



বিচরণ কল্যাণ সংস্থা

Bicharan Kallyan Sangdtha

In Work, We Trust



PROFILE



Bicharan: at a Glance

Name of the Organization	Bicharan Kallyan Sangstha (BKS)
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Legal Status

Registration Authority	Reg.No	Date of Reg.	Status
NGO Affairs Bureau The Prime Minister's Office Dhaka Bangladesh-1207.	3362	14 th June 2023	Reg. Ex. 13/06 2033
Department of Social Services The Social Welfare Ministry Dhaka Bangladesh-1207.	D-09920	29 th December 2021	-
Department of Women Affairs Ministry of Women and Children Affairs Dhaka Bangladesh-1207.	D-665	24 th October 2023	-
Department of Youth Development Ministry of Youth and Sports Dhaka Bangladesh-1207.	D-244	12 th March 2024	-

TIN & BIN	
TIN	439104555817





Executive Summary

Bicharan Kallyan Sangstha (BKS), was founded in 2021 under the stewardship of Md. Rezaul Islam and a devoted team emerge as a beacon of hope in the landscape of socio-economic development and human rights advocacy. Our organizational ethos is firmly entrenched in the resolute commitment to uplift marginalized and vulnerable segments of society, transcending all barriers of race, creed, caste, gender, religion, ethnicity, or nationality.

At the core of our mission lies a visionary ambition to cultivate a society underpinned by principles of fairness, justice, accountability, gender sensitivity, humanity, and dignity. We fervently believe in empowering individuals to exercise their rights and freedoms, ensuring comprehensive well-being across their lifespan. Operating across a diverse spectrum of critical domains such as Health, Education, Safe Water, Sanitation, Rehabilitation, Humanitarian Response and Support, Disaster Management, Women Empowerment, Human Care, Climate Change, and Adaptation, our initiatives are meticulously tailored to address pressing societal needs.

Our multifaceted endeavors are meticulously calibrated to align seamlessly with our overarching objectives. Through strategic alliances and partnerships with governmental bodies, non-governmental organizations (NGOs), international NGOs (INGOs), local governments (LGs), civil society organizations (CSOs), corporate social responsibility (CSR) funds, and community stakeholders, we endeavor to catalyze meaningful and sustainable change.

Embracing a holistic approach that encompasses project implementation, knowledge dissemination, advocacy, research, networking, partnership cultivation, and capacity-building endeavors, we remain unwaveringly dedicated to the realization of the Sustainable Development Goals (SDGs) and the promotion of core values centered on equity, human rights, and social justice.

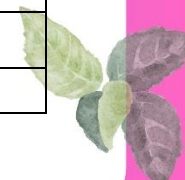
In essence, BKS stands as an unwavering bastion of positive transformation, committed to empowering communities, uplifting the marginalized, and engendering lasting impacts that resonate with the collective aspirations for a better, more equitable world.





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Backdrop

Amidst the backdrop of Bangladesh's commendable socio-economic progress, characterized by significant strides in various developmental spheres, Bicharan Kollan Sangstha emerges as a beacon of hope and a catalyst for inclusive growth. Founded in 2021 under the visionary leadership of Md. Rezaul Islam and driven by a passionate cadre of rural youth, Bicharan epitomizes a response to the critical gaps in the nation's development narrative.

Bangladesh's trajectory towards prosperity has been marked by impressive statistics, including substantial GDP growth and a notable reduction in poverty rates. The concerted efforts of the government and various stakeholders have propelled the nation towards achieving Sustainable Development Goals (SDGs), envisioning a future where extreme poverty is eradicated by 2031 and moderate poverty by 2041.

However, amidst these accomplishments, disparities persist, particularly among marginalized communities such as rural poor, ethnic minorities, indigenous peoples, tea garden workers, and women. Despite the macro-level advancements, the benefits of development have often eluded these segments, perpetuating cycles of injustice and inequality.

