



Progressive



Annual Report

2021



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Programme share with Multi Stakeholder, Progressive stall (OLHF)

BRIEF DESCRIPTION OF THE ORGANIZATION

PROGRESSIVE is a non-profit and non-political local non-Government organization established in 1997 with a group of enthusiastic, energetic indigenous youth in Rangamati aiming in instigating voluntary service and social welfare-related activities for the disadvantaged and unreached section of society irrespective of race and religion to improve the socio-economic status of the disadvantaged community of Chittagong Hill Tracts through undertaking need-based development programs. Since its birth, PROGRESSIVE has been implementing non-formal education, capacity building, health, agriculture, human rights, indigenous community skill development program, natural resource conservation, climate change issue, etc. During the primary stages, PROGRESSIVE started with Health Program at Rangamati Sadar Upazila and expanded its activities in the whole Chittagong Hill Tracts through different development interventions like an-Formal Primary Education (NFPE), Nursery Program, Cage Aquaculture Program, Health Program, Water & Sanitation, Solar lamp Project, Village Sanitation Center, Handloom, Progressive-GH-Speed Project, HYSAWA, Weaving & Sewing Training, Sewing, and handloom Training through ensuring participation from the poor community to ensure sustainability the organization as well as empower women and alleviating poverty of the exploited, landless people through social mobilization against injustice.

Together, it has been promoting a better lifestyle for the underprivileged people through the implementation of health, women's leadership development program, Human rights and good governance, livelihood, empowerment of youth, social business, transferring of technology and information, and emergency response program.

The organization registered to the Social Welfare Directorate Peoples' Republic of Bangladesh (Ranga-123/1999) in 1999, Women and Children Affairs (Reg-2015) 2015 as well NGO AFFAIRS BUREAU, Prime Minister Office (Reg No.- 3195) in 2019.

LEGAL IDENTITY:

Sl. #	Registration Body	Registration no.	Date
01	Social Welfare Directorate People's Republic of Bangladesh	Ranga-123/1999	19.10 1999
02	Women and Children Affairs	Reg-2015	2015
03	NGO AFFAIRS BUREAU, Prime Minister's Office	Registration no-3195	6 March,2019

Networking/Alliances:

Sl.No	Name of the Networks/Alliances/Platforms	Level of Involvement	Duration
1	CHT women organization Net-work foundation	Secretary	2009- till date
2	EPC -UNWOMEN network (empower women peaceful communities)	Member	2016- till date
3	WPS Network	Member	2012 –till date
4	Red Crescent Society Bangladesh	Lifelong membership	2006 –till date
5	Bangladesh Nari Progati Sangha	Partner	2006- till date
6	Campaign for popular education	Member	2018- till date
7	Monogar support group (houses in the top of hill)	Member	2017-till date
8	Action aid Bangladesh	Member	2019 – till date

Organizational Vision, Mission, Motto, Goal and Core values

Vision:

To build a safe society for women and children where all people, irrespective of religion, caste or gender, can enjoy a dignified life with equal rights and equal opportunities.

Mission:

Building a secure society by involving all marginalized communities, especially women and children, in the development process, supporting them to achieve basic rights by developing their education and skills, and creating opportunities for women's participation and leadership in socio economic development.

Motto:

Stop to deny equal rights because of the gender, race or religion.

Educate and empower women to bring developmental revolution.

Goal:

To improve the natural environment, take initiative in establishing justice in the society for the protection of human rights, to bring welfare to the disadvantaged marginalized people especially women and children by reducing poverty in the society through development activities.

Our Values:

- **Accountability**
We are responsible for using all resources efficiently, committed for measurable result and accountable to our partners, supporters, beneficiaries and most of all.
- **Intention**
We are intended to set high goals and are committed to improving the quality of everything we do for.

Unity

We respect and value each other, thrive on our diversity together to leverage our skill and knowledge in making a difference for people and earth.

Innovation

We are welcoming to new ideas, positive to changes and willing to take disciplined risks for sustainable solutions and development

Ethics

We live with personal honesty and behavior and never compromise with our reputation

Objective:

1. The primary focus is poverty alleviation and contribution to the achievement of the Sustainable Development Goals (SDGs).
2. To promote human rights, social justice, economic and social advancement through reduction of poverty
3. To empower and create opportunity involvement of female sector in income generating activities to improve their life status.
4. To empower and strengthen Indigenous community people of Chittagong Hill Tracts, in order to identify their development priorities, arrange joint actions, mobilize resources and services, defend their interest and rights and participating local decision-making process (including local governance)
5. To conserve and protect cultural heritage promoting natural resources for cultural enrichment and functional ecological services.

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List of Acronyms

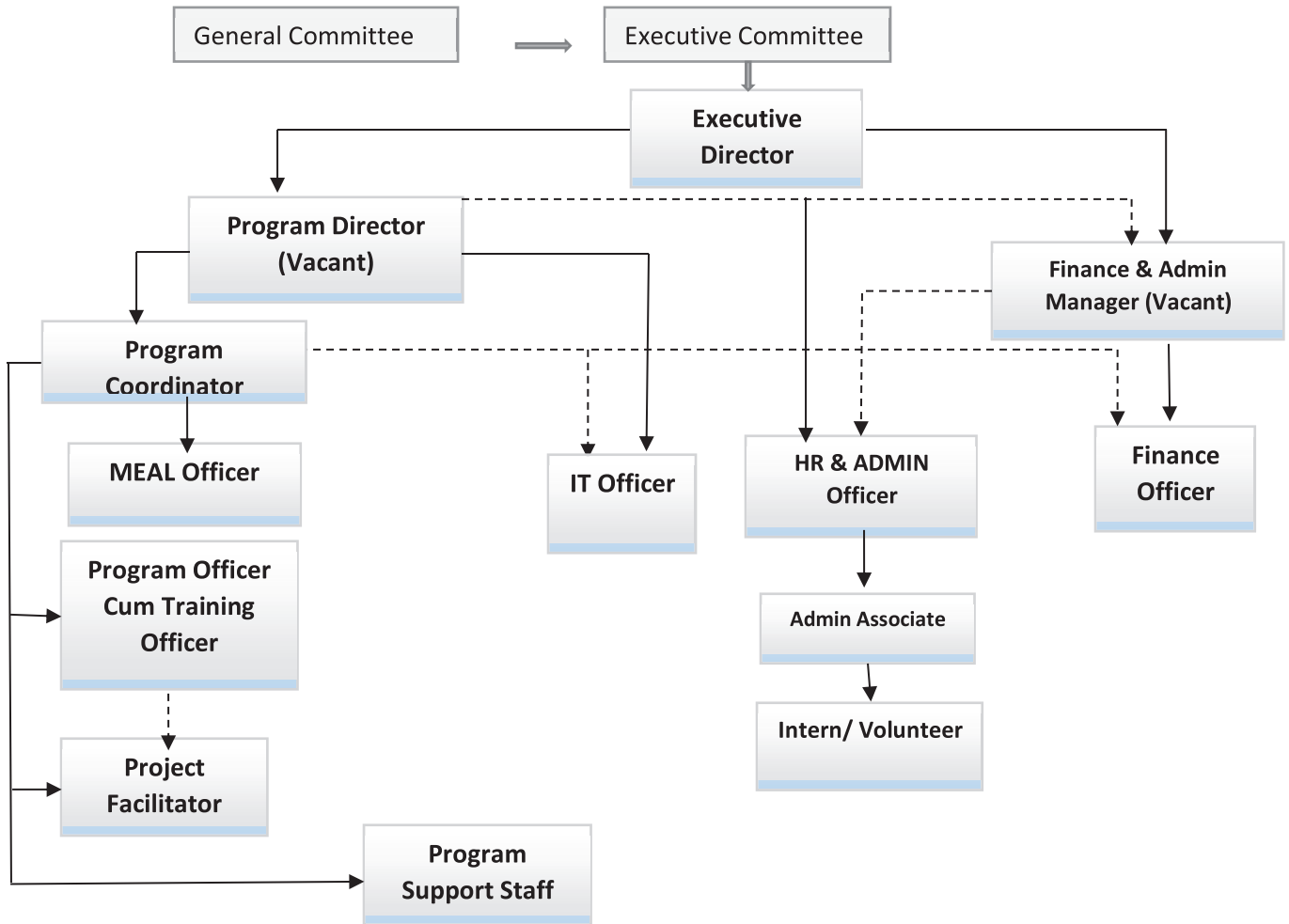
CHT	: Chittagong Hill Tracts
SRHR	: Sexual Reproductive Health Rights
GBV	: Gender Based Violence
MHM	: Menstrual Hygiene Management
ANC	: Anti Natal Care
PNC	: Post Natal Care
NGO	: Non-Government Organization
IGA	: Income Generating Activities
NFPE	: Non-Formal Primary Education
WASH	: Water Sanitation Hygiene

Acknowledgement

This annual report focused on the annual progress, challenges and learnings we gathered in the year of 2021. It's the result of team effort of progressive and the supports of stakeholders, beneficiaries, working partners and supporters.

