

# BROCHURE DESIGN



GREY SHACK

### Core Services and Functions of BIDA

1. Pre-Investment Counseling: Guidance for potential investors on opportunities and regulations.
2. Project Registration: Facilitating the registration and approval of industrial projects.
3. Establishment Support: Assisting in setting up offices for investors.
4. Visa Facilitation: Issuing recommendations for visas and work permits.
5. Utility Connections: Helping secure utility connections and industrial plots.
6. Royalty Approvals: Approving remittances related to royalties and technical fees.
7. Import Facilitation: Easing the import of capital machinery and raw materials.
8. Loan Approvals: Approving foreign loans and supplier credits.
9. Aftercare Services: Offering ongoing support for smooth investment operations.

### Bangladesh: A Tapestry of People, Places and Possibilities

## INVEST IN BANGLADESH

### Rising, Resilient and Ready for the Future

Your next investment destination in the central South Asia that offers sustainable economic growth, lucrative incentives and diversified sectors to choose from

### Why Bangladesh

- 7% GDP GROWTH FOR NEXT 5 YEARS
- 25M MIDDLE & AFFLUENT CONSUMERS
- ONE OF THE YOUNGEST WORKING DRICES (AVERAGE 26 YEARS) YOUNGER THAN PEER COUNTRIES
- EXCELLENT GLOBAL CONNECTIVITY THROUGH SEA, ROAD & AIR
- INTERNET PENETRATION AT +7% CAGR, \$400-4M DAILY MFS TRANSACTIONS

### 10 Economic Zones (EZ)

- Secluded zones for attrition of industries
- Long or short term lease/ rent of land
- Dedicated utility services
- Special incentives and tax holidays

### 11 Export Processing Zones (EPZ)

- Industrial zones exclusively for export
- 7 zones countrywide
- Full 100% and 95% investment plots
- Special incentives and tax holidays

### 4 High-Tech Parks (HTP)

- Dedicated industrial zones for high-tech small/medium projects
- Long or short term lease/ rent of land
- Special incentives and tax holidays

### Industry Focused Zones

- Public Private Partnerships (PPP)
- Facilitates PPP projects
- Customised proposals
- Dedicated single-point management
- Negotiable terms and conditions

### Investment Incentives

- Upto 10 Years of Tax Exemption**: Significant tax relief based on business location.
- 100% Tax-Free Sectors**: PPP, IT, and foreign loan interest are completely tax-exempt.
- Zero Import Duties**: Reduced duties on raw materials and reduced machinery taxes.
- Full Profit Repatriation**: Freely transfer capital, profits, and dividends abroad.
- 100% Foreign Ownership Allowed**: Invest without local partnership requirements.
- Legal Investment Protection**: Strong laws preventing expropriation and nationalization.
- Banded Warehousing & Duty Drawbacks**: Enhanced benefits for exporters.
- No Export Duties**: Exemptions except for selective tobacco products.
- Double Taxation Treaties**: Treaties signed with 34 countries.
- Seamless Business Operations**: No restrictions on work permits, tech transfers, and local banking access.
- Infinite Investment Opportunity**: No ceiling on foreign and local investment.
- NFCD Account Permitted**: Foreign Currency loan from abroad under direct automatic route allowed.

### BIDA One Stop Service (OSS) Portal

launched in 2019, BIDA's award-winning OSS portal is a one-stop digital platform streamlining investor services in Bangladesh. BIDA is actively working to integrate all relevant services, making investment processes faster, smarter, and more transparent.

- Starting a Business
- Registration, Loans, Permits and Taxes
- Utility Services
- Financial Services
- Services by Chambers and Associations
- Many more

### Productivity Inputs

Factors	In Bangladesh	Peer Countries Average
LABOR (hours per person)	14	265
Capital (per worker)	1.35	6.92
Energy (per worker)	0.246	6.162
TECHNOLOGY (per worker)	0.026	0.147

### High-value Gains

Sector	Return on Equity	Global Sector Average
Telecom	56.3%	15%
Paint	25.6%	15%
Cement	29.8%	10%
FMCG-1	80.9%	
FMCG-2	56.1%	20%

### FDI Stock by Major Sectors (Mn USD, Dec'24)

Sector	Value	Sector	Value
Textiles & Wearing	4143.70	Food Products	811.25
Banking	2957.75	Leather & Leather Products	487.95
Power	2935.68	Pharma & Chemicals	422.54
Telecommunication	1152.24	Agriculture & Fishing	358.63
Gas & Petroleum	975.98	Construction	242.50

Project: Brochure for Investment in Bangladesh  
Client: BIDA

# ANNUAL REPORT DESIGN



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📍 International office:  
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📘 facebook.com/HtdDhaka  
🐦 twitter.com/HtdDhaka

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**HTD**  
INTERNATIONAL  
**Study in Australia**

**CURIOSITY+KNOWLEDGE+SKILLS= SUCCESS!**

Project: Brochure for HTD International  
Client: HTD International

**BROCHURE DESIGN**





**HTD**  
INTERNATIONAL

HTD INTERNATIONAL provide education services to overseas students from Bangladesh, India and Nepal.

We offer admission assistance for Under Graduate and Masters Degrees as well as Diploma courses in over 60 educational institutes from all over Australia including Melbourne, Canberra, Sydney, Adelaide, Brisbane, Perth and Tasmania.

After successful completion of studies, we provide assistance in finding a job after graduation.

Please contact us for more details on  
**+88 017 192 226 91, +88 017 192 226 92**

*\*please go to our website for the full list of our partnered educational institutes and courses offered*



### Services We Offer

- ✔ Admission assistance
- ✔ Pre-arrival services
- ✔ Airport pickup
- ✔ Finding a host family
- ✔ Assisting in finding jobs
- ✔ Skill assessment



Live.Learn.Grow



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**Any contribution is appreciated!**

ING Bank IBAN: NL93043000552228  
Swift BIC code: INGBNL2A  
Chamber of Commerce in Venice 12952667  
RCHN / ANBI #15335201

**Vialis Foundation**

Cepphof  
Post: Vialis Foundation  
Koningstraat 1, 3011 TN Rotterdam  
The Netherlands  
vialis@vialis.com  
www.vialis.com

**Vialis Foundation**  
No generation has to go to waste



**Method**

Vialis acts largely as a social employment agency. At Vialis, youth receive practical training and coaching, so that they can move on to regular (vocational) education, a steady job or self-employment. However, Vialis's project is not only about the realisation of jobs for youth. To a significant extent, it is also about supporting them through mentoring, in order to prepare them to enter the labour market. Through our training, contacts and mediation, low-educated or unskilled youth get a chance to develop in a sustainable way. Thus, we create better prospects.

**Vialis Foundation**

Vialis Foundation has been active for over 10 years, working in often difficult circumstances in one of the poorest countries of the world, Bangladesh. Every year around 100 youth (aged 15 or over) from the slums of Dhaka, the capital of Bangladesh, are given the chance to improve their own life, as well as those of their family members.

**Unique**

Vialis's programmes are an important addition to the work already implemented by other organisations in Dhaka:

- Giving youth between 15 and 22 years opportunities, when other organisations consider them too old and hopeless.
- Making education as practical as possible, so that youth have a direct connection to the labour market.
- Creating internship opportunities.
- Investing in job search assistance and youth coaching, even after an intervention, in order to ensure that they get sufficient opportunities to prove themselves in the new workplace.
- In some cases, providing them with the chance to move on to a (regular) vocational training.
- Providing easily accessible support, wherein the supporters (parents, guardians) are closely involved.
- To prevent irregular attendance or early dropout we opened a special Day Care Centre to provide education and support for the younger brothers or sisters of our students.

Vialis's programmes are supporting 3 of the UN Millennium Development Goals

To banish poverty and hunger  
To achieve universal primary education  
To promote gender equality and empower women

You can follow us at:





(Benaspoppelding) Vocational Training, ECV Korral \*



Basic Education, ECV Korral \*



Vocational Training, ECV Korral \*



Crèche (Day Care) ?

**ECV Korral\***

"Our youth are receiving practical education and guidance in our training centre, called ECV Korral. This way they will be able to move on to formal (vocational) education, a permanent job, or self-employment."

**Rupak:**

Former student vocational training

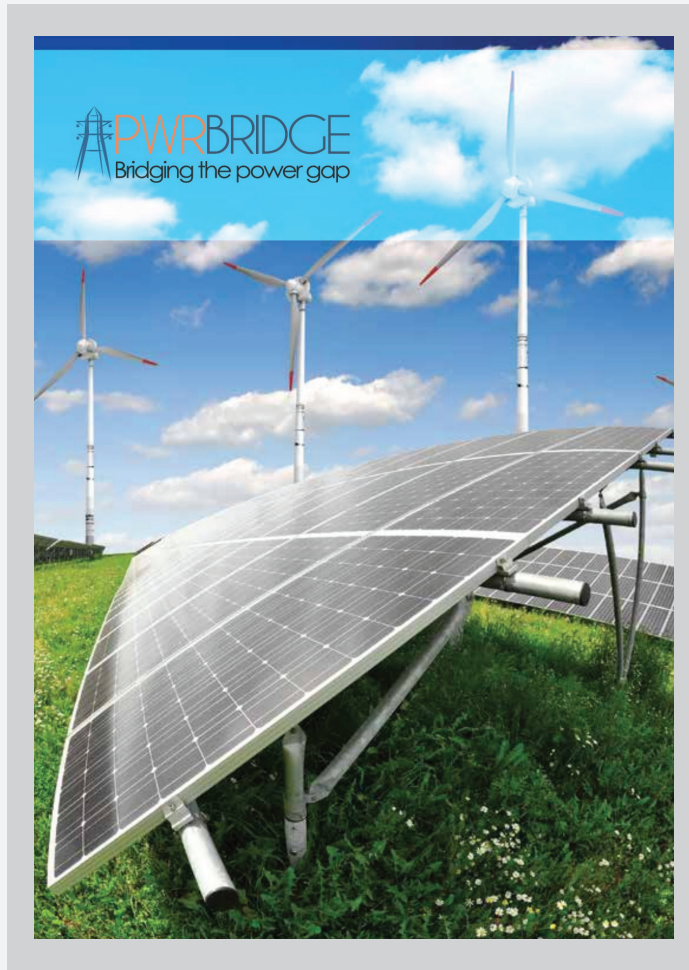
"I learned from there how to sell products and how to talk to customers. My English is not good but now I have experience as a salesman. Thank you for giving me this experience."

Project: Brochure for VIALISA  
Client: VIALISA

FULL PROJECT 

BROCHURE DESIGN





Project: Brochure for PWRBRIDGE  
Client: PWRBRIDGE

FULL PROJECT 



BROCHURE DESIGN

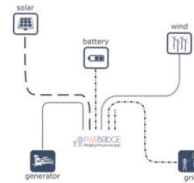


PWRBridge's revolutionary operating system uses an innovative technology to automatically assess all of the energy sources available and utilizes them in the most efficient way. The solution consists of inverters, battery packs and a state of the art operating system which controls the energy flow. The system uses lithium ion batteries which give the units at least 20 years of maintenance free lifetime.

With two 20ft containers, The PWRBridge system can provide electricity for small communities and industries. The containers are upgradable to produce more power if required and also extra containers can be added if the consumption or demand increases.

## THE SYSTEM

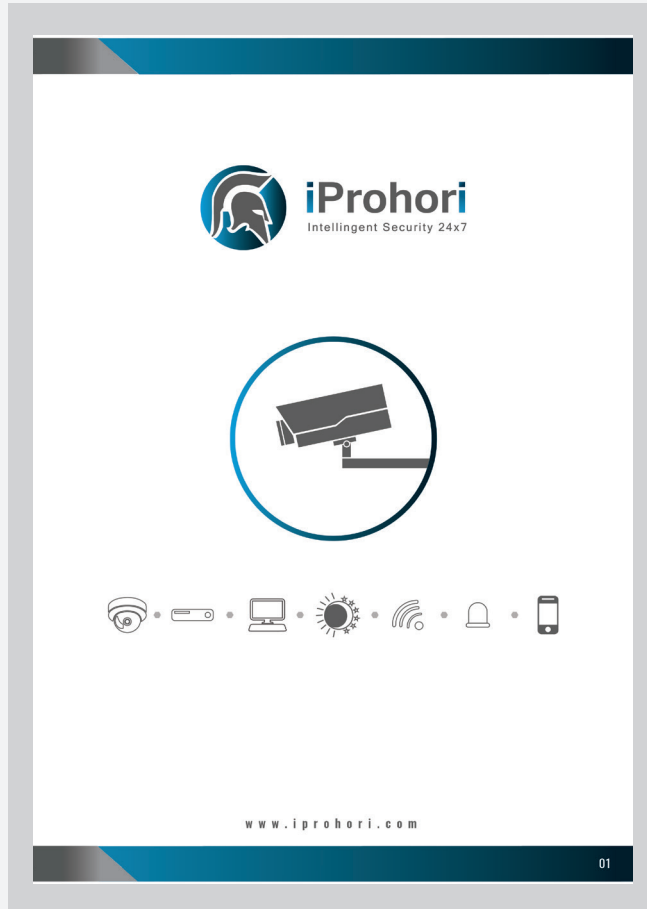
The PWRBridge system is a combined energy delivery and storage system. It integrates the generation and the demand side. The Power can be fed by renewable sources like Solar, Wind, Hydro or conventional sources like Diesel generators. The energy balance between the supply and the demand side is taken care by converters which stores the energy in the battery. The system is monitored by a Master Controller which controls the total system for the optimum usage of the available resources.



## THE UNIT

The PWRBridge system is installed in two 20ft containers.

These containers are built and completely tested in the Horstmann & Schwarz factory in Germany before transporting to the project site. This container enables easy, renewable and reliable sustainable energy.



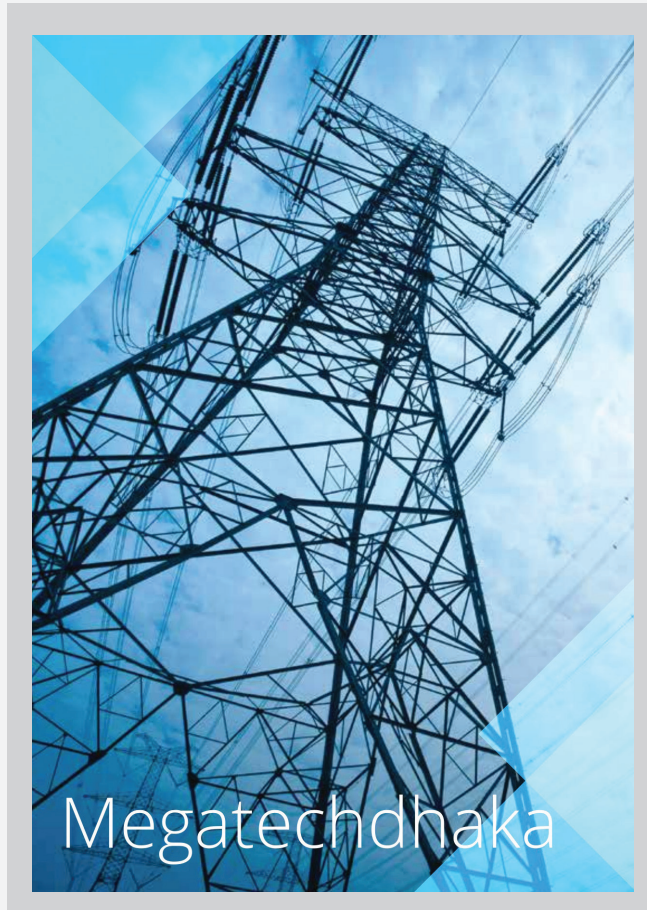
Project: Brochure for iProhori  
Client: iProhori

FULL PROJECT 



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## BROCHURE DESIGN



Project: Brochure for Megatechdhaka  
Client: Megatechdhaka

FULL PROJECT



BROCHURE DESIGN





## About us

Mogtech GHSD Dhaka is an engineering and construction contractor and power equipment supplier with a reputation for delivering high quality, technically advanced, reliable facilities and services. We are one of the largest and with a world-class safety record. Mogtech's activities in its highest ranked work development work in the 1980s in a research and development laboratory in Bangladesh.

As a capable local partner for undertaking different Government projects works during the entire period of operation.

Mogtech is a specialized EPC contracting company which offers comprehensive engineering services in the fields of electric power and other engineering, advanced design, procurement, test work, equipment erection, commissioning and project management, etc.

Mogtech GHSD Dhaka is an engineering and construction contractor and power equipment supplier with a reputation for delivering high quality, technically advanced, reliable facilities and equipment on time, on budget and with a world-class safety record.

Mogtech operates in the segment started with development work in the 1980s in a research and development laboratory in Bangladesh. As a capable local partner for undertaking different Government projects works during the entire period of operation.

Mogtech is a specialized EPC contracting company which offers comprehensive engineering services in the fields of electric power and other engineering, advanced design, procurement, test work, equipment erection, commissioning and project management, etc. Mogtech has set up a complex enterprise management system as Quality System, Environmental Management System and Occupational Safety and Health Management System. This system is continuously in the construction management as an integrated management service system.

With rich experience in engineering construction management, Mogtech has completed and is completing the construction of power plants, hydrocarbon, railway track line, oil and gas field equipment supply and services including carry out the feasibility studies.

Mogtech runs a staff delegation with excellent character, full of team spirit, necessary and energetic and experienced in the engineering personnel having experienced in the large scale electric power projects, oil and gas field, construction, if specialist and with long term cooperation and encourage with foreign international engineering & consulting companies, equipment suppliers and technical assistance team. Mogtech has developed the unified and co-operation construction and service culture of common or technical, wide view and better profession results.

Thanks to the fast development of its field, Mogtech manufactures and electric power contractors in Bangladesh over the last ten years, Mogtech, being the top and advanced sound times has grown to be one of the high reputation for its finance and become one of the influential and leading power plant construction companies in Bangladesh. In this respect, Mogtech has the largest system water of electric power industry in Bangladesh and rapid progress of global economic cooperation. Mogtech has increased its business to other part of Bangladesh and overseas in the fields of thermal power, hydroelectric power and new energy projects, and has made significant achievements.

Development goal of Mogtech is to build itself into the first class engineering company in Bangladesh and have certain international influence on modern engineering and other infrastructure engineering.

Mogtech is willing to provide specialized engineering, equipment, services for domestic and overseas investors. Mogtech will follow the principle of controlling the risk for investors and trying to guarantee their maximum interests, and realize the value of our specialized engineering company through win-win cooperation.



## Mission & Vision

### Mission

We undertake engineering and construction projects with a focus on achieving cost leadership while ensuring excellent in every aspect to meet the stringent requirements of its diverse clientele regarding quality, timely delivery, safety and environmental concerns. The focus on the development of an effective management that drives productivity, continual development of the organization, and leading positive and broader services in a bid to empower. We believe in credible organizational growth and recognizing those who contribute to it.

### Vision

Creation of a fully sustainable environment for development in Bangladesh through consistent delivery of projects that accurately meet international standards, and expansion of operations to international levels through the forging of mutually beneficial long-term relationships with clients and partners, reflect satisfaction, our quality of service and ethics in the process.

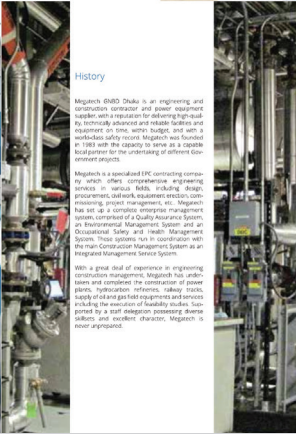


### History

Mogtech GHSD Dhaka is an engineering and construction contractor and power equipment supplier with a reputation for delivering high quality, technically advanced and reliable facilities and equipment on time, within budget, and with a world-class safety record. Mogtech was founded in 1980 with the capacity to run as a capable local partner for the undertaking of different Government projects.