In response to this pressing need for equitable development, Bicharan Kollan Sangstha was established with a singular mission: to champion the cause of the marginalized and usher in a model democratic society free from poverty and exploitation. Rooted in the principles of accountability, inclusivity, and social justice, Bicharan operates as a non-profit organization committed to rectifying the imbalances in Bangladesh's development paradigm.

Recognizing the multifaceted challenges that lie ahead, Bicharan is strategically positioned to address key areas such as Livelihood Security, Education and Skill Training, Health and Nutrition, Emergency Response and Recovery, Water and Sanitation, Gender Equality, Women and Adolescent Empowerment, and Climate Resilience Mitigation and Adaptation. Through targeted interventions and collaborative partnerships, Bicharan endeavors to augment the nation's development trajectory and advance the realization of SDGs.

In essence, Bicharan Kollan Sangstha stands as a testament to the resilience and determination of Bangladesh's youth, committed to reshaping the socio-economic landscape and fostering a future where every citizen can thrive with dignity and opportunity.





Vision

Leading advocate for sustainable development and social justice in Bangladesh, ensuring equity and inclusivity for all through strategic initiatives.

Mission

Our mission is to champion sustainable development and social justice in Bangladesh by promoting inclusivity and ensuring equitable access to opportunities, rights, and dignified livelihoods for all individuals. Through strategic partnerships and purposeful initiatives, we address marginalized communities' challenges, advocating for their rights, prosperity, and holistic well-being on both national and international platforms.

Thematic Areas of Focus

- Health & Nutrition Program
- Education Program
- Shelter Program
- Livelihood & Skill Development Program
- Seasonal Program
- WASH (Water, Sanitation & Hygiene Program)
- Emergency Response Program (Disaster Management Program & Anticipatory Action Program)
- Advocacy Program
- Training & Development Program
- Research Program
- Orphan Support Program
- Income Generating Program

Core Values

- Fair and Just
- Dignity and Values
- Compassion and Integrity
- Social Norms and Coherence
- Peace and Tranquility
- Gender Sensitiveness

Principles

- Accountability
- Transparency
- Sustainability
- Impartiality
- Harmony
- Tolerance

Working Approaches

- Participatory planning, implementation, monitoring & evaluation
- Accountability and transparency with ensuring moral obligation
- Compliance with due diligence of all levels of stakeholders.

Financial Source

- Members contribution
- GO fund
- INGO fund
- CSO fund
- CSR fund
- Donation from individuals
- Crowd Funding
- IG Initiatives of Organization





Organizational Main Features

- Traditional & Modern Leadership Practices
- Cost-effective & Transparent financial management
- Well-organized and goal-oriented development professionals
- Strong relationship with all Stakeholders of the society
- Flexible, innovative, grass-roots oriented
- Sustainable long-term program operation
- Volunteers engagement
- Continuous funding commitment

The policies and Guidelines of Bicharan are

- 01 Human Resource Management Policy
- 02 Procurement Policy
- 03 PWBV Policy & Procedure
- 04 Safeguarding Policy
- 05 Zakat Management Policy
- 06 Staff Social Media Guideline Policy
- 07 Gender Policy
- 08 MEAL Policy
- 09 Risk Management Policy
- 10 Web Security Policy
- 11 Anti-Money Laundering and Fight Against Terrorism Policy
- 12 Child Protection Policy
- 13 Conflict of Interest Policy
- 14 Disaster Management Policy
- 15 Education Policy
- 16 PSEA Policy
- 17 Standard Operating Plan
- 18 Volunteer Policy
- 19 Water & Sanitation Policy
- 20 Whistleblowing Policy
- 21 Environmental Policy
- 22 Finance & Accounting Manual
- 23 Contingency Policy/ Plan
- 24 Do No Harm Policy
- 25 Adults with Special Need Policy
- 26 Code of Conduct Policy

Goal

Empower marginalized communities, promote social justice, and foster sustainable development in Bangladesh through holistic initiatives for equitable opportunities and dignified livelihoods.