We the Progressive Annual Report development team would like to express our gratitude to a number of people and organizations that have made this Report possible. Credible inputs, thoughts from all project Heads and Senior Management team, other valuable experiences of colleagues in project areas were crucial for the publication. Special appreciation goes to Ms. Sucharita Chakma, General Secretary, EC Committee and Executive Director and also to Ms. Naiching Rakhaing the Chairperson of EC for their continuous support on documenting the projects. A deep gratitude goes to our Funding Partners, local Beneficiaries and Stakeholders for their participations, contributions and guidance during the course of running various projects.

Organogram



Executive Directors Forwards

It's hard work that makes things happen

COVID-19 has emphasized just how interconnected, interdependent, and complex our world is – and how vulnerable we and our global system are. But, at the same time, the pandemic has revealed much that is good about humanity; our adaptability, resilience, perseverance, and readiness to support each other.

I am overwhelmed by the unquestionable strength and character of our team spirit. I am proud to say that I observed all of these traits at the PROGRESSIVE as Executive Director during the pandemic condition. When I review our achievements, as laid out in this annual report, I consider myself fortunate – fortunate to be part of a robust organization that is built on a solid foundation, staffed with such dedicated colleagues, connected to skilled networks, and committed to a critical mission.

Sincere gratitude towards our honorable donors and partner who have been taking part even though in this pandemic situation in empowering women and marginalized people over the CHT through our organizational mandate. Deepest wishing for those actors who are financing and providing technical assistance for our community development.

So much has changed in a short period the world around us, our neighborhoods, gathering spaces, and the places we work and call home. Life in COVID-19 has sparked fear, frustration, and anxiety all around. It is easy for distractions, criticism, and stress to creep in. There will be an appropriate time to debrief, to look carefully at all aspects of this pandemic, and to learn and rethink our approaches. But now, more than ever, we must focus all of our energy on defeating this pandemic and the challenges associated with it. Nothing is more important than ensuring the proper implementation of our ongoing project to improve the lifestyle of our target community and their socio-economic condition to uphold our organizational VISION, MISSION.



Ms. Sucharita Chakma
Executive Director
Progressive

Profile of Executive Member

Naiching Rakhine, President:



Naiching Rakhine is the President of PROGRESSIVE has over a decade of experience in advocacy and networking Governance issues, gender and equity, human rights, woman rights, child rights, child protection policy, module development and facilitating in different agenda at community level. She has completed Master of Social Science from the University and permanent resident of Rangamati District. She has been closely involved with PROGRESIVE since 2018.

Ms. Ratna Chakma, Vice-President:



Ms. Ratna Chakma is the Vice-President of PROGRESSIVE Has held Project management, monitoring and supervision, training delivery, community mobilization & livelihood development, workshop design, questionnaire development, and IEC/BCC materials development, facilitation skills. She has completed Master of Arts from the University and permanent resident of Rangamati District. She has been closely involved with PROGRESIVE since 2018.

Ms. Sucharita Chakma, General Secretary:



Ms. Sucharita Chakma is the General Secretary Organizational management, project designing, monitoring and supervision, team management, strategic management, training and workshop development, project evaluation, project proposal writing, lobby, and networking. Special activity in gender and human rights. She has completed Graduation (Bachelor of Arts) from the University and permanent resident of Rangamati District. She has been closely involved with PROGRESIVE since the establishment of the organization in 1997.

Ms. Jamila Parvin Assistant General Secretary



Micro-finance operations small entrepreneur development program, budget preparation & management, rural development and poverty reduction, Project analysis on micro-enterprise loan & IGA, organization management development. She has completed Master of Arts (MA) from the University and permanent resident of Rangamati District. She has been closely involved with

PROGRESIVE since 2018.

Ms. Jhumalia Chakma, Finance Secretary:



Diploma (Health) with Bachelor in Physiotherapy has expertise in public awareness on HIV/AIDS, sexually transmitted diseases, and reproductive health education and counseling. She has completed Diploma in PGO Therapy from the Dhaka Medical College and permanent resident of Rangamati District.

She has been closely involved with PROGRESIVE since 2014.

Ms. Sugondhi Chakma, Executive Member:



Community mobilization and livelihood development, community empowerment, mobility mapping assessment, WASH – program implementation, and facilitation skill on human rights and good governance.

She has completed Graduation (Bachelor of Arts) from the University and permanent resident of Rangamati District. She has been closely involved with

PROGRESIVE since 2019.

Ms. Soma Dey, Executive Member:



Soma Dey with commerce background expertise in accounting, financial management with the accounting system. So far, with human resource managing in the corporate arena as well as development sector. She has completed Graduation (Bachelor of Arts) from the University and permanent resident of Rangamati District. She has been closely involved with

PROGRESIVE since 2014.

Structure & Management of Progressive

PROGRESSIVE has 3 councils- the General Council (GC), the Advisory Council (AC,) and the Executive Council (EC).

The General Council

The General Council is consisting of 21 members. The General Council holds the supreme management authority of the organization. All the members are taken from the respective community considering their backgrounds and attitude. The GC has supreme power in overall respect of the organization; it forms EC by direct casting vote and or selecting process and provides responsibilities of project implementation, collecting, funds, and appointing staff to the EC.

The Executive Council

The EC is elected by the general council members in an election and or selection process in its Annual General Meeting for 3 years term. The Executive Council is consisting of 7 members and is headed by a president. The Executive Council is responsible for the overall management aspect of the organization. The Executive Council prepares an annual report regarded as the overall performance of the organization and reports to the General Counsel. The Executive council meets at least 3 times a year. This council can meet on an emergency basis at any time in the year as and when needed. The problems and issues regarded as the ongoing program activities are discussed in this meeting and necessary recommendations are made to solve for the operation of the organization and project implementation.

The Advisory Council

The advisory council is formed consisting of 3 members; this **AC** provides necessary advice/counsel to the executive council in management, project implementation, fund-raising, etc.

Management

The Executive Director of **Progressive** is responsible for the Governing Body (GB). There is a Team of Management (Executive Committee), and they usually meet 3 times (quarterly) in a year to make strategic plans and decisions for **Progressive NGO**. Monthly meetings and quarterly meetings are organized where the Program heads, other senior staffs, and all unit management staffs attend the meeting. Program Management Team (PMT) includes Program Head and all senior staff. The program operation plan is made by them. They are directly involved in the mplementation of the programs. The Governing Body members are responsible for running the program activities and ensuring that the program activities are carried out according to plan. The Executive Director is responsible for the management of overall program activities and implementation in the field together with co-staffs.

Organizational Strategy

To get centralized and programmatic control Progressive Executive committee develops its strategy for different administrative levels to progress its staff to make decisions more efficiently to achieve organizational goals precisely. Creating confidence and reducing bias in decision-making while implementing one responsibility.

Project Implementation Strategy

To achieve the objectives of the goal of Organization **Progressive** follows a systematic strategy in the implementation process for its entire planned project. The commitment of the dedicated and skilled workforce is treated as the key factor for the success of any of its projects. Immediately after the recruitment of the project personnel, a project orientation session is organized where they are motivated to work on the development project with an attitude of welfare for the target beneficiaries. To improve their professional skill in the related field, the recruited staff are also provided training in the different development training institutes. Progressive maintains a strong chain of command in staff management for their respective position. As per the act of bylaws and Organogram a supervisory setup is defined and established. As such their respective supervisors supervises staff at different levels and the reporting chain is maintained accordingly. The Executive Committee of the Organization handles the management aspect of the project by guiding the staff.

The Decision-making process and good governance system

The Decision-making process and good governance system of Progressive start from the grassroots level stakeholders of the project beneficiaries and ends at the top-level management. At the same time, the top-level management maintains regular communication with the grassroots level beneficiaries to ensure the utmost level of participation of all the stakeholders involved with the projects. If and where necessary, an issue may be discussed with representatives of local authorities, partner representatives, or such representatives may be invited to Managing Committee meetings and Governing Board meetings for their participation in decision making.

Besides, Executive Director can form a committee with senior-level staff, which is stated as a “Program Management Team (PMT)” for any emergency management need and to ensure a smooth running of the program activities.

Finance & Accounts Section

The finance and Accounts division of **Progressive** works as a separate department and is following the Generally Accepted Accounting Principle (GAAP) in all its reporting. The financial and accounting manual, the internal control system, and the computerized financial management system are being reviewed continuously as and when necessary to cope with the demand for changes in financial reporting and policies. One senior account is in charge of managing the tasks related to this division.

