

ANNUAL REPORT 2023



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ANNUAL REPORT -2023

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BRIEF DESCRIPTION OF THE ORGANIZATION

PROGRESSIVE is a non-profitable and non-political local non-Governmental development organization established in 1997 with a group of dedicated women leaders and self-motivated development workers in Rangamati aiming in implementing voluntary services and social welfare related initiatives for the disadvantaged and unreached section of the society irrespective of race and religion to improve socio-economic status of the communities of Chittagong Hill Tracts of the people's representative of Bangladesh through undertaking need-based development programs.

Since its inception, PROGRESSIVE has been dedicated to implementing a wide range of development programs aimed at addressing the needs of the local population. These include non-formal education, capacity building, health initiatives, agricultural projects, human rights advocacy, indigenous community skill development, natural resource conservation, and efforts to address climate change issues.

Our journey began with the Health Program in Rangamati Sadar Upazila and has since expanded to encompass the entire Chittagong Hill Tracts region. Through various interventions such as Non-Formal Primary Education (NFPE), Nursery Programs, Cage Aquaculture, Water & Sanitation projects, Solar Lamp initiatives, Handloom projects, emergency response and more, we have worked tirelessly to uplift the lives of the underprivileged.

PROGRESSIVE places a strong emphasis on community participation to ensure the sustainability of our efforts to empower women and alleviate poverty among the exploited and landless populations. Through social mobilization against injustice, we strive to create a better lifestyle for those in need.

Our organization is registered with the Social Welfare Directorate of the People's Republic of Bangladesh (Registration No. Ranga-123/1999), the Ministry of Women and Children Affairs (Registration No. 2015), and the NGO Affairs Bureau of the Prime Minister's Office (Registration No. 3195). These registrations attest to our commitment to transparency, accountability, and adherence to governmental regulations.

At PROGRESSIVE, we continue to promote positive change through health initiatives, women's leadership development programs, human rights advocacy, good governance practices, livelihood projects, youth empowerment initiatives, social business endeavors, technology and information transfer, and emergency response programs. We are dedicated to building a more inclusive and prosperous society for all.

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

Networks/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 peacefulcommunities)	Member	2016- till date
3	FESHWATER ACTION NETWORK SOUTH ASIA	Member	2023 –till date
4	Red Crescent Society Bangladesh	Lifelong membership	2006 –till date
5	Stop violence Against Woman Committee	Partner	2022- till date
6	Women domestic violence support group	Member	2021- till date
7	Monogar support group (houses in the top of hill)	Member	2017-till date
8	Action aid Bangladesh	Member	2019 – till date
9	CHT Woman Activists Forum	Member	2018 – till date
10	BWHP Activists Network	Member	2022 – till date
11	National Association of Small and Cottage	Member	2009 – till date
12	Campaign for popular Education	Member	2022 – till date
13	Women Violence Prevention Committee	Member	2022-till date
14	Women Peace and Security	Member	2017 – till date
15	VSO Bangladesh	Member	2023-till date
16	FANSA	Member	2023-till date

Organizational Vision, Mission, Motto, Goal and Core values

Vision:

A safe society for women, adolescents and children irrespective of religion and caste or gender can enjoy a dignified life with equal rights and opportunities.

Mission:

Building a secure society by involving all marginalized communities, especially women, adolescents 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.

Acknowledgment

As we present this annual report detailing our progress, challenges, and learnings from the year 2023, we are deeply grateful for the collective effort of the Progressive team and the unwavering support of our stakeholders, beneficiaries, working partners and supporters.

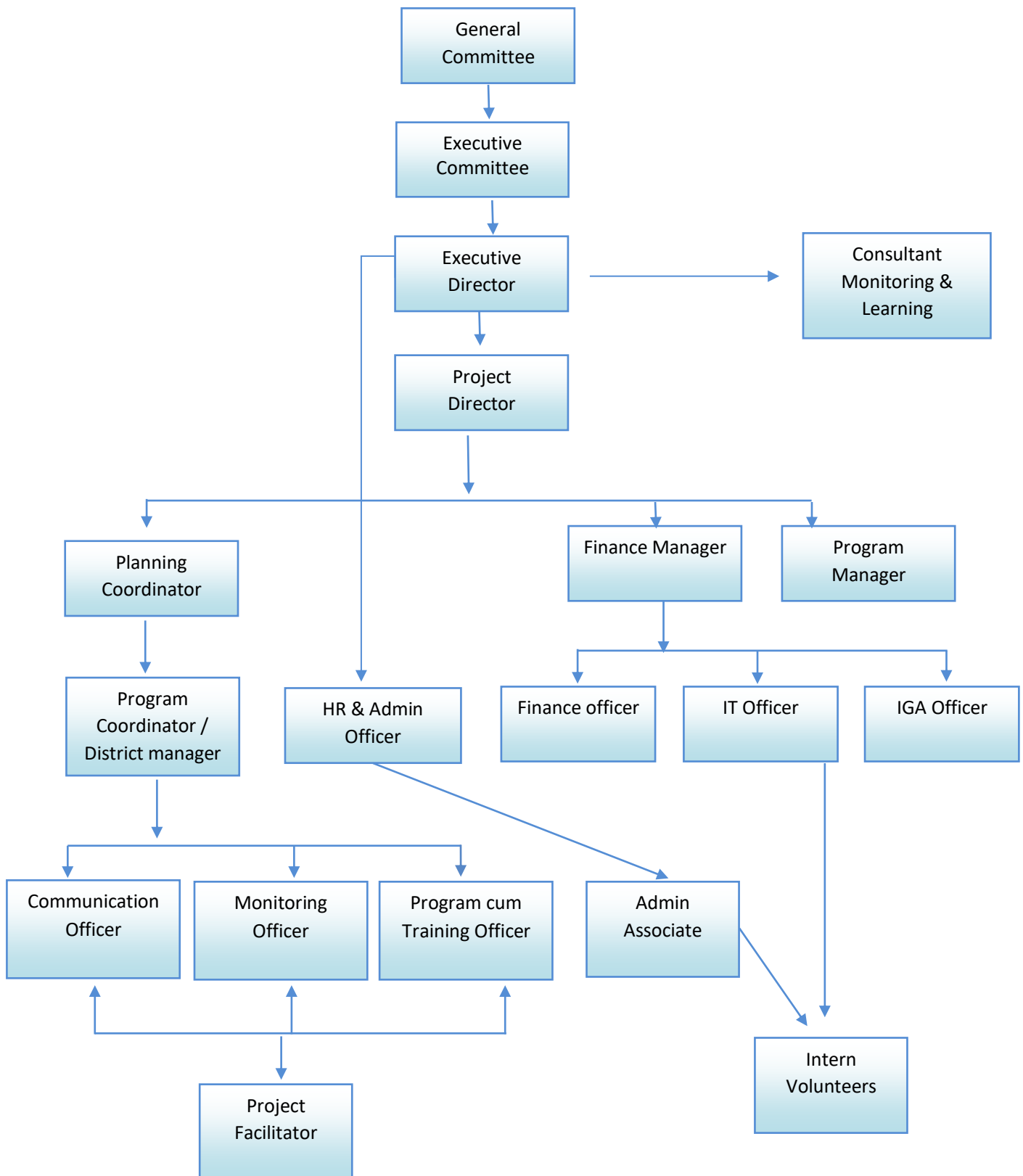
The development of this report would not have been possible without the invaluable contributions and insights from numerous individuals and organizations. We extend our heartfelt appreciation to all project Heads, members of the Senior Management team, and colleagues in project areas for their credible inputs, thoughtful perspectives, and invaluable experiences that have enriched this publication.

Special recognition is due to Ms. Sucharita Chakma, General Secretary of the EC Committee and Executive Director, as well as Ms. Naiching Rakhaing, the Chairperson of the EC, for their continuous support and guidance in documenting our projects. Their leadership and dedication have been instrumental in shaping the content and direction of this report.

We also extend our deepest gratitude to our Funding Partners, local Beneficiaries, and Stakeholders for their active participation, generous contributions, and invaluable guidance throughout the implementation of various projects. Their unwavering support has been pivotal in driving our initiatives forward and ensuring their success.

In conclusion, we express our sincere appreciation to everyone who has played a role, big or small, in the development and realization of this annual report. Your commitment and collaboration are truly valued and have been integral to our collective efforts towards creating positive change and improving the lives of those we serve.

Organogram



Executive Director's Forward

As we reflect upon the achievements and strides made during the pivotal financial year 2022-2023, it is with immense pride and gratitude that we present the Annual Report-2023 of Progressive, our esteemed organization for sustainable development.

In the tapestry of progress, we recognize that hard work is the thread that binds our endeavors. The past year has been a testament to the dedication and commitment of each member of the Progressive family, our diligent staff, passionate volunteers, and the unwavering support from our target groups, government, and development partners.

This financial year holds paramount importance for Progressive, laying the foundation for future engagements in sustainable, creative, and innovative programs tailored to the needs of the CHT local population. The experiences garnered in 2022-2023 will propel us towards more extensive involvement in shaping a better, equitable world.

