



Profile of Anamika





Abohalito Nari o shishu Kallan sangstha (ANAMIKA)



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An Overview of the Organization:

Abohalito Nari o shishu Kallan sangstha (ANAMIKA) conceived 6 April 2003 in the noble aim to build-up better future for the disadvantaged & distressed peoples who are totally helpless and deprived groups of the society. Later on 6 april 2003 was officially registered with Department of social Welfair Government of Bangladesh.

Abohalito Nari o shishu Kallan sangstha (ANAMIKA) is established as non-government, non-political and non-profit voluntary development organization by some social activist with an aim to improve the socio-economic and livelihood status of the poor and underprivileged people of its working area through build-up their capacity and established social rights. Since its inception, the organization started its activities at Dhaka & Bhola District with awareness raising on women empowerment and prevention of torture on women and children, establish their rights and implement the diversified socio-economic development activities. In order to achieve the aim of the organization, ANAMIKA has been providing various services to the underprivileged, poor and vulnerable men, women and children through micro-credit for income generating activities, hygiene, sanitation and safe water supply, non-formal & life skill education, human rights and women empowerment, human resource development through capacity & skill development trainings, disaster risk reduction and emergency response etc. with financial and technical assistance from donor agencies, government of Bangladesh and other national service delivery organization.

The organization has gained versatile experience in community mobilization, institution building and communities' capacity building in implementing multi-sectoral development program through ensuring participation of community and LGIs in development process. The focus of ANAMIKA is to increase comprehensive understanding of the diverse socio economic, cultural, human rights and gender issues which, in its, turn would help sound policy formulation and ensure sustainable development at local and national levels.



The organization also gained experience in work with LGIs such as Union Parishad, Pourashava and other Community Based Organizations (CBOs) through its different socio-economic development project and programs. The organization has been playing its role as integrated development service provider among the helpless, needy, powerless and non-employed women as well as men to strengthen their capacity in decision making, leadership quality development, create scope of employment through income generating activities (IGA) an empowerment towards sustainability.

Vision:

Vision of the organization is “Improving the quality life of underprivileged and backward women and children in the society and development of education sector,health sector .”

Mission:

To make a hunger free, poverty free society through providing justice and in where every one will be able to live in peace and harmony, free from starvation, exploitation and oppression and to enjoy the rightful share of resources belongs to the society and to ensure spiritual needs of the community.

Goal:

Empowered people through strengthening people’s knowledge, capacity and facilitating people’s for sustaining development initiatives.

Objectives:

- ◆ To improve the livelihood of the poor people of Bangladesh;
- ◆ To established human rights including especially women, child & indigenous people;
- ◆ To create employment and increase income generating activities
- ◆ To improve health and motivation the community on primary health care, nutrition & provide safe water, sanitation facilities and hygiene education for all;
- ◆ To build greater solidarity among the beneficiaries for undertaking joint action to fulfill their basic needs and establish basic human rights;
- ◆ To ensure access to justice for the poor peoples;
- ◆ To develop skills for the indigenous, disable and adolescent girls & boys;
- ◆ To eradicating the illiteracy by effective literacy and life skill education program;
- ◆ To reforms and established land rights for the land less people;
- ◆ To promote balance in gender equity & relations, establish women empowerment also.



◆ **Strategies and Approach:**

ANAMIKA adopts a participatory, demand driven and community led approaches in planning, designing, implementing, monitoring and evaluation of the program. “Participation” and “Partnership” are the key issues, which will mainly focus on the involvement of the community people and other stakeholders so that community can own the program. It organizes poor and disadvantaged people, especially the poor and vulnerable women in homogenous groups through counseling. The organization is committed to build up capacity of the poor and disadvantaged people of the society through need based training and education. So they can actively participate in the development process. It encourages active involvement and participation of the beneficiaries in planning, designing, decision making, implementing, monitoring and evaluation of its programs. This approach will be a unique innovation for the sustainability of the program

ANAMIKA has been adopted following strategies in implementing the activities implemented by ultimately it will lead to achieve the immediate objectives of the project:

- ◆ Emphasis given to serve the poor, un-served and under-served people
- ◆ Community Empowerment
- ◆ Gender Equality.