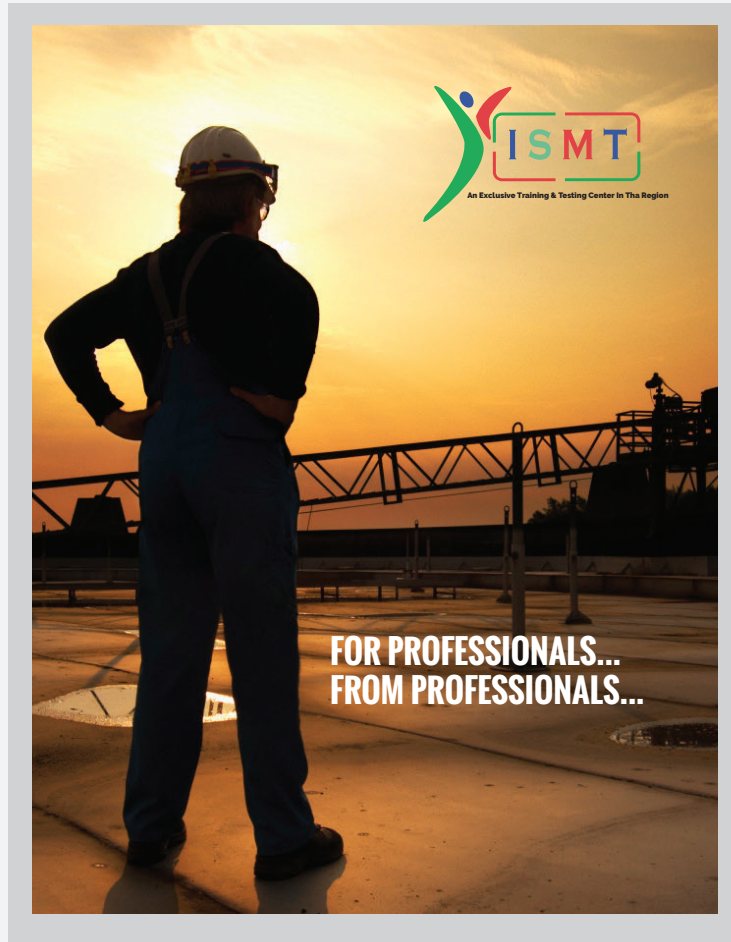
Mogtech is a specialized EPC contracting company which offers comprehensive engineering services in various fields, including design, procurement, test work, equipment erection, commissioning and project management, etc. Mogtech has set up a complex enterprise management system as Quality System, Environmental Management System and Occupational Safety and Health Management System. This system is continuously in the construction management as an integrated management service system.

With a great deal of experience in engineering construction management, Mogtech has undertaken and completed the construction of power plants, hydrocarbon refineries, railway tracks, tank and oil and gas field projects and services. Ensuring the execution of healthy facilities, supported by a staff delegation possessing diverse abilities and vibrant character, Mogtech is ever progressing.



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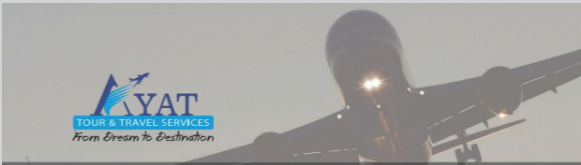
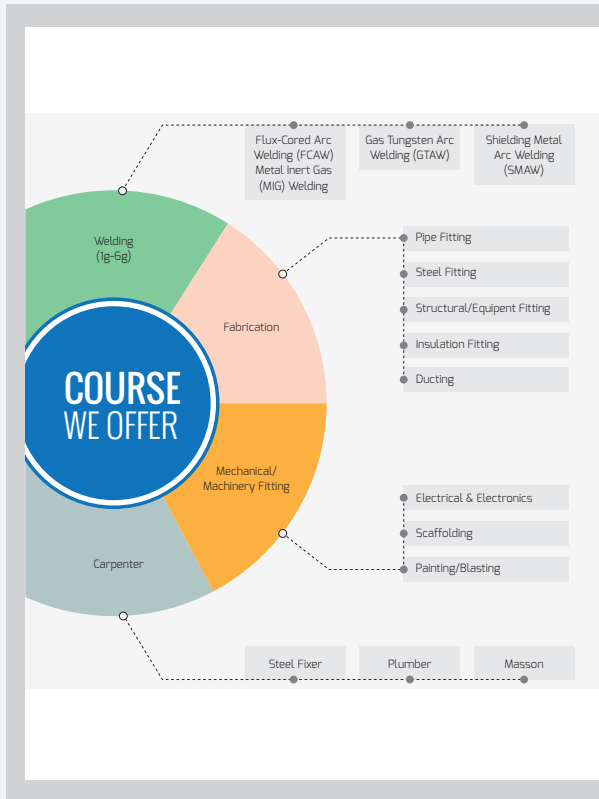


Project: Brochure for ISMT  
Client: ISMT

FULL PROJECT 

BROCHURE DESIGN





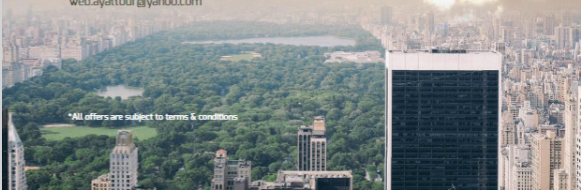
AVAT TOUR & TRAVEL SERVICES makes a travels easy and convenient. Travel Agents with an virtuous experience stand ready to help all clients book their corporate, group or independent travel. Airline tickets, cruises, organized tour packages, visa assistance for abroad and hotel reservations are just a few of the services offered.

We believe in team work. As such we have empowered at every level by constantly enhancing the structure and flow of communication. Keeping this in mind the foundation of our organization is reflected towards a corporate structure.

### Our Services

- International air ticketing
- Domestic air ticketing
- Worldwide Hotel Reservation
- Visa Assistance
- Tour Packages
- Airport Transfers & Drop Service
- Education Consultancy services for overseas study
- Overseas Medical Assistance Services.
- Freight and Logistics Services.

For more information or any kind of booking please contact  
 Phone: +88 01912244120, +88 02 5895 4669  
 e-mail: ayattour@jamaalgroupbd.com;  
 web:ayattour@yahoo.com



\*All offers are subject to terms & conditions



## BROCHURE DESIGN



Jannah Medical Services  
BETTER VALUE | BETTER CARE



## Service We Provide

- Service We Provide
- Digital X-ray
- ECG
- Urine R/E & PT
- Ultrasound
- Blood Analysis
- Audiogram
- Physical Inspection



## Our Doctor

**Dr. Shariffatun Jannat**  
Pathologist  
MBBS, MPhil (Clinical-Pathology)

**Dr. Md. Farhan Muth**  
Radiologist  
MBBS, MPhil (Radiology & Imaging)

**Dr. Md. Shariful Ghafor**  
Medical Officer (MBBS)

## Employee of JMS

### Employee

Md. Salim Biochemist  
Md. Rabul Islam  
Nripen Samadder  
Moslamina Jahan Rupa  
Md. Jewel Rana  
Anjuara Khatun  
Runa Akter  
Rahul Das  
Md. Zubeer Hossaine

### Designation

(MSc in Biochemistry and Molecular Biology)  
Medical Technologist (Laboratory)  
Medical Technologist (Laboratory)  
Medical Technologist (Laboratory)  
Radiographer  
Nurse  
Nurse  
IT Executive  
Executive (Billing & Reporting)

BROCHURE DESIGN





Project: Bangladesh country investment plan for environment, forestry and climate change

Client: FAO

FULL PROJECT 



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### CIP preparation process

The CIP was prepared through a Government of Bangladesh led inclusive and participatory process that included the review of over 200 policies, plans, strategies and legislation as well as consultations with a broad range of stakeholders at national, divisional, district and community levels.

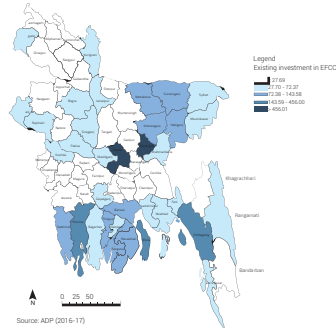


Figure 3. District-wise Distribution of EFDC Investment

### Monitoring the CIP

In December 2016, four Technical Teams (TT) composed of officials from 34 different agencies have been established. Each TT is responsible for monitoring the CIP indicators, performing data analysis and disseminating the findings.

### Policy Support and Implementation Monitoring Unit

The MoEF are in the process of establishing a Policy Support and Investment Monitoring Unit (PSIMU) to be staffed by civil servants. MoEF and the Ministry of Public Administration have approved the PSIMU, and the Ministry of Finance will soon evaluate the application. Interim arrangements need to be set up to monitor the CIP until the PSIMU becomes fully operational in approximately three years.

Capacity development in support of the CIP remains a priority to ensure constant improvements in evidence-based investment planning and implementation.

### Contacts

Ministry of Environment and Forests, Additional Secretary (Development), addsecdev@moeef.gov.bd  
FAO, Bangladesh: FAO-BD@fao.org

## Bangladesh Country Investment Plan for Environment, Forestry and Climate Change



The Country Investment Plan is a cross-sectoral and whole-of-government investment framework to mobilize and deliver effective, coordinated, sustainable and country-driven investment programs in environmental protection, sustainable forest management and climate change adaptation and mitigation and environmental governance, facilitating objective translation of government policies into programs/projects.

### Context

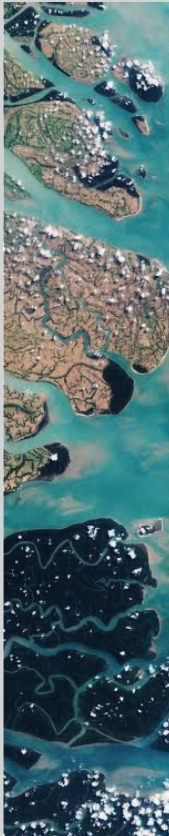
Climate change, natural resource degradation, population density and natural shocks all pose serious challenges to the livelihoods, health and quality of life for the people of Bangladesh. Solutions are needed to counter the impact of these drivers.

At least 100 ministries and agencies of the Government of Bangladesh (GoB) are implementing programs to mitigate the effects of these challenges, but more investment, inter-agency planning and coordination and monitoring is required to meet the needs identified within the sector.

To address these challenges, the Ministry of Environment and Forests has developed an Environment, Forestry and Climate Change Country Investment Plan (CIP).

The CIP will be the world's first CIP for the environment, forestry and climate change.

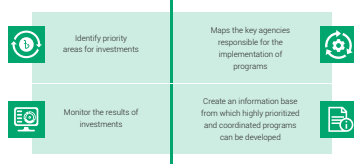




## Objective

Recognizing the importance of more efficient and effective investment planning and implementation for the environment, forestry and climate change, Bangladesh has developed a whole-of-government investment framework that brings together all of the internally and externally funded investments in the sector.

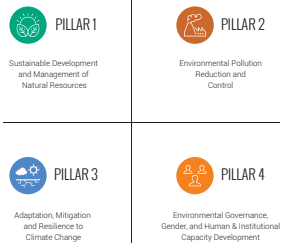
The CIP translates over 200 GoB policies into investment programs and links them to measurable results in order to:



## CIP structure

The goal of the CIP is:

To increase the contribution of the EFCC sectors to sustainable development of the country through enhanced provision of ecosystem services.



## Implementing agencies

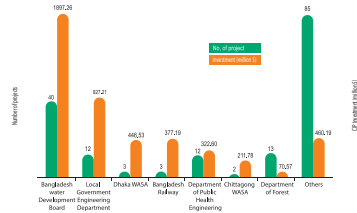


Figure 1. Number of projects, agencies and CIP total investments

Presently, more than 100 GoB ministries and agencies are implementing over 170 programs with an investment value of \$4.7 billion. These programs seek to improve the management of natural resources, control and reduce pollution, promote climate change adaptation, mitigation and resilience, and strengthen environmental governance. As can be seen in Figure 1, the majority of programs are being implemented by ministries and agencies outside of the MoEF.

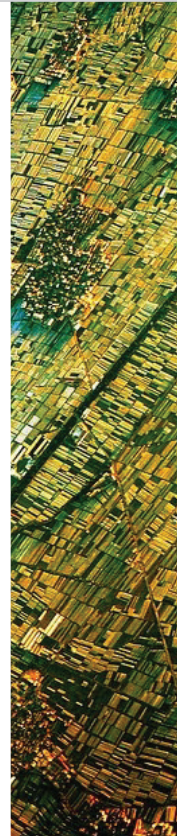
## Current investments and financing gap



Figure 2. Investments by Pillar

The CIP estimates that \$11.7 billion will be needed till 2021 to achieve the environmental targets set by the GoB in the 7th Five Year Plan. With the GoB currently funding \$4.7 billion of investments within the sector, a \$7 billion investment gap needs to be bridged. Significantly under-financed areas include environmental governance, forestry, reducing pollution from agricultural sources, and improving the regulatory framework.

The distribution of investments in the sector are highly concentrated in some areas while others, such as the north-western and southern regions receive little investment (Figure 3).





Project: Brochure for SPFMSP  
 Client: MAXWELL STAMP


FULL PROJECT 

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## WHY REFORM THE CURRENT SYSTEM?


The proposed reform will enable the following:




Empowerment of beneficiaries to determine the most suitable and convenient payment mode, which can enhance financial inclusion.




Direct and timely payment to beneficiaries' accounts through GSP payments, reducing the stress of receiving wage, salary and other payment.




Data verification to avoid double registration, and eliminate leakage and fraudulent payments such as contribution of benefit payments after death, commonly known as 'ghost beneficiaries'.



Linking to the National ID database and making data validation of the central level allows for cross-checking of beneficiaries across schemes of all categories. This can prevent beneficiaries from being registered under more than one scheme when such exclusions are specified that a beneficiary should not receive benefits under other schemes.



Money to be directly withdrawn from the Treasury only when the payment is due, governing money being left with the bank (RUC).



The reform provides a more robust distribution of social protection funds to reach the most vulnerable groups, faster.



For more detailed information about payment systems in Bangladesh and SPSP/SP research findings, please visit: [www.sp.gov.bd](http://www.sp.gov.bd)

## PAYMENT SYSTEMS FOR SOCIAL PROTECTION BENEFITS IN BANGLADESH

### SOCIAL PROTECTION SCHEMES IN BANGLADESH

Over independent, the Government of Bangladesh has responded to the needs of vulnerable and poor populations in a form of a commitment to reducing poverty and poverty.

The Government has introduced a variety of social protection schemes for vulnerable populations, ranging from cash and cash transfer to public works, in order to promote effective social safety nets, improve their response to risk, and enhance their ability to manage social and economic risks. These risks include illness, bereavement, disability, unemployment, old age and disability by 2015. Bangladesh is implementing 16 social protection schemes through 23 for existence and delivery across the country.

Despite many schemes transferring cash to the poor in real cases, beneficiaries are usually not aware of choice about their preferred method of receiving their cash benefits. As a result, beneficiaries often face multiple inconveniences in order to receive the money. A major complaint from beneficiaries is that to collect the money they must leave their children unattended, often take time off work and travel great distances to the bank. In addition, the cost of traveling to a bank or payment point to receive their benefits are often significant.



The Bangladesh Public Financial Management for Social Protection (PFMSP) Project is a UK Department for International Development (DFID) and Maxwell & Stewart (UK) Department for Foreign Affairs and Trade (DFAT)-funded technical assistance project for the Finance Division, Government of Bangladesh. The major objectives of PFMSP are to enhance the capacity of the Finance Division and to be the initiators implementing major social protection schemes to be the evidence based subject that needed to select the money transfer method of social protection programs, prevent leakage, avoid duplication, bring greater efficiency to delivery systems, and establish an efficient monitoring system for social protection expenditure. SPSP/SP is managed by Maxwell & Stewart PLC.

The Project recently completed a research study on Payment Systems for Social Protection Benefits in Bangladesh and is publishing with the Finance Division to develop a vision plan. The major findings and recommendations are outlined below.

### WHAT IS A PAYMENT SYSTEM?

A payment system is any arrangement used to make financial transactions (i.e. transferring electronic or physical money). A government payment system can comprise multiple institutions, individuals, institutions, banks, government, hardware and intermediaries, rules, procedures, standards, and technologies which make a financial transaction possible.



## PAYMENT SYSTEMS IN BANGLADESH

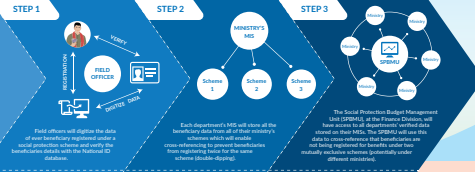
The majority of social protection programs in Bangladesh include a component of cash transfer. Recognizing this and the challenges faced by the current system, the National Social Security Strategy has mandated the Finance Division to design a more effective payment system.



### RECOMMENDATIONS:

#### 1. PROPOSED PROCESS FOR VALIDATION OF BENEFICIARIES

Although payment mechanisms for social protection cash transfers have evolved considerably over the past decade, considerable advancements to the system can ensure that it is effective, efficient and robust. Especially, schemes should ensure that benefits can be delivered in a timely, convenient, transparent and reliable manner.



#### 2. PROPOSED PAYMENT PROCESS

Once beneficiary data is validated and hard-coded, Drawing and Disbursing Officers submit claims to the relevant Accounts Office, which will in turn initiate the payment via. Using Bangladesh Bank, the money shall be transferred directly to the individual accounts of beneficiaries (known as government-to-person or GSP payment) using the mode of their choice (post office, mobile, bank, etc.).



**Activating Village Courts in Bangladesh Phase II Project**  
Local Government Division  
Ministry of Local Government, Rural Development and Cooperatives

**Village Courts narrowing the justice gap**

Village Court (VC) – a community-based conflict resolution mechanism – provides local, fast and inexpensive access to justice to the rural citizens. Village courts, made up of a five-person panel, are empowered to resolve small-scale cases where damages are under BDT 75,000 (USD 970.88). That way, many cases can be resolved at the local level by the communities themselves, and before these cases are even brought to the formal district courts. But these courts were not functional due to lack of skilled human resources and materials, lack of knowledge and skills of VC service providers to run VCs and lack of people's awareness about the village courts services. Local Government Division has been implementing Activating Village Courts in Bangladesh Phase II Project in 1080 Unions of Bangladesh (2016 - 2020) with financial and technical supports of GoB, EU and UNDP to address those problems.

**Type of issues dealt by VCs**

Issue Type	Percentage
Verbal and physical fight	35%
Dispute about credit and loan	26%
Land dispute	16%
Theft, treecutting & livestock intrusion	13%
Others	10%

**63% Criminal matters**

**37% Civil matters**

Project: Leaflet for Activating Village Courts  
in Bangladesh Phase II Project  
Client: UNDP

FULL PROJECT



LEAFLET DESIGN

## Village Court returned the occupied land to disabled Samshul



Shamsul Haque, son of Serazul Haque, lives at in Aulapur village from Union of Patuakhali Sadar. He has been supporting his family of six with only 6,000 BDT (US\$71) per month, earned through a small shop. Besides his shop, he owns seven decimal lands. He was not having any problems with anyone in the area, even though he was suffering because of the low income. Suddenly, his quiet and normal life turns into anguish.