A heartfelt thank you extends to our dynamic team members, Project Coordinators, and collaborators whose collective efforts brought forth the Progressive Annual Report-2023. Your tireless contributions have been instrumental in encapsulating the essence of our journey.

To all those who have been an integral part of the Progressive narrative, we extend our congratulations and gratitude. Your steadfast companionship in this odyssey has been invaluable, and we remain optimistic that our collaboration will persist in realizing the rights of the poor, vulnerable, and disadvantaged groups, ultimately contributing to the creation of a prosperous Bangladesh and a world founded on equality.

As we turn the pages of the Annual Report-2023, let us be inspired by the achievements, learnings, and possibilities that lie ahead. Together, we are catalysts for positive change, and the journey toward a brighter, sustainable future continues with unwavering resolve.

Thank you for your unwavering support.

Sincerely,



Ms. Sucharita Chakma
Executive Director
Progressive - Organization for Sustainable Development

Executive Committee:

Profile of Executive Members

Naiching Rakhine

President

Educational Qualification: MSS

Naiching Rakhine holds the position of President at PROGRESSIVE and has been actively contributing to the organization since 2018. With a Master of Social Sciences (MSS) degree, she brings a strong academic background to her leadership role.

Ms. Rakhine is an expert in advocacy and networking, particularly focusing on governance issues. Her proficiency extends to gender and equity, reflecting a commitment to fostering inclusivity within the organization's initiatives. She is well-versed in human rights, with a specific emphasis on women's rights and child rights. Her expertise also encompasses the development of child protection policies and the creation of modules aimed at enhancing understanding and awareness.

As the President of PROGRESSIVE, Ms. Rakhine plays a pivotal role in steering the organization towards its goals. Her comprehensive knowledge and skills contribute significantly to addressing crucial societal issues and promoting a rights-based



Ms. Jamila Parvin

Vice-President

Educational Qualification: Master of Arts (MA)

Ms. Jamila Parvin holds the position of Vice-President at PROGRESSIVE and has been actively engaged with the organization since 2018. She holds a Master of Arts (MA) degree, underlining her academic prowess.

Ms. Parvin is an expert in micro-finance operations and small entrepreneur development programs, showcasing her dedication to fostering economic empowerment at the grassroots level. Her proficiency extends to budget preparation and management, contributing to the financial sustainability of projects. With a focus on

rural development and poverty reduction, she brings a comprehensive understanding of the challenges faced by communities in need.

In addition, Ms. Parvin excels in project analysis related to micro-enterprise loans and Income Generating Activities (IGA), demonstrating her commitment to sustainable and impactful initiatives.

Her skills also encompass organizational management development, further enhancing PROGRESSIVE's capacity to fulfill its mission.

As Vice-President, Ms. Jamila Parvin plays a crucial role in driving the





Ms. Sucharita Chakma

General Secretary

Educational Qualification: Graduation (Bachelor of Arts)

Ms. Sucharita Chakma serves as the General Secretary and is a founding member of PROGRESSIVE since its establishment in 1997. She holds a Bachelor of Arts degree, bringing a solid educational background to her role. Ms. Chakma is an expert in organizational management, project design, monitoring and supervision, team management, strategic planning, training and workshop development, project evaluation, project proposal writing, lobbying, and networking. Her specialization extends to gender and human rights issues, reflecting a commitment to social equality and justice. With a wealth of experience and a comprehensive skill set, Ms. Chakma plays a dynamic role in steering PROGRESSIVE towards its goals and objectives. Her dedication and proficiency in various facets of management make her a valuable asset to the organization.



Nuku Chakma

Finance Secretary

Educational Qualification: MSS

Nuku Chakma an esteemed social development worker, currently holds the position of Treasurer, bringing with them a wealth of experience and unwavering dedication to the realm of social change. Their journey as a social development worker reflects a harmonious blend of academic prowess, practical experience, and an authentic passion for catalyzing positive transformation within society. Nuku's academic background serves as a solid foundation for their endeavors in social development. With a comprehensive understanding of theories and methodologies, they navigate complex issues with clarity and insight. This academic expertise equips them to critically analyze social structures and devise innovative strategies for addressing societal challenges. However, it is Nuku's practical experience that truly distinguishes them as a formidable force in the field. Over the years, they have actively engaged with communities, organizations, and policymakers, gaining invaluable insights into the realities of social issues. Whether it's empowering marginalized communities, promoting gender equality, or advocating for environmental sustainability, Nuku's advocacy is rooted in empathy, compassion, and a profound belief in the inherent dignity of every individual. In sum, Nuku Chakma stands as an inspiring figure in the field of social development, embodying the principles of academic rigor, practical wisdom, and heartfelt dedication. Their journey serves as a testament to the



Ms. Jhumalia Chakma

Executive Member

Educational Qualification: Diploma (Health) with a Bachelor in Physiotherapy, DMC

Ms. Jhumalia Chakma, an esteemed Executive Member, holds a Diploma in Health coupled with a Bachelor's degree in Physiotherapy from DMC. Her expertise lies in the domain of public awareness concerning HIV/AIDS, sexually transmitted diseases, and reproductive health education and counseling. Actively engaged with PROGRESIVE since 2014, Ms. Chakma brings a wealth of knowledge and experience to her role. Ms. Jhumalia Chakma stands as a dedicated professional, combining a strong educational foundation with specialized knowledge in health-related fields. Her role as an Executive Member reflects a passion for public awareness and counseling, particularly in areas vital to community well-being.



Maya Chakma

Executive Member

Educational Qualification: Graduation (Bachelor of Arts)

Maya Chakma's educational background in Bachelor of Arts exemplifies her holistic approach to social work, seamlessly integrating academic knowledge with practical insights to tackle the intricate challenges of community development. As an Executive Member and dedicated social development worker, Maya's journey is marked by her exceptional educational prowess, strong leadership skills, and an unwavering commitment to effecting positive societal change. Beyond her academic achievements, Maya's leadership skills shine through in her role as an Executive Member. With a keen understanding of organizational dynamics and a collaborative spirit, she effectively guides teams toward common goals and fosters an environment of inclusivity and mutual respect. Maya's leadership style is characterized by empathy, integrity, and a genuine concern for the well-being of others, earning her the trust and admiration of her peers. In conclusion, Maya Chakma embodies the essence of effective social work, combining academic excellence, leadership acumen, and a steadfast dedication to creating positive change. Her journey serves as a beacon of hope and inspiration, demonstrating the transformative power of individuals who are committed to making a difference in the lives of others. Maya's contributions to community development and social causes stand as a testament to the profound impact that one person can have on the world.



Ms. Sugondhi Chakma

Assistant General Secretary

Educational Qualification: Graduation (Bachelor of Arts)

Ms. Sugondhi Chakma, serving as an Executive Member and actively engaged with PROGRESSIVE since 2019, brings a wealth of expertise and dedication to her role. With a Bachelor of Arts degree under her belt, she boasts a strong educational foundation that underpins her contributions. Ms. Chakma is renowned for her proficiency in community mobilization and livelihood development, demonstrating a remarkable ability to empower communities effectively. Her skill set extends to mobility mapping assessment, enabling a comprehensive understanding of community dynamics and needs. Moreover, Ms. Chakma excels in the implementation of WASH (Water, Sanitation, and Hygiene) programs, showcasing her unwavering commitment to sustainable and inclusive development practices. Her expertise in this area not only ensures the provision of essential services but also fosters a culture of hygiene and well-being within communities. Ms. Chakma's contributions exemplify the transformative potential of dedicated individuals in advancing sustainable development goals and creating a more equitable and resilient future for all.

Working Location Chittagong Hill Tracts

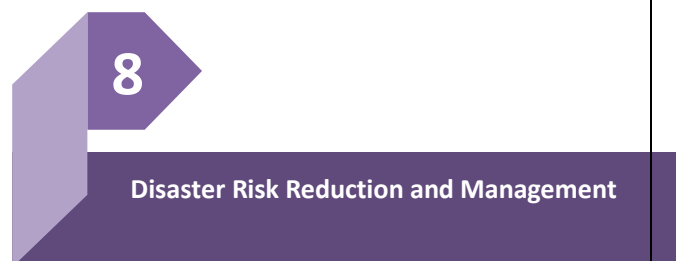
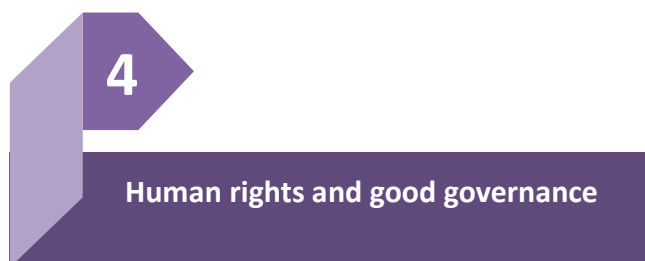
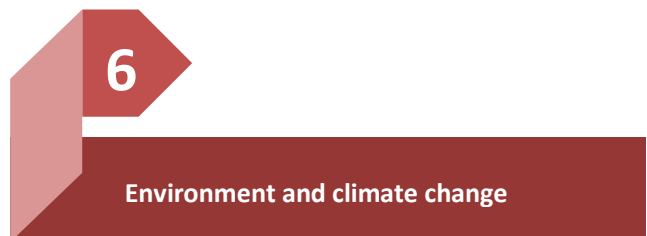
Area Coverage

District	Upazila	Union (Previous)	Union (Ongoing)
Khagrachari	6 Upazila (s)	-	In 28 unions
Rangamati	Sadar	All Unions	All Unions except Bandukvanga
	Naniarchar	4 Unions	
	Kawkhali	4 Unions	
	Rajasthali	2 Unions	
	Jurachari	4 Unions	3 Unions except Dumdummya
	Kaptai	5 Unions	5 Unions
	Bagaichari	7 Unions	
	Bilaichari	2 Unions	
	Barkal	5 Unions	4 Unions
Bandarban	Sadar	3 unions	
	Lama	2 Unions	
	Alikadam	2 Unions	
	Rowangchari	2 Unions	

Progressive Development Theme

Based on poverty, risk, marginalization, and its root causes, Progressive Organization's vision engages Gender and women empowerment of the Chittagong Hill Tracts as the core focused component. Based on this focused component the organization is deploying its intervention through eight themes.