Cross-Cutting Issues:

- ◆ Poverty
- ◆ Human Rights
- ◆ Gender
- ◆ Good Governance
- ◆ Environment
- ◆ Health, Hygiene & Nutrition
- ◆ Renewable Energy
- ◆ Education



Legitimacy of the Organization:

ANAMIKA HAS BEEN REGISTERED WITH THE FOLLOWING GOVERNMENT DEPARTMENTS OF BANGLADESH.

A Registration Authority	Registration NO.	Date & Year
NGO Affairs Bureau	NGO No – 1951/2004	17- August 2004
Department of Social Welfare	Dhaka – 07299/2003	6- April 2003
BIN: 003429489-0807	Bhola	10 December 2020
e-TIN :579158741092	Bhola	23 October 2020

Abohelito Nari O Shishu Kallan Songstha/ Sonali Bank:Lalmohan, Branch.
Account Number:0406902000912

Working Area and Beneficiaries:

So far ANAMIKA has been served a total of 122000 population including 15000 male, 77000 females and 30000 children of 103 villages & 13 wards in 25 Unions and 04 Pourashavas under 12 upazilas of Brammon Baria, Dhaka & Bhola District. Detail information about of the working area is given in the following table:

Present Working Area:

Project Name	AREA	Number of Beneficiaries	Fiscal Year
VWB Project	B- Baria,Bijoyagar, Panchagor, Voda	4256	2025-27
VWB Project	Panchagor, Tetuliya and Debigangj , Panchagor	7070	2023-24
VWB Project	Monpura upazila, Bhola	3,200	21-22
Maternity Allowance	Charfassion and Monpura	3,234	21-22
ICT Division	lalmohon upozilla ,Bhola	500	20-21
Science Club project	Bhola, lalmohan, charfassion, tajumuddin.	2500	19-20



Worked Area:

District	Upazila	Union	Village
B- baria	Akhaura	5	14
	Kosba	7	18
	Bancharam pur	4	12
	Ashuganj	8	16
DHAKA	Dhaka	3	8
	Keranigong	2	6
	savar	2	4
Tangail	Basail	6	14
	Sakhipur	4	8
	Dhanbar	5	10
	Gopalpu	6	13
Barguna	Amtali	7	11
	Patharghat a	5	14
	Kaukhali	4	8
	Taltali	6	9
potuakhali	Baufal	5	13
	Galachipa	4	10
	Dashmina	5	9



Staff Strength:

ANAMIKA has been providing support service to the beneficiaries of its working area through a skill and motivated team of staffs and volunteers. A total of 81 staffs have been working with the organization of them 43 male and 38 are female. Category wise staff information is given below:

Type of staff	Female	Male	Total
Full Time	20	28	48
Part-Time	18	15	33
Total	38	43	81

Experience in the field of Development Activities:

Initially ANAMIKA involve relief works for poor peoples. These activities instigate the organization to turn itself in the field of development activities. From 2003 the organization started different development activities like Children education, Adult education, training, advocacy & campaign, gender development, saving & credit, Women development and child right. There is some short briefing of ANAMIKA's experience in different development sector.

Education Program:

ANAMIKA started its work for a holistic development of the poor people of the working area. The organization beliefs as nucleuse of development and that is why, literacy is the foundation of the development. So if the organization wants to develop poor people, education and literacy is must for their development. The organization thinks education and literacy is the key factor of the empowerment for the powerless people. That's why, the organization has started literacy and education program from the beginning of its work by own fund. Initially the organization started 10(ten) adult literacy centers by own fund. At that time the worker contributed money for the education program. They successfully completed one year course of adult education. Then some local rich men donated some money and they open other 10(ten) literacy center. Among these five were for men and five were women. The organization achieved very good result and experience by this program. BNFE & BRAC provided fundsfund for their educational program. Now the organization is implementing:

- 05 (Adult) Education centers is implementing by its own fund
- 10 (Ten) Non-formal Primary Education centers (funded and supportedsupport by kanada)



Though the organization's experience in the field of education from its inception during this short time the organization gathered sound knowledge and experience on program implementation, staff training and teacher's training for education program. In future the organization hopes to implement an innovative education program for the better empowerment of the poor and powerless people.