Awal Talukder (60 years old) son of Lal Mia Talukder, a neighbor of Shamsul, claimed himself as owner of those seven decimal lands, which is estimated to be worth 45,000 Taka (\$533) and illegally took possession of the land. Shamsul discussed the issue with many people in the village. He was struggling to find a solution, also his physical and financial condition made him helpless regarding this matter. Finally, he learned about the Village Court (VC) from the village police.

Following the village police advice, Samshul Haque filed a case at Aulapur Union Council on 9 March 2019 by only 20 Taka (\$0.25) fees. Later, Union's chairman ordered both parties to appear before the court on 16 March 2019. Both sides came on that specific date and made their own statements, but they could not reach a settlement.

In this circumstance, the Village Court was formed following the required process. The first hearing of the Village Court held on 23 March 2019, as scheduled with the presence of the applicant, respondent, the nominated members from both parties and the VC Chairman. After hearing of both parties' statements, the Chairman requested them to settle the issue by themselves. The respondent Awal Talukder understood his mistake, apologized and made a commitment to the applicant to return the land, promising to never claim it back. Finally, the parties submitted the deed of settlement before the court. The whole process was finalized within 14 days after submitting the application.

Shamsul is delighted to have the land back through the Village Court and thankful for such an amazing service with low expenses. "I have never imagined that a helpless and disabled man like me would regain his land through the Village Court" argued Samshul Haque, 40 years old and physically disabled person.

**Activating Village Courts in Bangladesh Phase II Project**  
Local Government Division  
IDB Bhaban (Level 12), Sher-e-Bangla Nagar, Agargaon  
Dhaka, Bangladesh.  
Phone: +88 (02) 9183466-68

● [www.villagecourts.org](http://www.villagecourts.org)  
■ [info.avcb@undp.org](mailto:info.avcb@undp.org)  
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Disclaimer: This publication is produced with the financial support of the European Union. It concerns the sole responsibility of Activating Village Courts in Bangladesh Phase II Project implemented by Local Government Division and does not necessarily reflect the views of the European Union.

# LEAFLET DESIGN



## Stewardship of Interventions

Success at each stage of planning, funding and implementing interventions begins with stewarding relationships.



Compassion's ministry depends on good relationships across the globe. Frontline Church Partners build relationships with children and families in their communities, and Global Partners build relationships with donors.



### Funding Delays

Even with strong donor relationships, funding delays can occur.



Project: Leaflet for Stewardship of Interventions

Client: COMPASSION



LEAFLET DESIGN

## What can National Offices do?

### SET EXPECTATIONS

- \* Help Frontline Church Partners understand the need to plan ahead for funding
- \* Interventions with a higher funding request require more time to find funding

Plan implementation to begin at least 90 days after an intervention is approved (except for urgent medical needs and disaster relief)

Ensure interventions clearly explain the problem, the context and the objectives to minimize donor questions



## We are one Compassion

Frontline Church Partners – Compassion Staff – Global Partners – Sponsors & Donors  
We are a global ministry with unique talents, individual roles and a range of resources.  
Stewarding relationships is how we will accomplish our mission together.

-----  
*If you have questions or want to learn more about how Global Partners market interventions,  
please send an email to: [CIVTeamGMC@us.ci.org](mailto:CIVTeamGMC@us.ci.org).*



### BIDA | Bangladesh Investment Development Authority

## An Evening of Vision and Vibrance The Stellar Soiree at BIDA

BIDA hosted a high-profile networking event titled "The Stellar Soiree" at the picturesque venue of the Raby Gardens, Dhaka on January 15, 2025.

The event was held in the presence of the Honorable Chairman of BIDA, Md. Masudul Karim, and other government officials, foreign ambassadors, leading business figures, and local and international investors.

The evening started with a collection of addresses and keynote speaking by BIDA's Honorable Chairman, Md. Masudul Karim. One of the evening's highlights was a live music performance by the Stellar Soiree band, which was the official band for the evening. The Stellar Soiree band is a group of talented musicians who have been performing live music for over 10 years. They have performed at various events and have a large following of fans.

Following the live music performance, the evening continued with a series of networking sessions and a dinner. The event was a great success and provided an excellent opportunity for investors to meet and discuss potential investment opportunities in Bangladesh.

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### BIDA | Bangladesh Investment Development Authority

## Industry in Focus: The Rise of Bangladesh's Semiconductor Sector

**Semiconductor**

**Key Highlights of the Sector:**

- The sector is projected to grow at a CAGR of 15% over the next five years.
- The sector is expected to attract a total investment of \$1 billion over the next five years.
- The sector is expected to create 100,000 jobs over the next five years.
- The sector is expected to contribute 5% to the country's GDP over the next five years.

**Global Semiconductor Market**

The global semiconductor market is expected to reach a value of \$1 trillion by 2030. This growth is driven by the increasing demand for semiconductors in various industries, including automotive, industrial, and consumer electronics.

**Revenue generation**

- \$10 billion global revenue generated in 2023 (9% growth in 2022, from \$9.2 billion, 2024)
- Investment revenue, funded by investments in AI, ML, automotive, and industrial automation
- Growth in 2024 is expected to be 10% (from 9% in 2023)
- 80% manufacturing across Asia (Taiwan, South Korea, Singapore, Malaysia, Vietnam, China, Japan, and India)
- Bangladesh is expected to capture 1% of the global market

**Growth drivers**

- Growth in AI, ML, automotive, and industrial automation
- Rising demand for 5G networks and smart infrastructure
- Expansion of global supply chains and manufacturing capabilities
- Rising demand for AI and ML applications and smart infrastructure

**Semiconductor Industry Positioning**

Founders	Parti-fideli companies
<ul style="list-style-type: none"> <li>• Bangladesh Investment Development Authority (BIDA)</li> <li>• Bangladesh Investment Development Authority (BIDA)</li> <li>• Bangladesh Investment Development Authority (BIDA)</li> </ul>	<ul style="list-style-type: none"> <li>• Bangladesh Investment Development Authority (BIDA)</li> <li>• Bangladesh Investment Development Authority (BIDA)</li> <li>• Bangladesh Investment Development Authority (BIDA)</li> </ul>

### Newsletter

## Bangladesh 2.0: Investment ecosystem in upgrading

Investment in Bangladesh is expected to reach a value of \$1 billion over the next five years. This growth is driven by the increasing demand for investment in various industries, including automotive, industrial, and consumer electronics.

**Key Highlights of the Sector:**

- The sector is projected to grow at a CAGR of 15% over the next five years.
- The sector is expected to attract a total investment of \$1 billion over the next five years.
- The sector is expected to create 100,000 jobs over the next five years.
- The sector is expected to contribute 5% to the country's GDP over the next five years.

**Steps to a Brighter Future**

1. Attract investment
2. Upgrade infrastructure
3. Enhance human capital
4. Foster innovation
5. Strengthen legal and regulatory framework
6. Improve governance
7. Enhance digital infrastructure
8. Promote sustainable development
9. Strengthen international relations
10. Enhance social services

### Newsletter

## Opportunities for Bangladesh

With its strategic location and growing economy, Bangladesh offers a wide range of investment opportunities. The country is expected to attract a total investment of \$1 billion over the next five years.

**Key Highlights of the Sector:**

- The sector is projected to grow at a CAGR of 15% over the next five years.
- The sector is expected to attract a total investment of \$1 billion over the next five years.
- The sector is expected to create 100,000 jobs over the next five years.
- The sector is expected to contribute 5% to the country's GDP over the next five years.

**Strategic Area 1: Expanding talent pool**

**Key Highlights of the Sector:**

- The sector is projected to grow at a CAGR of 15% over the next five years.
- The sector is expected to attract a total investment of \$1 billion over the next five years.
- The sector is expected to create 100,000 jobs over the next five years.
- The sector is expected to contribute 5% to the country's GDP over the next five years.

**Strategic Area 2: Improving policy framework**

**Key Highlights of the Sector:**

- The sector is projected to grow at a CAGR of 15% over the next five years.
- The sector is expected to attract a total investment of \$1 billion over the next five years.
- The sector is expected to create 100,000 jobs over the next five years.
- The sector is expected to contribute 5% to the country's GDP over the next five years.

Project: Newsletter for Investment in Bangladesh  
 Client: BIDA

# NEWSLETTER DESIGN



GREY SHACK

APRIL-JUNE 2025 / VOLUME XI / ISSUE II

# INVEST IN BANGLADESH

BANGLADESH'S PHARMA FRONTIER- SHAPING THE FUTURE OF HEALTHCARE

BANGLADESH INVESTMENT SUMMIT 2025: PROMISES A NEW FUTURE



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BIDA Bangladesh Investment Development Authority

## BANGLADESH INVESTMENT SUMMIT 2025: MOMENTS THAT INSPIRE



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Newsletter

## BANGLADESH INVESTMENT SUMMIT 2025: SHOWCASING BANGLADESH TO THE WORLD

Bangladesh Investment Development Authority (BIDA) and Bangladesh Economic Zones Authority (BEZA) jointly hosted Bangladesh Investment Summit 2025 in Dhaka on June 12-14, 2025. The event brought together over 100 global investors, business leaders, policymakers, and development partners from 25+ countries to showcase the vast frontier of investment opportunities in a vibrant and reforming Bangladesh.

With a backdrop of global economic turbulence, the Summit spotlighted Bangladesh as a beacon of resilience, reform, and regional connectivity and marked a pivotal moment in Bangladesh's evolution from an emerging market to a hub. Keynote addresses, panel discussions, and networking sessions provided a platform for global investors, business leaders, policymakers, and development partners to explore investment opportunities in Bangladesh.

The summit included a pre-event night of the Investors to the Economic Zones, sectoral discussions on selected sectors, sectoral dialogues, round tables of the investors with relevant government agencies, B2B meetings and signing of a number of MoUs to highlight areas of cooperation.

**KEY FOCUS AREAS**

- Renewable Energy & Climate Investment
- Digital Economy & Innovation
- Agribusiness & Food Security
- Agro-Processing & Food Security
- Healthcare & Human Capital
- Strategic Commerce Challenges

**KEY PERSONNEL ATTENDED**

- Dr. Muhammad Yaseen, Chief Advisor, Govt. of the People's Republic of Bangladesh
- Lutfey Siddiqi, Special Envoy to the Chief Advisor
- Osar Garcia Macias, CEO of INRA (Spain)
- Bassim Basim Waleed, UN Trade Envoy
- Uday Mehta, Director, Agri, Health, Bangladesh
- Samuel Enahin, President, World Association of Investment Promotion Agencies (WAIPA)

**AWARDS**

The summit awarded "Showcase to Investment" award to investors for their steadfast contributions in the following fields:

- Best Investor in Health Investment
- Best Investment in Agri-Health
- Best Investment in Agri-Processing
- Best Investment in Agri-Processing & Food Security
- Best Investment in Agri-Processing & Food Security
- Best Investment in Agri-Processing & Food Security

**Special inauguration:**

Secretary (Economic Zones) was conferred upon Mr. Khairul Karim, CEO of Investment Corporation, for his years of contribution to Bangladesh's industrial growth.

The event program was facilitated by WAIPA and BIDA and was managed by various support agencies.

BIDA Bangladesh Investment Development Authority

## BANGLADESH'S PHARMA INDUSTRY INSIGHTS & TRENDS

**INDUSTRY OVERVIEW**

Bangladesh is home to 246 registered pharmaceutical companies that supply over 98% of the domestic medicine demand and export to 137 countries. The sector contributes 1.8% to national GDP and holds strategic importance for the country's economic growth. With a CAGR of 12.24% over the past decade, pharmaceuticals have emerged as one of Bangladesh's most promising export sectors. This standing is based on the following highlights:

- Government regulatory protection by the Drug Control Directorate (DCI) which bans import of仿製 drugs by foreign companies.
- WHO pre-qualification of the production of generic drugs by the government without licensing and GMP.
- Approximately 17% lower production costs than other Asian countries (e.g., India, China).
- Local firms are increasingly moving up the value chain towards high-value products such as biosimilars, generics, and vaccine ingredients (Zhouhai, 2023).

**PHARMA EXPORT FROM BANGLADESH**

Pharmaceutical and chemical exports from Bangladesh have shown a steady upward trend, reaching USD 205 million in 2024. During this period, Bangladesh registered pharmaceutical export destinations from 102 to 137 countries, reflecting significant export market diversification.

**TOP EXPORT DESTINATIONS**

- USA: 32.4%
- India: 11.9%
- China: 9.0%
- UK: 6.4%
- Japan: 6.4%
- Other: 34.5%

Among the export destinations, Singapore accounts for 15% of export of raw material packaged medicines, making it the largest single buyer in the country. Together, Singapore, Thailand, Vietnam, and Sri Lanka represent 41% of total demand for such medical products in the region. The United States (15%) and Sri Lanka (12%) are the top destination for medicine packaged for sale.

Newsletter

## IMPORT OF RAW MATERIALS

Pharmaceutical and chemical imports remained relatively stable from 2019 to 2022, amounting around USD 120 to 130 million annually. A sharp surge followed in 2023 and peaked at USD 207 million in 2024, driven by generic inclusion demand for Active Pharmaceutical Ingredients (APIs), medical devices, and other materials. Notably, in the first three months of the year, import included reports in FY2024 by more than USD 12 million regarding a surge from both import and local growth and reduced reliance on import inputs.

**TOP IMPORTING SOURCES**

- India: 13.3%
- China: 10.6%
- Germany: 9.7%
- Other: 10.5%
- USA: 9.5%

**PHARMA RELATED TRADE POLICIES**

POLICIES	RELEVANCE
Export Policy (2019-2025)	Contains provision to support and encourage the export of pharmaceuticals including vaccines and biologics.
Import Policy Order (2021-2024)	Includes provision regarding quality, safety, and ease of access to medicines via prioritizing international co-development.
National Industry Policy (2022)	Specifies measures to enhance export contribution to the national income to 5% by 2027, includes incentives (PIR, R&D, capital expenditure).
National Drug Policy (2019)	Contains provisions on the aspect of drug regulatory authority and regulatory processes in line with international standards.
Drug and Cosmetics Act (2013)	Regulate the entire lifecycle of drug and cosmetics and establishes the Directorate General of Drug Administration (DGDA) as the sole authority for licensing and monitoring of drugs and cosmetics.
Drug Rules (2016)	Covers licensing, import, sale, labeling, and export for production and distribution.
Bangladesh Patent Act (2002)	Includes provision for compulsory licensing, parallel importation, a 20-year patent term, and child patents.
Pharmacy Council of Bangladesh Act (2012)	Provides regulatory framework for pharmacists and pharmacy education.
Bangladesh Labor Act (2006)	Outlines laws pertaining to labor.
Bangladesh Labor Rules (2002)	Provides legal provision to foreign labor workers.
Biologics Trade Agreement (Procurement & Production Act (1986) Act (1986)	Regulates import quantity of biologics including vaccines, including imports, reports, and labeling in Bangla-English.

Project: Newsletter for Health care & Pharma Industry  
 Client: BIDA

## 2.3M ENERGY EFFICIENT LIGHT BULBS HAVE BEEN SOLD IN BANGLADESH



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energy and emitting



1,000 less tons of  
greenhouse gases

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## NEWS PAPER ADVERTISEMENT



# BANGLADESH: THE NEXT HUB FOR CHIP DESIGN

## BANGLADESH: SEMICONDUCTOR CURRENT LANDSCAPE



- \$7million revenue per annum
- Export designs to Silicon valley
- Engineering labor cost 4x cheaper vs peers
- Priority investment sector declared by Government

## INVESTMENT OPPORTUNITIES



- Fabless chip design
- Testing, and packaging lab

## PICTURE OF SUCCESS-2030



- Top tier global chip design destination
- Growing talent hub
- Emerging fab-lite powerhouse for testing & packaging
- Policy-Driven innovation ecosystem with strong global linkages



BIDA Website

### CONTACT US

- +880-2-44826795-99
- hbd@bida.gov.bd

# \$1B

EXPORTS TARGET BY 2030

# 20+K

ANNUAL STEM GRADUATES

# 30%

LOWER OPEX VS PEER COUNTRIES

# 10y

TAX HOLIDAY IN TECH-PARKS

Project: Flyer for Semiconductor  
Client: BIDA

## FLYER DESIGN



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Client: Ice Cool

NEWS PAPER ADVERTISEMENT





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### 10. Surgery Center

Surgery Center offers a wide range of high-quality services to its patients, with the variety of expertise in any sectors from our experienced team of physicians, nurses and healthcare professional staff at Phythai 2 International Hospital working together to provide diagnostic, procedure and surgical services using state-of-the-art technique resulting in better outcomes for patients. We have a strong commitment to exceed patient's expectations.



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- Local hospital specialists, international relations and organizations
- Business center provides the access to business cards, fax and internet
- Transportation arrangement including airport pick up and ground or air-ride service
- Outgoing to special diets, including western, Japanese and Halal food.



### Phythai 2 International Hospital Clinic Highlights

#### 1. Neurological Center

Neurological Center has assembled a dedicated team of highly skilled and experienced neurologists to provide leading-edge care. The virtual fully integrated model of care includes skilled nurses and advanced equipment such as magnetic resonance tomography and Gamma Knife. Robotic-assisted treatment, neurologists come also improve patient administration through a centrally designed digital medical records, based on specialist's recommendation.



#### 2. Heart Center

Heart Center is the premier cardiac treatment center in Asia. The center offers a wide range of diagnostic, tests and treatments for heart-related diseases. We have a team of highly skilled specialists, nurses working together to ensure success in each of these procedures. Modern technology and techniques used in the center including Coronary Artery Bypass, Hybrid opening, stent, ready catheterization, coronary and etc.



#### 3. Women Center

Women Center offers an extensive range of services for women, including screening tests and treatment through surgery to well-tailored and highly skilled Gynaecologists. The center includes ten examination rooms equipped with up-to-date medical equipment such as Ultrasonic, 4D, Digital Mammograms, Bone Densitometry, The Pap Pro Test, Colposcope and Biopsy.



#### 4. Orthopedic Institute

Our dedication to orthopedics is strengthened by the use of associated orthopedic surgeons, consultants, nurses, rehabilitation physicians, and physical therapists working together to diagnose and treat your condition. Patients can benefit from medical care of musculoskeletal non-invasive procedure with the specific orthopedic treatment such as minimally invasive, arthroscopy, nerves, and joints. The goal is to give patients a chance to return to normal daily activities.



#### 5. Gastro Intestinal & Liver Center

Doctors in the center of Gastro Intestinal & Liver at Phythai 2 International Hospital specialize in the prevention, diagnosis and treatment of diseases of the digestive tract and liver by using the most advanced technology and medical equipment such as endoscopy, colonoscopy and fiberoscopy. With our commitment as a world-class standard we can assure your safety.



#### 6. Beauty Center

Phythai Beauty Center (BNC) has a strong desire to provide expert care in the field of cosmetic surgery and integrated beauty care with the team of highly qualified and professional cosmetic doctors, supports all as modern surgical equipment. We can guarantee the quality of treatment.



#### 7. Dental Center

The Dental Center at Phythai 2 International Hospital provides general and specialist care by highly qualified dentists. We provide preventive, dentistry and dental laser treatment with our specialists who take care of both children and adult under International standard. The services are provided such as dental check-up, cosmetic filling, tooth removal, plaque removal, tooth extraction, removal, and oral treatment, tooth coating, orthodontic, dental treatment, and your treatment, etc. Our health also continue to be the priority, and we do what it takes to help every patient understand the appropriate treatment options in a relaxed office setting.