Below are the details of the theme wise ongoing programmes.



Project Progress Information

Education Project



Project Title: Out of School Children Program

Project Duration: February 2022 to December 2023

Total Budget Amount: 15,07,15,920/- BDT

Donor Agency: Fourth Primary Education Development Program (PEDP-4), Bureau of Non-Formal Education, Ministry of Primary and Mass Education

Project Working Area:

Khagrachari District, covering Sodar, Mohalchari, Manikchari, Guimara, Ramghar, Matiranga, and Dighinala.

Aim of the Project:

To provide primary education of the out-of-school children aged 8-14 in Shikhan Kendra to ensure the opportunity to complete their primary education through a structured and planned educational approach.

Project Outcomes:

1. Increased enrollment of formerly out-of-school children in formal education institutions.
2. Enhanced awareness among parents regarding the importance of education and their role in supporting their children's learning journeys.

Key Achievements:

Our initiative is dedicated to providing educational opportunities to underserved communities, aiming to bridge the gap in access to quality of primary education. Through a multifaceted approach, we have implemented various strategies to achieve our goals and ensure that students have the resources they need to thrive academically.

Establishment of Learning Centers:

One of the cornerstone achievements of our initiative is the establishment of 490 learning centers within the communities we serve. These centers serve as hubs of educational resources, offering students access to available Books and other valuable learning materials. By bringing education closer to the doorstep of these communities, we have significantly increased the accessibility of educational opportunities.

Access to Complimentary Study Materials:

Recognizing the financial barriers that many students face in acquiring study materials, we have implemented a system to provide complimentary study materials to 12436 students in need. From textbooks to stationery supplies, we ensure that no student is hindered in their learning journey due to a lack of resources. This initiative has not only eased the financial burden on families but has also contributed to a more enriching learning experience for students.

Scholarship Opportunities:

Our commitment to ensuring that every child has the opportunity to pursue their academic aspirations led us to establish scholarship programs. These scholarships are awarded based on merit and need,

empowering deserving students to pursue higher education without the burden of financial constraints. By investing in the education of these students, we are sowing the seeds for a brighter future and breaking the cycle of poverty within these communities. 10340 number of students have been rewarded this opportunity in this project.

Problems or obstacles in implementing the project:

- Unawareness of the guardian.
- Shortage of school materials.
- Remote area and lack of communication.

Lesson learnt:

- Supervisors' communication skills have seen significant enhancement due to a multifaceted approach aimed at fostering effective interaction and exchange of ideas within the team.

Human interest Story:

Overcoming Adversity: A Journey of Education and Hope

Supan Chakma's educational journey is a testament to the resilience and the transformative power of education. Born into a family grappling with financial hardship, Supan faced numerous challenges in pursuing his studies. With his father's unfortunate passing and his mother shouldering the responsibility of providing for the family, accessing education seemed like an unattainable dream.

The geographical distance to the nearest government primary school further compounded Supan's difficulties, resulting in irregular attendance and eventually a hiatus from formal education. Instead of classrooms, Supan found himself wandering into the jungle with his mother, scavenging for vegetables as a means of survival.

However, fate took a turn for the better when Supan and several others were granted admission to the Jamini Mohan Kabarri (Kangsjoy) Shikhan Kendra under the Out of School Children Education Program. This initiative provided a lifeline for children like Supan who had slipped through the cracks of the formal education system. With the dedicated guidance of his teacher, Pinky Madam, Supan embarked on a journey of learning and self-discovery.

Through perseverance and the unwavering support of his teacher, Supan gradually reclaimed his lost educational ground. From relearning the Bengali alphabet to mastering numeracy and basic mathematics, Supan's progress was remarkable. The provision of essential resources such as stipends, uniforms, and school supplies further facilitated his educational pursuits.

Supan's story is not just one of personal triumph but also a testament to the impact of community-based educational interventions. The establishment of learning centers under the Out of School Children Education Program in the Aamder area has opened doors to education for countless children facing similar circumstances. It symbolizes a beacon of hope for marginalized communities, offering them a pathway to a brighter future.

As Supan continues his educational journey, his story serves as an inspiration to others facing adversity. It underscores the transformative power of education in breaking the cycle of poverty and unlocking opportunities for a better tomorrow. Through resilience, determination, and the support of compassionate educators, Supan Chakma's journey is a testament to the indomitable human spirit.



BRAC Bridge NFPE and Pre School-Education Project



Project Duration: May 2023 to December 2023

Donor Agency: BRAC

Implemented By: Progressive

Working Area: Laxmichari Upazila and Panchari Upazila

Budget Amount: 2,200,000 BDT

Activity progress:

Sl. No	Activity	May to December 2023	
		Target	Progress
1	Staff recruitment	02	02
2	Upazila office Set- up	02	02

Sl. No	Activity	May to December 2023	
		Target	Progress
3	Communication with Govt. officials, stakeholders & community	12	8
4	Location Selection for School Set - up	16	16
5	Teachers Recruitment	16	16
6	Teachers Basic training	48	40
7	Meeting with Para community	138	130
8	Student survey	320	320
9	Student Selection	320	292
10	School Selection	16	16
11	School Opening	16	16
12	Learning Materials supply (for students, classroom & teachers)	16	16
13	SMC Meeting	338	314
14	Parents Meeting	338	314
15	Student Books (NCTB)	292	292
16	Refreshers course 1-day monthly face to face	8	8
17	Gender & safeguarding training	1	1
18	Quarterly progress report & financial report sharing	3	3

Key Achievement:

1. Communication with Govt. officials, stakeholders & community have been enhanced followed by arranging eight meetings out of targeted 12. Parents, Education officers and office staff of Progressive attended in these meetings. Total 40 parents and 8 Education officers from Education Department joined in these meetings. These meetings contributed in the following immediate results:
 - **Enhanced Collaboration:** Strengthened ties with local government, ensuring alignment with educational policies.
 - **Community Engagement:** Increased parental involvement, leading to valuable feedback and better support for students.

- **Policy Support:** TEO and ATEO provided crucial administrative backing, addressing operational challenges.
 - **Challenges Identified:** Issues like absenteeism and resource needs were highlighted, with action plans developed.
 - **Future Planning:** Discussions on expanding the program, improving teacher training, and introducing new materials.
2. Teachers' basic pedagogic trainings (7 days-long) for newly recruited teachers increased the knowledge level and skill of teachers that had been conducted by BRAC. Total 32 newly recruited teachers joined in these trainings. These trainings contributed to increase the following a rena of the participants:
- **Pedagogical Skills:** Child-centric teaching methods and active learning.
 - **Curriculum Familiarization:** Understanding NFPE curriculum structure and objectives.
 - **Classroom Management:** Strategies for managing diverse, multi-grade classrooms.
 - **Assessment Techniques:** Continuous assessment methods for tracking student progress.
 - **Community Engagement:** Encouraging parental involvement and addressing local educational needs.
 - **Equips teachers with essential skills to deliver the NFPE curriculum effectively, ensuring a positive impact on the educational development of their students.**
 - **Classroom Management:** Strategies for managing diverse, multi-grade classrooms.
 - **Assessment Techniques:** Continuous assessment methods for tracking student progress.
 - **Community Engagement:** Encouraging parental involvement and addressing local educational needs.
 - **This training equips teachers with essential skills to deliver the NFPE curriculum effectively, ensuring a positive impact on the educational development of their students.**
3. Meeting with Para community contributed to identify and address the community's pressing needs. This meeting was held with the Para community attended by 138 participants including community leaders and members. The agenda focused on key issues affecting the community:

Key Agenda Discussed:

- **Education:** Strategies to improve school attendance and quality of education for children.
 - **Health:** Addressing healthcare challenges and promoting awareness about hygiene practices.
 - **Livelihood:** Exploring opportunities for skill development and income generation.
 - **Infrastructure:** Discussing the need for better roads, water supply, and sanitation facilities.
 - **Social Cohesion:** Strengthening community bonds and resolving internal conflicts.
4. Learning Materials supply (for students, classroom & teachers) increased the learning environment of the educational institutions under this project. This intervention covered 292 students under 16 distribution points. The following specific materials were distributed in this intervention:

For Students:

- Textbooks
- Notebooks
- Pens, Pencils, and Erasers
- Geometry Sets
- School Bags

For Classrooms:

- Blackboards and Chalk
- Maps and Educational Charts
- Storybooks and Reference Materials
- Art Supplies (Paper, Colors)

For Teachers:

- Teacher's Guides
- Lesson Planning Materials
- Attendance Registers
- Evaluation Sheets
- Teaching Aids (Flashcards, Visuals)

Major Challenges faced and overcome:***Poor Mobile Network in Communication:***

Communicate with teachers through mobile messages when possible. It's a more stable communication channel than mobile networks. Download study materials and assignments when the network is stronger, and access them offline. Our teachers are well-known about our connectivity issues. They may be able to provide alternative methods of communication.