Dissemination of Improve Cook Stoves Program (ICS):

ANAMIKA is implementing "Dissemination improved Cook stoves" Program in lalmohon Upazila under Bhola District. The Program is technical supporting from FRIDAY (a Partner Org. of GIZ). It has been disseminating to installation in household. Biomass is still the largest form of energy available in US. It is improved old stove like Jhikwala. Its name has been converted as 'Bondhu Chula' in the community. To the reducing of carbon Gas in airfield ANAMIKA has been initiated 1500 ICS (Improved cook stoves) in the beneficiaries of the project areas.

Training Program:

The organization has gathered a strong training background. It received training from CAMPE, BRAC, ALRD, BNFE, Khan Foundation, CWCS, NGO Forum for Drinking Water Supply and Sanitation and some other development network on different issues. Based on this experience the organization has started training program. The organization already conducted.

- Training on skill development for income generation of 200 local women.
- 200 Women and 60 men participated in the training on land reforms and rights of the land less people on khas land.
- Conducted staff training on education, gender, Social mobilization, land rights, saving & credit, fishery and Poultry.
- Conducted life skill education like Poultry, Livestock Fishery for the 100 adolescent girls and 200 young women of Akhaura, Kosba Upazila under Brammon baria district and micro-credit support for empowering, income and employment generation activities.

Women & Child Rights Program:

Child rights program is another important issue of the organization. In these area majority of the families are farmer. This is river eroded and draught prone and flood affected area. Peoples of this area are sufferings form river erosion. Due to these causes the people of this area are becoming poor day by day. That's why, most of the family member has to earn for him or herself. Children are not out of this situation. Parents are reluctant to sent their children in the school, they feel comfort to send them for earning or they like their son and daughter will work with them for earning in the cornfield. Though the government and NGOs have very good initiatives in the field of basic education, but still a remarkable number of schools going children are out of the track due to lacking of awareness, shortage of learning facilities and accommodation in school.

Child torture is a major problem in the above mention areas. Children are working in different workshop, Brick-fields and small factories. Some of them are working in rich men's house as servant. Some are truck (Lorry) helper. Though they are not supposed to do such heavy work in workshop or in factories and even the



household duties, but they are bound to do due to their survival. These kinds of job are violating the UN declaration about child rights. Moreover in this job if the children do any mistake, the service provider tortures them. ANAMIKA is working on this issue. The organization organizes campaign and advocacy for child right. It has a good motivation work for parents and service provider to send their child and/or child servant in school and play ground for playing at a certain time in every day. The organizations organize workshop and rally for protecting child rights in its working area. The programs possess a very good effect in the working area. More over the children are becoming more and more aware about their rights. The organization has a savings and credit program. The major portion of the program is running by the organization's own fund and partially supported by donors.

Women are half of the population of the country so that without women it is not possible to develop the country as a whole. ANAMIKA thinks savings and credit program play an important role for the empowerment of powerless poor women. Surrounding this program the group member involve in group formation program, institutional development program, awareness raising program on different issues, and they are also becoming skilled in financial management, project selection, project management and operational aspect. In this connection the women are being educated with life-skill education on Poultry and fishery and micro-credit support are provided for their income and employment generation activities. More over women are provided Khas land (Governments land) as she is the owner of that land in black and white. Through all these process women become empowered in the family as well as in the society.

Micro Credit Program:

Micro-credit support program of ANAMIKA is one of the vital programs of the organization. The organization is continuing this program since its inspection among the land less people, marginal farmer, small traders and distress women, at present 800 beneficiaries got credit support from the organization, cases study shows that majority of this family become self-reliant with this sorts of assistance ANAMIKA's own resources and local merchant community are the main donors of this project. Generally ANAMIKA's micro-credit support goes to it target people those who got skill training from its training department. That is why the organization's recovery is about 100%.

Land & Agricultural Reforms Program:

This is another important project of the organization. In our working area, there are huge quantities of kaha land (Government land) or vested property, which is grabbed by the powerful quarter of the area. ANAMIKA provides awareness programs to staff members, local elite, local administration and landless people about khas land and its related laws of the country through training. On the other hand it has also assisted the landless people in local land-related office with necessary lobbying and advocacy by which they will get the proposed land and in the meantime, some of the landless people got the Khas land and enjoyed their rights. Case study shows that people who got khas land by which they improve their quality of life and reduced poverty gradually.