Objectives

Bicharan's objectives and purposes are intricately woven into its commitment to fostering a just, equitable, and empowered society in Bangladesh. Rooted in a deep understanding of the critical challenges faced by marginalized communities, these objectives reflect the organization's steadfast dedication to social development, human rights, and sustainable progress:

- 01 **Health, Nutrition and Family Planning Access:** Bicharan endeavors to enhance access to essential health services, proper nutrition, and family planning resources for its beneficiaries, thereby promoting comprehensive well-being and reproductive health.
- 02 **Safe Water and Eco-Friendly Sanitation:** Our organization is unwavering in ensuring that every individual under its purview has access to safe drinking water and environmentally sustainable sanitation facilities, fostering improved health practices and hygiene standards.
- 03 **Humanitarian Assistance and Seasonal Support:** Bicharan remains steadfast in providing vital humanitarian aid and seasonal assistance to the most economically disadvantaged segments of society, particularly those grappling with acute vulnerabilities.
- 04 **Employment Generation and Economic Empowerment:** We are deeply committed to catalyzing economic empowerment by generating sustainable employment opportunities, especially for marginalized groups like women, thereby elevating their socio-economic standing and overall quality of life.
- 05 **Inclusive and Quality Education:** Bicharan is dedicated to eradicating illiteracy and promoting inclusive and quality education, with a special emphasis on catering to the needs of individuals with disabilities and those on the autistic spectrum.
- 06 **Disaster Resilience and Climate Change Adaptation:** We pledge to bolster community resilience in the face of disasters and climate change, offering crucial support services and rehabilitation initiatives to affected populations.
- 07 **Women and Adolescent Empowerment:** Bicharan focuses its efforts on implementing tailored projects aimed at empowering women and adolescent girls, nurturing their social and economic agency within their communities.
- 08 **Secure and Orderly Migration:** Our organization is resolute in ensuring secure and orderly migration, with a particular focus on protecting women and children from the scourge of illegal trafficking.
- 09 **Climate Change Awareness and Capacity Building:** Bicharan is committed to enhancing understanding of climate change dynamics in vulnerable regions of Bangladesh through targeted capacity-building initiatives.
- 10 **Indigenous Agricultural Practices and Environmental Conservation:** We advocate for preserving and promoting indigenous agricultural practices, striving to maintain environmental equilibrium through organic farming methods and conservation efforts.





- 11 **Renewable Energy Adoption:** Bicharan actively promotes the adoption of renewable energy technologies across rural, peri-urban, and urban landscapes, harnessing the potential of sustainable energy resources to drive positive change.
- 12 **Human Rights Advocacy and Access to Services:** Our organization spearheads social movements to establish and uphold human rights and fundamental freedoms, ensuring equitable access to governmental and non-governmental services for all.
- 13 **Capacity Building and Collaboration:** Bicharan collaborates extensively with governmental bodies, NGOs, and other stakeholders to enhance the capacity of our target population through various developmental interventions, fostering a culture of sustainable progress and empowerment.

Operational Wings

Bicharan Kallyan Sangsatha is governed by two-tier governing Committees comprising a General Committee with 21(Twenty-One) members and an Executive Committee with 7(Seven) members. The day-to-day management activities of the organization are conducted by a senior management team led by the Executive Director.

Under the guidance & dynamic leadership of the Executive Committee, all operational activities are performed by the line management of each Department.

The Departments are as follows-

- A. Administration
- B. HRM
- C. Account, Finance & Audit
- D. Monitoring & Evaluation
- E. Purchase & Procurement
- F. Skill Development
- G. Program & Fundraising
- H. Projects
- I. Media & IT.

