 2022 about mediation and case management to the new GMC members and CBO members of BOMSA for serving the better-quality advice, service, dealing mediation properly, writing agreements, maintaining gender friendly environment, transparency, and accountabilities, gather knowledge related laws and policies as well as roles and responsibilities of mediators.

During this period (**March 2022 to December 2023**) BOMSA dealt with 300 cases, of these already have settled 244 cases, and 56 complaints are yet to settle for different reasons. BOMSA usually dealt these cases with assistance of BMET, DEMO and different agency offices. Out of these 244 settled cases, the complaints lodged in: BMET-24 cases, WEWB- 19 cases, DEMO-2 cases, Recruiting agency -199 cases.

BOMSA arrange a national level consultation for analysis

Case settlement duration:

Case duration Record	Settled total 344 cases
<i>Less than 1 month</i>	0
<i>1-3 months</i>	198
<i>4-6 months</i>	38
<i>7-12 months</i>	8
<i>Total</i>	244
<i>Pending cases (BMET-14, WEWB-9, DEMO-2, RAs-81,</i>	56
<i>Total cases:</i>	300

Key Recommendations:

Based on the BOMSA project outcomes and feedback of speakers and participants from panel discussion and open floor discussion, the following recommendations have been sorted out, which could use for policy formulation and revision of government activities to ensure justice for migrant workers:

- Legislation of rules for Alternative Dispute Resolution (ADR) mechanism is essential and issues of ADR and Mediation should incorporate in the Overseas Employment and Migration act 2013.
- Need to change/ amend some section of Overseas Employment and Migration act 2013 to provide space for key institutions in the ADR mechanism.
- Ensure proper training to the all concern bodies or arbitrators on OEMA 2013, Gender and documentation.
- Need to ensure a gender-friendly environment in arbitration and mediation.
- Need to ensure speedy dispute settlement
- Need to maintain proper documentation and digitalization in a transparency manner.
- All proceed to need to be simplified and user-friendly
- Need to ensure proper monitoring from higher Authority
- Need to increase publicity on complaint mechanism and case management system
- Need to disseminate more information at grassroots level on migrants' legal rights.
- Need to increase human resources and shelter facilities in embassies at destination countries for ensure better service for migrant workers, and framework should develop to response at site.
- Need to increase human resource in BMET (Arbitration cell) and DEMO for ensure better and quick service in arbitration/ complaint redress.
- Recruiting agency and Middle man should be accountable in labor migration.
- Need to take corrective action in destination countries to protect migrant workers.
- The CSOs require the recognition and power of representation at arbitration, and involve in the process to support the migrant.

BOMSA have two hot line numbers +8801718405546, +8801819432782 that open for twenty four hours services for migrant workers. There are lots of problems received by BOMSA from abroad and immediately try to solves this problem through case management.

organization to identify Salish as an important foundation for a cost-effective, expeditious and accessible platform of justice for the disadvantaged. They developed the Madaripur Model of Mediation (MMM), where they are addressing and significantly reducing elements of malpractice and gender and power inequality that have plagued the Salish system.

Grievance mechanisms are increasingly important for development projects where ongoing risks or adverse impacts are anticipated. BOMSA already developed a mediation system through its Grievance Management Committee (GMC) in order to resolve migration-related disputes at the local level. Using this model as a mediator GMC member dealt with all kinds of disputes relating to debt, recovering money, and cheating through mediation with the help of BOMSA staff. In the year 2019, BOMSA provided mediation training to their GMC members, after that another GMC was formed and some elected members also changed after the election. Now new GMC members demand mediation training for dealing with proper mediation with different techniques. That's why BOMSA arranged this mediation training for their staff members and GMC members.

Therefore, GMC members who are Union Parishad's respected elected representatives such as Chairman, members and other members need to increase their knowledge about mediation very specifically because mediation is a part of their regular work. Besides, Arbitration and Grievance or case Management systems are also needed to know comprehensively. This can only be accomplished through practice and experience and that is why a major part of the mediation training included practical experience-sharing activities that provide the context for mediation skill development.