Income Generating Program (IGA)



ANAMIKA has a skill development project by which all the young women is brought under a skill development training and basically the training is conduct on Poultry, Fishery and Livestock. After the training all the women starts small scale poultry firm, fishery project or starts goat rearing. In this project near about 300 skilled women has started these sorts of income generating activities by their own fund or support of ANAMIKA's and they become benefited from it.

Recent Major Program of ANAMIKA:

Sl. No.	Name of the projects	Donor/ Partners	Synopsis of Project/Program
1			
1.	Dissemination of Improve Cook Stoves Program (SED)	GIZ & FRIDAY	ANAMIKA is implementing “Dissemination Improved Cook Stoves” Program in Bhuapur Upazila Under Tangail District. In this project technical support is initiating by FRIDAY (a Partner Organization of GIZ). It has been disseminating to the installation of ICS in households. It is called as the ‘Bondhu Chula’ in the community. To reducing of carbon Gas in airfields ANAMIKA has been initiated 1500 ICS (Improved cook stoves) in the beneficiaries of the project areas.
2.	Women ICT Freelancer Development Project	Prime Minister's office(A2i) Ministry of Women and Children affairs BWIT and SME foundation	Training for young women on outsourcing, Web design, Graphic Design etc. in Pabna, Sirajgonj, Natore, Rangamati, Khakrachori & Bandarban district.
3.	Non-Formal Primary Education (NFPE) Program.	BRAC	8-10 year dropout children or never enrolled in primary school children brought in our center-based education center up to 5 years and after graduation they become mainstreaming in govt. Primary or High school.
4.	Vulnerable Women benefit (VWB)	Directorate of Women's Women Affairs Ministry of Women and Children Peoples Republic of	Training the vulnerable women on Pusti, Health awareness, women rights and Stop Violence Against women and girls. Training on Poultry goat rearing, vegetable gardening etc Provide awareness to them on saving for

		Bangladesh	future development activities.
5.	Social Mobilization for Safe Water and Environmental Sanitation Program.	NGO Forum for Drinking Water Supply and Sanitation	ANAMIKA is implementing a Water supply and sanitation program in different projects areas. In that context ANAMIKA has been taken planning for 100% sanitation coverage in different Unions of Akhaura/kosba Upazila under B baria District. In addition to that the organization is trying its utmost efforts to do the job with the assistance of NGO Forum and local Union Parishad, local administration and local elites. ANAMIKA also implementing the flood rehabilitation program on water and sanitation of the said Union. In the mean time 77% Sanitation coverage is already been achieved on that Unions.
6.	Mobile Hotline for Anti Trafficking Program	Khan Foundation	ANAMIKA organized program on using Mobile Hotline for women & children Anti Trafficking at lalmohan Upazila at Bhola District. ANAMIKA also arrange rally, seminar at district level.
7.	Awareness Program about Anti Trafficking	CWCS	ANAMIKA organized awareness program with assistance from CWCS for women & children on Anti Trafficking in Rajshahi & Chapainababgonj District.
8.	ANAMIKA Solar Program	Own	ANAMIKA Solar Program is its own funded program. In this program ANAMIKA covers Dhaka, B baria, Tangail, Jamalpur, Sirajgonj, Bogra, Gaibandha, Natore, Chapainababgonj, Thagorgaon, Barishal, bhola district in collaboration with other NGOs. ANAMIKA ensure the quality product approved by IDCOL.



Management and Governance of the Organization:

GENERAL COMMITTEE:

THE ORGANIZATION MAINTAINS ITS ACCOUNTS ACCORDING TO THE STANDARD FINANCIAL PROCEDURE. CHIEF ACCOUNTS OFFICER RESPONSIBLE FOR MAINTAINING ALL ACCOUNTS AND PREPARATION OF FINANCIAL STATEMENTS. ACCOUNTS ARE AUDITED PRIMARY LEVEL FROM DEPT. OF SOCIAL WELFARE AND VERY SHORTLY IT WILL BE AUDITED GOVERNMENT AFFILIATED CHARTERED ACCOUNTANT FIRMS.