Explore educational apps that allow offline learning. Many educational apps have features enabling to us download offline content. Remember to communicate proactively with our teachers about any challenges we may face due to poor mobile network connectivity. To appreciate our efforts to stay engaged and committed to our studies despite the challenges.

Project: Progressive Technical Skill Development Center



Progressive implemented ILO funded “Progress Project” jointly by Women affairs department with Prince education through IGA project, social welfare, LGSP through Nari Khomotayan proklopa approved by Bangladesh Technical Education Board with the approval code of 72024.

As a development partner in Bangladesh, PTSDC has established this Technical Skills Development Center in Rangamati as joint venture with Progressive, envisioning a future where youth are equipped with the

necessary skills through effective vocational training. The center's objectives are multifaceted, aiming to:

- Enhance individuals' technical skills and their capacity to adapt to change.
- Address the demand for technical skills in labor markets.
- Enhance product quality and enterprise profitability.
- Promote inclusive access to skills development, particularly among marginalized groups such as women.
- Contribute to the strengthening of the national economy and poverty reduction efforts.
- Foster self-awareness and cultivate human qualities among trainees.

The center offers a range of courses tailored to meet diverse skill requirements, including:

1. Computer Application (Microsoft Office Packages)

2. Swing (presumably a programming language)

3. Block Boutique (likely a course on block-based programming or a related skill)

Followed by this skill development intervention, the project has developed 550 skilled youth in computer application packages under the supervision of Women affairs and Prince (240), social welfare (30), LGSP (30) and Progressive (250).

Total 90 youth women gained skill on Sewing under the supervision of Social Welfare in this project.

Total 20 youth gained skill on digital marketing under the supervision of ILO funding.

Total 100 youth gained skill on block boutique under the supervision of 2 trainers.

Promoting Rights Through Mobilization and Empowerment (PRiME) Project



Project Duration : July, 2022 - June, 2023
 Donor : Bread for the world- Protestant Development Service
 Total Budget Amount : 1,869,200/- BDT
 Technical Partner : Bangladesh Nari Pragati Sangh (BNPS)

Project Working Area:

SL No	District	Upazila/Thana
1.	Dhaka	Mohammadpur and Ramna
1.	Chittagong	2.01 Chittagong City Police Station - Khulshi, Bakulia, Kotwali, Chawkbazar 2.02 Patia Upazila 2.03 Sandwip Upazila
3.	Rangamati	Rangamati Sadar Upazila
4.	Khagrachari	Khagrachari Hill Sadar Upazila
5.	Bandarban	Bandarban Sadar Upazila

Project Objectives:

1. In the 3 sub-districts of Chittagong, the women of the project area will improve their socio-economic status.
2. Hill district institutions and their customary law regulations shall be gender sensitive.
3. Secondary schools in the project area in 3 sub-districts of Chittagong will be made gender sensitive.

Project Progress:

Budget Code	Activities	Target: 2023	Progress: 2024	Variance	Recements
02	Outcome 2 — Hill district institutions and their customary law provisions will be reformed in a gender sensitive manner.				
2.01	To conduct annual program review and planning workshops with 3 cooperating organizations and active forum members of the three hill districts.	01	01	0	

Budget Code	Activities	Target: 2023	Progress: 2024	Variance	Recements
2.02	Orientation to improve reporting, documentation and account management of 3 cooperative organizations in three hill districts.	0	0	0	
2.03	Conduct quarterly program review and planning workshops.	06	04	02	It will be implemented in the next Year 2024
2.04	Activist forum members take initiatives to establish social cohesion by organizing sharing meetings. 09 will be implemented by the last quarter	12	4	08	It will be implemented in the next Year 2024
2.05	Organizing sharing meetings on study findings with leading hill women and other stakeholders in hill districts.	1		0	
2.06	Organization of transformational leadership development training on communication skills for active forum members.	0	0	0	
2.07	Organization of skill development training for headmen and shopkeepers of hill districts to face the challenges of elimination of discrimination smoothly while managing their duties and activities.	0	0	0	
2.08	Advocacy—lobby meetings with Circle Chiefs, District Councils, Regional Councils, Headmen—Karbari Associations.	02	02	0	
2.09	Celebration of various days at local level through discussions, rallies, human bonding and distribution of posters and leaflets. 06 04 02	06	04	02	It will be implemented in the next Year 2024
2.10	Organized national level discussions on gender sensitive reform of customary law on hilly areas. 00 00 00	0	0	0	

Story of success



Meet **shamima Akhter** aged 26, a courageous woman who faced unimaginable hardships with two children. For years she was divorced from her husband with no financial support. The continuous emotional and physical abuse left her feeling helpless, alone and without hope. One day Ms. Shamima Akhter learn about progressive organization through coordinator of CHT Women activist forum. Desperate for change she reached out to coordinator and that moment marked the beginning of a new chapter in her life. Team of Progressive and cht women activist forum members immediately provided her with a safe shelter, ensuring she was removed from the dangerous environment. CHT women activist coordinator offered her emotional support through counseling and connected her with legal assistance to help her navigate the complexities of

her situation.

Recognizing that financial independence was crucial for her long-term recovery, Ms. Sucharita Chakma, Coordinator, CHT women activist forum offered her a job as a support staff in Progressive Organization.

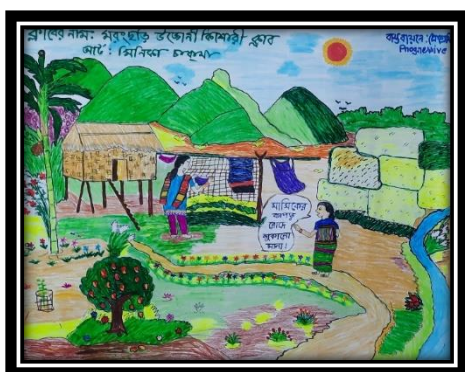
Shamima showed remarkable dedication and quickly mastered the skill she needed. With her new found confidence and abilities we helped her secure a job with confidence. Now shamima is not surviving she is thriving. She has regained her control of life with the help of supportive colleagues in friendly environment. The job has given her a sense of purpose and self-worth allowing her to leave her past behind and look forward to a good future. Progressive organization and CHT Women activist forum are proud to have played a part in her journey from victim to survivor, helping her build a new life of dignity and independence.

Project Name: Our Lives, Our Health, Our Futures (OLHF)

Project Duration	:	January, 2019 - December, 2023
Total Budget Amount	:	2,70,27,396.00/- BDT
Name of Donor Agency	:	European Union
Programme Lead	:	SIMAVI- Netherlands
Lead in Bangladesh	:	Bangladesh Nari Pragati Sangh (BNPS)
Project Working Area	:	Rangamati Sadar and Jurachari Upazila, Rangamati.

At a glance the successive THE OLHF PROJECT ACTIVITIES- 2023

Our Lives, Our Health, Our Futures (OLHF) Project started in January 2019, with the support of the European Union. This five-year program run until 2023 is designed to promote gender equality and support the



This drawing owned 1st prize in the MHM day drawing competition in Rangamati.

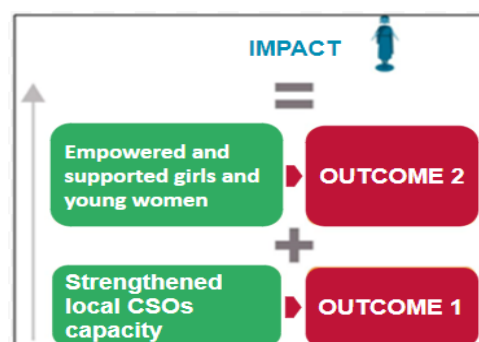
empowerment of adolescent girls and young women in CHT to live with dignity and make their own informed decisions about their sexual and reproductive health without violence, coercion, and discrimination. This program puts women's needs and priorities in the center. Through this project, 40 adolescent girls' clubs in two upazilas of Rangamati district namely Rangamati Sadar and Jurachhari upazila have to be covered, and 1200 adolescent girls were directly informed on sexual reproductive health, gender-based violence, and menstrual health management by conducting age-based (10-25) sessions on the above topics. Continuously advocacy activity had to be covered at the district-Upazila and higher secondary school level and government stakeholders to ensure youth-friendly health services including capacity building and providing awareness activities to the community through cultural and creative programs, workshops, meetings, and subject-related training

IMPACT

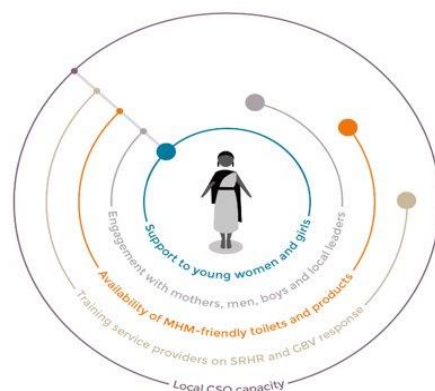
Enable and support young women and adolescent girls in the Chittagong Hill Tracts of Bangladesh to transition into adult womanhood with dignity, and bodily and sexual autonomy, without violence, coercion, and/or discrimination

KEY OBJECTIVES

- To strengthen the technical, methodological, financial, and administrative capacity of local CSOs to effectively respond to the SRHR needs of young women and adolescent girls.
- To empower young women and adolescent girls to make free and informed decisions about their SRHR and to support them to do so free from violence, coercion, and discrimination.