Objective of the consultation:

- Demonstrating the whole mediation process
- Making a common understanding of Conflict Resolution, Negotiation, mediation, arbitration, and Grievance/case management system
- Sharing a clear knowledge about Mediation topics/ matters and matters on which mediation can't happen.
- Increase some additional skills for effective mediation such as listening and communications skills, problem solving capacity, balancing power, generating possible solutions, consensus building, working with co-mediators, dealing with strong emotions, evaluating the options, and selecting and testing the best solution and others.
- Discussion on migration related Grievance management
- Discussed about signifying Gender equality/ women participation in mediation

Project Title: Promoting safe workplace for local female domestic workers and outbound migrants by enhancing their technical, rights based and bargaining skills. Funded by : Oxfam Bangladesh and European Union (EU)

Project Location and Duration: Dhaka North City Corporation (Ward no – 10, 11), (Kallayanpur, Darussalam, Mirpur-1 Colony, Mazar Road etc.) and Fazilatunnessa Mujib Mohila (Female) Technical Training Center (FMTTC). Duration: October 2022 to March 2024

Objectives of the project:

Overall objective: Build skills and knowledge of Domestic workers (in country and outbound migrant workers) to protect their rights, reduce vulnerability from exploitation.

Major Activities:

- **Conduct a** National consultation with Policy makers to draft '*Domestic workers protection Law*'
 - **Conduct a** workshop with CSOs, experts and key stakeholders to 'Identify gaps and loopholes in existing laws and policies to address rights of domestic workers and scope of skill enhancement', and submit policy brief to policy makers.
 - Conduct a comprehensive study and analysis (A situation and gender Analysis of Domestic workers' protection pathways) to know the situation of domestic workers, skill recognition facility and place recommendations for policy review.
 - System developed to practice maintaining job contract mentioning wages, working hours, and benefits.
 - Capacity building of GMC members and follow-up meeting with GMC
 - Organizing national level workshop (1) to develop standard job contract and reinforcing/ follow-up to
 - Campaign (12 nos) at TTC and City corporation/ DNCC offices (distribution of leaflets / poster/ stickers- 2500+)
 - Conduct pre-decision sessions and pre-departure training with potential migrant and returnee migrant workers.
 - Conduct National Consultation with service providers (local police station, National trauma counseling center, City corporation, Technical Training Center, DLAC etc.) to provide emergency and support services.
 - Conduct Dialogue between Employers and Workers Association
- Conduct pre-decision and pre-departure training with potential, returnee women migrant workers**

During the period October 2022 to December 2023 BOMSA conducted 12 Pre-decision meeting with 360 domestic workers. And conduct 17 pre-departure training with 510 outbound migrant workers.

Objective of session and training was to Build skills and knowledge of Domestic workers (in country and outbound migrant workers) to protect their rights, reduce vulnerability from exploitation.



- ❑ **Conduct a comprehensive study and analysis (A situation and gender Analysis of Domestic workers’ protection pathways) to know the situation of domestic workers, skill recognition facility and place recommendations for policy review.**

BACKGROUND:

Oxfam Bangladesh supported Promoting safe workplace for local female domestic workers and outbound migrants by enhancing their technical, rights based and bargaining skills under its Empowering Women Through Civil Society Actors in Bangladesh project, which is focused on addressing transparency and accountability of the domestic workers workplace and domestic workers migration system. ‘Promoting safe workplace for local female domestic workers and outbound migrants by enhancing their technical, rights based and bargaining skills’ project is implemented by Bangladeshi Ovibashi Mohila Sramik Association(BOMSA) in Dhaka North City Corporation (Ward no – 10, 11), (Kallayanpur, Darussalam, Mirpur-1 Colony, Mazar Road etc.) and Fazilatunnessa Mujib Mohila (Female) Technical Training Center (FMTTC) under Dhaka district. The project started on 1st October 2022 and will ends on 31st March 2024.

STUDY OBJECTIVES:

The main objective for this study is to figure out the domestic workers (both local and outbound migrant workers) protection pathways to know their current status within families, society they belong and migration system regarding their skills, social respect and protection as per existing laws and policies. By analysis of these key issues, the study intended to place recommendations for Domestic Workers Protection and Welfare policy 2015 review.