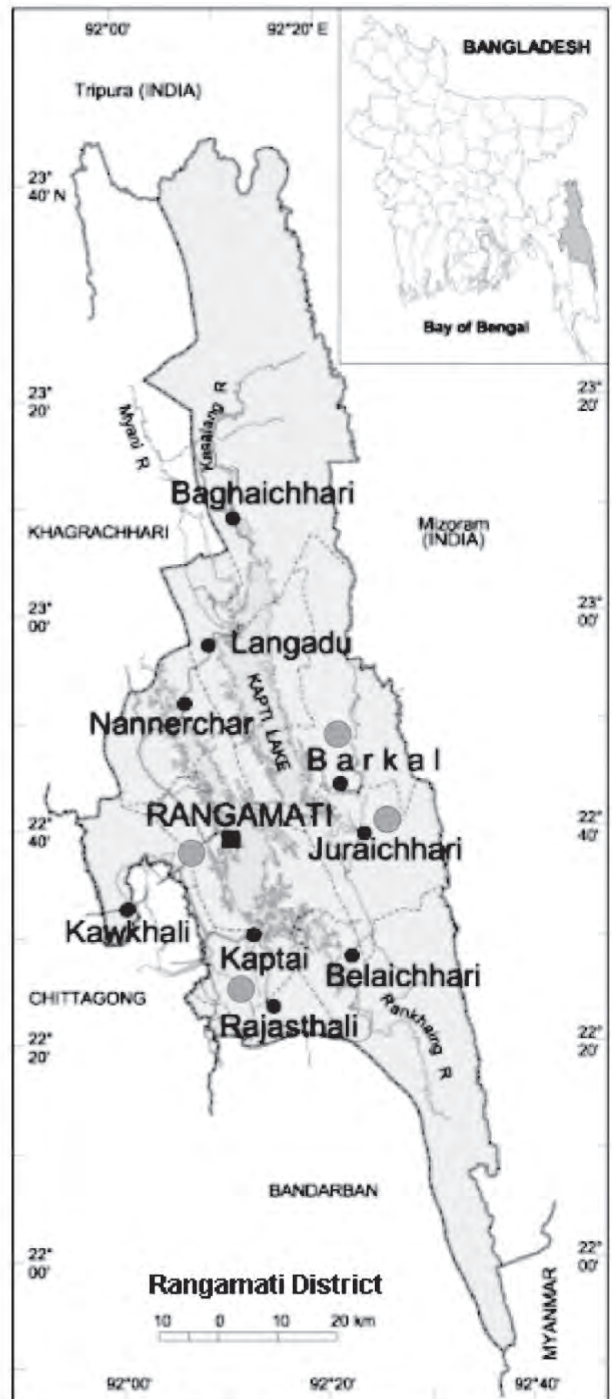
The accounts also coordinate the program and project-based accounts. It also monitors the transactions that are adequate with the **Progressive** Accounts Manuals. The procurement, store and stock management, logistic management, construction work, and safety and security measures are the main responsibility of this section. The accounts section not only deals with all financial policy issues but also participates in the reprogram-related work and contributes to the policy-making process of the organization.

Progressive prepares a monthly financial report (receipt and payment account) at the end of each month. At the end of the year, the annual financial report includes the financial balance sheet showing the total assets and liabilities of the organization. At the end of each year and on the completion of the project time frame all these reports are kept available for donor and government concerned authorities. In all processes, senior management has an active role in the case of transparent financial management and good governance. One of the most significant demands very much lies with Good Governance. Senior management does feel it with the highest urgency as it is our mandatory principle. Conforming to our vision and mission of the organization, we usually perceive measures for controlling financial management in terms of financial and behavioral aspects. We observe and confirm zero-tolerance in any case of fraud, misleading misappropriation, risks, corruption intentions, and behavior of any personnel, associates, or alliances: internal and external are involved in the process of such connections and influences. We follow the principle of Value for Money in all cases of procurement. In case of any corruption and unlawful intention are brought into being, it takes immediate initiative by a committee of –5 members to tackle and prevent it. Proper investigation takes place and report to the ED, finally placed on the Board Member /EC to take necessary decision.

As expected, an Internal audit takes place every 3 months, an external audit every year or as per the defined period of the project, organization audit takes place every year by the competent GOB authority or external audit firm.

Moreover, organizations always strictly observe the guidance rules and regulations of constituted policies: Financial, Procurement of goods and services, and HR. All these policies are well defined, updated, and duly approved by the Board Member/EC.

Working Location



Legend

Working Location ●

Learning (Statement)

Project: Our Lives, Our Health, Our Futures

- Despite of Covid-19 situation, though many targeted activities failed to implement intime but the allowance of flexible timeline helped as alternative ways to achieve the periodical and annual targets.
- To keep the operation systems more active of the Girls Club, recovery session is very much helpful as it's hard to ensure girls' attendance on the same day or time due to their family engagement and scattered location.
- Front-level involvement of the staffs during action plan development is very fruitful to achieve the target for field-level activity implementation planning.

Project: Promoting Rights Through Mobilization and Empowerment (PRiME)

- Networking among the traditional and social leaders contribute to establish women rights through increased sensitivity and necessary skills to prevent early marriage.
- Capacity building inputs contribute in developing leadership skill of traditional leaders on gender just social custom and transforming leadership to women.

Project: Women in Power

During trainings for the youth girls, they have been found to know many things but with the limited confidence. However, the participatory trainings made them to spoke freely with no hesitation for regardless sensitive issues that are related to their sexual and reproductive health rights issues.



Project: Gender Responsive Education and Skills Programme in Chittagong Hill Tracts (GRESP)

- Learning capabilities have been found to be enhanced while introducing co-curriculum activities after hours of school especially to female students, adolescents and youth groups through different focused intervention around leadership skills, social cohesion & inclusion and conflict sensitivity.
- Since security and safety is significant issue in the CHT due to prevalence of conflicts and violence, especially gender – based violence against women & girls the alternative way to reach the community peoples, also to sensitize and messages dissemination and to build awareness on social stigma or gender-based scenarios staging popular theater shows is an affective medium.



Project: Generation Breakthrough” Phase II

Continuous effort at community and institution level to build people’s awareness on gender sensitivity gradually contributes to generate institution’s and mass people’s understanding about the necessity of Gender equity in strata of life. Now they talk about adolescent’s health, menstrual health and can complain when they sexual get harassed. The number of sexual harassments incidents have been gradually reduced by forming anti sexual harassment committee at different level.



Learning (Case Studies)

Study 1:



Most Significant Change Story (MSC)

ADOLESCENT CLUB SESSIONS HAVE REVOLUTIONIZED MY MENSTRUATION HYGIENE MANAGEMENT AND THINKING

I am Urmila Chakma 18 years old daughter of Mr. Sonadhan Chakma and Ms. Anandapudi Chakma. Village: Sapchhari Madhyapara, Sapchhari Union, Rangamati. I am a member of the Sapchhari Madhyapa Ujoni Adolescent Girls Club of Our life Our health Our future project in Sapchhari Madhya Para village. I regularly go to club and attend sessions.



It's my story about how girls club session made my behavioral changes about my menstruation hygiene management. My menstruation started when I was 11 years old. I didn't have much idea about menstruation. I was very scared at the beginning of my period. Couldn't talk to anyone. Even I felt ashamed to my family members. I couldn't even talk to my parents too. During menstruation, I was very embarrassed about what to do, how to manage. I would talk to one of my friends and manage according to her advice. Later, when I told my mother, she said, "Tui gabur oiyoch, ingille bo jebar okto obe" (You have become youth, in a few days you will be matured for marriage). It seemed to me that since I was growing up, I would never get as much affection from my parents and family members. So, I was very upset about being menstruating and felt very unclean. It has been seen that I have made a very untidy arrangement - I used

to hide it in the corner of the house, I did not wash the clothes with soap etc. And I thought to myself how much better it would have been if it hadn't happened. Under such circumstances, this Adolescent club was formed in our village two years ago. I have been a member of this club since its inception. So far, I have participated in many sessions and in these sessions, I have received one session on menstrual hygiene management which has brought significant changes in my life. At first, I thought it was annoying and I felt very helpless during menstruation. But as a result of the session, I learned that this is a normal thing and it needs to be managed healthily. So, with the previous menstruation management, I started using old clothes by cleaning and washing them and sometimes I started buying pads from the market. From then on, I would ask my mother for money for sanitary pads and discuss all the good and bad things with them. My mother now helps me a lot in this regard. Now I ask my father for money to buy sanitary pads. Now my father asks

me if I need a pad and he buy it himself. Nowadays I discuss this with my friends and advise them to manage their menstrual cycle in a healthy way and also tell my younger sisters that menstruation is a normal thing and they should not worry about it and it should be managed well. Many thanks to our Mentor Didi, who gave us sessions in a very pleasant and friendly atmosphere. I would love to go to the club now. Here I discuss with friends, play and participate in sessions. Now we club girls are aware of our sexual and reproductive health rights and are self-reliant in menstruation health management. Many thanks also to those who have clubbed for us. I hope this club lasts and lasts for ages. May our future generations also learn from and become confident and become good citizens in the future.

Study 2

RELIEF/RELIEVE FROM FEAR

Lokshimaya Chakma from Barkal Upazila. She is studying in class ten and is good as a student in her class. Now she has been employed at PROGRESSIVE a local NGO under the “Women Empowerment” project as a youth girls group member.

One day one of her known FB friends knock into her messenger account, and she reply to him, thus they continue to communicate over Facebook for several days. Later on, the boy starts to send her unethical Photo Shop edited photo of her in the messenger along with inconsistent language, finally, he proposed to her. Since she knows the boy’s profile via Facebook, his activity surprised her and she became bored and then stop to respond to his mail.