#### 8. Health Promotion Center

Our dedicated doctors, nurses and clinic staff, you will get the highest quality of consultation and treatment for all of your chronic health needs. The center offers the unique packages to meet a wide range of individual needs such as pre-employment check-up, medical check-up before going abroad and annual medical check-up. The center features any directed fitness can be treated and immediately reduced. Our aim is to keep our patients healthy and active on the most appropriate ways such as lifestyle modifications to manage your condition and maintain your quality of life.



Phythai 2 International Hospital is a tertiary care hospital, a leading private healthcare provider in Thailand and Asia under its philosophy of "Public healthcare concern for human values, bring care of those who suffer from sickness with honor and dedication".

Located just 30 minutes away from Suvarnabhumi International Airport, right in the heart of Bangkok city and just 4 minutes walk from Suvarn Plao BTS station, the hospital offers a full range of specialist medical and diagnostic services. Its 10 specialist centers meet a wide variety of medical needs such as diabetes and geriatrics, oncology, oncology and orthopedics. The hospital is equipped with a 24-hour Emergency, modern medical technology and equipment.

All of the physicians who are considered at the hospital are the Medical Council of Thailand Certified and those who bring training and experience from Thailand, the USA and Europe. This ensures that we have the expertise to fulfil our patients' medical requirements in comfortable and reassuring surroundings.

With Phythai 2 International Hospital's commitment to quality, patients can be assured of medical services that are integrated and holistic. The hospital was accredited by NA (Hospital Accreditation), Thailand Energy Saving Awards 2014 and ISO 9001 Certification (transcribed) in the past several International healthcare providers. This ensures our continuous commitment to the highest quality standard of healthcare in the region.

FLAYER DESIGN



GREY SHACK



Food and Agriculture Organization  
of the United Nations



**FAO contributes in  
achieving food and nutrition  
security in the CHT**



Food and Agriculture Organization  
of the United Nations

**FAO is Contributing to...**



SUPPORTING IN  
INSTITUTIONAL CAPACITY BUILDING  
IN ACHIEVING  
FOOD AND NUTRITION SECURITY



MARKETING AND  
VALUE CHAIN  
DEVELOPMENT COMPONENT



IMPROVE ACCESS TO  
AGRICULTURAL INPUTS  
TECHNOLOGIES



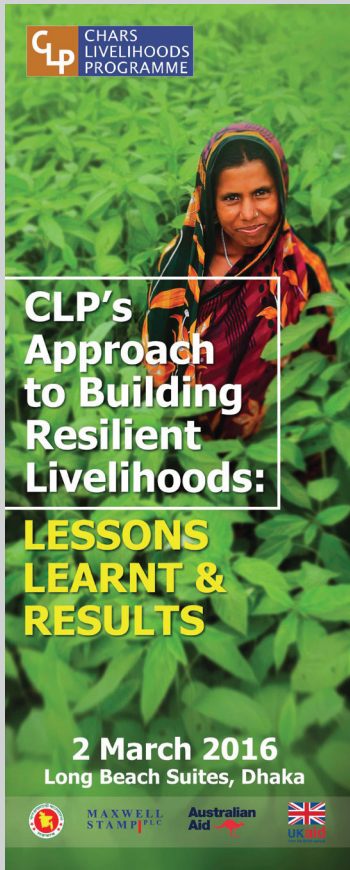
Client: FAO

**BANNER DESIGN**



GREY SHACK




**CLP** CHARS LIVELIHOODS PROGRAMME



**CLP's Approach to Building Resilient Livelihoods:**

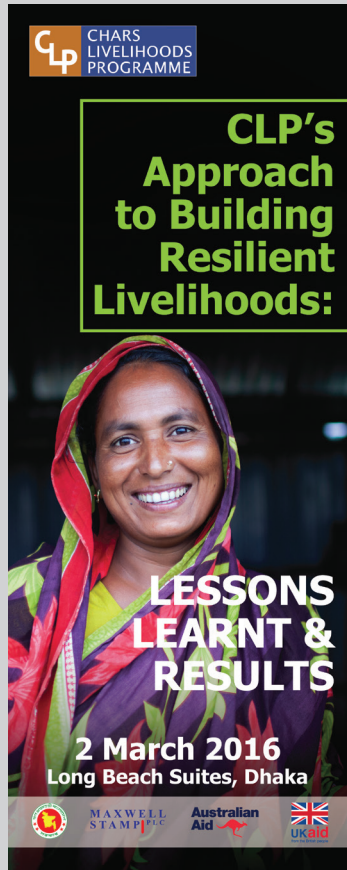
**LESSONS LEARNT & RESULTS**

**2 March 2016**  
Long Beach Suites, Dhaka




**CLP** CHARS LIVELIHOODS PROGRAMME

**CLP's Approach to Building Resilient Livelihoods:**



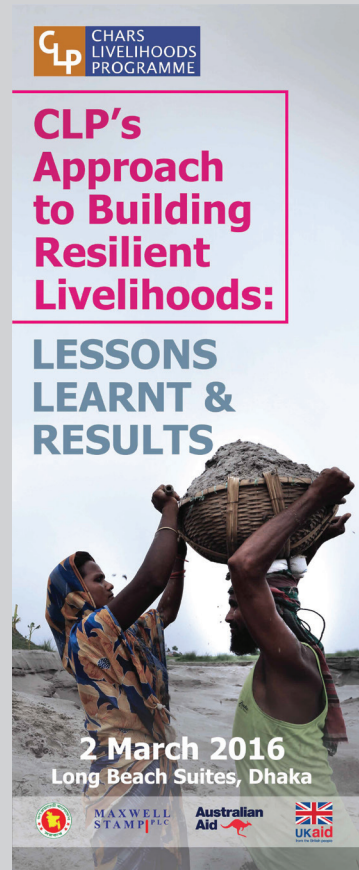
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**CLP** CHARS LIVELIHOODS PROGRAMME

**CLP's Approach to Building Resilient Livelihoods:**



**LESSONS LEARNT & RESULTS**

**2 March 2016**  
Long Beach Suites, Dhaka

Client: Maxwell Stamp



BANNER DESIGN



# CLP's Approach to Building Resilient Livelihoods:

## LESSONS LEARNT & RESULTS



2 March 2016  
Long Beach Suites, Dhaka



MAXWELL STAMP PLC



# CLP's Approach to Building Resilient Livelihoods:

## LESSONS LEARNT & RESULTS



2 March 2016  
Long Beach Suites, Dhaka



MAXWELL STAMP PLC



# CLP's Approach to Building Resilient Livelihoods:

## LESSONS LEARNT & RESULTS



2 March 2016  
Long Beach Suites, Dhaka



MAXWELL STAMP PLC



Client: Maxwell Stamp

BANNER DESIGN





**BANGLADESH INVESTMENT SUMMIT 2025**

**EXCELLENCE IN INVESTMENT AWARD 2025**

NOMINATE ONLINE, **NOW!**



Organized by BIDA, the **Bangladesh Investment Summit 2025**— set to take place in Dhaka from April 7, 2025 proudly introduces the **Investment Excellence Award**, a hallmark initiative celebrating investors shaping Bangladesh's economic future. This honor recognizes enterprises for their transformative contributions in areas such as investment scale, environmental stewardship, regulatory adherence, and employment generation.

**SUBMIT BY**  
13-03-2025 <https://bida.gov.bd/> More about the summit:



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**SUBMIT BY**  
13-03-2025 <https://bida.gov.bd/> More about the summit: <https://summit.bida.gov.bd/>



Client: BIDA

OTHERS



# KumKum



Once upon a time there was a nice little lady bird named KumKum. She lived with her parents on a branch of a pine tree. She was little and weak in flying so she was not allowed to go out of home alone.

## The Lady Bird



Butterfly found a fly on the way and asked about KumKum's house. But the fly replied, "I don't know where KumKum's house is, I am sorry. May Allah help you find her home." Butterfly replied, "Ameen".







*Dear Honorable Member*

*May Almighty accepts all your prayers in  
Ramadan and grants you the most delightful  
Eid Ul Fitr!*

*Eid!*  
*Mubarak!*

*On behalf of BGCCI Executive Board  
Tawfiq Ali  
President, BGCCI*

Client: BGCCI

OTHERS





Client: JICA



OTHERS



Invitation Card for Smart City Innovation Hub

Client: UNDP

FULL CARD



GREY SHACK

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Invitation Card for Smart City Closing Night  
 Client: UNDP



OTHERS





# BUS DATA 4 DHAKA



gabd.co



Empowered lives.  
Resilient nations.

Client: UNDP

OTHERS





Client: MOUNT 2 OCEAN

OTHERS





Thursday

6th October 2016

Radisson Water Garden, Dhaka

“ CHALLENGES AND  
OPPORTUNITIES IN THE  
**DEVELOPMENT**  
OF DHAKA CITY ”

With

**ANNISUL HUQ**

Honorable Mayor, Dhaka North City Corporation

**A BUSINESS NETWORKING LUNCH  
BY**



**BGCCI**

BANGLADESH-GERMAN CHAMBER OF COMMERCE AND INDUSTRY

Client: BGCCI



GREY SHACK

OTHERS



Client: UNDP



OTHERS

# SUSTAINABILITY REPORT 2024

**Towards Excellence**

- Unity
- Harmony
- Efficiency
- Future Leaders
- Advancement
- Environmental Stewardship
- Progress
- Data-driven Decisions

**DBL Sustainability**

**SUSTAINABILITY REPORT 2024**

**dbi GROUP**



## CONTENTS

Chairman's Message ..... 08  
 Materiality Test ..... 08  
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 Reporting Parameters ..... 11



### Chairman's Message

At DBL Group, our unwavering commitment to sustainability and responsible growth drives every aspect of our operations, even in the face of unprecedented challenges. The last five years have seen unprecedented business challenges. Amid these challenges, we have been able to adapt and expand our business areas, creating more economic opportunities while achieving sustainable business practices.

With this dedication, we are proud to present our 11th Sustainability Report 2024, which reflects our commitment to integrating sustainability into our core values and culture.

**Abdul Wahed**  
Chairman  
DBL Group

Our sustainability targets have provided invaluable insights leading to significant progress across various areas. We have made notable strides particularly in advancing our recycling initiatives. Our Recycling 4.0 Transformation 4.0 initiative, for example, has significantly increased our recycling capacity, transforming waste into valuable resources and aligning with Sustainable Growth and Circular Economy principles.

Equal opportunity and empowerment remain at the forefront of our efforts. Since signing the Women's Empowerment Principles (WEPs) in September 2022, we have made substantial progress in increasing the representation of women in management roles and ensuring fair treatment and equal opportunities for all employees. Our initiatives, such as the Female Supervisor Coaching Program, 24 Challenges by Global International Investment and the Target Gender Equality program of the UN Global Compact, underscore our commitment to creating a supportive and inclusive workplace.

In alignment with the 10 principles of the UN Global Compact, we are steadfast in our commitment to a sustainable future, standing against corruption and respecting human rights. Our Transformation 4.0 initiative has been enhancing process monitoring, compliance, and auditing. This drives Operational Excellence ensuring we meet the highest standards of Accountability and Transparency.

Sustainability is not just a business strategy for us; it is a fundamental part of our identity. By focusing on energy efficiency, leadership development, and recycling, we aim to create value for our employees, customers, and society. Our holistic approach ensures continuous improvement and exceeds stakeholder expectations.

We believe in the ever-evolving journey towards sustainability and aspire to continue our expansion with our sustainability values. We are deeply grateful for the ongoing support of our stakeholders, which has been instrumental in our success. Together, we will continue to build a sustainable and prosperous future for all.

## Materiality Test

All topics are under "Most Material"  Any impact:  No impact:

Category	Aspects	Sustainability impacts, risks, or opportunities	Sustainability interests, risks, or opportunities, related by stakeholders	Future challenges for the sector, reported by peers & competitors	Legal compliance	Organizational values, policies & strategies	Total
Economic	Economic Performance	1	1	1	1	1	5
	Indirect Economic Impacts	1	1	1	1	1	5
	Procurement Practices	1	1	1	1	1	5
Social	OH&S	1	1	1	1	1	5
	Equal Remuneration For Men & Women	1	1	1	1	1	5
	Supplier Assessment for Labor Practices	1	1	1	1	1	5
	Labor Practices Grievance Mechanisms	1	1	1	1	1	5
	Local Communities	1	1	1	1	1	5
Environment	Energy	1	1	1	1	1	5
	Water	1	1	1	1	1	5
	Emissions	1	1	1	1	1	5
	Effluents & Waste	1	1	1	1	1	5
	Compliance	1	1	1	1	1	5

## MATERIALITY MAPPING

Materiality	Significance of Economic, Social & Environmental Impacts	High
<b>Economic:</b>	<ul style="list-style-type: none"> <li>Economic Performance</li> <li>Indirect Economic Impacts</li> <li>Procurement Practices</li> </ul>	
<b>Social:</b>	<ul style="list-style-type: none"> <li>OH&amp;S</li> <li>Supplier Assessment for Labor Practices</li> <li>Grievance Mechanism</li> <li>Compliance</li> <li>Local Communities</li> <li>Equal Remuneration for Men &amp; Women</li> </ul>	
<b>Environment:</b>	<ul style="list-style-type: none"> <li>Energy</li> <li>Water</li> <li>Emissions</li> <li>Effluents &amp; Waste</li> <li>Supplier Environmental Assessment</li> <li>Compliance</li> </ul>	

### Reporting Parameters

Period: 1 July 2023 to 30 June 2024 Annual  
 Most recent previous report: DBL Group Sustainability Report 2023 GRI Standards followed  
 Contact person: **Mohammed Zahidullah**, Chief Sustainability Officer  
 +961 78 677 028 | mohammed@dbigroup.com

### Defining the Report Content and the Aspect Boundaries

The content of the report is based on the social, environment, economic and product sustainability practices of DBL Group. Identifying the Aspects that have been set per the guidelines of Global Reporting Initiative (GRI) and indicators have been selected based on the availability of information on those practices. Some of the sustainability practices of DBL Group are beneficial to the organization itself and some others are benefiting the community as well. We have tried to create meaningful connection between the sustainability practices of DBL Group with the reporting guidelines of GRI.

This is our 11th reporting on Sustainability and seventh adhering to the GRI Standards; our previous ones followed the GRI G4 Sustainability Reporting Guidelines. Through this report we have focused our insights on setting goals, measuring performance and managing change in order to implement better performance. We would like to take our sustainability reporting practice to the next level by continuous improvement in our future endeavors in reporting.

Through this report, DBL Group continues its journey in Sustainability reporting on the economic, environmental and social dimensions of its business activities. Through progressive advancement in reporting, DBL Group is committed to report transparently on how it manages its economic, environmental, social and governance performance.

Project: Sustainability Report 2024  
 Client: DBL





# CHAPTER 01

## SUSTAINABILITY And DBL



### ABOUT DBL GROUP



DBL Group's initiatives are closely aligned with the United Nations Sustainable Development Goals (SDGs) and have earned international recognition from the UN Global Compact and the Business Call to Action (BCA) of the UN Development Program (UNDP) as a signatory to the Global Compact. DBL has consistently published sustainability reports since 2014, adhering to the Global Reporting Initiative (GRI) guidelines.

The company is actively engaged in several key organizations, including serving as a Trustee Board member of the CSR Centre of Leading members of the Global Compact Network Bangladesh, a member of the International Chamber of Commerce (ICC) Bangladesh, a Premier Corporate Member of the Trade Institute, Member of the Board Secretary to the Women's Empowerment Program, and a signatory to the in Dhaka. DBL operates primarily out of Gopur.



**Vision**  
We envision to sustain and grow as a diversified global conglomerate.

**Mission**  
To exceed stakeholder expectations with key focus on environmental, social, and corporate governance.



**Values**



### BUSINESS UNITS APPARELS AND TEXTILES

1991 Duke Brothers Ltd. Garments	2000 Annet Apparel Ltd. Garments & Textiles	2002 Mymun Textiles Ltd. Dyeing & Finishing
2002 Farrington Fashion Ltd.	2006 Annet Fashion Ltd. Garments & Textiles	2006 Sun Opening Ltd. Text Spinning
2006 Hemant Textiles Ltd. Dyeing, Finishing and Printing	2006 Deller Sourcing Ltd. Trading	2007 Della Texting Services Ltd. Texting Ltd.
2007 Farrington Packaging & Printing Ltd. Composites Cotton	2008 Annet Knitwear Ltd. Garments & Textiles	2009 Hemant Text Spinning Pvt. Ltd. Screen Printing
2010 DBL Text Ltd. All-Over Printing	2012 Mymun Fashion Ltd. Garments	2014 Color City Ltd. Dyeing & Finishing
2017 Eco Threads Limited	2023 Annet Knitwear Ltd. Garments	2023 DBL Textile Printing Unit

2024 & beyond: Capacity expansions: All operation

### PRODUCT AND SERVICES



- **Yarns:** Cotton, Mixture, Synthetic
- **Fabrics:** Cotton, Viscose, Modal, Nylon, Polyester, Wool, Silk and its blends along with Elastane
- **Casual Knitwear:** T-Shirts, Polo Shirts, Skirts, Gowns, Tank Tops, Joggers, Hooded Jackets, Cardigans, Leggings, Trouser, Dresses
- **Fashionable wear:** Skirts, Gowns

### DBL & SUSTAINABILITY PILLARS



### DBL AND SUSTAINABILITY

DBL's alignment with sustainability is reinforced by its strategic integration of the United Nations Sustainable Development Goals (SDGs) into its operations. Through innovative processes in energy efficiency, resource management, and green manufacturing, the Group has significantly reduced its environmental footprint while setting new industry benchmarks. This commitment has earned DBL international recognition, including from the UN Global Compact, highlighting its role as a pioneer in sustainable business practices.

Additionally, DBL Group is dedicated to fostering social sustainability, demonstrated through its workforce development programs, community engagement, and adherence to ethical labor standards. By continuously evolving and expanding its sustainability efforts, DBL exemplifies a forward-thinking approach that creates long-term value for society and the environment alike.

At the heart of DBL Group's operations is a deep-rooted commitment to sustainability, guided by its comprehensive Five Pillar Sustainability Strategy, known as Sustainability 5.0. This strategy embodies a holistic approach, encompassing the following pillars:

- PEOPLE**  
As an organization, we realize our responsibility towards our people, our employees. Our company understands how the business practices impact our employees and we work to ensure their best interests.
- PROCESS**  
DBL Group is continuously working towards improving the quality of the products, and at the processes that go into making the final finished product and ensuring to minimize the negative impact on the environment and the consumers. The R&D department is actively involved in creating new and researching existing products and the processes associated with them.
- PRODUCT**  
We are committed to continuously improve all our business processes, ranging from sourcing raw materials to transporting final finished goods. We give a strong emphasis on eliminating non-value-added activities while delivering quality products on time with greater efficiency and least effect on the environment.
- COMMUNITY**  
We believe that together with our employees, customers, business partners and other stakeholders we can create real and long-term changes for the betterment of the community and the environment. We can extend the impact from improving the livelihood of our employees to the development of the local community where we conduct our businesses.
- ENVIRONMENT**  
Environment is an integral part of our company, and we work to decrease carbon footprint, water consumption, and waste from our manufacturing processes. We dedicate resources to conserving energy, managing waste efficiently and replenishing the environment to the best of our capacity.

### Manufacturing Processes

- State-of-the-art machinery
- Best grade cotton in our spinning mill for all products
- Robust dyeing operation makes use of low-grade hazardous materials
- Fabric Dyeing operation makes use of low water to dye ratio
- Apparel manufacturing processes make use of Computer-Aided Design (CAD), Computer-Aided Sewing (CAS), and Computer-Aided Manufacturing (CAM) systems
- Washing operations make use of machines which consume less water and have best filtering and spinning systems.