METHODOLOGY:

The study employ mix method including both qualitative and quantitative methods has been employed for this situation analysis. Total sample size for survey was 129, were 48% conducted among local domestic workers and 52% among outbound female domestic workers who are on processing for their overseas employment. Trained enumerators have been employed for collecting data from field, and time to time monitoing has been done by the team leader. To validate the survey findings, the study also conducted two focus group discussion and three Key Informant Interviews with service providers, activists and experts. All the data has been cleaned, triangulate during inputs and analyzed using MS Excel.

FINDINGS:

Socio-economic status of local domestic workers: The survey revealed that the majority of local domestic workers under the age of 40 have lower literacy levels. Specifically, 82.09% possess only the ability to sign their name, and none of these workers can read Bangla. Additionally, 44.78% of these families rely on only one earning member, who is typically the domestic worker herself. As a result, these workers are the primary breadwinners for their families. However, 32.84% earn between taka 4000 and 5000 (\$45 to \$46 USD) per month, which is below the poverty line. Additionally, approximately 23% of the families earn between 11,000 and 15,000 taka (\$136 to \$140 USD) per month, indicating that they are in the lower middle-income class poverty line.

Experience and Skills recognition of local domestic workers: Based on the results of a survey, more than 55% of female domestic workers are proficient in using basic and commonly-used devices such as rice cookers and pressure cookers, while 40% are capable of using juicers and blenders. However, the majority of these workers lack knowledge on how to operate other machines and appliances such as air conditioners, coffee makers, carpet cleaners, electric ovens, and geysers. Therefore, it is imperative for domestic workers to acquire the skills and expertise to operate modern household equipment and tools. This will generate more possibilities for increased demand and higher wages within the community.

Employment status and Job contract of local domestic workers: Based on the survey results, it was found that a vast majority (95.52%) of domestic workers do not possess a written job contract. As a result, most respondents (89.55%) relied solely on verbal commitments from their employers upon joining the job. A small percentage (1.49%) relied on other types of written documents, such as notes written by the employer. In addition, a fraction (8.96%) secured their job through a broker or agency. Among those surveyed, 18% revealed that they often experience delays in receiving their wages, while 19% reported that they occasionally receive their salaries on time.

Work Environment, Health safety and Personal Protection system of local domestic workers: The study discovered that almost 41.79% of respondents lacked the means to maintain personal hygiene, indicating that it may not be a priority or understood as significant by many domestic workers. Of those surveyed, 25% claimed knowledge of personal hygiene practices, while 75% were unable to describe them. Additionally, 74.63% reported a lack of understanding of STDs/STIs. This highlights a need for education and training on personal hygiene and Sexual and Reproductive Health Rights for local domestic workers. The study also examined illness or disease records before and after joining work, revealing a slight increase in some common seasonal and lifestyle diseases. Domestic workers providing services for 3 to 5 member families (in 52% of cases) spent more time

cleaning and washing, especially in households with children under 6 years old. Nutrition-wise, 39% knew about a nutritious and balanced diet, while 49% had only partial knowledge and 82% faced limited access to healthy food. Only 5.97% received adequate rest time and 2.99% had time for personal entertainment. The study showed that 61.19% of workers did not receive leave during pregnancy, which negatively impacted their health, well-being, and productivity. Furthermore, 97.01% of workers remained without financial aid or medical support for workplace injuries or accidents.

Access to justice and Welfare services of local domestic workers: According to the study, the majority (59.70%) of domestic workers lack knowledge about the minimum age and educational requirements for employment according to national standards. Additionally, only small percentages (16.42%) of domestic workers are aware of their rights to be involved with workers associations or trade unions. Surprisingly, none of the participants were able to describe the potential benefits of joining such organizations or even the activities of the Labor Welfare Board.