LIST OF THE MEMBER OF EXECUTIVE COMMITTEE:

Sl. No.	Name	Position
01.	Md.Unus	Chairman
02.	Md. Monjurul Islam	Vice-Chairman
03.	Md. Habib ullah	Executive Director
04.	Md. Alamgir	Accounts Manager
05.	Md Mofijul Islam	Executive member
06.	Abtabur Rahman	Executive member
07.	Md Abdul Hai	Executive member
08	Moslema Khatun	Executive member
09	Sarmin Sultana	Executive member
10	Md Anowar Hossain	Executive member
11	MD Abjol Haque	Executive member

Contract Person:

Md. Habibullah

Executive Director

Abohalito Nari o Shishu Kallan Songstha (ANAMIKA)

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Staff Management:



The organization has a team of dedicated, expert and experienced social worker, who have expertise in diversified academic background, who ensure proper implementation of all program, fund and materials. The key management personnel of the organization have sufficient experience in socio-economic development, community participation, mobilization and development, institution building, human resource development, poverty alleviation such as income generation activities, credit operation and revolving fund management. The skill and expertise built up by the key personnel in project planning, implementation, management, monitoring and evaluation during the long period of service with different donor and executing agencies in the above mentioned fields are the asset to extend further its activities in others socio-economic development projects.

The organization has written human resource development policy approved the executive committee of the organization. The organization prepares human resource development plan in each year as a part of organization development plan. As part of human resources development system, the staffs responsible to perform the program were trained in from the concern organization for better performance. The organization has established a training cell for providing need-based training to all sectors of demand to staffs of the organization as well as group members and other communities in the society.

ANAMIKA has developed well defined staff recruitment, staff development, human resource development, administrative and financial management system in different policy guidelines and manual has been developed in this regard and all recruitment, staff development, administrative and financial activities have been carrying out following the manuals and guidelines. ANAMIKA has also gender policy ensuring equal opportunity for men and women. ANAMIKA has well defined Financial Guideline for operating its finance and accounts system. The organization accounts to ensure transparency in the financial and accounting system of the organization. The organization maintained necessary register and documents such as attendance register, leave register including all types of books of accounts. The organization has possesses a participatory staff appraisal system to maintain transparency and impartiality in personnel management. The staffs are appraised by self and their supervisor without any biasness. Based on the appraisal report decision has been taken about benefits.

Financial Management System:

ANAMIKA has a transparent financial and accounts management system for smooth, efficient and cost effective finance management. The organization has written financial policy Guideline, all accounts and financial activities of the organization are carryout according to the rules and regulation of the Manual. The organization maintains separate books of accounts. It conducts regular audit by the external chartered Accountant firms accredited by the NGO Affairs Bureau of the Government of Bangladesh. The management is cost conscious and practiced cost control mechanism. The financial management of the organization is accountable to the organizations supreme decision-making authority. The organization has written financial Manual's all accounts and financial transactions are maintained following Manual.

The organization's budget is prepared and maintained according to fiscal year (July-June). However, at the project level, ANAMIKA possesses sufficient flexibility to match with relevant donor's budget period. Budget has been prepared considering Strategic orientation of the organization, Consistency between program priorities and resource allocation, planned activities of the organization, Availability and source of fund. Each program Unit develops its annual work plan detailing the activities with expected income and expenditure,



which is submit the Admin & Finance Division. The senior management then finalizes the draft budget for approved by the Executive Committee. Finally the Executive Committee approved the budget.

Planning, Monitoring and Evaluation:

Planning, monitoring and evaluation are the integral part of program implementation of the organization. ANAMIKA has a well-designed system of program planning, monitoring and evaluation using participatory methods. ANAMIKA has a skill and expert team to carryout monitoring and evaluation activities.

Planning: ANAMIKA has introduced a participatory planning process in the organization. The plan starts from the grassroots level and end at head office and policy level.

Monitoring: Quality performance is the key concern of ANAMIKA. The organization perceived that a sound and efficient monitoring system can measure the program and impact and ensure the desired level of program performance. ANAMIKA has developed the participatory monitoring systems to track of activities and outputs and to measure the progress of its works on regular basis. The organization has developed monitoring tools for collect data from the field. It has involved the project participants in the monitoring activities.