Working Strategy

Bicharan Kallyan Sangsatha has developed a community-based development approach to empower local communities and stakeholders. Central to this approach is establishing alternative representation mechanisms at the local government level, involving community leaders and religious figures. Additionally, the organization has established various committees at the grassroots level, fostering sustainability efforts aligned with achieving several Sustainable Development Goals (SDGs), including poverty eradication (Goal 1), zero hunger (Goal 2), good health and well-being (Goal 3), quality education (Goal 4), gender equality (Goal 5), clean water and sanitation (Goal 6), decent work and economic growth (Goal 8), industry, innovation, and infrastructure (Goal 9), reduced inequalities (Goal 10), sustainable cities and communities (Goal 11), climate action (Goal 13), life on land (Goal 15), and peace, justice, and strong institutions (Goal 16).





To realize these objectives, BKS has outlined specific strategies and principles operationalized through its programs:

- 01 **Community-Centric Planning and Implementation:** Engaging local communities in planning processes and ensuring effective implementation.
- 02 **Collaborative Ventures in High-Risk Areas:** Forming partnerships with local communities and organizations to address challenges in high-risk areas.
- 03 **Networking and Advocacy:** Engaging in networking activities at both local and national levels for policy advocacy.
- 04 **Civil Society Leadership:** Mobilizing civil society leaders through various platforms to encourage participatory action and local engagement.
- 05 **Strategic Implementation Planning:** Developing implementation strategies with mid-level management to navigate challenges effectively.
- 06 **Internal Auditing for Quality Assurance:** Conducting internal audits to ensure quality performance.
- 07 **Human Resource Development:** Investing in the development of human resources within the organization.
- 08 **Structural Poverty Alleviation:** Enhancing organizational and human capacities in agriculture, food security, and nutrition to combat poverty structurally.
- 09 **Promotion of Gender Equality:** Implementing initiatives to improve gender equality within communities.
- 10 **Participatory Development Research:** Conducting research in collaboration with local stakeholders to inform development initiatives.
- 11 **Stakeholder Engagement:** Establishing linkages with various stakeholders to enhance collaboration and resource utilization.
- 12 **Optimization of Local Resources:** Maximizing the utilization of local resources for sustainable development efforts.

Through these concerted efforts, BKS aims to foster holistic development, empower communities, and contribute significantly to the achievement of SDGs in the regions it serves.

Target Group

The target beneficiaries of BKS encompass a diverse array of marginalized individuals and communities facing various socio-economic challenges. This includes:

- 01 **Underprivileged Women:** Those facing socio-economic disparities and limited access to resources and opportunities.
- 02 **Children:** Particularly vulnerable to poverty, exploitation, and lack of access to education and healthcare.
- 03 **Adolescent Girls:** Facing unique challenges related to education, health, and social norms.
- 04 **Orphans:** Children who have lost one or both parents and require care and support.
- 05 **Street Children:** Those living and/or working on the streets, often lacking access to necessities and protection.





- 06 **Widows:** Women who have lost their husbands and may face social and economic marginalization.
- 07 **Refugees:** Individuals forced to flee their homes due to conflict, persecution, or environmental disasters.
- 08 **Minorities:** Ethnic and religious minorities face discrimination and marginalization.
- 09 **Landless People:** Individuals and families lacking access to land for sustenance and livelihood.
- 10 **Victims of Climate Change:** Communities disproportionately affected by environmental degradation, natural disasters, and climate change impacts.
- 11 **Slum Dwellers:** Residents of informal settlements lacking basic amenities and living in precarious conditions.
- 12 **Small and Marginal Farmers:** Agricultural workers with limited land and resources, face challenges related to productivity and income.
- 13 **Unemployed Youth:** Young people lack access to meaningful employment opportunities and skill development.
- 14 **Persons with Disabilities:** Individuals facing physical, sensory, intellectual, or mental health challenges often marginalized and excluded from mainstream society.
- 15 **Third Gender:** Individuals identifying beyond traditional binary gender categories, facing social stigma and discrimination.
- 16 **Elderly:** Seniors facing health, financial security, and social isolation challenges.
- 17 **Migrants:** Individuals relocating within or across borders in search of better livelihood opportunities, often facing exploitation and discrimination.
- 18 **Hardcore Poor:** Individuals and families experiencing extreme poverty lack access to necessities for survival.