One day suddenly the boy makes a video call to her, without further worry she received the video call and discovers that the boy is a Bangali guy instead of her known one and more became nervous. The Bangali guy annoyed her in this way several times and proposed a relationship. Lokshimaya tactically refused his proposal. Later on, the guy threatened her to marry him otherwise, he will make an edited pornography video of her and will spread it on the internet.

In the beginning, Lokshimaya did not share it with others and was mentally broken down. In this situation, she did not find what to do! Since, as a youth group member after a lot of thought, she made a phone call to the PROGRESSIVE field officer concerning her problem and ask her for help. The field officer listens to everything and informs her project coordinator. The coordinator wants to know in detail from Lokshimaya over phone if she wants to share her problem. After hearing the incident, the coordinator asks to Lokshimaya what kind of support she wants?

She wants not to repeat such incidents and to justice for her problem. After hearing the speech, the coordinator communicates her to Rangamati Female Activities Forum Chief, Tuku Talukder and assurance to get the most support for her issue. The coordinator appreciates her keeping herself calm during this incident and for her to release from mental illness.

Renuka Chakma's family divorce at early age

Renuka Chakma, age of 25, daughter of Surendra Chakam and Shanti Devi Chakama lives in Rangapani under ward no: 06, Pouroshova Rangamati Sadar. Renuka's family's position is ultra poor family, her old aged parents live hand to mouth. They have no own homestead. They live in someone's plot.

Almost 9 years ago she married Jibon Bikash Chakama from Zakkhobazai Kolabunia under Barkal Upazila. Renuka Chakma has a 05 years old daughter.

Renuka Chakma's husband comes at home off and on for almost 06 years. He does not support financially or in household work rather plays gamble and drinks. Every night he tortures Renuka being inebriate. At this situation Renuka borrowed one lakh taka from NGO and the peoples and purchased a small size of land, but did not build a home. Before repaying the loan her husband disappeared by selling the plot. Now she repays the loan by daily working. He threatens Renuka from different places and at last she was compelled to divorce through court for different mental pressures. Renuka thinks that she is unsafe with her daughter and moves with fear.

Findings:

- Renuka got married at early age
- Previously they have no family communication.

Recommendation:

- Progressive trying to make victim Renuka Chakma self-reliant by giving development fund from different source.

Pona became helpless at her very young age of motherhood

Pona Chakma age 22, daughter of Pranab Chakma and Sova Rani Chakma, Vill- Kata Chori, Ward No – 7, Rangamati Poursava has a newly born daughter.

Pranab Chakma is a poor fisherman with five members in his family. In 2019 while Pona is studying in Rangamati Govt. Girl College got married to Himel Chakma from Rangapani and started to live in Pona's parent's home.

In the same year, the Pona-Himel couple became young parents of a cute daughter. But after giving birth to their child, Himel's parents deny accepting her as their grandchild, and even Himel's mom disagrees to nurture the newborn. Himel's mom/parents persuade Pona to the adoption of her daughter if she wants to continue her family life venture with Himel but Pona denies doing so. As a result, Himel leaves her to live with his parents. Even Himel's parents didn't bear any expenses for their neglected grandchild. Pona is now helplessly worried about her baby girl's future.

Result:

- Presently the case is under Chakma Chief circle jurisdiction.
- For giving birth to a baby girl no alimony had been paid to date.
- Progressive trying to grant a fund from different donors so the young mother may become self-reliant in the coming days.

Data collected by: Progressive, Rangamati

Sexual Harassment and Family Violence

Kum Kuma Aktar, age: 19, daughter of Amir Ali and Amena Begum from West Para, Notun Bazar, Kaptai, Rangamati Hill Tract. The above girl is a victim of sexual harassment by her elder sister's husband.

In the past 2021, Kum Kuma's elder sister's husband have evil eyes and bad manners toward her consistently increased. Often, at home, while she has been taking shower the culprit watch/observed her from the secret door/hole to the bathroom. One day she caught him red-handed. At home and on the way to college when she was alone, he used to tease her. Kum Kuma with shame and horror can't express herself to anyone. One day in a yard meeting arranged by **Progressive** on violence against women, above mentioned incident came to appear with informed information to the victim's family. Kum Kuma's brother-in-law was understood in a family way and he confessed all of the crimes against him.

Without going a few months, the brother-in-law starts to tease her in the same manner whenever she is attendant alone even if he touches her hand and tries to intimate. The culprit wants to get married to his sister-in-law anyhow. In the circumstances, whether her father or mother has to escort her on going to college. At present, the girl feeling herself helpless and unsafe.

Results:

- Progressive member already informs the area Chairman and ward commissioner along with other respectable persons of the respective society about the incident.
- The girl almost paused her college and went out from home.
- The girl was threatened in very ways.
- The cases case is included eve teasing, sexual harassment, and family violence.

Data collected by: Progressive, Rangamati

Sexual Harassment and Family Violence

Summary of events: I am Nishi Devi Lapcha. We are husband-wife and daughter who live in a combined family. In the family of parents in law along with Bashur's (elder brother of my husband) wife and his daughter also live all together. To live in the same family my Bashur often used to see at me and get a chance to walk touched to the quick. One day while taking my shower Bashur make a hidden video of it. Later on, one day he hugs me with his arm getting me attendant alone at home, and forcefully I was able to free myself, shunting him that I shall inform other family members. On the contrary, he treated me that he will leak the video footage on social media if I disclose it to my family members. I was shocked to listen that what an elderly respected brother could do to me like that. I thought myself if I disclose others will disrespect me or even it's difficult to sustain my family. By this, I didn't share it with any others. After that, he often used to tease me.

Accordingly, one day he tells me if I didn't intimate with him, he will spread the video. In this way, if he gets me alone, he repeatedly tells the same. One day he gets me alone and forcefully embrace and eventually rape me at home. He repeated it several times and I thought to myself what will happen when my family member will aware of it? Thus, I was raped 5/6 times by the Bashur and my husband noticed the sadness on my face. He asked me whether any problem makes me so anxious. Seeing his reliable face then, I shared with him an open mind about all the occurrences. Didn't get any cooperation yet to complain about it to my husband. Rather he blames me for it and when the family members know of it, they also fault me. One day protesting against their attitude they have beaten me so hard. They beat me to break my finger and a part of my forehead is broken even breaking up my family. They deprived me of all types of family property. According to the women and child violence act, I filed a case at the police station. The case against my Bashur sentences him as guilty and now he is in jail.

Currently, I am living in a separate house with my husband with a 13-year-old child.

Data collection: Progressive, Rangamati

Current Projects Summary:

Sl. No	Project Name	Implementation Period
1	PRIME-Promoting Rights Through Mobilization and Empowerment	18 July 2018 -30 June 2021
2	Our Lives, our Health, our Futures	01 August 2019 -31 December 2023
3	Women in Power	March 2020 to February 2023
4	Proposal/Programme for Emergency Relief Operation for Disaster Victims	1st September 2020 - 28th February 2021
5	To create self-employment through goat farming of ultra-poor village women	01 September 2021 to 30 September 2022
6	Generation Breakthrough” Phase II	July 2018 to March 2022
7	Gender Responsive Education and Skills Programme in Chittagong Hill Tracts (GRES P)	11 October 2021 to 31 December 2022
8	Promoting Resources of Villagers for Equality and Sustainability (PROVES)	November 2021 to October 2022

Brief of Ongoing Projects



Prime

Project Title: Promoting Rights Through Mobilization and Empowerment PRIME

Duration: 18 July 2018 -30 June 2021

Donor's/partner's Name: BNPS- Bangladesh Nari Progati Sangha

Project Location: Rangamati

Total Budget: 8,66,698.00 BDT

Project Goal/Outcome/Objective: Deprived women have improved their socio-economic status in the project area

Targeted Activities:

- Study on Gender perspective among the institutions of three hill districts
- Sharing the study findings across the stakeholders including women in three hill districts
- Organize meetings by District Activist Forum with indigenous communities, youth and women leaders, lawyers
- Human rights-based advocacy trainings for the member of Activist Forum
- Gender and leadership development trainings for the women leaders
- Lobby meeting with Circle chief, Headmen, Activist Forum and local influencer towards reforming the existing customary law
- Campaign on reforming customary law, protecting violence against women, protecting child marriage and ensuring marriage registration

Project Focus: Gender sensitization and school Health education

Beneficiaries: 300

Key Results for 2021:

1. The number of women Headman and Karbari has increased 350 to 365.
2. Activist forums are working more actively. Now they are organizing planned meetings and participating in different day observation events. They are also raising their voices against different violence happening and providing necessary supports to the victims.

Sensitizing mass people for reducing and aiming to stop early marriage.



Project Title: Our Lives, Our Health, Our Futures

Duration: 1st August 2019 — December 2023

Technical and Financial Support by: European Union

Programme Lead: Simavi (Simavi, an INGFO that strives for a world in which all women and girls are socially and economically empowered and able to pursue these rights to a healthy life, free from discrimination and violence).