Evaluation: ANAMIKA has provision to conduct internal and external evaluation of the project/program as designed in the program planning. The organization generally design the evaluation through sharing with the development partners it is working with.

Training Facilities, Office Equipment and Materials:

ANAMIKA has vast experiences and specialization in developing training materials, organizing and facilitating training on different socio- economic development issues like: Human Rights, Gender, Water & Sanitation, Micro-credit, Environment and Climate Change, Agriculture, Health & Nutrition, Disaster Risk Reduction and other development issues. The organization has a training cell with a skilled and experienced team of training personnel and adequate logistics and equipment facilities. The training cell is also capable to assess the training needs, develop training module and training materials. The organization has developed training manuals on different issues for different categories of participants. Training personnel's of the organization are highly skill and expert in training needs assessment, training planning module and material development using participatory methods and techniques. The organization organizes a number of training for knowledge, skill and capacity building of the group member and community people as well as its staff members.



ANAMIKA has a well-equipped training center in the premises of its head office at Ilmohan, Bholu District. It has adequate number of vehicles, multimedia, computer, scanner, Printer, and other logistics and equipment's for uninterrupted implementation of the project activities. Information of training center, logistics and equipment's is as follows:

Available Office equipments:

No.	Name of the Equipments	Quantity
01	Almirah	04 Nos.
02	File Cabinet	05 Nos.
03	White Board with Stand	08 Nos.
04	Projector	02 Nos.
05	Laptop	02 Nos.
06	Computer	06 Nos.
07	Printer	03 Nos.
08	Scanner	02 Nos.
09	Chair	80 Nos.
10	Table	15 Nos.
11	Camera	02 Nos.
12	Generator	01 Nos.
13	Motor Cycle	02 Nos.
14	Bi-Cycle	10 Nos.

Membership of other Network:

- Member of land and Agriculture network for Development (LAND)
- Development partner of BRAC
- Member of Network for Woman Empowerment in Local Government (NetWEL)
- Member of Campaign for Popular Education (CAMPE)
- Member of Indigenous Children Education Forum (ICEF)
- Member of Forum for Non-Formal Education Program(FONEP)
- Member of Team with Integrated Effort for Development (TIED)
- Member of the Stop Violence against Women-Bhola
- Engage Men & Boys Network for Gender Justice.
- PEACE Network-Bhola.
- Bangladesh Migration Forum (BMF)
- Chalan Bil Network.

Journey of the Organization:

Sl. No.	Name of the projects	Donor/ Partners	Synopsis of Project/Program
1.	Social Mobilization on Land reforms, gender development & Democratic awareness	ALRD	The projects philosophy is to organize & aware landless people and marginal farmer about the khas land, water bodies and others public resources and their rights on that property. All the lobbying and advocacy are done by ANAMIKA at respective Government office and local elite in favor of the land less people to have lease of that resources. Through this project It has organized about 700 people both male and female and aware them through training, seminar, rally and days observation. In the mean time about 23 acre khas land and water bodies are given lease among the target people and about 12 acres are under the lease process.

2.	IGA & Credit Program for disable people	National Disable Development Foundation	ANAMIKA works with the assistance of National Disable Development Foundation for improving life and create opportunity through income generating skill development & providing credit for establish small business.
3.	Various kinds of using Low expenceble deep tubewell after flood for a long time rehabilitation support	Rural Development Academy	ANAMIKA work's with RDA for ensuring various kinds of machineries for save water supply for pure drinking water and water for irrigation.
4.	PANASI Project	BADC	ANAMIKA work's with BADC at PANASI project. In this project ANAMIKA organized various training program for poor & disadvanwege women.
5.	Implementing of Post Literacy and Continuing Education Program	BNFE	900 Hundred Learners under 15 centers at Lalmohan, Bholu district for Post Literacy and Continuing Education. The age group for the male and female learners is 15 to 40 years.
6.	Education for Disable Children	CDD	Selection of disable children, group formation & ensuring education. Awareness build-up with government & non-government organization for ensuring education of disable children.
7.	Survey works with Child labor	Labor & Employment Ministry	Survey were conducted on Child Labor
8.	HIV/AIDS prevention and Tracers, Gay girls awareness program	Hilary Foundation	ANAMIKA works on HIV/AIDS prevention, control and awareness program with in its working area.



Thank you