These target groups represent those most in need of assistance and support in overcoming socio-economic barriers and achieving greater well-being and empowerment. BKS's interventions aim to address each group's specific needs and challenges, promoting inclusivity, dignity, and sustainable development.

Networking with Development and Resource Partners





Financial Management

Bicharan maintains a stringent approach to financial management, placing utmost importance on transparency and adherence to regulatory standards. Every financial transaction within the organization, ranging from staff remuneration and bonuses to rent payments, procurement activities, tax obligations, donations, audit fees, utilities, printing services, and travel expenses, is meticulously conducted through bank transfers. Petty cash reserves are exclusively allocated for immediate operational needs.

Bicharan's financial procedures strictly align with its established Accounts Manual, as well as relevant governmental regulations and donor guidelines. This commitment ensures robust compliance management and upholds the organization's reputation for financial integrity.

Bank Information with Signatories

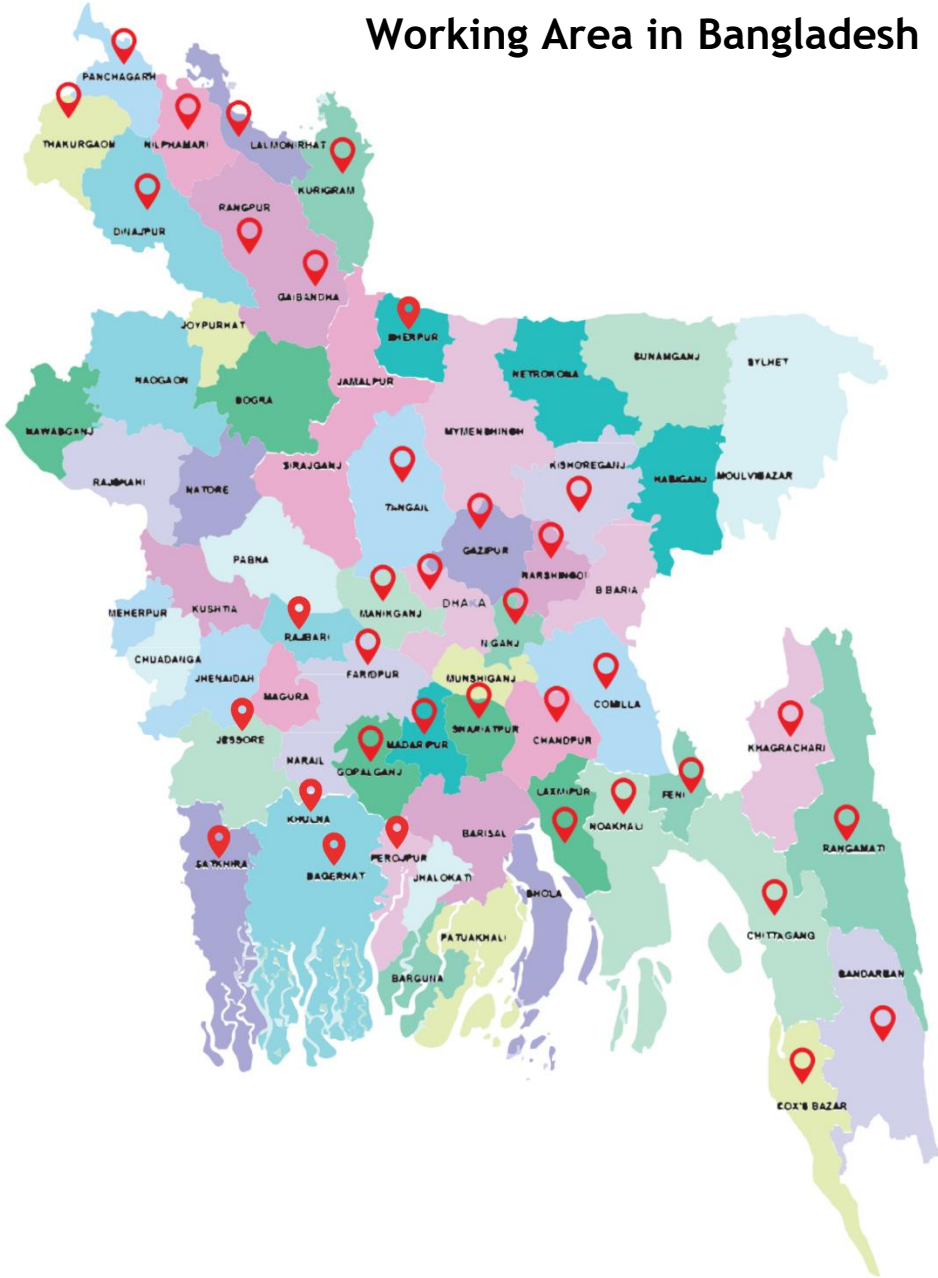
Name of Bank	Eastern Bank PLC.
Name of Branch	Mirpur
Country	Bangladesh
Physical Address of Bank	Naz La Marveli, Holding No:11, Main Road No:3 Harun Molla Sarak, Section:11 Block:A, Pallabi, Mirpur, Dhaka-1216, Bangladesh.
Contact Information of Bank	Call Support: 16230, Tel: 09666777325, Ext: 5212 Fax: 02-9010478 Mob: +880 96 12316230, +880248034537 E-mail: mirpur@ebl-bd.com Website: www.ebl.com.bd
Account Name	Bicharan Kallyan Sangstha
Account Number	1071070004256
Account Type	Current
Routing Number	095262987
Swift Code	EBLDBDDH
Bank Signatories	Mst. Layla Begum (President) Mst. Sadia Afroz (General Secretary) Sharmin Sultana (Treasurer)