Knowledge on laws, policies and self-defense of local domestic workers: According to the study, only a small percentage (16.42%) of domestic workers has knowledge of laws or policies that protect them. Surprisingly, none of these workers were able to mention the Domestic Workers Protection and Welfare Policy of 2015, highlighting a significant lack of awareness about their rights. In terms of conflicts with their employers, 13.43% of workers reported experiencing disputes. The most commonly cited reason for these disputes was wage deduction (56.72%), followed by irregular payment (17.91%). While verbal or physical abuse was reported in a smaller percentage of cases (7.46%), it is still concerning and highlights the vulnerability of domestic workers. In only 2.99% of cases were issues related to the nature of work and overload cited. Unfortunately, only 13.43% of workers were able to successfully negotiate and reach a resolution with their employers regarding these conflicts.

Women Empowerment and Gender equality of local domestic workers: The research discovered that out of the domestic workers surveyed, 22.39% believed that earning more money would increase their social and familial acceptance, while 25.37% disagreed. This suggests that while some domestic workers think that a higher income may lead to more acceptances in their family, many are not convinced. Additionally, only 43.28% of domestic workers interviewed believed that their work and financial contribution in their family allowed them a say in decision-making, while 56.72% reported having minimal or no input. This lack of access to decision-making further disempowers these women in both their personal and professional lives. Furthermore, only 34.33% of domestic workers interviewed claimed to have full freedom to spend their earnings, whereas 65.67% had limited scope. The study revealed that 50.75% of domestic workers were able to bargain for a wage increase, and many may not feel empowered to negotiate for better pay, which could indicate a power imbalance between domestic workers and their employers. The research also sought to address the statement that "Women will be independent if they earn more", with only 13.43% of domestic workers agreeing with the statement. Many cited education, and the freedom to join a trade union, as other factors that contribute to women's independence. This partial agreement may point to the complex societal, economic, and cultural factors that affect women's independence in their respective contexts.

Socio-economic status of outbound (female) domestic worker: The study found that, majority (54.79%) of domestic workers fall into the age range of 31-40 years, whereas 76.71% of them are

married. Regarding their educational level, most of the outbound migrant domestic workers (54.79%) found having signature knowledge, which means they can write their own name and maybe a few other words in their local language, and unable to read or understand international languages like English or Arabic. The spouses or parents of outbound female workers are the sole earning member in their family. This suggests that their spouses are the primary breadwinners, responsible for supporting their entire family financially. It also found that, 36.99% families are living with earnings between 5000tk. and 7000 tk. (\$60-\$70 USD) per month, while 28.77% have earning between 7100tk. and 10000 tk. (\$80-\$95 USD) per month, which are under poverty line and below standard. However, the study found, majority of outbound migrant workers (69.86%) have lived in Dhaka for less than a year, indicating that they are living Dhaka for migration purpose only. Among them, a significant portion are moving from nearby districts and staying in Dhaka for participating in two months long Housekeeping Training, and waiting for BMET manpower clearance. Regarding owning bank account, the study found only 12.33% of outbound migrant domestic workers have a bank account, while the majority 87.67% are still out from institutional financial services.

Experience and Skills recognition of outbound (female) domestic worker: The study revealed that, majority of these outbound workers (83.56%) are migrating for economic solvency, suggesting that they are moving to seek better economic opportunities, higher wages, and a chance to improve their financial situation. Only a small proportion (5.48%) is migrating due to social pressure, which indicates that they may have been compelled to leave their homes because of social or cultural reasons. Regarding destination countries, majority of workers (82.19%) are migrating to Saudi Arabia (KSA), followed by Hong Kong (6.85%) for overseas employment. However, out of the total sample, 69.86% of outbound migrant domestic workers have knowledge about the requirements for manpower clearance, while 30.14% does not have knowledge about the requirements. The study also attempts to measure outbound workers knowledge on medical and physical fitness required for outbound female workers, it found 27.40% of them do not know the criteria or requirements from government or employers.