Lead in Bangladesh: Bangladesh Nari Pragati Sangha (BNPS), a women activist organization working for gender equality based on the principles of non-discrimination, diversity and secularism.

Project Location: Jurachari and Sadar Upazilas of Rangamati District

Total Budget: BDT 2,70,27,396.00

Program Focus:

Promoting Gender Equality and Women's and Girls' Empowerment in the Chittagong Hill Tracts

Targeted Beneficiaries: 4800

Project Background: Traditional patriarchal structures in CHT severely disadvantage women and girls, and restrict their social empowerment, their bodily integrity and sexual autonomy. High rates of violence against women persist here. Women and girls in CHT communities are exposed to sexual violence, harassment and assault. Besides, young women and girls are affected by the lack of information, means and support to manage their menstruation with dignity and fulfil their sexual and Reproductive Health and Rights (SRHR)

Project objective: There are two objectives of this project: These are-

1. Local CSOs have strengthened their technical, methodological, financial and administrative capacity to effectively respond to the SRHR need so found women and adolescent girls and foster their rights to live free from violence, coercion and discrimination;
2. Young women and adolescent girls from CHT are empowered to make free and informed decisions about their SRHR (and are supported to do so), free of violence, coercion and discrimination.

Key Results for 2021:

Empowerment of Adolescent Club members: Due to the COVID situation in the last year, it was not possible to implement numbers of project activities this year. Even so, considering the overall situation owning one, the girls knew about SRHR and GBV. Knowing about their right to health, introduced to the service provider organizations. Now they are confident to talk about their needs in the family, in society, and even on a large stage. They are now daring to tell their parents and brothers about buying sanitary pads. They are now aware of their sexual and reproductive health. As a result, they have learned to be vocal about their rights. Now they are going to the health care centers themselves if necessary and receiving health care. Adolescents and young women can make informed decisions about their needs, be aware of their right to receive services, and receive services from service providers. However, the following activities were carried out during this reporting year.

- Girls Club session: Progressive completed all scheduled thematic girls club sessions twice in a month. Though the sessions hampered during lock-down periods due to COVID pandemic.
- Community Sessions: Progressive organized all targeted community sessions with parents (Father and Mothers) in 30 girls club catchment areas on SRHR, GBV and Women Safety.
- Day observations: Progressive completed all targeted day observations like Intl. Women's Day, Intl. MH Day, Intl. Youth Day and 16 days activisms.
- Staff on job coaching/trainings: Progressive organized all scheduled training for staff capacity development for mentoring girl club mentors and facilitate the community session on thematic issues.

Schedule meetings: Progressive organized all internal and external coordination meetings.

Project: Women in Power



Project Title: Women in Power

Duration: March 2020 to December 2023

Donor's/partner's Name: Manusher Jonno Foundation (MJF)

Project Location: 12 unions of Kaptai and Jurachori Upazila of Rangamati District

Total Budget: BDT 1,48,16,379.00

Major Focus: Empowerment of women and establishment of women rights in society

Targeted beneficiaries: 1495

Project Goal/Outcome/Objective:

Enhanced empowerment and leadership of traditional women leaders, elected women members of Union Parishad, and youth women and adolescent girls in the Rangamati district

Outputs:

- 1.1 Awareness events facilitated for youth women and adolescent girls at the community level
- 1.2 Training provided for youth women and adolescent girls on Life Skills and Leadership
- 1.3 Events facilitated for traditional women leaders and elected women members of Union Parishad
- 1.4 Awareness events facilitated for youth women and adolescent girls
- 1.5 Dialogue/ sensitization meeting/ advocacy events facilitated with representatives of public and private service-providing institutes
- 1.6 Training provided on capacity building of youth women and adolescent girls and provide inputs on Income Generating Activities (IGA)

Key Results for 2021:

- Total formation of Community group 555 (W 90 & G 420), Network Group 45, and a total of 940 students was covered by the project interception. Peoples or groups of 2811 being reached by the program outputs and those field level actions affect beneficiaries.
- Increased participation and representation of traditional women leaders, elected women members of Union Parishad, and youth women and adolescent girls in decision- making process at the family and community level.
- Enhanced Self-confidence of youth and adolescent girls (school/ college level students) for taking social action (Protest, Prevention/ Demonstration) Enhanced Self-confidence of youth and adolescent girls (school/ college level students) for taking social action (Protest, Prevention/ Demonstration)
- Increased access to services and opportunities for youth women and adolescent girls through referral linkages.
- Increased access to Income Generating Activities (IGA) for youth women and adolescent girls, as a result, increased knowledge and skill on Income Generating Activities (IGA) to create livelihood opportunities at the community level.
- Increased skill and capacity of traditional women leaders, elected women members of Union Parishad, and youth women and adolescent girls on Gender Equality, Women Empowerment, Leadership, and Life Skill.



Project Title: Proposal/Programme For Emergency Relief Operation For Disaster Victims

Duration: 1st September 2020 - 28th February 2021

Program Focus: Awareness raising on COVID-19

Beneficiaries: 75 Family (Pangakhua-30 & Chakma 45 including supporting group)

Donor's/partner's Name: International Indigenous Women's Forum

Project Location: Rangamati Sadar, Jurachari Upazila, Rangamati Sadar

Total Budget: 509,400 BDT

Project Goal/Outcome/Objective:

To provide necessary health kits and foods during lock down period.

Outputs: Provide emergency relief (Food, medication and health kits)

Achievement 2021/Key Results for 2021:

Progressive distributed relief to 75 indigenous families with a package of Rice-20 kgs, Potato-2 Kgs, Pulse-1 kg, Edible oil-1 liter, Salt-1kg. The relief was distributed in two times in Bansanta Pangkhua Para, Marma Para, Vija Kijing Para and some in municipality area of Rangamati District. Those families were suffering with lack of food and livelihood due to restricted movement during Covid-19. It helped the beneficiaries to get food support for few weeks.

Project: To create self-employment through goat farming of ultra-poor village women



Project: To create self-employment through goat farming of ultra-poor village women

Duration: 01 September 2021 to 30 September 2022

Donor's/partner's Name: BNF (Bangladesh NGO Foundation)

Project Location: Two Upazila in Rangamati Hill District. Debota Chori, Wagga Union, Kaptai Upazila, Rangamati and Chowdori Para, Gagra Union, Kawkhali Upazila, Rangamati

Total Beneficiaries: 15 (Women)

Total Budget: 300000.00 (Three lac) Taka only.

Project Goal/Outcome/Objective:

Through the goat farming intervention in the target area, women are encouraged to increase their household income to contribute to the family lifestyle.

Outputs:

Annually they will receive two training (one session of training already provided) to learn about the caring process, goat diseases, and how to manage the diseases to build confidence in farming to lift up their household income to contribute into their family living style. Thus, the trainee will inspire others women to become entrepreneurs to increase their income and will be able to reduce the unemployment problem and gradually women empowerment will increase in society.

Key Results for 2021:

Total 15 women has adopted goat farming as their additional income generation sources to contribute to household income. These women are now acting stand as the role model of their respective communities and inspiring other to encourage goat farming. As a result, women's empowerment in the project area has increased.

Project: Generation Breakthrough” Phase II



Project Title: Generation Breakthrough” Phase II

Duration: July 2018 to March 2022

Donor’s/partner’s Name: United Nations Population Fund (UNFPA) with generous support from the Embassy of the Kingdom of the Netherlands

Project Location: Kaptai Upazila, Rangamati Hill District

Total Budget: 19,62,435.00 BDT.

Project Goal/Outcome/Objective:

The project engages adolescents of 10-19 years, boys and girls in selected districts/Upazilas behaving in a gender-equitable way and making use of adolescent sexuality, and reproductive health information and services. Generation Breakthrough works with adolescents directly and with the role models who influence them the most such as parents, teachers, sports instructors, and community leaders.

The project’s main interventions are:

- Gender Equity Movement in Schools (GEMS) Module
- Adolescent corner at every school

Output:

- Anti-sexual harassment committee
- 3 GEMS Teacher in Every School
- Complain Box

Key Results for 2021:

- Virtual adolescent leader orientation - Adolescents and students have got an idea about their responsibility, aware of the project and being introduced to use a new technology at online platform through using ZOOM apps. Total of 118 students (male 24, female 94) of five schools in Rangamati were reached through this virtual orientation session.
- Adolescents Leader orientation in Community - Rangamati field office starts Adolescent leaders' orientation in Community on 12.10.2020. The orientation was held out of School. Head Teacher, Masters Trainer, and GEMS Teacher were present during the Orientation. Participants have learned about generation Breakthrough project Phase-II, their responsibility, and how to protect themselves from COVID-19 through this session. They were also have been found happy to meet with friends after a long interval. They have learned about Adolescent corner Materials. A total of 991 participants (male 519, female 472) were present during the session.
- GEMS information sessions were performed in 50 different schools and madrasas which covered a total 4241 of students (male 2077, female 2164).
- Rangamati Field office has distributed 6899(Six thousand eight hundred ninety-nine) GEMS Diary in 50 School / Madrasha within the project coverage area. At the same time, adolescent corners are also created in that educational institution.
- To oriented on relevant issues for program management of gender equality and adolescent sexuality, and reproductive health care needs and rights, the Rangamati field office conduct an orientation meeting with GO/NGO officials to provide an overview of the project and micro plan on how to execute the project activities to achieve the project goals. Relevant officials of GO/NGO agreed to provide support during the project period.
- In addition, in the project implementation area, youth & adolescents became aware of Gender Base Violence (GBV), Sexual and Reproductive Health (SRH) information, services, and rights. They are informed on how to tackle the GBV and how to avail of SRH services. They are also aware of child marriage, unplanned pregnancies, maternal mortality and morbidity, unsafe abortions, and sexually transmitted infections such as HIV.