### Quality Assurance

- Using new wave of technologies to put yarns through a series of quality control checks, to ensure strict quality standards
- R&D department and in-house Design team help in developing new products and process
- Shared vision helps in matching towards goal of attaining knowledgeable leadership in providing quality products at competitive prices
- Desire for quality shared by team of highly qualified and competent professionals, under leadership of the board of directors
- Concentrating on process manufacturing and process improvements
- Set-up industrial Engineering and Work Study departments
- Root cause analyses done using statistical quality control tools

### PROCESS FLOWCHART



Note: Recycling, Sewing Thread Dyeing, Embroidery, and Accessories are not included in the above flowchart



# CHAPTER 02 ENVIRONMENT



## ENVIRONMENT

**ENVIRONMENT**  
The need for environmental preservation is growing as a result of the long-term effects of climate change. Strengthening our environmental awareness is healthy ground for the future generation. As the most important industry group of the world's most populous countries, we have the responsibility towards the environment and our stakeholders. At DBL Group, we want to contribute to the economy, while taking responsible action in building an environment-friendly industry.

**PROCESS**  
DBL Group's intensive focus on improving process and enhancing operational efficiency by optimising energy use, managing water resources, and increasing waste through control and better processes and practices, has resulted in environmentally responsible operations. These efforts reduce costs, improve productivity, and align with global environmental practices. The details of these initiatives are reflected in the report.

**PRODUCT**  
DBL Group's intensive emphasis on sustainable development through innovation by incorporating eco-friendly processes, recycling, waterless printing, and energy-efficient dyeing methods, DBL creates high-quality products with a lower environmental footprint. These products ensure compliance with environmental regulations, meet market demands for sustainability, and enhance the company's reputation. The report highlights the approach.

## ENVIRONMENT MANAGEMENT

DBL Group has created a dedicated team to ensure proper Environmental Management System (EMS) within all Compliance divisions. The EMS team is responsible for implementing and monitoring the environmental impact and Environmental Health Safety (EHS) policies, which are aligned with international standards and best practices.

The focus areas involve

- Noise
- Energy
- Water
- Waste
- GHG
- Biodiversity

## Climate ENERGY



We can tackle a number of environmental issues with the aid of these exciting actions, insofar as pollution reduction is taken care of, the company tries to ensure the environmental sustainability as a crucial aspect of its operations. DBL evaluates performance using the Sustainable Apparel Coalition's High Impact Environmental Issue (H2I) for ongoing improvement. We conduct routine measurements to ensure that our equipment, waste management systems, and effluent treatment plants are operating at standard capacity.

Additionally, suppliers for our business must adhere to environmental requirements that are routinely audited. Our dedication to upholding high environmental standards motivates our customers to continue doing business with us. We make an effort to reduce our manufacturing process's water, water use, and carbon impact. Our commitment to efficient waste management, energy conservation, and environmental restoration tasks is in our pursuit of ISO-14001 Climate Action.

Addressing climate change is an urgent necessity, as failing to limit global warming to 1.5°C, as outlined in the Paris Agreement, could lead to catastrophic weather events, rising sea levels, and a significant loss of biodiversity. We are committed to reducing our carbon footprint and actively report our environmental performance on the COP platform.

Additionally, we are applying the Science Based Targets initiative (SBTi) to set ambitious emission reduction goals. The details of these initiatives are reflected in this report, showcasing our dedication to environmental sustainability and positive climate action.

## GHG Emission (in tons) from Process

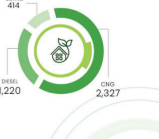
In the 2023-24 period, DBL Group's textile operations recorded a total of **13,275 tonnes GHG emissions** which is **1% less** from the reporting year 2022-23. The reduction of emissions by process reveals significant carbon reduction. The commitment to climate action achieved a substantial **8% reduction** in GHG emissions, showcasing the effective implementation of energy, printing and water management programs, while progressing towards **10% decrease**.

These insights are visualised below and underscore the importance of process-specific strategies to further reduce the overall carbon footprint of DBL Group's operations.



## GHG (in tons) from Transportation

In this period, our transportation operations recorded a total of **3,885 tons of GHG emissions**, down from **4,885 tons in 2022-23**. This represents a reduction of **18%** in GHG emissions, breaking down the emissions by fuel type as follows in the following pie chart. This highlights the significant impact of fuel choices on overall emissions.



## GHG Emission control approaches

Initiative	DESCRIPTION	BENEFITS
TEXTILE MACHINES & CO2 REDUCERS	Similar machines equipped with Eco Boosters save waste heat from exhaust air.	Save up to 10% in energy costs. Lower heat demand, reduce electricity demand, reduce GHG emissions from energy usage.
EXHAUST GAS BOILERS (EGB)	23 EGBs installed across complexes, saving up to 350 million normal cubic meters of natural gas annually.	Reduces carbon emissions by using heat from fuel heat.
RENEWABLE ENERGY	Expanding feasibility of expanding solar projects with 100 MW capacity, installed 1,200 MW solar capacity on 8 factory roofs.	Aligns with future targets, increases solar capacity by 2,200 MW, 100% of total energy, 1,200 MW solar capacity, 10% share from solar capacity.
ENERGY SAVING & LOW-CO2 DYE MACHINES	Cutting edge machines reduce energy consumption by 30%.	Significantly decreased CO2.
RECYCLING 4.0	Established recycling unit with capacity of 12 factory.	Process automation or reduction due to reduced waste recycling.
TREE PLANTATION PROGRAM	10,842 trees planted 81 days.	Absorbing additional 22,462 t of CO2.
WATER SAVING INITIATIVE	By conserving water, our initiatives decrease the demand for energy-intensive processes. Water treatment, transportation, heating, and treatment, which directly lowers greenhouse gas emissions.	Reduce GHG emissions, optimize water use, reduce chemical usage, GHG emissions linked to chemical production.

## SOLAR Energy mix



Total Solar Power utilized: **2,260,263 kWh**

## Non-Renewable Energy Consumption

We need to use significant amount of non-renewable energy across both processes and transportation. The table below illustrates the usage.

Category	Energy Source	Amount	Description
Process	Coal	1,11,11,111 t	The non-renewable energy increased the GHG emissions from process. Our priority is to use natural gas, which is our preferred fuel to use to drive.
	Natural Gas	1,11,11,111 t	
Transportation	Diesel	1,11,11,111 t	The consumption of diesel reduced the GHG emissions from transportation. Our priority is to use natural gas, which is our preferred fuel to use to drive.
	Coal	1,11,11,111 t	

## Recycling Impact

2023-24, DBL utilized 2,025,979 kg of recycled materials, which saved from incineration of 12,324,420 kg of waste in the cotton production. It also led to significant savings in the fabric dyeing process, including



## Operational metrics

To provide a comprehensive view of our year production capabilities, here are some key operational metrics:

- Recycling capacity: **12 tons/day**
- Total Spinning Capacity: **91,000 kg/day**

## Chemical Management

The Apparel and Textile sector are required to use a variety of chemicals, some of which are hazardous. Chemical management needs to be done correctly in order to prevent an ecosystem, as well as our workers, our local community and our product consumers, the adherence to the restricted substances lists that our buyers provide and use chemicals that have specific certifications such as our Supplier Restricted Substances List (SRSL) and Restricted Chemicals, our employees are outfitted with the essential personal safety gear.

We are aware of the significance of a healthy environment for the animals and groups that depend on the food and water resources we distribute for our end users. All chemicals used in our supply chain are carefully stored to ensure safety. We also strive to follow chemical management best practices according to the ZDHC program and have adopted some internal initiatives.

## Zero Discharge of Hazardous Chemicals

The Zero Discharge of Hazardous Chemicals (ZDHC) initiative is focused on preventing the discharge of hazardous chemicals and implementing best management practices. Major chemical suppliers and brands together developed in 2016 the industry-based zero emission of harmful chemicals (MMA Expert, O-Flow and Puma) one brand, we produce for and are associated with the initiative. A Joint Roadmap that details the group coordinated efforts to meet the government and customer sector toward ZDHC for all goods across all paths by 2025 was issued in November 2018. DBL began its ZDHC journey in 2018 and in 2024, we have converted 100% of our inventory to ZDHC waste water version 3.0 and ZDHC MMA version 3.1.

The ZDHC program focuses on input, process and output controls:

- INPUT**  
We maintain 100% L2MS compliance and disclosure of chemical consumption in chemical module.
- PROCESS**  
We are required to conduct chemical management audit.
- OUTPUT**  
We are required to disclose waste water test report in waste water module.



# CHAPTER 03 SOCIAL

## DIVERSITY, EQUITY & INCLUSION

At DBL, we are committed to fostering an inclusive workforce where every employee, irrespective of gender, socioeconomic background, or physical challenges, is valued. We believe in the potential of every individual to excel when given equal opportunities. By adhering to international standards such as the UN Sustainable Development Goals (SDGs), Women's Empowerment Principles (WEPs), and the International Labour Organization (ILO) conventions, we ensure that our inclusive culture not only promotes equality but also enhances productivity, providing everyone with equal opportunities and benefits.



### Workforce Overview

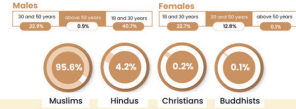


### Gender Diversity



\*This includes Supervisors and other higher level of employees.

## Age Group Diversity



### PERSONS WITH DISABILITIES

The Disability Inclusion Program aims to integrate Persons with Disabilities (PwD) into the workforce, promoting ethical business practices and social sustainability.



We have collaborated with the Center for Disability Inclusion (CDI) to incorporate persons with disabilities into the workforce, providing training and awareness campaigns for factory HR departments. Since January 2023, CDI has been involved with the CDI and Bangladesh Business and Disability Network (BBN)-led Innovation to Inclusion (I2I) project, supported by UNF and headed by Leonard Chesire (LC). By June 2024, we have included 455 PwDs, with the goal of having 1% of their workforce comprising individuals with various impairments.

### FEMALE SUPERVISOR LEADERSHIP PROGRAM

In a journey that began in 2023, the Female Supervisor Leadership Initiative has transformed the workplace by empowering women to step into supervisory roles. This initiative not only fostered a more diverse and balanced workforce but also shattered gender stereotypes, proving that female supervisors can, on average, 32% percentage better, more efficient than their male counterparts. Through comprehensive training in both hard and soft skills, the program has equipped women with the tools needed for effective leadership, nurturing female leadership skills and driving long-term success.



\*Values may not add up to 100 because of rounding.

## DBL & Women's Empowerment Principles (WEPs)

DBL has been a signatory of Women's Empowerment Principles since September, 2022. DBL has been adhering to the 7 Principles as described below:

Principle	Description	Key Initiatives	Outcomes
Principle 1: High-level Corporate Leadership	Increase inclusion of women in management, report on gender diversity in HR programs.	Set year-on-year targets, participated in global gender reports, Accelerator Program.	Progressed to 8% women in management from 4.8% in 2023.
Principle 2: Fair and Equitable Employment Practices	Ensure equal employment system on non-unionized employees, focus on securing women, equitable wage and benefits opportunities.	Female Supervisor Leadership Program, comprehensive training on Equality and Inclusion Program of Better Work Bangladesh.	Advanced 300 females to supervisory roles since DBL, female supervisor 23% percentage points more efficient.
Principle 3: Employee Health, Well-being and Safety	Ensure science and management aware of PwD, respect inherent rights to medical care and care setting.	Provide free medical facilities, protection against harassment, disclosure of PwD, and harassment training.	Comprehensive safety and security measures, regular training and awareness sessions.
Principle 4: Education and Training for Career Advancement	Facilitate career advancement for both women and men through trainings.	Internal and external trainings, diverse roles for women, and harassment training.	Women in diverse positions, 23% comprehensive trainings programs.
Principle 5: Enterprise Development, Safety and Well-being Practices	Ensure products and facilities are not used for harassment, maintain neutral tone in media, digital empowered individuals.	Collaborate with local women-owned businesses, support community programs, Managing Director's Phagee letter.	Business customer base for local women-owned businesses, promoted women-owned businesses.
Principle 6: Community Involvement and Advocacy	Finance women's empowerment, support disadvantaged women, support community programs.	Internal and external collaboration with NGO, support for local women-owned businesses, community health programs.	Enhanced women's empowerment, disadvantaged women-owned businesses, community development.
Principle 7: Leadership and Reporting	Establish baseline for WEPs, report engagement with stakeholders and good practices.	Used WEPs Gender Gap Sustainability Report, participated in local and international events.	Established baseline for WEPs, annual WEPs Sustainability Report, presented at UN headquarters.

## RETURN TO WORK PROGRAM

We take full responsibility for supporting injured workers by covering of medical expenses and continuing their salaries during recovery. Our Return to Work (RTW) Program, developed in collaboration with CDD and GIC, has established RTW Committees in five industrial locations and reported dedicated RTW Coordinators. We ensure that employees can return to their previous roles or new ones suited to their post-injury abilities. Our updated HR policy now includes an RTW clause, aligning with the Bangladesh Labor Act, the People with Disabilities Rights Protection Act, and the Bangladesh Constitution.

### The RTW process consists of the following:

- Rational Assessment
- Designing RTW Plan & Implementing
- Monitoring & Coordination



## DECENT WORK

We are steadfast in our commitment to the International Labour Organization (ILO)'s definition of decent work, which encompasses 'productive work for women and men in conditions of freedom, equity, security and human dignity.' In 2024, we have further enhanced our efforts to create a positive and inclusive workplace by strengthening our programs and initiatives. Our holistic approach focus on food security, comprehensive day care and maternal facilities, robust employee benefits, equitable wages, and thorough supplier assessments underscores our dedication to the well-being and growth of our workforce. By continually investing in these areas, we aim to ensure that every employee experiences a supportive and empowering work environment, fostering both personal and professional development.

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### Bandhan Fair Price Shop

Our Fair Price Shop, Bandhan, meaning 'bonding' in Bangla, provides low-income workers with daily essentials at subsidized rates, reducing expenses and increasing disposable income. Employees can buy on credit with bills adjusted with their salaries. Selling products from brands like Unilever, Huggies and Pampers enhances worker satisfaction and health.

### Maternity Facilities And Benefits

To support mothers, we partnered with UNICEF in the inaugural Mother-RightLink program to promote breastfeeding, ensuring career development does not hinder motherhood. This initiative has improved new mothers' retention rates, creating a supportive environment for career advancement. We provide three-day paternity leave at our Corporate Office, with plans to extend it across all businesses. Additionally, we offer day care facilities in our factory complexes.

### Features

- Awareness training on maternity protection and breastfeeding
- 112 days of paid maternity leave
- Two extra 30 minutes breastfeeding breaks
- Dedicated lactation rooms
- Gift hampers for new babies
- Wakesh work for pregnant women
- Free prenatal and postnatal treatments
- Play-based learning at day care
- Nutritional guidelines for children
- Training on maternity benefits

The following data has been recorded in the reporting timeline of 2023-24



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## HUMAN RIGHTS AND LABOR PRACTICES

We are committed to upholding human rights and dignity of every employee. Guided by the UN Guiding Principles for Business and Human Rights (UNGPs), the ILO core conventions and the SDGs, especially SDG-8, we ensure ethical and responsible treatment for all in compliance with Bangladesh Labor Law, we create a safe, inclusive, and equitable workplace. Our dedication to respecting human rights drives our efforts to prevent discrimination, harassment and exploitation, fostering a supportive environment that contributes to the well-being and development of our workforce.

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## Ethical Labor Practices and Workplace Integrity

**Forced Labor:** DBL strictly prohibits involuntary or forced labor. Employee work voluntarily, with unrestricted movement except for safety reasons. No employees are recruited on a contract basis, and any employee can resign with one month's notice.

**Child Labor:** DBL does not engage in child labor. Psychological tests and age documentation are required during hiring to assure legal working age. Age verification is confirmed by a registered doctor if documentation is absent.

**Non-Discrimination:** DBL upholds a zero-tolerance policy for workplace discrimination, ensuring decisions on pay, promotion, and termination are based on job aptitude, not personal characteristics. No discrimination cases have been reported to date.

**Security Practices:** DBL employs 150 internal security staff providing monthly specialized training focusing on human rights issues, ensuring the utmost protection for employees without using their party security services.

### Freedom of Association & Collective Bargaining

We firmly believe in and respect our employees' rights to freedom of association and collective bargaining. We are committed to ensuring that these rights are upheld without fear of discrimination or retaliation. Our approach is structured and proactive, ensuring that open communication and fair practices are at the heart of our operations.

### Key highlights of our commitment:

- Legal Freedom of Association:** We fully support and value our employees' legal right to organize, join associations, and engage in collective bargaining without facing any discrimination.
- Participation Committee (PC):** Our Participation Committee, established according to legal guidelines, serve as an effective platform for communication between labor and management, addressing concerns and resolving grievances efficiently.
- Regular Audits:** The Committee team conducts monthly audits to monitor the composition of the Participation Committee, meeting frequency, discussion themes, and overall adherence to employee rights.
- Proactive Communication:** We ensure that any significant operational changes are communicated to the affected employees at least three months in advance, ensuring transparency and preparedness.

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# CHAPTER 04

# GOVERNANCE



**ABDUL WAHED**  
Chairman

Mr. Wahed's expertise in Textile technology is what inspired Dadi Brothers Ltd. to invest in backward linkage industries of fabric, printing and dyeing. Apart from this, his proactiveness in fields of education, health and e-commerce is a major cause of the success towards several social initiatives conducted by DBL Group.



### BOARD OVERSIGHT

The company has defined guidelines and has established a framework for the board meetings and other proceedings. These guidelines help decision-making processes of the board members to be carried out in a systematic, informed, and efficient manner.

#### The Board evaluates the following:



Our senior management, carefully selected by the board of directors for their vast experience, competence, and global exposure, drives the company's vision and mission. This cohesive team fosters a collaborative work culture, focusing on business growth and employee development, ensuring long-term success and consistency.

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**M. A. JABBAR**  
Managing Director

Mr. Jabbar's keen interest in CSR and Sustainability led him to design Sustainability as strategy, now integrated at the core of the company. His ability to identify hidden values allows the company to recruit a diverse and skilled workforce.



### CORPORATE GOVERNANCE

DBL Group adheres to the definition of Corporate Governance by the International Finance Corporation (IFC). Corporate Governance is defined as the structures and processes by which companies are directed and controlled. It concerns the relationships between management, the board of directors, controlling shareholders, minority shareholders, and other stakeholders.

Good corporate governance helps companies operate more efficiently, improve access to capital, mitigate risk, and safeguard against mismanagement. It makes companies more accountable and transparent to investors, providing them with tools to respond to stakeholder concerns.

#### A sound corporate governance system will facilitate DBL to attain



#### Strong investor confidence

The company also considers a sound system of corporate governance as an important contribution to the goal of long-term and sustainable growth of the company. It aims to modernize economy and society by implementing IFC's recommendations. DBL Group aims to align its corporate governance framework with the best international practices and standards, crucial for attracting new investors.

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## Governance and Sustainability

During quarterly meetings led by the Managing Director, we focus on Environmental, Social, and Governance (ESG) issues, showcasing our commitment to sustainability. The top management team, including the Chief Financial Officer (CFO), Director Technical, Chief Sustainability Officer (CSO), Chief Production Officer, and Company Secretary, collaborates to review detailed reports generated by the Sustainability. These reports, featuring key performance indicators (KPIs) on energy, water, raw materials consumption, and GHG emissions, guide our strategic decisions.