INTERVENTION LOGIC



Progress:

Multi-stakeholder Meetings: These meetings include public-private and local government representatives, public representatives, and community social leaders, as well as representatives of key beneficiaries and they had to participate there to highlight the cross-cutting issues. The cluster leaders play a very important role in organizing the multi-stakeholder meeting with the support from partner organizations. The cluster provides the stakeholders about the progress of the ongoing programs and their learning and challenges. Total 01 meeting held in 2023.

Celebration of int'l Days: Day Observation is a very important aspect for to disseminate about the importance of the days. Under this project good numbers of days have been observed as World Women's Day, World Menstrual –hygiene day, int'l Youth Day, World Health Day, World Girls Child Day, and the 16 days of activism where engagement of influential govt. officials or public representatives from the local government was ensured. In 2023, total 04 number of days have been observed followed by Rally, discussion sessions and so on.

Creative Project: In the name of “creative project” awareness raising events was conducted through drama, song, drawing, and fostering activities were used to build public awareness on Child marriage, menstrual hygiene management, sexual and reproductive health, GBV, and women's education through. Total 30 events were conducted under this intervention in 2023.

NARI Network: The women's network has transformed as YARN from 2023 by the consent of the Executive Committee with the elaboration of “Youth and Adolescent Rights Network” (YARN) with the inclusion of girl's members. They will work on the rights of adolescent in their respective areas. This network's objective is to strengthen solidarity among network members through collective efforts to promote women's rights issues on sexual and reproductive health to establish a violence-free society. The YARN executive committee with fifteen (15) members are approved for a year.

Advocacy Strategy: The advocacy strategy of the OLHF program is to organize meetings with school and health authorities, the primary goal was to activate the existing committee of AFHS (adolescent-friendly health services) in the district to the periphery and continue observation of their services. In addition to this, working closely with the Health Department to ensure that our adolescent club girls can easily access health services from existing health centers in their areas. Advocacy with school authorities for the establishment of menstrual-friendly toilets in 15 designated schools through this

project and simultaneously petition local government institutions for budget allocation for these purposes.

SRHR Conference: The two-day event National SRHR Conference was held from September 11 to 12 with community and adolescent club members. In this two-day event, thematic discussions were held throughout the day and the performances of the girls and thematic speeches of the mentors were excellent. The event held at the National Freedom Fighters Museum was a major milestone of this project. Many scholars from the national level, university professors, senior administration officials, representatives of the European Union, and various UN representatives including donor organizations, international organizations, and local 10 CSOs, some at the national level organization participated in the conference. The girls themselves set up the stalls and answered questions from the from the participants.

District Exit Meeting: The closing ceremony of the OLHF project was duly completed by the Rangamati cluster on November 2023 at KNSI (Khudra Nri-G osth Sanskritik Institute) Rangamati. In this this event, mentors were formally farewell and prizes were offered to the winning mentors on writing and drawing competition held on the celebration of Menstrual Hygiene Day with the joint initiative of Progressive, TAUNGYA, WEAVE and Hill Flower.

Making Menstruation a normal fact of life.

I am Priyo Chakma, live with my family in KamilaChari village 15 km away from the district town of Rangamati. I do farm in a nominal piece of land and feel proud for being a farmer. I'd like to tell a story of change in my life.

Curiosity

I have three daughters, two of whom have been involved with the OLHF Girls Club as mentors & members since 2020. Like everyone else, I was very curious when the Progressive set up the adolescent Club here. I was even more surprised when the organization appointed my elder daughter as a mentor for the assigned club. It started like this. They are both in the age range of 14–18 according to the criteria of the adolescent club I still remember being in a club next to the house, there was a kind of curiosity about what activity was going on in the club. Once I went and saw that they were doing group work attentively & discussing themselves in a low voice. There, the scientific explanations related to the female body are shown on the whiteboard through drawings. I was embarrassed & went home without understanding anything for a while. At night I ask my daughter what is taught in the club. She was a mentor and her younger sister was a member there. She then directly stated that there are certain physical aspects of women that are still considered taboo in society and that is the neglect of safe hygiene management during menstruation, and the socially conservative views regarding it which have been passed down through the ages. That needs to change,



the time has come to remove the prevailing misconceptions in society about menstrual health management. Then I realized how the community will know! I did not know anything about this until then. I just knew it was a very personal matter and shouldn't be talked about in public. But talking to girls, I realized this topic is very important and not irrelevant.

Deep Dive

Sometimes I also attended the sessions that event was specifically for the girls' fathers. From these sessions, I learned about SRHR, MH, the bad impact of child marriage, and the importance of girls' education. Given this, Community-level meetings were held by progressive organizations at various times, sometimes child marriage, women's education, or violence against women were discussed. One day a drama was being performed and it was about women's menstrual health management and the neighborhood club girls were the actors. Everyone was amazed at how easily they were able to convey the importance of the subject in such a wonderful manner. After the play, community members, especially mothers and fathers, are asked to commit to menstrual health management so that they become more aware of it and make others aware of it. I am especially aware of and attached to MHM because many superstitions remain prevalent in our society. Such as at periodic times you couldn't go orchard or touch anything, or be prohibited to go temple because it destroys religious purity simultaneously. But menstruation is a matter of natural cycle and is directly related to women's health in staying healthy. Since the girls of the community are the members of this club, their parents are also aware of this and everyone openly discusses various topics of the session with their elders. As a result, it did not take long for the community to realize that menstrual hygiene is a very important issue. I also initiated to tell all the grocery owners in the village to keep sanitary napkins in their store regularly. They committed to keeping napkins regularly, now sanitary napkins are available in village shops which earlier had to be fetched from the pharmacies. I know that sometimes a packet of pads is not enough; it may take more in a month. It is very gratifying that through Progressive, teenage girls have taken training on how to make reusable sanitary pads.

All's Well That Ends Well.

Now I discuss freely with my daughters about women's rights and the monthly sessions that Progressive provides. I would say if Progressive had not brought the OLHF program in this area then we would not have been aware of important issues like these and at the same time the importance of this program in empowering our girls is immense. We are grateful to Progressive. I am very happy and proud to be involved in the OLHF program as a father and everyone should stay away from the superstitions of Menstruation and making menstruation a normal fact of life.

Project: Women in Power (Women Voice and Leadership Bangladesh)

Duration : 4 year (2020-2023)
Funded by : Global Affairs Canada
Supported by : Manusher Jonno Foundation (MJF)

Project Theme	Enhanced empowerment and leadership of traditional women leaders, elected women members of Union Parishad and youth women and adolescent girls in Rangamati district
Total budget	Total Budget: BDT 19,077,908
Locations:	# of District: 01 # of Upazila: 03 kaptai, Jurachari and Barkal # of Unions: 12
Major Program Focus	<ul style="list-style-type: none">- Traditional Women leaders & Women Union Parishad Members- Youth Girls (10-17) & Women (18-35) in community- Youth Girls in school (Class VI- X)- Youth Women in College (Class XI- XII)

Project Outcomes

Outcome 1: Increased skill and capacity of targeted women and youth girls on gender equality, empowerment and leadership.

Outcome 2: Increased leadership practices of youth girls (secondary level, grade 8 – 10 and higher secondary level, grade 11 – 12) in three selected upazilas of Rangamati district.

Outcome 3: Improved Livelihood opportunities for drop out youth girls.