Bicharan Kalyan Sangstha

Working Area in Bangladesh



Bicharan Profile (Revised on May 2024)





Geographic Location

Bicharan Kallyan Sangstha is a dynamic and client-centric non-governmental organization (NGO) committed to serving communities in both urban and rural settings. Operating with efficiency and contemporary approaches, the organization has established a wide-reaching presence across Bangladesh.

Currently, BKS is actively engaged in initiatives spanning 450 villages situated within 290 Upazilas across 42 districts, distributed across three divisions of Bangladesh. This extensive operational network underscores the organization's dedication to addressing diverse socio-economic challenges and improving the lives of individuals and communities nationwide.

S/L	Division	District	Upazila
01	Dhaka	13	89
02	Rangpur	8	58
03	Chottogram	11	103
04	Khulna	10	40
	Total	42	290

Beneficiaries

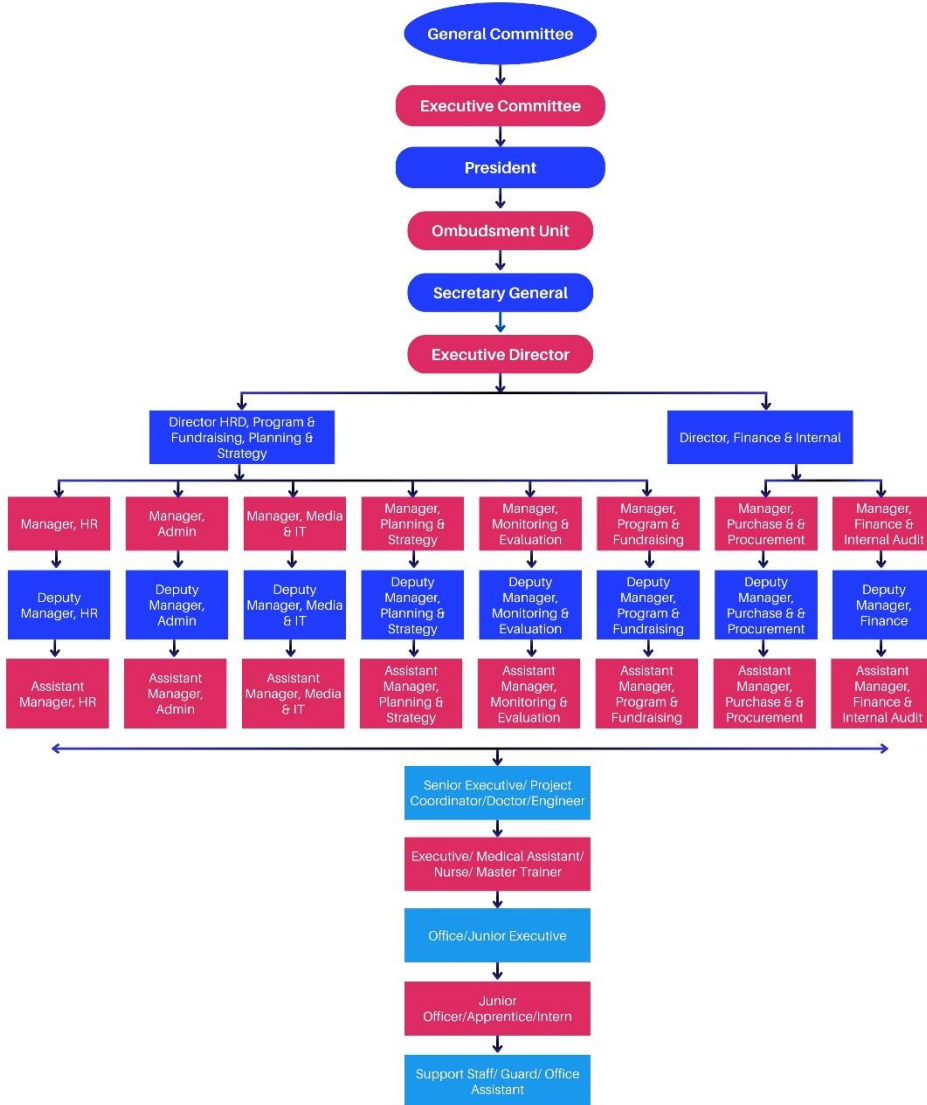
S/L	Type of Beneficiaries	Direct Beneficiary	Indirect Beneficiary	Total
01	Child	2,500	12,500	15,000
02	Adolescent	1,500	7,500	9,000
03	Female	22,000	105,600	127,600
04	Male	11,000	50,000	61,000
05	Disable	345	1,725	2,070
06	Senior Citizen	865	4,325	5,190
	Total	38,210	181,650	219,860





Management Structure

ORGANIZATIONAL CHART



Bicharan Profile (Revised on May 2024)





Committees

General Committee

The General Committee serves as the apex governing body of BKS, comprising 21 esteemed members. This committee convenes once annually, with provisions for emergency meetings as needed. Members of the General Committee are required to contribute regular monthly subscriptions and actively participate in committee meetings and social initiatives.

One of the primary functions of the General Committee is to establish subsidiary bodies, including the Executive Committee and Advisory Committee, and to approve the organization's annual budget.

Executive Committee

The Executive Committee, composed of seven members elected by the General Body for a term of three years, convenes quarterly to oversee the organization's activities and make crucial decisions. This committee bears responsibility for the overall management of the programs and projects implemented by BKS. Their duties include generating revenue streams, maintaining financial records, budget preparation, bank account management, and active participation in tri-monthly meetings. Additionally, they oversee the management of both fixed and liquid assets.

Advisory Committee

The Advisory Committee is constituted of 15 distinguished members chosen for their diverse expertise and significant contributions to society. Its composition includes individuals with backgrounds spanning intelligence, social work, medicine, engineering, retired military service, former secretarial roles, and other esteemed vocations.