Project: Gender Responsive Education and Skills Programme in CHT



Project Title: Gender Responsive Education and Skills Programme in Chittagong Hill Tracts (GRESP)

Duration: 11 October 2021 to 31 December 2022

Donor's/partner's Name: Global affairs Canada-Brac

Project Location: Rangamati sadar upazila

Total Budget: 10,436,964 BDT

Program Focus:

Ensure quality education opportunities for children, especially girls, reduce gender inequality and violence against women and girls and adolescents, and create opportunities for women and adolescents to become economically self-sufficient and participate in the economy.

Targeted Beneficiaries: 16500

Project Goal/Outcome/Objective: The Outcome of this project is to ensure improved learning outcomes and employability for Vulnerable and low-income ethnic & Bengali girls, female adolescents, and women, including those with disabilities, in Rangamati, Chittagong Hill tracts, Bangladesh.

The three Intermediate outcome of this project are:

1. To increase the equitable provision of quality, inclusive education & learning for girls & female adolescents including those with disabilities, in Government Primary schools (grade1-5) & in non-government Secondary Schools (grade 6-10).
2. To enhance community and institutional practices to eliminate gender-based Violence against girls, female adolescents, and women in specific districts in CHT.

3. To increase equitable gender responsive and demand driven employability for a quality job and business opportunities for women & female adolescents including disable women and female adolescents in specific districts in CHT.

Key Results for 2021:

1. **Inception meeting:** Day long School level meetings with teachers, SMC and local community members was held on from November 2021 to December 2021 at 17 selective Secondary/Junior secondary schools & 3 Govt. Primary Schools in Rangamati Sadar. Through this meeting the project overview was shared and an annual development plan was made with a view to achieving the interventions of the project related to the respective schools in time with their active participation and cooperation.
2. **Bangla language course/training for ethnic Students:** A five-day long course/training designed only for the ethnic students of the selected junior secondary/secondary schools with a view to improving the Bangla language proficiency and increasing classroom participation, which will help to ensure the expected attendance, retention and academic performance of the indigenous students. The course/training was planned for 35 students in a batch and targeted students are 5170. From November 2021 to December 2021 in total 24 batches (840 students) received this course/training. The expert trained teachers who have received the training of module one from BRAC and also are enlisted to receive the training of module two of the respective schools are engaged to conduct the course/training
3. **Campaign for mass awareness:** 11 popular theater shows organized in the catchment areas of junior secondary/secondary schools. Community based, experienced, professional theaters groups performed these shows and through the shows the impact of gender-based scenarios, different social stigma, child marriage issues have been shown to the audiences.
4. **Stakeholder dialogue session:** Out of 11 total 7 stakeholder dialogue on decent work practices & work environment free from sexual harassment, especially for girls and women, service mechanism organized at Rangamati sadar Upazila and different types of participants are attended like learner, Parents, Local admin, entrepreneur association, power players etc.

5. **Leadership training for youths:** Leadership, Diversity, Inclusion and Empathy Building workshops organized for local youth role models in Rangamati Sadar. The main purpose of this training is to equip the local youths with the basic concepts of leadership, diversity, inclusion and empathy through small interactive workshops. Also, to create awareness to uphold the learnings on after mentioned concepts in real life. After receiving training role models conducted & facilitated these workshops with local youth (peer group of role models, cultural organization, clubs, friend groups etc.). Leadership, diversity, inclusion, social cohesion and social & emotional learning sessions also held with the adolescents who are currently studying in selected high schools or junior high schools and role models facilitated those sessions for utmost impact.

6. **Yearly Sports at Govt. Primary School:** To enhance the opportunities for students mentally, physically and realizing their potential a day long events which includes yearly sports like drawing competition, race, cockfight/traditional sports and cultural events organized in 3 selected Govt. Primary Schools.

7. **Learner Mobilization:** Collected information of potential learning for skills training through community level meetings and door to door visit in order to enroll disadvantaged youth /adolescent's female into skills training

Project: Promoting Resources of Village for Equality and Sustainability (Proves)



Project Title: Promoting Resources of Villagers for Equality and Sustainability (PROVES)

Duration: November 2021 to October 2022

Donor's/partner's Name: The Pawanka Fund of RSF Social Finance

Project Location: Jurachari upazila

Total Budget: 25,50,000 BDT

Program Focus: Supporting Food and Agriculture and develop national resources

Proposed project Goal/Outcome/Objective:

Economic and food security for the indigenous inhabitants of Bonjogichara Union of Jurachari Upazila through preserving the management of Village Common Forest (VCF).

Key Objective: Increase capacity development in traditional handloom industries, alternative livelihood, natural resource preservation, contextual knowledge and skill building to protect climate change impact and environmental risk.

Narrative Objectives:

Objective 1: Institutional development through promoting capacity of communities and institutions to deal with the sustainable natural resources in an efficient manner

Objective 2: Protection and conservation of Village Common Forest (VCF) with natural regeneration of native species in proposed areas to meet daily nutrition uptake and protection of natural streams for safe water resources

Objective 3: Awareness raising on people's compliance to natural resource management to gain in human, social, physical and natural assets of individuals and the community as a whole.

Proposed Outputs:

1. Community institution in 8 VCFs developed in democratically and proactive in conserving 8 VCFs in sustainable way.
2. Sufficient nutrition uptake through available wild edible foods, medicinal plants and other NTFPs for self-consumption and sale from forests and water for irrigation and household use.
3. A healthy environment through improvement in human, social, physical and natural assets of individuals and the community as a whole.

Proposed Activities:

Objective 1: Institutional development through promoting capacity of communities and institutions to deal with the sustainable natural resources in an efficient manner

- Formation of VCF/Forest dependent committees
- Based line survey and selection of vulnerable HHs for group formation
- participatory survey
- Inception workshop

Objective 2: Protection and conservation of Village Common Forest (VCF) with natural regeneration of native species in proposed areas to meet daily nutrition uptake and protection of natural streams for safe water resources

- Develop Natural resource management and gender development plan
- Leadership Training
- Organizational Financial Training
- Nursery and fruit gardening training for 2 days and input support
- Training on bee keeping (1 days) and input support
- Training on Handicrafts (Bamboo, wood and cane) for 2 days and input support
- Awareness session on natural resource management and climate change mitigation
- Preparation of nursery with endanger native species at least in 10 acres of land with 8000 seedlings
- Support early verities of vegetable seed for farmers
- Preparation of advocacy materials (Booklets, Photographs)
- Lesson discusses on conservation of biodiversity, ecosystem services management, watershed management, climate change adaptation and mitigation, in 8 VCF conducted by project team by monthly meeting

Objective 3: Awareness raising on people's compliance to natural resource management to gain in human, social, physical and natural assets of individuals and the community as a whole.

- Workshop on legal awareness of traditional and local leader at Upazila level in 2 Upazilla
- Research and Documentation on IP and land rights, IP forest rights, IP culture, livelihood and environment
- Day observation-World Environment Day (5th June), International Indigenous Day (8th August), World Women Day (8th March)
- Cultural Festival with traditional game
- Boishakhi Mela/ Indigenous cultural festival (BIZU) at Upazila level

OBSTACLE FACES



Project: Promoting Rights Through Mobilization and Empowerment -PRIME



- There has no service delivery budget for the survivors especially for transportation, referral and related issues.
- The project has no designated focal personal while run by the partial staff for which the trend of achieving targeted activities in time sometimes fails.
- Judicial trial takes long time for which beneficiaries sometimes get reluctant to seek formal legal services.

Project: Women in Power



- During strict locked down over the movement and transportation, direct beneficiary contact was difficult to maintain. Even, some of the beneficiaries do not have mobile phone to do communication and in some places, there is no mobile network coverage. As result, some important scheduled activities failed to implement due to same reason.
- During Covid-19 locked down period, incidents of early marriage increased due to not having person to person contact at community level.
- Just after the locked down released, all education institutes resume their regular classes and declare for the annual exam. As result, students and their parents started to pay attention on education and meetings failed to organize.

Project : Generation Breakthrough” Phase II



- Generation Breakthrough basically a Multi-pronged Approach to Primary Prevention of Gender Based Violence and Meeting SRHR Needs of Adolescents and Youth in society and works for all kind of society taboo. At first parents and teacher didn't take it in a good way but now they are very aware of all the matter.