Indicator Base Programme Activity Achievement 2023

SL	Indicators	Target	Yearly Achievement	Direct beneficiary Category (If any)				Indirect beneficiary Category (If any)					
				Women	Girls	Tran	Total	Women	Girls	Trans.	Men	Boys	Total
1	Facilitate Monthly/ Bi- monthly group meeting (issue-based discussion)	174	167	749	2317								
2	Organize sensitization meeting with parents and adolescent girls at community level	34	49	892	7								
3	Organize cultural program/ throater/ drama on Gender Equality, Women Empowerment and Leadership at Union/ Upazilla/ District Level	3	2	152	17								
4	Observe designated days (International Women's Day, National Girl Child Day, National Youth Day, 16 Days of Activism against Gender- Based Violence etc.)	3	3	23	82				100		1	30	
5	Arrange quarterly meeting with network members on Women Empowerment, Gender Equality and leadership	12	11	169									
6	Organize two (02) days long residential training on leadership for Network Group at District level	2	2										

SL	Indicators	Target	Yearly Achievement	Direct beneficiary Category (If any)				Indirect beneficiary Category (If any)					
				Women	Girls	Tran	Total	Women	Girls	Trans.	Men	Boys	Total
7	Facilitate awareness session on life skill issues (digital safety and security, gender-based violence, gender equality, women empowerment, leadership etc.) for youth and adolescent girls at school / college level	196	189	940									
8	Organize half yearly coordination meeting with teacher and student ambassador at educational institute	16	16					43			80		
9	Organize competitions (creative art/ debate etc.) at educational institute	12	12		320				245	56	33	21	
10	Innovative initiatives of social activity by trained youth of boot camp (Upazilla)	1	1	7	14			4	20				
11	Organize dialogue with public & private service providers and group members for rapport building, linkage and referral services	3	3		4			11	45				
12	Arrange dialogue with representatives of service providing departments for referral linkages at Upazila/ District level (Education Department, Health Complex, Agriculture Department, Legal Aid Committee, Youth Development Department, Women Affairs Department, Skill/ Vocational Training Department etc.)	2	0										

SL	Indicators	Target	Yearly Achievement	Direct beneficiary Category (If any)				Indirect beneficiary Category (If any)					
				Women	Girls	Tran	Total	Women	Girls	Trans.	Men	Boys	Total
13	Organize district coordination meeting for women Activist forum in Rangamati												
14	Listing, validating, approval and support provide to targeted beneficiary as per guideline		2						2				
16	Provide partial financial support/ inputs for Income Generating Activities (IGA) for the trainees who received training	26	26	26									
17	Organize day long annual meeting to share the working experiences of current year and develop next year action plan with EC members, GC members, Staff, Stakeholders and beneficiaries	1	1										
18	Prepare annual report with the help of consultant and printing of annual report for distribution	1	0										

Human Interest Story

Joba Tanchangya's WEE success

Joba Tanchangya, a member of the "Women in Power" project under Progressive, has transformed her life through sheer determination and empowerment. Initially, she grappled with expressing her thoughts, lacked awareness of her rights, and faced numerous myths surrounding her role as a housewife in Choto Pagli para, Wagga Union, Kaptai Upazila, Rangamati.



However, upon joining the group, Joba underwent a remarkable journey of enlightenment. Through sessions focused on crucial topics such as human rights, gender-based violence (GBV), menstrual hygiene management (MHM), and decision-making rights, she emerged empowered and emboldened. This newfound knowledge not only enabled her to voice her opinions within her family but also garnered their

support for her endeavors.

Joba's success as a Women's Economic Empowerment (WEE) beneficiary stands as a testament to her resilience. With training and support from the "Women in Power" program by Progressive and the WVLB project, she received WEE assistance on July 18, 2022. Armed with this support, Joba ventured into poultry farming, starting with a modest investment in chicks.

Her dedication bore fruit as her poultry flock multiplied over time. By the winter of the previous year, she had sold a portion of her stock, earning 15,000/-. Presently, Joba continues to nurture her flock, benefiting not only from the nutritional sustenance provided by the eggs but also from the potential for further expansion and profitability.

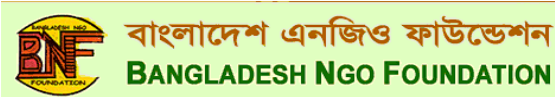
Looking ahead, Joba harbors ambitious dreams of scaling up her chicken farm, envisioning a future where her contribution to her family's finances is substantial. Her unwavering gratitude extends to Progressive's "Women in Power" program and MJF for providing her with the platform to realize her aspirations and assume a significant decision-making role within her family.

In pursuit of her future goals, Joba remains steadfast in her determination to increase her poultry stocks significantly. With each step forward, she aims to bolster her family's financial stability while carving out a brighter, more empowered future for herself and her loved ones.

Project: Water Sanitation & Hygiene

Project Duration: July 2023 to December 2023

Donor Agency : Bangladesh NGO Foundation



Implemented By: Progressive

Working Area: Sapchari Union, Rangamati Sadar. Rangamati Hill Tract.

Budget Amount: 500,000/- BDT



The grant-funded program has successfully impacted numerous families in the community, with a focus on empowering women and improving overall well-being. Here's a concise overview of the program's achievements:

1. **Direct Beneficiaries:** 50 families have directly benefited from the program, particularly empowering 50 women. Additionally, the program has indirectly impacted 150 women, fostering a ripple effect of positive change within the community.
2. **Information Boards:** 5ft/3ft information boards have been strategically installed in the project area, providing accessible and vital information to the community members.
3. **Tube Wells Installation:** Out of the planned 5 tube wells, 5 have been successfully installed, ensuring access to safe water for 100 beneficiary families. This initiative has not only enhanced water conservation efforts but also improved daily hygiene practices, leading to a reduction in various waterborne diseases.
4. **Training Sessions:** Training sessions have been conducted for 50 individuals over 2 days, equipping them with valuable skills and knowledge. This includes mason training, empowering beneficiaries to troubleshoot and maintain tube wells independently, thereby ensuring sustained functionality.
5. **Sanitation and Hygiene Improvement:** The program has contributed to the improvement of sanitation systems, fostering a cleaner and healthier environment for the community.
6. **Toolbox Provision:** Each tube well has been equipped with a toolbox, facilitating maintenance and repairs as needed.
7. **Beneficiary Data Management:** A comprehensive beneficiary list has been compiled and stored on CD, ensuring efficient management and tracking of program impacts.

Overall, the program has made significant strides in enhancing the quality of life for community members, particularly women, through sustainable interventions in water access, sanitation, and skill-building. By fostering empowerment and self-reliance, it lays a solid foundation for continued progress and development in the community.

The Rural Women's Quality of Life Development Program plays a direct and pivotal role in conserving safe water in the project area, ensuring visible and perceptible development. Through this initiative, 50 beneficiary families will have access to safe water for their household needs, resulting in significant improvements in health, sanitation, and hygiene practices.

In the selected village, where government facilities are limited due to its location in Rangamati Sadar Hall and lack of communication infrastructure, the program addresses the critical need for safe water. Despite the absence of tube wells, the community relies on family wells and trickle water sources, which pose risks to health and hygiene.

In collaboration with local stakeholders, the program identified the village as a priority area for intervention. Out of the 65 families residing in the village, 5 tube wells will be installed through the proposed project. This allocation ensures equitable access, with every 10 families benefiting from a dedicated tube well.

Furthermore, the program emphasizes capacity building by providing training to local masons in tube well installation and maintenance. Equipping them with essential tools and resources, such as toolboxes containing necessary fixtures, ensures the sustainability of the water infrastructure. Each tube well committee will receive a toolbox, overseen by the committee chairman or secretary, facilitating prompt and efficient resolution of any issues.

The tireless efforts of women within the community drive progress, fostering a path toward prosperity. As a result of the program's interventions, the reputation of both donor agencies and implementing organizations in the project area is steadily increasing.

Overall, the Rural Women's Quality of Life Development Program employs a strategic and holistic approach, addressing the immediate need for safe water while empowering local communities for long-term sustainability and growth.

Lessons learnt:

Project: Livelihood



Partnership for Resilient Livelihoods in CHT Region (PRLC)

Project Duration: 1 September 2023 to 30 October 2026

Total Budget amount: 46,152,059 BDT

Donor Agency: Manusher Jonno Foundation & European Union

Implementing Agency: Progressive

Goal: Reducing the poverty and build resilient livelihoods of the extreme poor households of Jurachari upazila under the Rangamati Hill District.

Outcomes of the PRLC project:

1. Outcome 1: Sustained livelihoods and income generation amongst the target households in the CHT districts
2. Outcome 2: improved and sustained nutrition practices for a better and healthy lifestyle for the extremely poor households in CHT region.
3. Outcome 3: increased investment of resources by local communities and the Government aimed at the most vulnerable regions and population segments in the CHT districts.

Project Description (detail of the project)

Possess significant experience in implementing projects aimed at alleviating poverty through initiatives focused on livelihoods, nutrition, and social security. Below are the highlights of my relevant experience, encompassing a maximum of five key projects:

1. Led a project emphasizing capacity-building training sessions on livelihood strategies and Income income-generating activities (IGs).
2. Conducted awareness sessions on natural resource management and climate change mitigation, facilitating discussions on biodiversity conservation and ecosystem preservation.
3. Organized workshops to enhance legal awareness among traditional and local leaders at the Upazila level.
4. Achieved notable milestones including the provision of capacity-building trainings to empower community members to lead group activities effectively.
5. Provided orientation sessions on homestead gardening, seasonal cropping techniques, and the nutritional benefits associated with various crops.
6. Distributed tree plants focusing on fruit-bearing varieties and orchard establishment, contributing to environmental sustainability.
7. Delivered comprehensive training sessions on beekeeping and facilitated skill-building workshops on handicrafts, specifically tailored for 20 selected women participants."