Employment status and Job contract of outbound (female) domestic worker: The study discovered that only 2.74% of outgoing workers were given job contracts before migrating, while the remainder (97.26%) was not. However, the majority of these individuals received their job contracts at the airport just prior to their departure. As for migration expenses, 64.38% of workers spend more than 31,000 tk. (\$300-\$400 USD), even though KSA has zero migration costs for domestic workers. Nonetheless, middlemen or local brokers demand money from them. Furthermore, 31.51% of outgoing workers still do not possess the necessary knowledge regarding migration requirements. Thus, the data implies that the majority of outgoing migrant domestic workers have some understanding of the minimum prerequisites of being an overseas worker.

Work Environment, Health safety and Personal Protection system of outbound (female) domestic worker: Out of 72 female outbound workers surveyed, 53.42% confirmed their awareness of STDs and relevant reproductive health rights, while 28.77% lacked knowledge on the subject. The results indicate a clear necessity for education and awareness campaigns on reproductive health and STDs for migrant workers.

Access to justice and Welfare services of outbound (female) domestic worker: The study revealed that only 16.44% of workers are aware of the process to file complaints with the government

regarding irregularities, exploitation, or abuse. This suggests that a substantial portion of migrant domestic workers lack knowledge of the BMET Arbitration system and complaint mechanism, which are used to address employment-related issues and grievances. Furthermore, the majority of outbound migrant workers do not believe in the existence of social security or welfare provisions, as only 16.44% of them are aware of the services offered by wage earners welfare board.

Knowledge on laws, policies and self-defense of outbound (female) domestic worker: The government implemented two laws, namely the 'Prevention and Suppression of Human Trafficking Act 2012' and the 'Overseas Employment and Migration Act 2013,' to safeguard the rights of migrants. However, only 19.18% of outbound workers are aware of these laws' existence for migrant rights protection, while 68.49% lack any knowledge about them. This underscores the necessity for the government and other stakeholders to educate and inform outbound female domestic workers about their legal entitlements and safeguards.

Women Empowerment and Gender equality of outbound (female) domestic worker: The study aimed to gauge the perceptions of outbound migrants on women empowerment through overseas employment and earning money. To do this, the statement 'Earning money increases more acceptances in family' was presented to the participants. The study found that while 31.51% of the respondents agreed with the statement, 17.81% refused. This implies that while earning money may be a factor that increases acceptance in the family for some outbound workers, it may not hold true for others. Moreover, the study revealed that 39.73% of the respondents believed that they can contribute to family decision-making processes if they can provide financially. This suggests that these migrants have a significant level of empowerment within their families and actively participate in important decisions. However, the study also highlighted that outbound female workers face challenges in this regard, potentially due to socioeconomic status or societal and cultural barriers, leading to their dis-empowerment.

RECOMMENDATIONS:

- More social security program including skill development program needs to deploy for domestic workers to enable them to increase their family income, uplifting from poverty and involve with other income generating activities.
- Skill development program including Housekeeping and Care Giver training courses at TTC should make available for local domestic workers in cheap cost or in free of cost.
- It is recommended that measures be taken to ensure that a job contract is obligatory when employing a domestic worker. The contract should contain details such as job classification, job description, salary, payment method and an estimated timeline, as well as safety measures and other provisions that ensure the well-being of the domestic worker.
- Education related to lifestyle diseases, consumption of nutritious foods, personal hygiene, and reproductive health rights (SRHR) and sexually transmitted diseases (STDs) and STIs are essential for domestic workers.
- It is essential to have job contract where it should clearly maintain supply and availability of hygienic accommodation, foods, leave during pregnancy, aids for workplace injury and rest time for domestic workers.
- Essentially needs to carry more education program among domestic workers on labor rights, existing laws and policies.
- Leadership training is also required for domestic workers to encourage them to organize and claim rights.