During these meetings, we set specific, measurable targets and update company policies to align with customer demands and emerging trends. For instance, in response to increased renewable energy requirements, we installed rooftop solar panels. The CFO, Director Technical, and CSO address the capital investment and budget requirements for such initiatives. Another significant project was the feasibility study for a Zero Liquid Discharge (ZLD) plant in 2018, aimed at optimizing operational efficiency.

The Chief Production Officer ensures that operational performance objectives are met, while the Company Secretary presents high-quality investor investments and major policy changes to the board of directors for review. This structured approach ensures our sustainability efforts are both strategic and impactful.

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### REGULATORY Compliance

DBL Group's Corporate Governance framework is based on Bangladesh legislation as well as internationally recognized best practices and principles, such as the guidelines provided by the International Finance Corporation (IFC) of the World Bank Group. Regulatory compliance, if not followed properly, can bring in company risk as well. The main regulatory body is the Government of Bangladesh (GoB) under which we follow the Company Act (Bangladesh 1994).

There are **THREE ASPECTS** we need to fulfill timely: Income Tax, VAT Ordinance, Register of Joint Venture Companies (RJVC).

### CORPORATE GOVERNANCE FRAMEWORK



Every company has a given fiscal year and the requirements rotate around that. In the case of not giving information or finding irregularities work on time based on the Government's legal requirements, DBL Group will face financial penalties.

Multi-Spinning Mills Ltd is currently the only concern of DBL Group which is enlisted under Bangladesh Securities and Exchange Commission and is available for public trading. A stock investor company needs to comply with regulatory requirements for disclosure and the company is ensuring essential disclosure of the concern through Annual Reports and its own website.

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### STAKEHOLDER Engagement

At DBL Group, stakeholder satisfaction is of very high concern to the company values and we take the matter very seriously. Our stakeholders include those who are associated directly or indirectly to our businesses. The approach and the frequency of engagement with the stakeholders differ based on the category of the stakeholder.

There is no particular frequency of engagement with the stakeholders. However, there are annual events like vendor meetings for suppliers, annual general meetings for investors and stakeholders, webinars for customers and others. In addition, respective departments engage with their specific stakeholder groups as situation demands and on need basis.

#### Stakeholder Engagement Process

DBL Group's interest is in identifying of applicable stakeholders and understanding their expectations to receive sustainable in the long run. DBL Group is growing sustainability and we believe that if all stakeholders company will have all its stakeholders engaged in the key processes of the business. All organizations and entities that have significant influence on DBL Group and those that are directly or indirectly affected by the Group's operations are considered as stakeholders. We identify potential stakeholders through the following process:



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### KEY STAKEHOLDERS



#### Committing to Internal Stakeholders:

DBL Group's major stakeholder group and a principal asset is the workforce. Hence, DBL reserves a special importance to creating the proper work environment for all employees. Similar attention is also given to their families. To improve the life of our engaged workforce we maintain several initiatives to strengthen employer-employee bonding. Some are discussed below.

GOVERNANCE 81

### EXTERNAL STAKEHOLDERS

DBL Group is committed to generating positive relations with external stakeholders through various non-binding measures and the program's objectives and a constant communication is vital in order to ensure business sustainability. DBL recognizes and acts on the principle, the table below shows the various external stakeholders that DBL is currently involved with and how interaction is being made with each.

External Stakeholder	Engagement
Buyers	Merchandising Team, Emails, Exhibitions, Local and International Management Visits, Audits, Conferences
Community	Meetings with Local Union Councils, Surveys, Advocacy, Inquiries, Community Engagement
Industry associations	Emails, Meetings with BSMFA, BSMFA, BIMA, Interactions with Chamber of Commerce (FACD, DCCI, BCCAC, etc.)
Government	Interaction with different Ministries of the Government of Bangladesh, Embassies, and Overseas Ministries
Media	Communications Team, Press Releases, Press Briefings
Investors	Emails, Meetings, Visits, Conferences, Internal Relations Team
Suppliers	Marketing Team, Sourcing Team, Emails, Meetings, Audits
NGOs and CSOs	Emails, Meetings, Conferences, Workshops

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## COMMUNITY ENGAGEMENT

A wide variety of activities are integrated within DBL's sustainability that promotes societal development, thus integrating the concept of 'Community' included as a strand in the comprehensive coverage of sustainability. These activities include the following:



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ANNUAL  
REPORT  
**2024**

# ACTIVATING VILLAGE COURTS IN BANGLADESH PHASE III PROJECT

Local Government Division  
Ministry of Local Government, Rural Development and Co-operatives

Project: Activating Village Courts In Bangladesh  
Client: UNDP

ANNUAL REPORT DESIGN



GREY SHACK



Project: Activating Village Courts In Bangladesh  
 Client: UNDP

## SECTION 1

### KEY RESULTS AND ACHIEVEMENTS

### 1.1 ACCESS TO JUSTICE

Village Court system has been functionalized in 66% Union Parishads of Bangladesh, offering justice to 61 million rural people.

The AVCB II project has increased demand for Village Court services among local communities. As a result, the number of cases reported per month per UP has risen from 0.37 in December 2023 to 2.0 in December 2024. In 2024, a total of 67,000 cases were filed with the Village Courts, with 27% of them involving women, benefiting over 134,000 rural people. Village Courts resolved 70% of the reported cases and swiftly implemented 81% of the resolutions, all at a low cost, ensuring efficient access to justice for rural communities.

### NUMBER OF REPORTED CASE (PER MONTH PER UP)

**0.37** Baseline December (2023)

**2.0** December 2024

**8,279** Cases Referred from Higher Courts

- 67,000 Cases Filed
- 70% Cases Resolved
- 81% Resolutions Implemented
- 540,000,000 Cost (in Taka)
- 18,234 Female Applicants
- 14.5% Women Participating in the Judicial Process

1. Out of 4,372 Union Parishads, 2,941 Union Parishads has offered justice to the rural people which is 66.5% of 4,372 union (1,043/4,372\*100=66.5%)

### 1.2 EFFECTIVENESS AND EFFICIENCY OF VC

- Village courts resolved over 70% of 67,000 cases in 2024.
- According to Court User Survey (CUS), resolution took place within 18 days (time frame and settlements are generally enforced) (81%)
- On an average Taka 328 (USD 2.70) required to get service from village courts
- Satisfaction level (87.3%)

Reason for satisfaction:

- Good behavior/service from AVCS/JC: 47.6%
- Neutrality: 78.7%
- Low cost: 83.2%
- Easy process: 74.7%
- Require less time to get a solution: 80.2%

### 1.3 INCREASED RECOGNITION BY DISTRICT COURTS

A total of 8,279 cases were referred from district courts to village courts in project areas between February 2024 to December 2024.

8,279 TOTAL REFERRED CASES

According to the CUS conducted in December 2024, formal courts took 293 days to refer a case to village courts and applicant and respondent spent Taka 8,670 (USD 72.25) there. But VC took only 18 days to resolve those cases and on an average applicant and respondent spent Taka 328 there.

### 1.5 WOMEN'S ACCESS TO JUSTICE IMPROVED

Project activities have targeted women to encourage in seeking remedy through village courts. In total 18,234 women sought remedies in 2024 through village courts which is 27.1% of total justice seekers.




The involvement of women in the village court decision making process has also increased from 9.68 (Baseline in 2023) to 14.5% (2024).

27.1% of total justice seekers

9.68 (Baseline in 2023)




14.5% (2024)

Project: Activating Village Courts In Bangladesh  
Client: UNDP






## SECTION 2

### PROGRESS TOWARDS OUTPUT

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### OUTPUT 1.1

Duty bearers at national and local levels have improved capacity to ensure Village Courts function fairly and effectively

#### REVISE TRAINING MANUAL


The National Institute of Local Government (NILG) has reviewed and endorsed the Training Manual and digital training materials for Village Courts, reflecting its commitment to using these materials for future training of UP functionaries.

A pool of national-level Master Trainers has been established, including 22 NILG faculty members.



#### ESTABLISH AND TRAIN POOLS OF TRAINERS AT NATIONAL, DISTRICT, AND UPAZILA LEVEL

National-level Master Trainers have provided capacity-building support to District Resource Teams (DRT) in 61 districts. Similarly, DRT members have delivered training to Upazila Resource Teams (URT) in 41 Upazilas.




**61**  
District Resource Teams (DRT)




**41**  
Upazila Resource Teams (URT)

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### ESTABLISH CLEAR AND SYSTEMATIC COORDINATION MECHANISMS

- 59 Half-yearly Coordination Meetings were held in 59 districts, where 26 carried out with AACCO/UPAO in facilitation areas, and 33 carried out with the AACCO/UPAO of maintenance areas.
- 340 Bi-Monthly Coordination meetings with AACCO/UPAO were held at 140 Upazilas where 4,952 (male 4,248 and female 704) people participated.




#### BUILD CAPACITY OF FIELD LEVEL STAFF

A total of 456 field staff (332 men and 124 women) trained by the project are providing capacity-building support to service providers in Village Courts (VCs) across the activation areas. As a result, Union Parishads have begun offering dispute resolution services through VCs following prescribed procedures and documentation standards.

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### OUTPUT 1.2


Legal and policy framework for VCs are reviewed and enhanced



#### AMENDMENT OF VC ACT, 2006:

The key amendments approved by the National Parliament within the VC Act, 2006 focused:

- Provision of constituting Village Court panel in the absence of nominated members of a party.
- Reducing the time for compromising during the pre-trial stage from 30 to 15 days.
- Judicial jurisdiction increased to BDT 300,000.
- Inclusion of casting a vote in case of deadlock in a decision during the absence of a Panel member.
- Inclusion of the provision of nominating successors in the absence of the disputants.
- Inclusion of the provision of Maintenance issue for wives in the Schedule of the VC Act, 2006.




#### WORKSHOP WITH DISTRICT JUDICIARY AND UP CHAIR AT DISTRICT LEVEL:

08 workshops held in 08 districts with Judiciary and UP Chair of respective district.


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## SECTION 3

### LESSONS LEARNT, CHALLENGES AND THE WAY FORWARD



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### LESSONS LEARNT

Skill and knowledge of field level staff developed by the project inputs are the assets of the project and need to be continued for activation of village courts.

Support of local administration is crucial for the activation of village courts through capacity building and awareness-raising initiatives and to ensure involvement of AACO and UP Administrative Officer to run village courts.

Local administration took different initiatives such as provide orientation to Village Police and Account Assistant Cum Computer Operator (AACO) to build capacity of VC's service providers.

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### CHALLENGES

Due to delays in the approval of the TAPP and the subsequent delay in disbursement of GoB funds, the project began its implementation in December 2023, instead of the planned start date of August 2022. Additionally, the functioning of the VC has been further disrupted due to the political unrest that emerged in July 2024.

The timely implementation of Government of Bangladesh (GoB) funded interventions faces potential challenges due to the delay in the approval of GoB fund.


Delayed recruitment of AACO has hampered the activation of village courts as the AVCA-II has been designed based on the assumption that AACO will act as Peshkar (bench clerk) of the village courts.

### THE WAY FORWARD





The project will support village court service providers in delivering localized justice to the rural people of Bangladesh in accordance with the Village Court Act, 2006. It will focus on building the capacity of service providers and creating demand for village courts within the community. The project will implement activities aimed at institutionizing capacity-building initiatives and monitoring village courts through the deployment of the digitalized VC Management, Monitoring, and Reporting System, as well as the DMIE system.

Policy advocacy with key stakeholders will be conducted regarding the amendments to the Village Court Rules and judicial supervision. Additionally, the project will closely monitor the political situation and its impact on the operation of village courts. It will also enhance government involvement in finalizing and implementing the project's exit and sustainability plans.

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### GLIMPSE OF PROJECT RESULTS

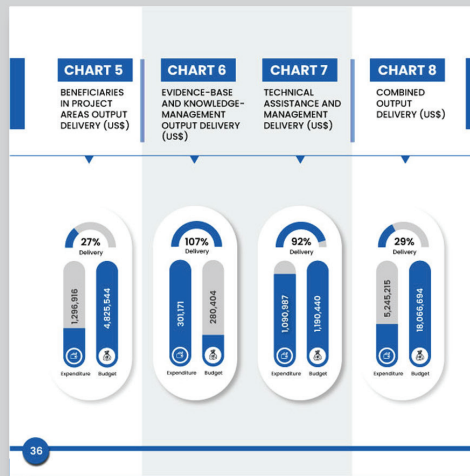
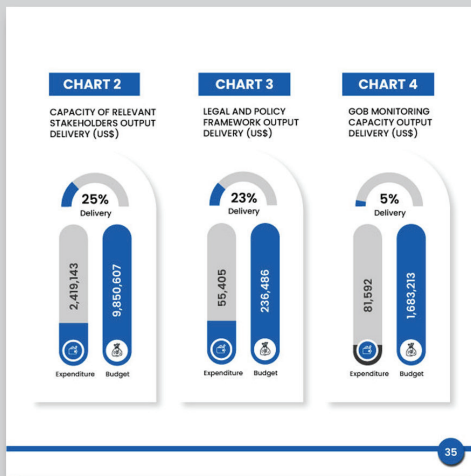
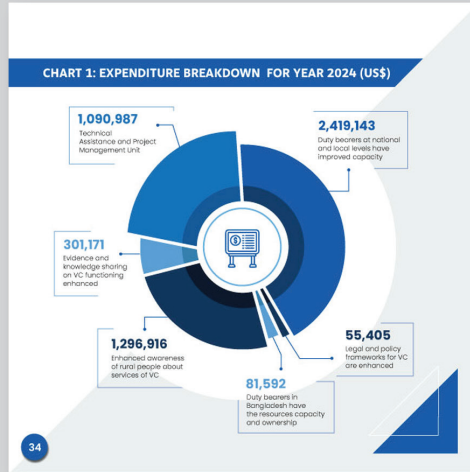
 <p>Average number of VC cases registered per month per UP Baseline: 0.37 December 2024: <b>02</b></p>	 <p>% of cases resolved Baseline: <b>55%</b> December 2024: <b>70%</b></p>
 <p>% of decisions implemented Baseline: <b>80%</b> December 2024: <b>81%</b></p>	 <p>% of registered cases in village courts which are resolved within 6 weeks Baseline: <b>15%</b> December 2024: <b>92%</b></p>

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Project: Activating Village Courts In Bangladesh  
Client: UNDP

# SECTION 4

## STATEMENT OF EXPENDITURE AND DELIVERY IN 2024



Project: Activating Village Courts In Bangladesh  
 Client: UNDP



# UNITED NATIONS SUSTAINABLE DEVELOPMENT COOPERATION FRAMEWORK 2022-2026



UNITED NATIONS  
BANGLADESH



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UNITED NATIONS SUSTAINABLE DEVELOPMENT  
COOPERATION FRAMEWORK (UNSDCF)  
BANGLADESH **2022-2026**

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UNITED NATIONS  
BANGLADESH



This book offers a high-level overview of the United Nations Sustainable Development Cooperation Framework for Bangladesh, focusing on the strategic outcomes and lines of effort that will drive the UN system's work. It is aimed at senior decision makers wishing to understand the overarching rationales and analysis underpinning the Cooperation Framework. The briefing book details the five strategic priorities identified by the Cooperation Framework, the core challenges they seek to address, and the technical and programmatic activities the UN will contribute in each of these areas. It is intended to assist Cooperation Framework stakeholders and development partners to identify priority areas for engagement and support, planning complementary efforts, and devising policy goals to assist with its implementation in their respective institutions.

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# INTRODUCTION

**The Cooperation Framework:** The United Nations Sustainable Development Cooperation Framework is the UN system's offer of support to the Government of Bangladesh over the next five years. It is fully aligned with the 8th Five Year Plan to help achieve the 2030 Agenda, the Sustainable Development Goals, Bangladesh's aspiration of a sustainable graduation out of the least developed country (LDC) status, and the Perspective Plan 2021-2041. Designed jointly with the Government, the Cooperation Framework focuses the UN's expertise on the highest-priority areas of added value to help Bangladesh emerge from the COVID-19 pandemic and address key development challenges.

**Our shared commitment to Leave No One Behind:** The Cooperation Framework is rooted in the global commitment to leave no one behind, which is enshrined in Agenda 2030. The Strategic Priorities identified in the document, and the plans laid out to achieve them, are centred around the principles of universality, equality and equity in the protection and exercise of human rights. As Bangladesh strives to reduce inequality, the 8th Five-Year Plan recognizes that policy and programming must be better targeted at, and address the particular needs of, marginalized and vulnerable groups, many of which have been subjected to generational cycles of poverty and cultural, economic, political, and social exclusion. These groups include children, adolescents and youth, women, ethnic minorities, migrants, people affected by natural disasters and other emergencies, the urban and working poor, persons with disabilities, sexual minorities, the elderly, people living with diseases, tea garden communities, and people living in hard-to-reach areas. As the effects of climate change become more profound, services must become increasingly shock-resistant and resilience-enhancing.

**Linking to national plans for sustainable development:** With shared ownership at its core, the Cooperation Framework corresponds directly to the national vision for sustainable development and immediate recovery from the COVID-19 pandemic. The new Vision 2041 outlines Bangladesh's overarching goals and approach, aspiring to a prosperous country free of poverty, where economic and social justice prevails. The plan for achieving this vision – the Perspective Plan 2021-2041 – defines key targets, including reaching Upper-Middle Income Country Status and eliminating extreme poverty by 2031, and eradicating poverty altogether while reaching High-Income Country status by 2041. Over the next five years, the 8th Five Year Plan provides the framework for national efforts aimed at a strong and resilient recovery from pandemic, and putting the country on track to achieve these targets. To do so, the Plan emphasizes expanding the distribution of the benefits of green growth to all, acknowledging that a "performance gap" has emerged in realizing the full potential of the national economy due to the ongoing need for public sector reforms.

A theory of transformative change. In this context, the Cooperation Framework articulates a narrative describing how the UN's work in Bangladesh over the next five years will help deliver the transformative change necessary to overcome its strategic challenges and achieve the overarching goal of a Bangladesh in which people contribute to and benefit equitably from the integrated social, environmental, and economic dimensions of sustainable and inclusive development. This outcome can be achieved only by meeting five necessary conditions, namely

- 1) more inclusive economic growth,
- 2) better-quality, more widely available, shock-resistant services,
- 3) resilience across institutions, ecosystems and people to disasters, climate change and other stresses,
- 4) stronger, inclusive and accountable national and local governance that delivers human rights, peace, justice and security, and
- 5) accelerated progress towards gender equality, eliminating gender-based discrimination and eliminating violence against women and girls.

Additionally, in the short term, Bangladesh will need to seize the opportunity of a rapid, coordinated, green, and sustainable recovery from COVID-19 to build better basic social services, employment, income, and economic activities and enhance social cohesion.

## STRATEGIC PRIORITY 1: INCLUSIVE AND SUSTAINABLE ECONOMIC DEVELOPMENT

**The outcome:** Accelerated economic transformation towards more sustainable and inclusive growth will mean that, by 2026, sustainable, green economic development provides more people in Bangladesh, especially the most vulnerable and marginalized, with sustainable livelihoods and decent work opportunities.



**Why it matters:** Green economic growth, with decent employment and livelihoods for all people in Bangladesh, is critical to achieving the Perspective Plan's long-term vision of a poverty-free, inclusive, and prosperous Bangladesh with gender parity in the work force by 2041. In the short term, this will require that the economic recovery from the COVID-19 pandemic is inclusive, gender-responsive and environmentally sustainable, and that it creates more green, decent jobs. In the longer term, Bangladesh will need to reverse the current trend of lower employment growth in comparison to economic growth, especially in the manufacturing and construction sectors, and enhance opportunities for women. The continued concentration of jobs in the informal sector demands greater formalization of the economy, more decent work, a market-oriented skill training system, and greater protections for informal workers, especially the most vulnerable. Clean production and consumption must be at the centre of Bangladesh's growth strategy.