This refined version retains the essence of your original text while ensuring clarity and coherence in the language used.

2.1 Accomplishment of Inception Plan (at a glance)

Activities	Planned	Achievement	Progress
			Just mention highlights with 2-3 sentences
An orientation session for the staffs of PRLC project on PROGRESSIVE organizational policies.	1	1	The orientation training was held on eight organization policies at Progressive Conference Hall room, S.K. Building, Banarupa, Rangamati from 2 th to 5 th October-2023 for 13 (Male-08, Female 05) newly recruited PRLC project staffs and the facilitators are from Progressive senior management, technical officer and Monitoring officer. End of the closing program the Executive Director and other Senior management team were present.
A daylong orientation on the selection of HH's guideline.	1	1	THE MJF team organized a daylong orientation on the selection of HH's guideline for the PRLC project senior team on 10 October 2023.
An orientation session for the project staffs on the selection of Households of beneficiaries.	1	1	The senior team of project organized an orientation session for the project staffs on the selection of HH's guideline at the rest house conference room, Rangamati Hill District Council, Jurachari on 17 th October 2023. The total participants were 13 (Male-08, Female 05).
Union wise cluster formation and paras selection at Banajogichara union and Jurachari Union in Jurachari Upazila.	18 clusters and 54 para	18 clusters and 54 paras	Total 09 clusters were formed and 27 paras were selected by Banajogichara union parishad on 23 October 2023 and total 09 clusters were formed and 27 paras were selected by Jurachari union parishad on 26 October 2023.
1541 HH Beneficiary selection in 2 unions (Jurachari + Banajogichara Union)	1541 HH	1541 HH	Total 778 HH (Poor, Ultra-poor) for Jurachari Sadar union and 736 HH (Poor, ultra-poor) for Banajogichara union i.e 1541 Households of beneficiaries' (Poor -1280 and Ultra poor- 261) list have been finalized on 28 th December-2023.
Monthly staffs meeting	5	3	The monthly staff meetings were held at the project office of Jurachari PROGRESSIVE office respectively on 12 th October, 30 th November and 28 th December-2023 for periodic planning and smooth running of project activities and total participants were 46 (Male-27, female-19).
Selection and recruitment of Farmer Facilitators following the guidelines (with active engagement of GoB line dept., project staffs, HDC, MJF & UNDP's)	1	1	After forming recruitment committee according to guideline, 18 FFs have been selected for 18 cluster of Progressive. The examination of FF selection (Oral) has been taken at the hall room of Jurachari Union Parishad on 20 th December 2023. Among

			the selected FFs, there were 10 male and 08 female.
16 days of Activism against Gender based Violence (25 November to 10 December).	1	1	Debate competition was arranged at high school level on 7th December 2023 at Jurachar upazila and discussion meeting at para level on 7th to 8th December 2023 at Bilaichari union. There were 214 (Male-67, Female-147) participants joined there and given their commitments to take part in any action against gender-based violence.
Formation of mother and children (Maa ebong sishu) forum with the targeted HH members including women and girls	4	4	02 Mother and children forums were formed at para level as per guideline for Banajogichara union and 02 Mother and Children forums were formed for Jurachari sadar union. A total of total 04 forums have been formed. Each forum was formed with 20 members of mother and children in presence of 151 participants where male and female numbers were 19 and 132 respectively during formation.
Formation of adolescent's club with boys and girls	4	4	On the basis of guideline, 02 adolescent clubs were formed with boys and girls for Banajogichara union and 02 adolescent clubs were formed for Jurachari sadar union. A total of 04 clubs were formed at para level. Each club was formed with 20 adolescent boys and girls where total 136 participants (Boy/male-43, girl/female-93) joined during the formation.
Youth skill need assessment (FGD/KII)	2	0	This activity is yet to do. Because, technical person of MJF couldn't provide the guideline.
Kit box for paramedic (CNHP)	1	0	This kit box will provide centrally by MJF for all partners.
Home visits for growth monitoring of the children (paramedic and CNHP)	4	0	The materials of these activities will be provided centrally by MJF for all partners.
Training on Financial Management	1	1	The Financial management training was organized by MJF for all partners' organization at Parjatan Holiday Complex, Rangamati from 16 th -18 th November 2023. The training participants were PC, FAO and ED of Organization.
Training on Gender Mainstreaming	1	1	The Gender Mainstreaming training has been organized by MJF from 02 nd -04 th December 2023 at Alok training centre Dhaka. The training participants were Organization focal person, PC and Paramedic.
Training on Safeguard and Social Inclusion	1	1	The Safeguard and Social inclusion training has been organized by MJF from 05 th -06 th December 2023 at Alok training centre Dhaka. -The training participants were Organization focal person, PC and Paramedic.
Staff foundation training of PRLC project	1	1	The staff foundation training has been organized by MJF for all partner organization at Parjatan

Holiday Complex, Rangamati from 21st -24th November 2023. The training participants were PC, TO and MO.

Challenges faced:

- Too difficult to complete numerous activities in limited time.
- The unrest national political situation hampered to timely implementation of the activities.

Learning:

- Due to sincere involvement of local traditional leaders the selection of extreme poor was possible from the vast at the community level.

Project: Rural Economic and Cultural Advanced for Land less (RECALL)

Project Duration: July, 2022 - June, 2023

Name of Donor Agency: International Indigenous Women's Forum- IIWF

Total Budget Amount : 26,00000/-BDT

Implementing Agency: Progressive

Project Working Area: Jurachhari Upazila of Rangamati District

Target Outcome beneficiary no -1: 180 households to secure more income and food through alternative employment, crop production and marketing

Target Outcome-2: Women in leadership positions and to participate and contribute to decision-making at social and family level

Target Outcome-3: Communities are empowered with traditional handicraft skills and knowledge for risk management and conservation of natural resources as well as for predicting the impact of climate change.

Target Outcome-4:

25 Women groups formed to run their institutions and demand rights and property rights

Description of significant activities implemented as per the objectives of the plan: January to April.23

S L	Activity	Achievement	Comments
1	Meeting on lesson discussion on gender equality discrimination, woman rights and property rights among traditional leaders, youth leaders.	Yes	180 Female Beneficiary
2	Food packages (Rice, potato, etc.)	Yes	180 Female Beneficiary
3	3- Girls clubs Formation meeting	Yes	60 Girls Beneficiary
4	3- Youth clubs Formation meeting	Yes	60 Youth Beneficiary

5	Monthly meeting organized in the project period with 25 women groups	Yes	Beneficiary
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Project: Environment and Climate Change

Enhancing Economic Empowerment of Indigenous Women (EEEIW)



Funded By: International Indigenous Women's Forum-IIWF

Budget Amount: 7,700,000

Working Area: Jurachari and Bilaichari Upazila, Rangamati

Duration: November 2023 to October, 2024

Objective: This project aims to economically empower women in the target area through the implementation of a climate-tolerant smart agriculture system.

Purpose:

- Empower women smallholder farmers through capacity building in climate-smart agriculture.
- Enhance the productivity of women farmers.
- Promote agricultural products cultivated in hilly regions.

Expected Results:

- Enhanced understanding of climate-resilient smart modern agriculture among women farmers.
- Development of skills and practices in climate-resilient modern agriculture.
- Improved access for women to entrepreneurial networking opportunities.

Number of Beneficiaries:

A total of 800 women farmers will benefit from this initiative, organized into 40 teams. Each team comprises 20 women, with 27 teams located in Jurachhari upazila and 13 teams in Billichhari upazila.

Project Progress:

S L	Activity	Achievement	Comments	Date
1	Training on smart agriculture to indigenous women groups for short term crops:	Yes	800 Beneficiary	November and December 23
2	Baseline survey beneficiary data collection	Yes	800 Beneficiary	November 2023

Audit Report and Financial Statement 2023 Progressive

**Audit Report
and
Financial Statements
of**

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

(CONSOLIDATED)

For The Year Ended 30th June, 2023

A B SAHA & CO
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Independent Auditor's Report

Opinion

We have audited the Financial Statements of "Progressive" Banarupa, Rangamati, which comprise the Statement of Financial Position as at 30 June, 2023 and the Statement of Income and Expenditure and Statement of Receipts and Payments for the period then ended and notes to the financial statements, including a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying Financial Statements give a true and fair view of the financial position of Progressive as at 30 June, 2023 and of its financial performance for the period then ended in accordance with International Financial Reporting Standards (IFRSs) and other applicable laws and regulations.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with IESBA code of ethics for professional Accountants together with the ethical requirements that are relevant to our audit of the financial statements in Bangladesh, and we have fulfilled our other ethical responsibilities in accordance with these requirements of IESBA Code and ICAB Bye-Laws. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management of Progressive is responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards (IFRS) and other applicable laws & regulations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but not is a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risk of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Further to our opinion in the above paragraph we state that:

- i) We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit and made due verification thereof;
- ii) In our opinion, proper Books of Account as required under the usual accounting practices have been kept by the Organization so far as it appeared from our examination of those books; and
- iii) The Statement of Financial Position and Statement of Income and Expenditure dealt with by the report are in agreement with the books of account.