- Education and capacity building program on Legal protection and grievance management is essential for domestic workers.
 - Special campaign is also required to carry at grassroots level to educate workers on Domestic Workers Protection and Welfare Policy 2015.
 - More community sensitization program or campaign needs to carry on domestic workers contribution in family and economy, and recognizing their profession.
 - Special family counseling services should make available at community group through peer leaders to recognize the contribution of domestic workers.
 - Educational activities (non-formal adult education) needs to carry for local as well as outbound domestic workers besides housekeeping training, which may enable them to read and write some basics and do effective communication.
 - Financial literacy and access to institutional financial services is also essential to carry among outbound migrants.
 - Pre-decision orientation or training become much essential for outbound or aspirant migrants to provide information regarding safe migration process, government and employers requirements, and documents processing to reduce their vulnerability towards exploitation, abuse and trafficking.
 - Housekeeping training and pre-departure training course should update curriculum to disburse safe migration process.
 - Advocacy needs to carry with relevant authority, ministries and policy makers to ensure providing or supplying job contract/ job agreement to outbound migrants before departure, and in language they understand.
 - Initiatives should take by authority to minimize the migration cost, and protect the migrant workers from fraud.
 - Besides Housekeeping training contents, separate programs should be placed or needs to carry at TTC or Community level to educate aspirants or outbound female workers on sexual and reproductive health rights, protection from STDs/ STIs.
 - Outbound migrants should build capacity on complaint mechanism and self-defense, access to justice and legal aids. Special campaign could organize at community level.
 - Information regarding activities and services offered by Wage Earners Welfare board should make available to migrants and families.
 - Pre-departure orientation and housekeeping training should have contents on existing laws and policies.
 - To educate migrants on the 'Overseas Employment and Migration Act 2013' and the 'Prevention and Suppression of Human Trafficking Act 2012', a special campaign should be carried out at the grassroots level.
 - There is a need for additional initiatives to raise awareness within the community about the contributions of migrant workers to both the national economy and their own families, while also acknowledging their efforts.
 - Peer leaders within community groups ought to offer specialized family counseling services in order to acknowledge the valuable input of migrant workers.
- Developed to practice maintaining job contract mentioning wages, working hours, and benefits.**

A one-day national workshop on Developing Standard Job Contract for Domestic Worker was held at CIRDAP Auditorium on 25 September 2023 from 10.00 am to 5.00 pm. The workshop was

organized by Bangladeshi Ovibashi Mohila Sramik Association (BOMSA) and Democracywatch under Empowering Women Through Civil Society Actors in Bangladesh project.

Specific objective(s) of the workshop:

The workshop has two specific objectives:

Objective 1: Engage domestic workers, civil societies, experts and government officials to identify key elements of a standard Job Contract.

Objective 2: Develop a draft (sample) Job contract in Bangla and handover to policy makers and relevant service providers for wider acceptance and practices.

Expected Outcome(s):

The workshop will be able to:

Outcome 1: Ensure effective and interactive participation of domestic worker, CSOs, experts, service providers and government officials for developing a standard job contract that endorsed the interest of employers and worker.

Outcome 2: Handover the sample job contract to policy makers and service providers for wider use and practice.

Participants of the Workshop:

More than 50 participants from different backgrounds including participants from CSOs, INGOs and local NGOs, training institutes, service providers, experts, trade unions, government institutes, domestic worker CBOs, parliamentarians and others.

Guests:

One Member of Parliament (MP) Adv. Khodeza Nasreen, MP and Rukshana Yeasmin Chuti Ex MP and active member of Parliamentarian Caucus on Migration & Development, along with one word councilor Ms. Farhana Islam Doly (Ward 12, DSCC), and other prominent leaders from various organizations participated in the workshop. The guests called for a comprehensive and uniform standard job contract that could be used as a reference document for both employers and domestic workers. Participants from AWAJ Foundation, INCIDEN Bangladesh, WARBE DF, Karmajibi Nari, BNSK etc. were present at the program.



Workshop proceedings:

The workshop aimed to develop a holistic and comprehensive job contract for domestic workers in Bangladesh and bring together different stakeholders to identify key issues and challenges related to domestic work. The workshop was divided into three parts. The first part included welcome speech from Ms. Lily Jahan, Chairman of BOMSA, and a keynote paper that presented the current situation of domestic work. Relevant Data and statistics related to domestic work were presented to contextualize the need for a standard job contract. The paper was presented by Adviser of BOMSA Mr. Aminul Hoque Tushar. The presentation was followed by a lively discussion where participants offered their feedback to the presenters. The second part included the identification of key elements that should be included in the job contract while considering the interests and rights of both the employer and domestic worker. The participants identified several relevant issues such as terms and conditions of employment, salary, working hours, leave and holidays, social security, and access to healthcare. The third part of the workshop presented a draft outline for a standard job contract that emerged from the insights and recommendations gathered from the discussion. Participants reviewed the proposed contract and offered a range of suggestions and amendments. However, the workshop brought together different stakeholders who have a role to play in improving the working conditions of domestic workers, and fostered a collaborative approach towards developing a standard job contract for domestic workers in Bangladesh. The overall program was moderated by Ms. Farida Yeasmin, advisor of BOMSA and human rights activist.