Project: Our Lives, Our Health, Our Futures:

- Stakeholder's participation was very difficult to ensure for regardless event during Covid 19 pandemic situation. To respond and pay attention on Covid-19 was more prioritized than to achieve our project objective for them. However, allocation of time and communications contributed to cover the obstacle.

Project: Gender Responsive Education and Skills Programme in Chittagong Hill Tracts (GRESP)

- Ensuring active participation of all expected stakeholders especially School Management Committee (SMC), parents & community member's is very challenging in each event as most of the community peoples live in scattered location and their livelihood also from different options like shifting cultivation, farming and some daily based income. As result, it is tough to get them all in a place at the same convenient time.

Project: To create self-employment through goat farming of ultra-poor village women.

- Different types of Goat diseases and their impact, shortage of adequate caring and unavailable treatment creates much trouble to rear livestock especially the Goat.

Financial Statement Audit

As per organizational financial policy/strategy Progressive conducted an independent financial audit for the year ended 31 December 2021 by A B SAHA & Co. The audit report summary including financial statement tools have been placed here.

Financial Years	Total Income (Tk.)	Total Expenditure (Tk.)
2020-2021	11,711,558.00	11,646,267.00
2019-2020	9,040,471.00	6,751,512.00
2018-2019	6,355,717.00	5,505,076.00
2017-2018	6,659,407.00	6,591,696.00
2016-2017	11,016,785.00	11,127,097.00

Annual funding allocation (program vs. operation)

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Operations %	20%	20%	20%	20%	20%
Programs %	80%	80%	80%	80%	80%

3

PROGRESSIVE

S, K Building, Banarupa, Rangamati-4500, Rangamati Hill Tracts, Bangladesh.

Statement of Financial Position (Consolidated)

AS AT 30TH JUNE, 2021


<u>Particulars</u>	<u>Notes</u>	<u>Amount</u>	
		<u>30.06.2021</u>	<u>30.06.2020</u>
<u>PROPERTY & ASSETS</u>			
A. <u>FIXED ASSETS:</u>	4	1,355,503.90	1,441,348.00
Fixed Assets at Cost		1,563,347.00	1,518,518.00
Less: Acc. Depreciation		207,843.10	77,170.00
B. <u>CURRENT ASSETS:</u>		2,923,917.00	2,626,061.00
Account receivable	5	-	-
Advance Account	6	666,350.00	651,950.00
Cash in Hand	7	5,000.00	5,000.00
Cash at Bank	8	2,252,567.00	1,969,111.00
TOTAL PROPERTY & ASSETS	Tk.	4,279,420.90	4,067,409.00
<u>FUND & LIABILITIES:</u>			
C. Fund Account	9	3,575,583.90	3,511,572.00
D. Loan Account	10	703,837.00	555,837.00
E. Provision for Expenses	11	-	-
TOTAL FUND & LIABILITIES	Tk.	4,279,420.90	4,067,409.00

The accompanying notes form an integral part of these Financial Statements


Manager (Finance & Admin)
Progressive


Executive Director
Progressive

As per our annexed report of even date


A B Saha FCA
A B SAHA & CO
Chartered Accountants
DVC:2112040387AS437468

Place: Dhaka
Date: 25 November, 2021




PROGRESSIVE
S, K Building, Banarupa, Rangamati-4500, Rangamati Hill Tracts, Bangladesh.


Statement of Income and Expenditure Account (Consolidated)
For the year ended 30th June, 2021

Sl No.	Particulars	Notes	Amount 2020-2021	Amount 2019-2020
A	GRANT:			
	Foreign Fund Received	12	504,840.00	587,680.00
	Local Fund Received	13	9,787,651.00	7,701,119.00
	Bank Interest Received	14	4,834.00	6,974.00
	Receipt of other fund and admin share cost	15	1,414,233.00	744,698.00
	Total	Tk.	11,711,558.00	9,040,471.00
B	EXPENDITURE:			
	Salaries and Allowances (Personnel)	16	5,515,351.00	3,975,709.00
	Office Accommodation (Rent)	17	584,576.00	434,804.00
	Head office and Branch office's admin Expenses	18	312,522.00	309,351.00
	Travelling and daily allowances	19	364,821.00	245,123.00
	Staff Capacity Building Training	20	93,480.00	42,307.00
	Seminar/ Workshop/ Conferences	21	89,759.00	466,896.00
	Value Added Tax (VAT) at Source	22	249,635.00	138,576.00
	Income Tax (IT) at Source	23	47,504.00	19,838.00
	Community Level awareness session/meeting	24	1,110,875.00	234,751.00
	Beneficiary Capacity Building Training	25	839,911.00	326,187.00
	Direct Delivery to Beneficiaries for Livelihood	26	1,733,401.00	333,120.00
	Medical Service & Halth Camp/COVID-19 Relief	27	100,000.00	90,018.00
	Overhead /Mgt. Expenses	28	200,000.00	-
	Audit fee and Monitoring Evalu.&Base line Survey	29	196,589.00	37,662.00
	Program Expenses incurred		11,438,424.00	6,654,342.00
C	Depreciation on Fixed Asset		207,843.10	77,170.00
D	Total Expenses		11,646,267.10	6,731,512.00
E	Excess of grant over expenditure/(Excess of expenditure over Grant)		65,290.90	2,308,959.00
	TOTAL (D+E)	Tk.	11,711,558.00	9,040,471.00

The accompanying notes form an integral part of these Financial Statements


Manager (Finance & Admin)
Progressive

Place: Dhaka
Date: 25 November, 2021


Executive Director
Progressive
As per our annexed report of even date


A B Saha FCA
A B SAHA & CO
Chartered Accountants
DVC:2112040387AS437468



PROGRESSIVE
S, K Building, Banarupa, Rangamati-4500, Rangamati Hill Tracts, Bangladesh.

Statement of Receipts and Payments (Consolidated)
For the period from 1st July 2020 to 30th June, 2021

Sl. No.	Particulars	Note	Amount 2020-2021	Amount 2019-2020
A.	OPENING BALANCES:		1,974,111.00	407,403.00
	Cash in Hand		5,000.00	5,000.00
	Cash at Bank		1,969,111.00	402,403.00
B.	RECEIPTS:		11,861,558.00	9,040,471.00
	Foreign Fund Received		504,840.00	587,680.00
	Local Fund Received		9,787,651.00	7,701,119.00
	Bank Interest Received		4,834.00	6,974.00
	Receipt of other fund and admin share cost		1,162,233.00	744,698.00
	Re-cycle fund received		252,000.00	-
	Advance and Other Realized		-	-
	Reveive Bank Loan & Project loan		150,000.00	-
	TOTAL (A+B)	Tk.	13,835,669.00	9,447,874.00
C.	PAYMENTS:			
	Salaries and Allowances (Personnel)		5,515,351.00	3,975,709.00
	Office Accommodation (Rent)		584,576.00	434,804.00
	Head office and Branch office's admin Expenses		312,522.00	309,351.00
	Travelling and daily allowances		364,821.00	245,123.00
	Staff Capacity Building Training		93,480.00	42,307.00
	Seminar/ Workshop/ Conferences/Meeting		89,759.00	466,896.00
	Value Added Tax (VAT) at Source		249,635.00	138,576.00
	Income Tax (IT) at Source		47,504.00	19,838.00
	Community Level awareness session/meeting		1,110,875.00	234,751.00
	Beneficiary Capacity Building Training		839,911.00	326,187.00
	Direct Delivery to Beneficiaries		1,733,401.00	333,120.00
	Medical Service & Health Camp/COVID-19 Relief		100,000.00	90,018.00
	Audit fee and Monitoring and Evaluation & Base line Survey, Bank charge		196,589.00	37,662.00
	Overhead /Mgt. Expenses		200,000.00	-
	Provision for expenses paid		-	20,000.00
	Total Program Expenses		11,438,424.00	6,674,342.00
	NON-CURRENT ASSETS:		121,999.00	749,421.00
	Furniture Fixtures		-	229,129.00
	Equipment (Computer, Printer, camera, Projector)		-	375,016.00
	Fan		14,999.00	22,286.00
	Motor cycle & Machineries		107,000.00	122,990.00
	OTHER PAYMENTS		17,679.00	50,000.00
	Fund returned to CWFD		1,279.00	-
	Bank and other loan to PWRQLL		2,000.00	50,000.00
	Other Advance		14,400.00	-
D.	CLOSING BALANCES:		2,257,567.00	1,974,111.00
	Cash in hand		5,000.00	5,000.00
	Cash at Bank		2,252,567.00	1,969,111.00
	TOTAL (C+D)	Tk.	13,835,669.00	9,447,874.00

Manager (Finance & Admin)
Progressive

Place: Dhaka
Date: 25 November, 2021

Executive Director
Progressive

As per our annexed report of even date

A B Saha FCA
A B SAHA & CO
Chartered Accountants
DVC:2112040387AS437468



PROGRESSIVE
S K Building, Banarupa,
RANGAMATI.