**Catalysts of change:** For these changes to take place, Bangladesh first will need to adopt new SDGs financing framework that more systematically leverages diverse financing sources. This will help to increase investment in employment-intensive, gender-transformative, sustainable, and responsible green growth sectors while building more resilient infrastructure and inclusive employment and entrepreneurship opportunities. Moreover, workers, both at home and abroad, must have access to skills development and financial and non-financial services to enable them to benefit from national and global employment and entrepreneurship opportunities in the context of the Fourth Industrial Revolution. Strengthened labour market governance institutions and frameworks will be necessary to drive formalisation, promote responsible business, and protect dignity, rights, safety, and equity and equality at work for all.

**The UN's offer of support:**

**SDG Financing:** In cooperation with international financial institutions, development partners, private sector, and civil society the UN will help the Government devise and implement the Integrated National Financing Framework (INFF). Among other things, the UN will support Bangladesh in updating its Development Finance Assessment and Financing Strategy, create SDG-specific financing roadmaps, establish a government-led SDG financing oversight and coordination mechanism, and generate an investment pipeline for SDGs under the framework.

**Gender parity in the workforce:** The UN will help the Government develop and implement a national strategy in line with the INFF to promote legal protection and reform, further women's financial inclusion, promoting entrepreneurship and accelerate training.

**Growth in manufacturing:** To increase diversity in investment in this sector, the UN will help deploy selective foreign direct investment and manufacturing policies to mobilize more foreign investment, while encouraging the adoption of technologies and business models to improve productivity, resilience, market access, inclusivity and sustainability of local cottage, micro, small and medium enterprises (CMSMEs).





Photo : ILO Bangladesh

**Skills development:** To foster employable skills aligned with inclusive, green, and equitable job creation and emerging market trends, the UN will provide support for institutionalised skills training systems and strengthened coordination mechanisms between the private sector and Technical and Vocational Education and Training (TVET) institutions, including to promote direct investment in TVET. Areas of focus will include modernizing and incentivising youth participation in the agricultural sector and more market-driven skills development for overseas migrant workers.

**Entrepreneurship and employment:** Focusing on sectors with the highest potential for green jobs, the UN will assist the Government in designing and implementing employment-intensive investment programmes that will build capacities and increase market knowledge and access to finance, with a focus on ensuring equal access for women. The UN will collaborate with youth-centred community-based organizations to expose youth to work opportunities, livelihood skills, and policy and public participation.

**Responsible business and decent work practices:** The UN will partner with public and private sector actors to build their capacity to promote awareness and oversee compliance among employers and employees of labour policies, including workers' rights and strategies to promote gender equality and women's empowerment in the workplace.

#### Figure: Top-level results by 2026 that the UN will contribute to

- Increase the gross **national income per capita** by approx. 50%.
- Decrease the proportion of population living **below the national poverty line** by approx. one quarter.
- Decrease **unemployment** rates to less than one third of 2017 levels for women and men.
- Lower the proportion of time spent on **unpaid domestic and care work** for women and increase it for men.
- Increase private, public and foreign direct **investment** as a share of GDP.

## STRATEGIC PRIORITY 2: EQUITABLE HUMAN DEVELOPMENT AND WELL-BEING

**The outcome:** To foster universal growth of human capabilities and social development, gaps across social services and protection actors will be closed such that, by 2026, more people will have improved access to and utilization of quality, inclusive, gender- and shock-responsive, universal, and resilient social protection, the social safety-net and social services.



**Why it matters:** Years of development gains and poverty reduction have generated conditions that now offer an opportunity for the country to access the transformative benefits of the “demographic dividend,” provided there is scaled-up and well-targeted investments in social services such as education, health, nutrition, water and sanitation, protection, and employment. Investment in these areas is also necessary in the short term to address the impacts of the COVID-19 pandemic on the poorest and most vulnerable in society and the unequal distribution of these impacts to women. The pandemic has highlighted the importance of building social protection floors in Bangladesh. However, the slow progress in implementing the National Social Security Strategy and the stagnation of funding allocated to social protection-related income transfers to the poor and vulnerable have been recognized by the 8th Five Year Plan as barriers to be rapidly addressed, both to offset the negative effects of COVID-19 but also to ensure greater poverty reduction.



**Catalysts of change:** Achieving this outcome will require that at least three sets of conditions must be fulfilled. First, actors must have strengthened systems and capacities, and be more accountable for their delivery of quality social protection and basic social services. Second, all people, especially the most vulnerable, must be empowered to utilize social protection and basic social services, so that they enjoy lives of respect and dignity. Finally, policy and regulatory frameworks must be put in place and strengthened to enable greater access to and utilization of inclusive, gender-responsive and resilient services.

**The UN's offer of support:**

**Overarching support:** To support Bangladesh's effort to make social protection, social safety nets and basic social services more resilient and shock-responsive, the UN will support inter-sectoral efforts to coordinate whole-of-society approaches, including strengthening linkages at the humanitarian-development-peace nexus. Across these areas of intervention, the UN will support coordination efforts and advocate for adequate budgetary allocations aligned with the national life-cycle approach. It will support the generation and integration of lessons learned from the COVID-19 pandemic into the provision of social protection. As a key element of building back better, the Government will be supported in developing a single electronic registry of social service beneficiaries. The UN will partner with civil society and private sector actors to enhance mechanisms for community participation in decision-making, monitoring, and grievance redress.



Photo : FAO Bangladesh



Photo : WHO Bangladesh

**Strengthening health care:** The UN will take a systems-building approach to help the Government achieve universal health coverage following primary care principles. It will aid in the review of national policies and strategies to make the systems more resilient and deliver better quality care, using digital solutions where appropriate. It will advocate for adequate budgetary allocation to ensure universal access to a basic service package and scaled up social accountability, community engagement, and demand generation strategies.



Photo : UNRCO Bangladesh

**Education:** The UN will help to generate data and evidence to support national-level decision making on addressing learning poverty, including by developing more effective learning and teaching materials and promoting the use of methods that encourage higher-order thinking and skills acquisition. The UN will help to build platforms for engaging with children, adolescents, youth, parents, and caregivers to ensure that education and learning is safe, promotes cultural peace, non-violence, and tolerance, transforms harmful gender norms, and encourages services utilization, including in emergencies

**Child protection:** The UN will support the expansion of the social welfare system, especially the social service workforce. To better integrate child protection measures in schools, the UN will support training for education staff as well as national and local, social, and behavioural change initiatives to address violence around schools and encourage early detection and referral of child protection cases. It will help increase access to emergency and community-based protection, mental health and psychosocial services tailored to specific vulnerable groups. The UN will support legal and policy reforms harmonized with international human rights instruments.



Photo : UNICEF Bangladesh

**Nutrition:** The UN will provide technical support to strengthen the policies, regulations, capacities, and accountability mechanisms for the delivery of nutrition services at the national and sub-national levels. These efforts will address essential nutrition services, accessibility and affordability of diversified diets, food safety regulations, and nutrition-sensitive social protection. The UN will assist in data collection and harmonization to support evidence-based policymaking and programming to scale up coverage, outreach, and quality of community-based nutrition interventions and early childhood services.

**Food security:** Employing a systems approach to ensure food remains safe across the supply chain, the UN will aid Government actors to promote green production technologies and good agricultural practices for efficiency and food safety, diversification for improved diets, and climate-smart agriculture policies and programmes. It will promote sustainable food production and encourage the Government to leverage of the private sector's responsibilities in food systems. In addition, the focus will be on leveraging government-led social safety nets and integrating them into food systems, including post-harvest fortification of staple food.



**Water and sanitation:** The UN will provide technical assistance to the Government to strengthen the regulatory framework, enact institutional reforms, and conduct sector-wide monitoring. It will provide advice and capacity building support to help the sector adapt to emerging issues, such as climate change. It will help to ensure the integration of WASH in public institutions, for example the operation and maintenance of WASH in schools, and the use of innovative financing mechanisms.



***Migrants and returnees:*** To improve access to gender responsive, inclusive, and high-quality migration and protection services – both during migration and upon return – the UN will provide technical assistance to improve Government policies and support capacity development and direct resource support to service delivery systems. The UN will contribute to community-based mechanisms that create demand for, and promote access to, services for migrants.

**Figure: Top-level results by 2026 that the UN will contribute to**

- Lower **malnutrition** for children under five years of age.
- Increase the proportion of population using **safely managed drinking water** services, from less than half in 2019 to three-quarters.
- Continue to lower the **maternal mortality** rate, reaching 100 per 100,000 live births.
- Lower the percentage of women aged 20-24 years who were **married before age 18**, from over half to less than a third.
- Increase the proportion of the population **covered by social protection** by approx. 20% from 2016 levels.
- Increase the participation in and completion of primary **school**, while increasing achievement of minimum standards for reading and mathematics in secondary schools for girls and boys.
- Lower both moderate and severe **food insecurity** in the population.
- Increase the percentage of **migrants and returnees**, including women and other vulnerable migrants, who have access to key services.

## STRATEGIC PRIORITY 3: SUSTAINABLE, HEALTHY AND RESILIENT ENVIRONMENT

**The outcome:** Thanks to accelerated action on climate change resilience and adaptation, natural resource and water management, renewable energy, a transition to environmental sustainability, and reduced vulnerabilities to natural hazards, by 2026 ecosystems will be healthier and all people will benefit from and contribute to a cleaner and more resilient environment, an enriched natural resource base, and low carbon development. They will be more prosperous and resilient to climate change, shocks and disasters.



**Why it matters:** A sustainable environment, a climate-resilient nation in a dynamic delta, and a vibrant blue economy are at the centre of Bangladesh's 2041 Vision. In the 8th Five Year Plan, the Delta Plan 2100 and several other strategies, the Government has committed to a sustainable development pathway that is both human- and environmentally friendly in adapting to climate change, use of natural resources, and management of urbanization. However, more support is needed for institutions to adopt and implement a whole-of-society, integrated and forward-thinking approaches across the many actors involved in these processes. Individuals and communities can be better harnessed as agents for change but need access to resources and an enabling environment to create local solutions and adopt positive behaviours. The post-COVID era presents an opportunity to reset the economy on a path towards green growth.



Photo : UNRCO Bangladesh

**Catalysts of change:** To address these challenges, all people must have fair access to the resources necessary to adopt sustainable consumption behaviours, ranging from infrastructure, to finance, to information, to technology. National and local institutional capacities for environmental planning, regulation, monitoring and enforcement must possess the tools and whole-of-society approaches to improve environmental and ecosystem health and manage dynamic risks, such as climate change, disasters, pandemics, and humanitarian crises in a coordinated way. Finally, stakeholders across civil society, the private sector and government must be empowered to input into and oversee environmental policies and legal frameworks, as well as financing and investment solutions to prioritize green investment.

**The UN's offer of support:**

**Sustainable resource use and resilience:** The UN will provide technical assistance and funding to enhance access among the most marginalised to basic services, resilient infrastructure, information, finance and technology to build local resilience to climate change, shocks and disasters. For rural communities, technical support will be provided for on-farm and off-farm approaches to increase resilience. The UN will make available its wide-ranging expertise for the co-development with the Government and the private sector of climate mitigation strategies and action plans that support the country's efforts to reduce national emissions, including from the transport sector, and adapt to the impacts of climate change by transitioning to clean and renewable energy. The UN will also promote behaviour change towards conservation, preservation and promotion of natural resources and biodiversity.





**Disaster risk management:** Developing institutional capacity to better manage dynamic risks, the UN will support the Government and non-state actors to coordinate and implement innovative, whole-of-society and gender-responsive initiatives for disaster risk reduction, climate change adaptation, and ecosystem health management. These initiatives will include financial and programmatic frameworks and forecast-based readiness actions to prepare for and respond to shocks and minimize disruptions of services. Given the transboundary nature of many disaster risks, the UN will facilitate regional intergovernmental cooperation on disaster risk management and response.

**Policy implementation, enforcement, compliance, and coherence:** The UN will provide technical assistance to the Government to ensure multi-sectoral integration and coordination across existing and new strategies in this sector. These efforts will include more explicit consideration of the social protection needs of displaced and migrant communities affected by climate change and disasters, as well as initiatives to improve the effectiveness of resettlement and relocation schemes. The UN will support the Government engagement in international fora and governance mechanisms and will assist in increasing access to environmental and climate finance opportunities, including through the co-development of strategies and projects with UN support.

**Figure: Top-level results by 2026 that the UN will contribute to**

- Radically lower the number of deaths, missing persons and directly affected persons attributed to **disasters**.
- Increase the share of **renewable energy** in final energy consumption
- Increase **tree-covered land** as a percentage of total land area

## STRATEGIC PRIORITY 4: TRANSFORMATIVE, PARTICIPATORY AND INCLUSIVE GOVERNANCE

**The outcome:** By 2026, more people, especially the most vulnerable, will benefit from more equitable, non-discriminatory, gender-responsive, participatory, accountable governance and justice, in a peaceful and tolerant society that is governed by the rule of law and in which and people enjoy all human rights.



**Why it matters:** Despite strong legal mandates and some progress, many people across Bangladesh are not empowered to meaningfully participate in the country's governance or to effectively claim their rights to justice and public services. The 8th Five Year Plan features a broad-based, inclusive governance strategy to empower every citizen to participate in and benefit from the development process. Yet, Government institutions at the national and sub-national levels face increasing demands for more effective, efficient, and equitable government machinery. Administrators are struggling to overcome limited institutional capacities, overly centralized structures, bureaucratic entanglement, and poor coordination, as well as administrative discrimination across different sectors of society. Bangladesh's longstanding traditional and constitutional secularism continues to be challenged by disinformation, divisive narratives, and the spread of extremist ideologies. These challenges are further deepened by shrinking space for civil society and freedom of expression curbed by the limited participatory opportunities for people to engage, promote and claim their rights.



**Catalysts for change:** Three preconditions must be met for this outcome to be realized. First, people, especially the most vulnerable in districts of Bangladesh which are lagging behind, must be empowered to participate in and claim their rights within the governance and justice systems. Second, public institutions, local governments and other quasi-formal institutions, and normative and policy frameworks must be more gender-responsive, accountable, and governed by the rule of law. Finally, civil society organizations, oversight bodies and the private sector must be able to participate meaningfully in decision-making, fight against discrimination, and prevent violent extremism, incitement to violence, and misinformation.

### The UN's offer of support:

**Awareness and dialogue:** The UN will help to empower rights holders through training, disseminating information, and conducting people-centred advocacy on the full range of human rights and the promotion of gender equality. This will promote awareness of rights and avenues for people to engage with authorities to voice grievances, seek redress, access services, and identify and combat discrimination and harmful social norms. The UN will use its unique convening and facilitating capacity at the national and subnational levels to foster platforms for strategic dialogue between state-level and civil society actors and to broaden the civic and political space for women, youth, and marginalized communities.

**Human rights and justice institutions:** The UN will provide technical assistance to the National Human Rights Commission in the implementation of its mandate, including support to the NHRC and line ministries on treaty body and Universal Periodic Review (UPR) reporting and the uptake of UPR recommendations. It will provide advice and technology to the Supreme Court to support legal aid, and help justice mechanisms to enhance outreach, coordination, and caseload management to make legal, alternative dispute resolution and redressal mechanisms more efficient and accessible to the public. This will render them less susceptible to bribery and corruption and thus more worthy of public trust and support. The UN will also work with a range of national commissions and institutions to strengthen mechanisms for the meaningful integration of people's voices in development planning, financing, and policy advocacy.



Photo : UNDP Bangladesh



Photo : UNICEF Bangladesh

**Strengthening the machinery of government:** The UN will support the generation of gender-responsive and multidimensional data to inform better legislation, regulatory reforms, and other instruments of governance. Technical assistance will help to enhance national data management and information systems, including statistical capacity for SDG monitoring. The UN will promote initiatives that actively engage people's participation - including through representative organizations - in dialogue on laws, policies, and legal reforms.



Photo : UNDP Bangladesh

**Transparency and accountability:** The UN will provide technical assistance to enhance transparency and accountability for effective, non-discriminatory public service delivery, including on drug and crime related threats, criminal justice and detention, the prevention of violent extremism, and counter-terrorism. It will support strengthened anti-corruption measures including through Anti-Corruption Commission (ACC). Local government capacity strengthening will enhance the public finance management, participatory planning capacities.

**Access to justice:** The UN will advocate for the enactment of key laws to improve the administration of justice process, including at the community level. The UN will support improved outreach and coverage of legal aid services with a focus on digital mediation platforms at national and district legal aid offices, including access to a more transparent justice system will be convened and facilitated through cooperation.

**Civic space and social cohesion:** The UN will help the Government develop policies and practices in line with international standards to ensure freedom of expression and prevent growing intolerance and online harm. This will include the implementation of the National Action Plan on Women Peace and Security and technical assistance and training to civil society to promote digital literacy and digital citizenship. The UN will also create

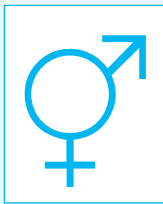
platforms for dialogue between the state, civil society, and the private sector on all areas of human rights including international labour standards. This facilitating role will also be used to broaden civic and political space for women, youth, and minority leaders and to enhance outreach, coordination, and knowledge sharing that can enrich and inform policy formulation

**Figure: Top-level results by 2026 that the UN will contribute to**

- Increase the proportion of population satisfied with their last experience of public services from approx. 40% to 60%
- Raise the number of queries attended to by government institutions under the Right to Information Act by over 50%

## STRATEGIC PRIORITY 5: GENDER EQUALITY AND REDUCING GENDER-BASED VIOLENCE: EMPOWERING WOMEN AND GIRLS

**The outcome:** Through addressing structural and intersectoral gender inequalities and gender-based violence (GBV), by 2026, more women, girls and sexual minorities will benefit from an environment in which they are empowered to exercise their rights, agency, and decision-making power over all aspects of their lives towards a life are free from all forms of discrimination, violence and harmful norms and practices,



**Why it matters:** Bangladesh has made significant progress toward gender equality and advancing the status of women and girls. However, the country's strong laws and policies in this area suffer from weak implementation and women, girls, and sexual minorities continue to face discrimination and are prevented from enjoying their human rights and fully participating in public and private life. Sexual harassment and abuse, high levels of GBV and harmful practices such as child marriage continue and have worsened in the COVID-19 pandemic. The 8th Five Year Plan seeks to address many of these gaps by enhancing women's access to resources and opportunities while also addressing structural and institutional barriers and persistent social norms. A safe, gender-equal Bangladesh will expedite the realization of the SDGs.



Photo : UN Women Bangladesh

**Catalysts of change:** Transformative and sustainable change in this area requires a variety of conditions be fulfilled. All national legal and policy instruments must be informed by a feminist, gender transformative and intersectional approach that prioritizes the rights of women and girls and sexual minorities in compliance with international norms and standards. These instruments must be implemented, enforced, monitored, and reported on to hold duty bearers at all levels accountable and to support representation, participation and oversight by rights holders. All sections of society, including boys and men as agents of change, must be engaged to transform harmful and discriminatory gender norms, roles and practices that perpetuate and reinforce GBV and gender inequality.

**The UN's offer of support:**

**The UN will focus on two interrelated strategic approaches:**

- 1) strengthening the capacity and accountability of institutions across the public and private sectors; and
- 2) supporting civil society and the women's movement to effectively represent women and girls in a wider political space.



**Building institutional capacities:** The UN will support the review and strengthening of institutional mechanisms, capacities and coordination structures across the government and public institutions to effectively implement existing gender-responsive frameworks. Where necessary, it will also support the development of new ones in line with international and national commitments.