Outcomes:

1. Suggestions and key components of standard job contract for domestic workers has been documented.
2. An outline for job contract has been drafted.

Key Recommendations:

The workshop concluded with a series of key recommendations that included:

1. The standard job contract should be comprehensive and uniform, and should be applicable to all domestic workers regardless of their location, type of job and employer.
2. The contract should specify clearly all the terms and conditions of employment such as remuneration, working hours, overtime, and social security provisions.
3. Employers should provide medical insurance and other healthcare facilities to their domestic workers.
4. Domestic workers should have access to legal representation and the right to seek resolution in case of any dispute or conflict with their employers.

Conclusion:

The workshop was a success in raising awareness about the rights of domestic workers in Bangladesh and providing a platform where participants contributed their suggestions and feedback towards the creation of a standard job contract. The outcome of the workshop will positively contribute to the wellbeing of domestic workers and promote social justice in the country.



❑ Conduct Dialogue between Employers and Workers Association

During this period BOMSA organized 6 dialogues on Employer and workers association to Ensuring effective protection of domestic Workers of Bangladesh under Domestic Workers Protection and Welfare Policy 2015 and Overseas Employment and Migration Act 2013” supported by Oxfam Bangladesh and Co- Funded by European Union (EU) With 138 Employer and domestic workers

The objective of the dialogue was Female domestic workers protection and welfare act, policy and national action plan developed to minimize exploitation (in home and outbound). ii) Female domestic workers (in country and outbound female migrant workers) empowered and encouraged to join in trade union or associations for enhancing bargaining power to protect their rights.

Overseas Employment and Migrants Act was short of incorporating the provisions facilitating rescue of migrant victims, witness protection, joint or mutual legal assistance, cross-country collaboration, extrajudicial powers of the Courts, admissibility of electronic proof and evidence, camera in trial etc. However, penalties for the other violations (physical, sexual and psychological violence) committed by agents are relatively silent in OEMA 2013.

“The law does not establish a general right to redress if a worker’s contractual rights are violated.”

To follow the Domestic Workers Protection and Welfare Policy 2015 BOMSA made a draft contract form for local domestic workers and present this contract in the dialogue employer and workers both are agree to implements this and they think this will help both employer and workers.

Most of the Speakers at the dialogue emphasized the need for bolstering protection of the domestic workers, especially who were facing problems at home and abroad. They suggested the government to immediately take necessary steps to remove shortcomings and loopholes of the Domestic Workers Protection and Welfare Policy 2015 & Overseas Employment and Migrants Act which was enacted by the parliament in 2013.



Other Program Picture:



"Enhance Safety and Security of Women Migrant Worker"
Implemented by- Bangladesh Ovibashi Mohila Sramik Association (BOMSA)
Supported by- Manusher Jonno Foundation (MJF)
Funded by- Global Affairs Canada
Statement of Financial position
As at 31 March 2023

Figures in Taka

Particulars	Notes	As at 31 March 2023	As at 31 March 2022
Property and Assets			
Non - Current Assets			
Property, Plant & Equipment		-	-
Total Non - Current Assets		-	-
Current Assets			
Cash & cash equivalent	4.00	296,419	980,875
Total Current Assets		296,419	980,875
Total Property and Assets		296,419	980,875
Fund & Liabilities			
Fund & Reserve			
Fund Account	5.00	267,669	881,623
Fixed Asset Fund	7.00	-	99,442
Non Cash Fund (Baseline Surveyay)		28750	100000
Total Fund & Reserves		296,419	1,081,065
Liabilities			
Total Liability		-	-
Total Fund & Liabilities		296,419	1,081,065

The Annexed notes form an integral part of this Statement of Financial Position

se. Reemane

General Secretary
BOMSA

Atif

Chairman
BOMSA

Signed in terms of our separate report of even date annexed.