Place: Dhaka
Date: 06 December, 2023


A B Saha FCA
A B SAHA & CO
Chartered Accountants
DVC: 2312060387AS778779



PROGRESSIVE

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

Statement of Income and Expenditure (Consolidated)


For the year ended 30th June, 2023

Sl. No.	Particulars	Notes	Amount	Amount
			2022-2023	2021-2022
A	<u>GRANT AND OTHER INCOME:</u>			
	Foreign Fund Received	12	2,365,438.90	2,540,873.00
	Local Fund Received	13	13,196,270.00	18,301,333.00
	Bank Interest Received	14	24,685.00	44,860.00
	Receipt of other fund and admin share cost	15	2,240,144.50	1,509,541.00
	TOTAL	Tk.	17,826,538.40	22,396,607.00
B	<u>EXPENDITURE:</u>			
	Salaries and Allowances (Personnel)	16	6,781,794.00	6,531,937.00
	Office Accommodation (Rent)	17	765,152.00	655,944.00
	Head office and Branch office's admin Expenses	18	617,909.00	646,515.00
	Travelling and daily allowances	19	902,061.00	479,010.00
	Staff Capacity Building Training	20	459,759.00	-
	Seminar/ Workshop/ Conferences	21	215,546.00	2,297,643.00
	Value Added Tax (VAT) at Source	22	521,936.00	518,011.00
	Income Tax (IT) at Source	23	61,983.00	77,270.00
	Community Level awareness session/meeting	24	5,737,215.00	5,821,366.00
	Beneficiary Capacity Building Training	25	2,332,129.00	1,881,371.00
	Direct Delivery to Beneficiaries for Livelihood	26	2,648,303.00	820,179.00
	Medical Service & Health Camp/COVID-19 Relief	27	-	-
	Overhead /Mgt. Expenses	28	371,000.00	200,000.00
	Audit fee and Monitoring Evalua.&Base line Survey	29	129,813.56	268,348.00
	Program and other Expenses incurred		21,544,600.56	20,197,594.00
C	Depreciation on Fixed Asset		215,841.93	198,717.00
D	Total Expenses		21,760,442.49	20,396,311.00
E	Excess of grant over expenditure transferred to Statement of Financial Position		(3,933,904.09)	2,000,296.00
	TOTAL (D+E)	Tk.	17,826,538.40	22,396,607.00

The accompanying notes form an integral part of these Financial Statements


Manager (Finance & Admin)
Progressive

Place: Dhaka
Date: 06 December, 2023


Executive Director
Progressive
As per our annexed report of even date


A B Saha FCA
A B SAHA & CO
Chartered Accountants
DVC: 2312060387A5778779



PROGRESSIVE

S, K Building, Baranaga, Ranganati-4586, Ranganati Hill Tracts, Bangladesh.

Statement of Receipts and Payments (Consolidated)

For the period from 1st July 2022 to 30th June, 2023

Sl. No.	Particulars	Note	Amount	Amount
			2022-2023	2021-2022
A.	OPENING BALANCES:		4,495,777.61	2,287,567.00
	Cash in Hand		12,301.00	5,000.00
	Cash at Bank		4,483,476.61	2,282,567.00
B.	RECEIPTS:		19,782,200.48	25,763,363.08
	Foreign Fund Received		2,345,438.50	2,543,873.00
	Local Fund Received		13,195,270.00	18,341,333.00
	Bank Interest Received		24,885.00	44,860.00
	Receipts of other fund and admin share cost		2,240,544.50	1,187,861.00
	Re-cycle fund received		-	322,480.00
	Advance and Other Realized		163,662.00	20,256.00
	Bank Loan & Project loan received		1,792,000.00	845,590.00
	TOTAL (A+B)	Tk.	24,277,978.01	28,050,930.00
C.	PAYMENTS:			
	Salaries and Allowances (Personal)		6,781,794.00	6,551,937.00
	Office Accommodation (Rent)		765,132.00	659,944.00
	Head office and Branch office's admin Expenses		617,989.00	646,515.00
	Travelling and daily allowances		902,061.00	479,033.00
	Staff Capacity Building Training		455,739.00	-
	Seminar/ Workshop/ Conference/Meeting		215,546.00	2,297,643.00
	Value Added Tax (VAT) at Source		521,936.00	518,011.00
	Income Tax (IT) at Source		61,983.00	77,278.00
	Community Level awareness session/training		5,715,918.00	3,821,366.00
	Beneficiary Capacity Building Training		2,332,129.00	1,881,571.00
	Direct Delivery to Beneficiaries		2,648,303.00	820,179.00
	Medical Service & Health Camp/COVID-19 Relief		-	-
	Audit fee and Monitoring and Evaluation & Base line Survey, Bank charge		129,813.54	268,348.00
	Overhead /Mgt. Expenses		371,000.00	280,000.00
	Provision for expenses paid		4,736.00	-
	Total Program and other Expenses		21,528,029.54	20,197,594.00
	NON-CURRENT ASSETS:		-	248,150.00
	Furniture Fixtures		-	-
	Equipment (Computer, Printer, camera, Projector)		-	228,798.00
	Van		-	-
	Motorcycle & Machinery		-	19,352.00
	OTHER PAYMENTS		1,398,770.16	583,486.00
	Fund transfer to RECALL		593,104.16	12,246.00
	Bank and other Project loan		857,000.00	405,590.00
	Other Advance		38,666.00	163,662.00
D.	CLOSING BALANCES:		1,349,178.29	4,495,777.00
	Cash in hand		7,622.00	12,301.00
	Cash at Bank		1,341,556.29	4,483,476.00
	TOTAL (C+D)	Tk.	24,277,978.01	28,546,707.00

Manager (Finance & Admin)
Progressive

Place: Dhaka
Date: 06 December, 2023

Executive Director
Progressive

As per our annexed report of even date

A B Saha FCA









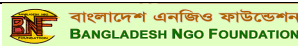










A B SAHA & CO

Chartered Accountants

DVC: 2312060387AS778779



Source of Funds and Donor: 1999-2023

S.I No	Name of Donor and Duration	LOGO
1.	BRAC -2001-2017	
2.	Bangladesh NGO Forum PublicHealth	
3.	CARE - BANGLADESH	
4.	PROSHIKA	
5.	GTZ Inter national	
6.	GH-MJF	
7.	HYSAWA FUND	
8.	ADB-CHTRDP	
9.	Bangladesh NGO Foundation	
10.	UNDP-CHTDF	
11.	Bangladesh Nari Pragati Sangh (BNPS)	
12.	Reproductive Health Services Training and Education Program (RHSTEP)	
13.	Access to Information (a2i) Programme (Prime Minister Office, Bangladesh)	
14.	Simavi-Netherlands	
16.	FIMI	
17.	RHDC Informal ApprenticeshipProgram	
18.	Micro-agro Business Development	
19.	Rural economic and cultural advancement forland less (RECALL)	
20.	Out of SchoolChildren Programme - PEDP-4	

Progressive Policy Strength

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

List of Acronyms

SRHR	: Sexual Reproductive Health Rights
GBV	: Gender Based Violence
MHM	: Menstrual Hygiene Management
ANC	: Anti Natal Care
EPI	: Expanded Program on Immunization
PNC	: Post Natal Care
NGO	: Non-Government Organization
IGA	: Income Generating Activities
NFPE	: Non-Formal Primary Education
NFE	: Non-Formal Education
SMC	: School Management Committee
WASH	: Water Sanitation Hygiene
CDP	: Child Development Program
CRC	: Child Rights Convention
CRGA	: Child Rights Governance Assembly
ECD	: Early Childhood Development
HRD	: Human Resource Development
HRM	: Human Resource Management
UNICEF	: United Nations international Children Emergency Fund

UNFPA	: United Nations Population Fund
WFP	: World Food Programme
UNDP	: United Nations Development Programme
FAO	: Food and Agriculture Organization
BRAC	: Bangladesh rural advancement committee
MJF	: Manusher Jonno Foundation
BNPS	: Bangladesh Nari Progati Sangha
IGA	: income Generating Activities
MoCHT	: Ministry of Chittagong Hill Tracts Affairs
RC	: Regional Council
CHTDC	: Chittagong Hill Tract District Council
RHDC	: Rangamati Hill District Council
KHDC	: Khagrachari Hill District Council
BHDC	: Bandarban Hill District Council
DC	: Deputy Commissioner
UNO	: Upazila Nirbahi Officer
UP	: Union Parishad
CHTDB	: Chittagong Hill Tract Development Board
PC	: Para Center
DD	: Deputy Director
DEO	: District Education Officer
UEO	: Upazila Education Officer
ATEO	: Assistant Thana Education Officer
PRLC	: Partnership for Resilient Livelihoods in CHT Region

FF	: Farmer Facilitator
FFS	: Farmer Field Scholl
UP	: Union Parishad
UPz	: Upazila Parishad
UNO	: Upazila Nirbahi Office
MJF	: Manusher Jonno Foundation
BDT	: Bangladesh Taka
EC	: Executive Committee
GC	: General Committee
TVET	: Technical and Vocational Education and Training

Thanks all for being with us

End