**Data, monitoring and accountability:** As part of efforts to strengthen political accountability and build ownership of the comprehensive, multi-sectoral and transformative approach needed to accelerate gender equality and prevent GBV, the UN will work to strengthen Parliamentary and Government capacities to generate quality, comparable disaggregated gender statistics to address data gaps, support evidence-based policy making, enhance gender-responsive finance management and budgeting, and meet reporting commitments under the SDGs and other national and international commitments and plans.

**GBV prevention and response:** Working with a wide range of stakeholders, including boys, men, faith leaders and the media, the UN will invest more in evidence-based prevention programming, building on globally evaluated models. The UN will also support the adoption and roll out of life skills curricula across all modes of education and will work to build capacity and accountability among essential service providers, including in health, police, justice, and social welfare, through a multisectoral coordination mechanism, exploring innovative financing mechanisms to scale up and expand the reach of GBV services which remain limited for women and girls.

**Civil society capacity:** The UN will focus on building networks among and enhancing the ability of civil society actors and the women's movement to participate in policy change for the promotion of gender equality and elimination of GBV and ensure accountability of duty bearers. The UN will act as a bridge between CSO and the Government to strengthen women's leadership and participation. This will include supporting the development of a mechanism through which gender equality and women's rights CSOs will have a key role in informing public policy processes across sectors. The UN will help build the capacity of women, girls, other rights holders, and women's organizations to participate in national and local consultative and decision-making processes.



Photo : UNRCO Bangladesh

#### Figure: Top-level results by 2026 that the UN will contribute to

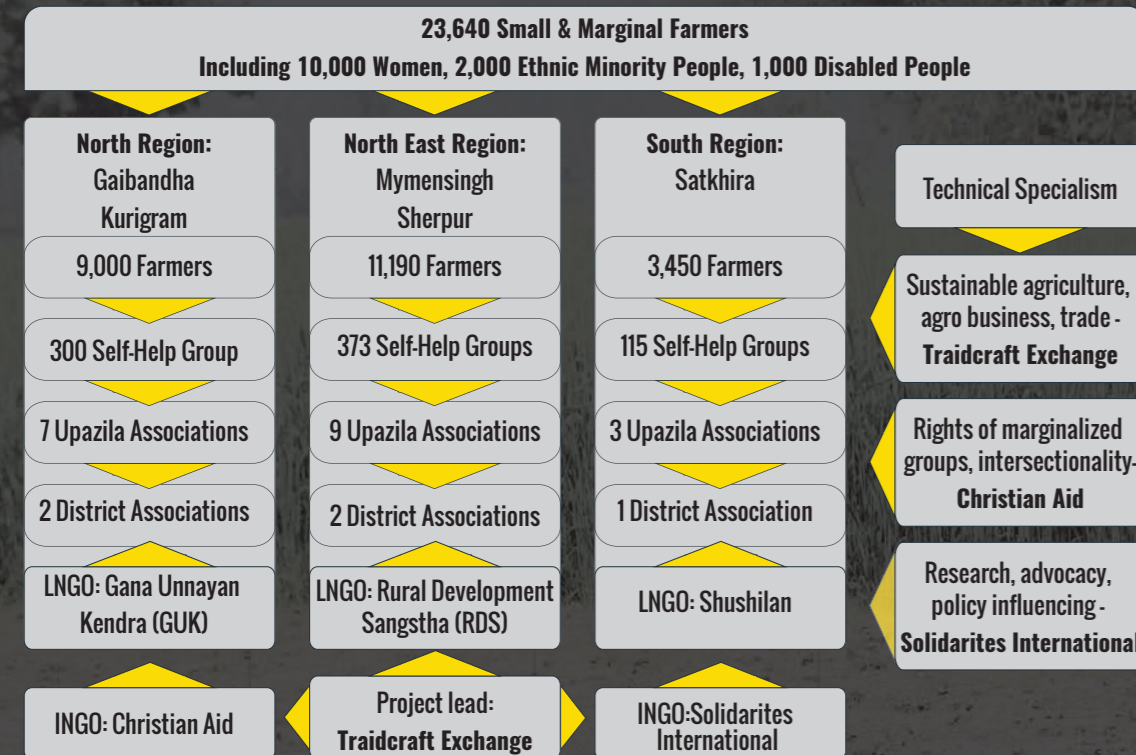
- Increase the degree to which legal frameworks are in place to promote, enforce and monitor **equality and non-discrimination based on sex** in overarching legal frameworks and public life; for violence against women; in the delivery of employment and economic benefits; and in marriage and family measures.
- More than halve the proportion of ever-partnered women and girls aged 15 years and older subjected to **physical, sexual or psychological violence** by a current or former intimate partner in the previous 12 months.
- Halve the proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months.
- Raise the **gender budget** as percentage of total budget by more than four percentage points.

## Outcomes:

- ◆ Smallholder-led CSOs are effective, well-run, financially sustainable and able to contribute to LA policy development and implementation.
- ◆ LAs and local government bodies develop an inclusive enabling environment through sustained collaboration with smallholder-led CSOs.
- ◆ Smallholder-led CSOs work in partnership with LAs to ensure socio-economic policies and practices respond to needs of marginalised groups (women, ethnic minorities & disabled people)
- ◆ Smallholder-led CSOs work in partnership with LAs to ensure entitlements related to sustainable agricultural practice reach the target populations

## Work Process:

Traidcraft will lead on overall project management, with each LNGO partner (RDS, GUK, Shushilan) undertaking project implementation in their specific geographic region. Specialist technical expertise will be provided by each INGO partner in accordance with skill-sets and experience. The following diagram depicts this division of responsibilities.



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## Empowering Smallholders to Strengthen Local Democratic Governance

**KHAMATAYAN**



# “Empowering smallholders to strengthen local democratic governance (KHAMATAYAN)” Project

is a consortium activity of Traidcraft Exchange, Christian Aid and Solidarités International executing through three local accomplices RDS, GUK and Shushilan. The venture is in progress in 19 Upazila under Mymensingh, Sherpur, Gaibandha, Kurigram and Satkhira district. The European Union is giving budgetary help by meaning to guarantee comprehensive monetary advancement in rural Bangladesh by invigorating the powerful commitment of smallholder farmers -led CSOs (civil society organizations) in local democratic governance.

The proposed venture means to fortify the administration, responsibility and maintainability of smallholder-led grassroots CSOs and encourage their productive commitment with LAs in local democratic governance, inclusive policy development and implementation. It will enable smallholder-led CSOs (District and Upazila associations, Self-Help Groups (SHGs) to proactively draw in with LAs to guarantee strategies and practices reinforce the monetary and social privileges of marginalized farming communities. It will work intimately with LAs to build up their ability to participate in comprehensive associations with neighborhood CSOs and to perceive the helpful job common society plays in local democratic governance. Smallholder ranchers will be enabled to all things considered voice, request and arrange their monetary and social rights by effectively captivating with LAs – profiting from social and augmentation administrations, proper assets, and expanded access to social wellbeing net projects by marginalized groups (ladies, ethnic minorities, debilitated individuals). Along these lines, the project will guarantee farmers inclusion in the advancement procedure, tending to issues of agricultural governance and adding to decreased inequality and foul play. It will empower smallholder-led CSOs and LAs to satisfy their potential as key partners during the time spent comprehensive financial and social advancement.

In short “Khamatayan” is a project focused to create correlation, accountability, dependency and transparency between smallholder-led CSOs and LAs to create inventive and comprehensive partnership that reinforce the monetary and social privileges of little and peripheral farmers, with a particular spotlight on females, disabled individuals and ethnic minorities.



## Mission:



To catalyse Local Authorities (LAs) and smallholder-led CSOs to develop innovative and inclusive partnerships that strengthen the economic and social rights of small and marginal farmers, with a specific focus on women, disabled people and ethnic minorities.



## Vision:

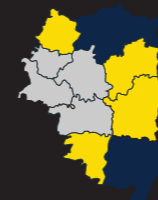
To ensure inclusive economic development in rural Bangladesh by stimulating the effective engagement of smallholder farmer-led CSOs in local democratic governance.

## Basic Information

### Project title

Empowering smallholders to strengthen local democratic governance (KHAMATAYAN)

### Project location



19 Upazilas (Sub-districts) of 5 Target districts in the 3 regions

- Mymensingh & Sherpur districts in the north-east region
- Gaibandha & Kurigram districts in the north region
- Satkhira district in the south region

### Project duration



• 42 months from 01 January 2018

### Beneficiaries & Groups



Beneficiaries - 23,640 small & marginal farmers (RDS 11190, GUK 9000, Shushilan 3450) (50% women, 10% ethnic minorities & 5% disabled people). The project envisages to directly benefit 118,200 disadvantaged people.

Self Help Groups - 788 SHGs (RDS 373, GUK 300, Shushilan 115)

Upazila Agro Producers' Association (UAPA) - 19

District Agro Producers' Association (DAPA) - 5

### Project Cost



Euro 1,653,149 of EU funding is Euro 1,487,834.

### Co-Funder:



European Union

## Stakeholders:

- ◆ Smallholder-led CSOs (Farmers' groups, Farmers' associations, CBOs)
- ◆ Local Authorities (Union Parishad, Upazila Parishad & Upazila Govt. Offices)
- ◆ Public Service Providers (DAE, DLS, DOF, DYD, DSS, DWA etc.)
- ◆ Private Service Providers (Agro input sellers, market actors etc.)
- ◆ Different Govt. Offices (SRDI, BARI, BRRI, BINA, WDB, BADC etc.)
- ◆ Partner NGOs



## Partners

**Traidcraft Exchange** is a British Charity, working in Bangladesh since 2005. Traidcraft Exchange exists to do two things: To support people to harness the benefits of trade. To fight against injustice in global trade.

It's a simple mission, but it is changing lives all over the world.

**Christian Aid** is an international humanitarian organization which started working in Bangladesh in 1972. It uses integrated approaches to disaster risk management, climate change, resilient livelihoods, emergency preparedness and response, inclusive market development, gender and social equity and human rights.

**Solidarités International (SI)** is a non-profit organization. Its aim is to provide quick and effective support for people in life-threatening situations by meeting their vital needs: water, sanitation, food security and shelter. SI started its mission in Bangladesh at the end of 2007.

**Rural Development Sangstha (RDS)** is an NGO established in 1998 based in Sherpur, Bangladesh. It is being carried out since its inception its activities within the area of developing vulnerable group, specially landless and small farmers' family.

**Gana Unnayan Kendra (GUK)** started its journey in 1985 as a community led NGO with the efforts of a group of dedicated social activists through organizing the disadvantaged poor people living in the river islands of Gaibandha district in Bangladesh.

**Shushilan**, a Bengali name signifying endeavours for a better future, is a national NGO set up in 1991. Shushilan is a local agro-ecology, wetland resource management and right based NGO working for ensuring livelihood security of the resource poor community.

তুণমূল পর্যায়ে উদ্যোক্তা গড়তে  
স্থানীয় প্রশাসন সহায় হবে  
নিশ্চয়তা গড়ে দিতে  
ক্ষমতায়ন সাথে রবে।



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থাকবেনা আর কেউ পিছিয়ে

কমবে এবার দুর্ভোগ

হাত বাড়াবে 'ক্ষমতায়ন'

প্রশাসন দেবে গুরুত্ব



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লিঙ্গ, দারিদ্র ও সামাজিক বৈষম্য আর নয়  
**ক্ষমতায়নের**  
বলে এবার করব জয়!

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প্রশাসন ও প্রান্তিক কৃষক  
কাজ করবে মিলে মিশে  
**ক্ষমতায়ন** আনবে এবার  
উন্ময়নের জোয়ার দেশে!

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ভূমিহীন, নারী ও নৃগোষ্ঠী উন্নয়নের হবে সাথী  
প্রশাসনের একাত্মতায়

ক্ষমতায়ন”

আনবে গতি।



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# সবার সমান অধিকার

## ক্ষমতায়নের

## অধিকার।



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কৃষকরাই অর্থনীতির মেরুদণ্ড  
ক্ষমতায়ন তাকে মজবুদ ভিত্তি দিবে।

নৃগোষ্ঠী, নারী ও ভূমিহীন  
সবার সমান অধিকার  
প্রশাসন ও থাকবে পাশে  
ক্ষমতায়নের অঙ্গিকার।



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01

## ক্ষমতায়ন

উদ্যোক্তা হওয়ার পথের বাধা দূর করে

তৃণমূল কৃষককে দিবে

এগিয়ে যাবার সমান সুযোগ!

02

জবাবদিহিতা ও স্বচ্ছতার সাথে

এবার হবে উন্নয়ন

করবে নিশ্চিত কৃষকের হাসি

এবার **ক্ষমতায়ন**।

03

মিলবে কৃষক ও প্রশাসন  
তৃণমূলে হবে **ক্ষমতায়ন**  
একতায় আর নির্ভরতায়  
আসবে আর্থিক উন্নয়ন

04

কৃষক ও প্রশাসনের মাঝে  
স্বচ্ছতা, নির্ভরতা ও জবাবদিহিতা

**ক্ষমতায়নের**

মাঝেই আছে  
উজ্জ্বল আগামীর নিশ্চয়তা।

05

নীতি নির্ধারণে পারবে দিতে  
কৃষক তার অভিমত

**ক্ষমতায়ন** দেখিয়ে দিবে  
উন্নয়নের নতুন পথ!

06

**ক্ষমতায়ন**

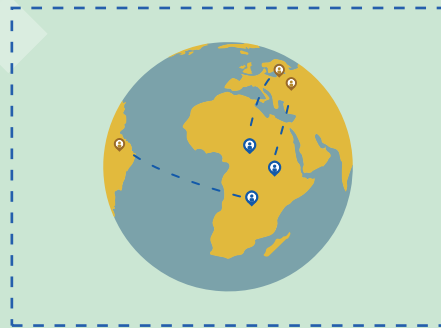
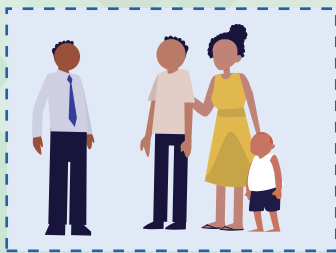
তুণ্যুলে আনবে  
উন্নয়নের সম্ভাবনা  
সামাজিক, অর্থনৈতিক  
ও লিঙ্গ ভেদে  
বৈষম্য আর রবেনা।

# Stewardship of Interventions

Success at each stage of planning, funding and implementing interventions begins with stewarding relationships.



Compassion's ministry depends on good relationships across the globe. Frontline Church Partners build relationships with children and families in their communities, and Global Partners build relationships with donors.



## Funding Delays

Even with strong donor relationships, funding delays can occur.

Global Partners may have to find multiple donors for large funding requests

Global Partners have to schedule time with busy donors

Global Partners wait to present new funding requests until they can share updates about other interventions

Donors review intervention details, ask questions and pray

Questions about intervention details

Foundations review funding requests once or twice a year



## What can National Offices do?

### SET EXPECTATIONS

- ★ Help Frontline Church Partners understand the need to plan ahead for funding
- ★ Interventions with a higher funding request require more time to find funding

Plan implementation to begin at least 90 days after an intervention is approved (except for urgent medical needs and disaster relief)

Ensure interventions clearly explain the problem, the context and the objectives to minimize donor questions



## We are one Compassion

Frontline Church Partners – Compassion Staff – Global Partners – Sponsors & Donors  
We are a global ministry with unique talents, individual roles and a range of resources.  
Stewarding relationships is how we will accomplish our mission together.

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*If you have questions or want to learn more about how Global Partners market interventions, please send an email to: [CIVTeamGMC@us.ci.org](mailto:CIVTeamGMC@us.ci.org).*



## বয়ঃসন্ধিকালীন ব্যক্তিগত পরিচ্ছন্নতা ও যত্নঃ

কৈশোরে ব্যক্তিগত পরিষ্কার-পরিচ্ছন্নতা সঠিকভাবে মেনে চললে ভবিষ্যতে অনেক অনাকাঙ্ক্ষিত রোগ ও সমস্যা এড়ানো যায়। ব্যক্তিগত পরিচ্ছন্নতা ও স্বাস্থ্যকর অভ্যাসের কিছু উদাহরণ নিম্নে উল্লেখিত হলঃ

- নিয়মিত গোসল করা
- পরিষ্কার জামা কাপড় পরা
- দাঁত মাজা ও মুখ পরিষ্কার করা। (সকালে এবং রাতে ঘুমাতে যাওয়ার আগে)
- নিয়মিত নখ কাটা ও পরিষ্কার রাখা
- চুল-চখ-নাক-কানের যত্ন নেয়া
- হাত ধোয়া (খাওয়ার ও খাওয়ানোর আগে, রান্নার আগে ও পায়খানার পরে)
- প্রজনন অঙ্গের পরিচ্ছন্নতা বজায় রাখা
- নিয়মিত খেলাধুলা ও ব্যায়াম
- পরিমিত বিশ্রাম ও ঘুম এবং বিনোদন



## কিশোরদের পরিচ্ছন্নতা বিধিঃ

- প্রতিদিন পানি দিয়ে যৌনাঙ্গ পরিষ্কার করতে হবে। গোসলের সময় লিঙ্গের অগ্রভাগে বর্ধিত চামড়া (ফোরস্কিন) যদি থাকে, গুটিয়ে পরিষ্কার-পরিচ্ছন্ন করতে হবে।
- সবসময় সামনে থেকে পেছন পর্যন্ত পরিষ্কার করতে হবে
- দিনে অন্তত একবার আন্ডারওয়্যার পরিবর্তন করতে হবে
- কটনের (সুতি) আন্ডারওয়্যার পরিধান করতে হবে
- সাবান দিয়ে আন্ডারওয়্যার পরিষ্কার করতে হবে এবং তা রোদে শুকিয়ে নিতে হবে
- অপরিষ্কার হাতে কখনোই নিজের যৌনাঙ্গ ধরা যাবে না।



## কিশোরীদের মাসিক/ ঋতুকালীন পরিচ্ছন্নতা বিধিঃ

- মাসিকের সময় পরিষ্কার পরিচ্ছন্ন থাকতে হবে
- নিয়মিত গোসল করতে হবে
- মাসিকের রক্ত যেন কাপড়ে বা যেখানে-সেখানে লেগে না যায় তার জন্য স্যানিটারী প্যাড অথবা পরিষ্কার কাপড় ব্যবহার করতে হবে
- দৈনিক কমপক্ষে ৩/৪ বার স্যানিটারী প্যাড অথবা কাপড় বদলাতে হবে।
- ব্যবহৃত প্যাড নির্দিষ্ট স্থানে ফেলতে হবে। ব্যবহৃত কাপড় সাবান-পানি দিয়ে ধুয়ে পরিষ্কার করে রোদে শুকিয়ে পরিষ্কার স্থানে রাখতে হবে।
- মাসিকের সময় পুষ্টির ও প্রচুর পরিমানে তরল খাবার খেতে হবে
- প্রয়োজনীয় বিশ্রাম নিতে হবে এবং স্বাভাবিক কাজকর্ম ও চলাফেরা করতে হবে
- মাসিক বন্ধ থাকলে বা একমাসে ২/৩ বার মাসিক হলে, প্রচুর রক্তক্ষরণ বা প্রচণ্ড ব্যথা হলে স্বাস্থ্যকর্মী বা চিকিৎসকের পরামর্শ নিতে হবে।



# কৈশোরকালীন স্বাস্থ্য

  
Compassion®

From the desk of Health, Survival and Early childhood.

কম্প্যাশন ইন্টারন্যাশনাল বাংলাদেশ