Signed for and on behalf of
Aziz Halim Khair Choudhury
Chartered Accountants

Md. Aftab Uddin Ahmed

Signed by:
Md. Aftab Uddin Ahmed FCA
Senior Partner
ICAB Enrolment No. : 804

October 4, 2023
Dhaka

"Enhance Safety and Security of Women Migrant Worker"
Implemented by- Bangladesh Ovibashi Mohila Sramik Association (BOMSA)
Supported by- Manusher Jonno Foundation (MJF)
Funded by- Global Affairs Canada
Statement of Income & Expenditure
For the period from 01 April 2022 to 31 March 2023

Particulars	Notes	Figures in Taka	
		01 April 2022 to 31 March 2023	01 April 2021 to 31 March 2022
INCOME			
Grants Income	8.00	5,522,917	4,233,494
Total:		5,522,917	4,233,494
EXPENDITURE			
Management Cost	12.00	670,866	607,257
Programatic cost	13.00	4,810,261	3,626,237
Indirect Cost	14.00	35,570	-
Bank Charge	15.00	6,220	-
Total Payment for Project Activities		5,522,917	4,233,494

The Annexed notes form an integral part of this Statement of Financial Position

Sec. Reza Momen
General Secretary
BOMSA

Atif
Chairman
BOMSA

Signed in terms of our separate report of even date annexed.

Signed for and on behalf of
Aziz Halim Khair Choudhury
Chartered Accountants

Md. Aftab Uddin Ahmed
Signed by:
Md. Aftab Uddin Ahmed FCA
Senior Partner
ICAB Enrolment No. : 804

October 4, 2023
Dhaka

"Enhance Safety and Security of Women Migrant Worker"
Implemented by- Bangladesh Ovibashi Mohila Sramik Association (BOMSA)
Supported by- Manusher Jonno Foundation (MJF)
Funded by- Global Affairs Canada
Statement of Receipts and Payments
For the Period from 01 April 2022 to 31 March 2023

Figures in Taka

Particulars	Notes	01 April 2022 to 31 March 2023		01 April 2021 to 31 March 2022	
Opening Cash and Cash Equivalents					
Cash in hand		960		59	
Cash at bank		979,915		178,524	
		<u>980,875</u>		<u>178,583</u>	
Receipts					
Grants received During the period	10.00	4,799,719		4,931,549	
Bank Interest	11.00	9,992		4,985	
Non Cash fund (Audit fees)		28,750		100,000	
Grants Receipt		<u>4,838,461</u>		<u>5,036,534</u>	
Total Receipt		<u>5,819,336</u>		<u>5,215,117</u>	
Payments					
Management Cost	12.00	670,866		607,257	
Programatic Purpose	13.00	4,810,261		3,626,237	
Indirect Cost	14.00	35,570		-	
Bank Charges	15.00	6,220		748	
Total Payment for Project Activities		<u>5,522,917</u>		<u>4,234,242</u>	
Total					
Closing Cash and Cash Equivalent					
Cash in hand	4.01	3,895		960	
Cash at bank	4.02	292,524		979,915	
Total Cash and Cash Equivalent	4.00	<u>296,419</u>		<u>980,875</u>	
Total		<u>5,819,336</u>		<u>5,215,117</u>	

The Annexed notes form an integral part of this Statement of Receipts & Payments.

Sa. Raemana

General Secretary
BOMSA

Atif
Chairman
BOMSA

Signed in terms of our separate report of even date annexed.

Signed for and on behalf of
Aziz Halim Khair Choudhury
Chartered Accountants

Md. Aftab Uddin Ahmed
Signed by:
Md. Aftab Uddin Ahmed FCA
Senior Partner
ICAB Enrolment No. : 804

October 4, 2023
Dhaka

ANNUAL REPORT 2023



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