NOTES TO ACCOUNTS
FOR THE PERIOD FROM 1ST JULY 2020 TO 30TH JUNE 2021

1.00 BACKGROUND AND LEGAL STATUS OF PROGRESSIVE:

PROGRESSIVE is a non-profit and non political local Non-Government organization established in 1997 with a group of dedicated energetic indigenous youth in Rangamati aiming at implementing voluntary service and social welfare related activities for the poor, destitute and disadvantaged section of the society irrespective of race and religion to improve socio-economic status of the disadvantaged community peoples of Chittagong Hill Tracts through undertaking need-based development programs. Since its commencement, PROGRESSIVE has been implementing various activities like non-formal education, microcredit, capacity building, health, agriculture, human rights, indigenous community development, climate change issue, research etc.

Legal identity

Sl. #	Registration Body	Registration no.	Date
01	Department of Social Welfare	Ranga-123/1999	19.10.1999
02	Women and Children Affairs	Reg-104/15	23.08.2015
02	NGO Affairs Bureau	Reg- 3195	06.03.2019

Objectives

1. The primary focus is poverty alleviation and contribution to the achievement of the Sustainable Development Goals (SDGs). The key thematic priority is to address poverty alleviation and SDGs through sustainable economic development.
2. To promote human rights, social justice, economic and social advancement through reduction of poverty
3. To provide IGA training among the educated youths.
4. To create self-employment opportunities among the educated.
5. To provide technical assistance for sustainable human development by initiating sustainable development process
6. To launch and run basic, formal education for disadvantaged children and non- formal education program for the disadvantaged community people to achieve universal primary education and reduce gender disparity
7. To empower women through providing with need-based training courses
8. To create income-generating activities involvement of female sector and developed their life status.



Staff Strength

Total no of staff	Total: 122	Male: 51	Female: 71
No core staff	Total: 05	Male: 01	Female: 04
No of project/ contract staff	Total: 101	Male: 42	Female: 59
Volunteer/intern	Total: 04	Male: 02	Female: 02
Total women in the senior management team	06		
Total men in management	06		
Total Management staff Male& Female	12		

Senior Staff Management

No	Name	Designation	Sex	Education Qualification	Area Of Expert.
01	Ms. Sucharita Chakma	Executive Director	F	BA	Organizational management, Project Designing, Monitoring & supervising, Team management, Project documentation, Coordination with donors (nationally & internationally), Strategic management, Training & workshop development, Project evaluation, project proposal writing. Also have training and knowledge on advocacy on gender, women rights and human rights issue.
02	Mr. Paritosh Sarkar	Program Director	M	M.COM (Management)	Project management, monitoring & supervising, Documentation & reporting, Training delivery, Community mobilization & livelihood development, Community empowerment, PRA, questionnaire development, project evaluation, Facilitation skills, training on Human rights and good governance. Special knowledge on project proposal writing and expertise on natural resource management and climate change resilience relating to adaptation and mitigation process.

03	Mr.Subrata Khisa	Project Coordinator	M	M.A	Project management, monitoring & supervising, Documentation & reporting, Training delivery, Community mobilization& livelihood development, Community empowerment, PRA, questionnaire development, project evaluation, Facilitation skills, training on Human rights and good governance. Special knowledge on project proposal writing and expertise on natural resource management and climate change resilience relating to adaptation and mitigation process.
04	Mr.Tanny Dewan	Project Coordinator	F	MS	Project management, monitoring & supervising, Documentation & reporting, Training delivery, Community mobilization& livelihood development, Community empowerment, Leadership & teamwork, liaison with different government, agencies/ partners, NGOs and other stakeholders, Monitoring& supervising, Operational management, Review partner NGOs expenses.Have knowledge and training on Gender and gender related issues. Ability to conduct training and session on GBV, SRHR, MH/WASH and report writing ability on GBV.
05	Anteena Chakma	Trainer	F	M.A	Technology skills, Strong Communication skills, Adaptability, Ability to assess Employees, organization to participate on development and implementation of approaches that will lead to an improved integrated delivery of the Community development, Approach training strategically, Advanced Research, Good instructional design , Have a finger on the pulse of learning trends
06	Prayas Chakma	Monitoring Officer	M	M.A	Provide leadership, guidance, and overall direction on the planning and implementation of monitoring, evaluation and supervision activities for the supported project; Reporting of the Project, play a key consultative role for project office and all drop-In-center based staffs, on the issues related to M&E of Sexual Reproductive Health services, MHM and GBV; Provide leadership and technical expertise in strategic information for the performance monitoring and analysis; program level data gathering/validation; trend monitoring and reporting etc.
07	Ms. Nuku Chakma	Technical Officer	F	Master's	Project management, monitoring & supervising, Documentation & reporting, Training delivery, Community mobilization& livelihood development, Community empowerment, livestock & Fisheries Development, Financial management, mobility mapping assessment, value chain management,

					Workshop design, questionnaire development, project evaluation, WASH- programme implementation and IEC/BCC materials development, Facilitation skills, MIS documentation, Human rights and good governance.
08	Mr. Putul Bikash Chakma	Manager Accounts and	M	B.com	Finance management, Operational management, Review partner NGOs expenses, Audit Preparation, facilitating internal and external audit, Financial &
09	Supti Dewan	Accounts and Admin	F	B.com	Project Accounts management system & administrative management; maintain all procurement & Bookkeeping with records, Audit preparation, facilitating internal & external audit, All finance work doing with Tally Software.
10	Ms.GORKY Chakma	HR & Admin Officer	F	MA	Project management & implementation, Micro- finance operations small entrepreneur development program, management & leadership, Budget preparation & management, Rural development & poverty reduction, Project analysis on micro-enterprise loan & IGA, Finance & administrative management, Bookkeeping & accounting of microfinance, project design & organisation management development.
11	Uttran Chakma	IT Officer	M	B.S.S	<ul style="list-style-type: none"> • Provide training on survey tool, techniques and functionality of digital device • Assist MIS lead for Data management and analysis • Sound Knowledge on Software Implementation, Data Migration & Reporting System. • Generate, analyze and present data to develop set of quantitative reports according to the need of the specialists. • Sound knowledge on SQL Server, Oracle Server & Windows Server. • Collaborate, share ideas among the other colleagues.
12	Subedita Chakma	Admin assistant cum programme associate	F	MBA	<ul style="list-style-type: none"> • Administrative management, Bookkeeping, Project management & implementation monthly project report organisation, programme organisation & monitoring • Programme planning, programme supervision, and programme reporting.

Policy Strength:

urrent Policies:

- 1) Human Resource Management Policy
- 2) Financial Policy
- 3) Gender Policy
- 4) Sexual Harassment Policy
- 5) Grievance Management Policy
- 6) Safe Guarding Policy
- 7) Risk Management Policy
- 8) Child Protection Policy

Futures Policy:

- PSEA (Protecting Sexual Exploitation and Abuse)
- Risk Management Policy

PEDP-4





OLHF



International Womens Day Celebration



Women In Power



Women in Power



Generation Break through



Generation Break through



Tributes on Martyres' day



Barkal life skill training, WIP program



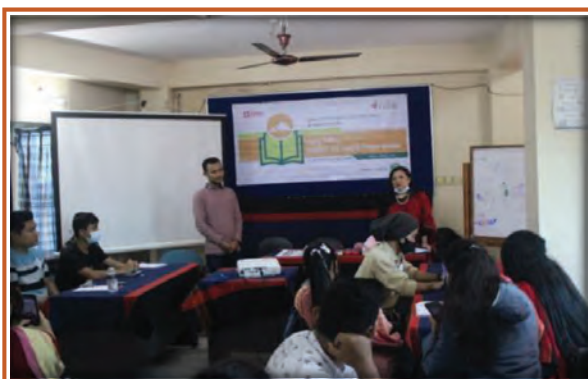
Rokeya day,WIP Program



**Staff capacity development training,
Rangamati sadar upazila,WIP program**



Lobby meeting reviewing customary laws in CHT, Rangamati sadar Upazila, Prime Project



Leadership, diversity, Inclusion and empathy building workshop with local youth by role models, GRESP



School level meeting/workshop with teacher SMC and community member of Vedvedee Poura High School, Rangamati Sadar Upazila, GRESP project



Stakeholders dialogue (Local admin, power players, entrepreneurs association CBOs, WR networks, on decent work, Sexual harassment, VAW, Service mechanism), Rangamati sadar upazila, GRESP Project

Bangla language course for ethnic students at Bara Mohapuram High School, Rangamati Sadar, GRESP Project



Proposal/Programme For Emergency Relief Operation For Disaster Victims



Proposal/Programme For Emergency Relief Operation For Disaster Victims



১৬ দিন ব্যাপী নারী ও শিশু সহিংসতা প্রতিরোধ দিবস



সরকারি ও বেসরকারি সেবা প্রদানকারী প্রতিষ্ঠানের প্রতিনিধিদের সাথে সম্পর্ক উন্নয়ন সভা



Progressive