The primary mandate of the Advisory Committee is to furnish the Executive Committee with informed guidance and counsel. Through their collective wisdom and experience, committee members offer invaluable insights to assist the Executive Director in effectively discharging their duties. This involves providing strategic advice on organizational matters, offering recommendations on policy decisions, and lending support in navigating complex challenges. The Advisory Committee plays a pivotal role in ensuring that BKS operates with prudence, foresight, and a commitment to its overarching mission of societal betterment.





Organizational Strength

Human Resource

Bicharan Kalyan Sangstha prides itself on maintaining a robust team of qualified and experienced personnel, including full-time and part-time staff and dedicated volunteers. The organization's workforce is divided into central office staff and project staff, each contributing their expertise to advancing its mission.

All staff members, regardless of their role or employment status, undergo continuous training programs tailored to their individual needs. These training initiatives aim to enhance their skills, knowledge, and performance, enabling them to effectively carry out their responsibilities and contribute to the overall success of BKS's initiatives.

The organization strongly emphasizes education, ensuring that all staff members possess high academic qualifications. This commitment to educational attainment not only enriches the workforce's capabilities but also reflects the organization's dedication to maintaining high standards of professionalism and excellence in its operations.

By investing in developing its staff and volunteers, BKS reinforces its capacity to deliver impactful programs and services that positively impact the lives of the communities it serves.

Management Staff

Level	Sex			Placement	
	Male	Female	Total	Office based	Field based
Top Management	02	02	04	03	01
Mid-Level	03	03	06	03	03
Entry Level	03	05	08	02	06
Volunteer	10	15	25	00	25
Total	18	25	43	08	35





Executive Committee

The Executive Committee of BICHARAN comprises seven members, each selected for their expertise, dedication, and commitment to the organization's mission. The composition of the Executive Committee reflects a diverse range of backgrounds and skills, ensuring comprehensive oversight and effective decision-making. The members of the Executive Committee are as follows:

SL	Name of Member	Designation	Profession	Experience in the Development Field	Educational Qualifications
01	Mst. Layla Begum	President	Development Worker & Social Activist	20 Years. In Development Sector	BA (Pass)
02	Md. Hajrat Ali	Vice President	Development Worker & Social Activist	15 Yrs. In Design Innovation, Development Sector	BSC (EEE)
03	Mst. Sadia Afroz	General Secretary	Consultant & Social Worker	10 Yrs. Overall Experience in Education, Research, Social and Development Sectors	BBA (HRM)
04	Mst. Khadija Islam	Ass. General Secretary	Social Worker	6 Yrs. Development Sector	MBA (Accounting)
05	Sharmin Sultana	Treasurer	Social Worker	10 Yrs. Development Sector	MBA (Finance)
06	Shahrina Kamrunnahar	Executive Member	Social Worker	6 Yrs. Social Work-Education	Masters (English)
07	Mahmuda Khanam	Executive Member	Development Worker & Social Activist	15 Yrs. Development Sector	MAMS

Senior Management Team

SL	Name	Designation	Address	Experience in the Development Field
1.	Md. Rezaul Islam	Executive Director	House-922 (A-1), Road-13, Avenue-3, Section-12 (Mirpur DOHS), P/O & P/S-Pallabi, Dist- Dhaka-1216.	15
2.	Muhammad Abdul Ahad	Director, HR & Admin, Communication & Strategy, Program & Fundraising	Athens Garden, House-940-14/2, Adabar 13, Dhaka 1207	14
3.	Mohammad Saifullah	Head of Media & Communication	M A Latif Bhaban, 3/2 Mohonpur, Shyamoli Ring Road, Adabar, Dhaka - 1207.	5
4.	Md. Ismail Hossain	Executive	House-874 (2nd Floor), Road-11, Avenue-2, Section-12 (Mirpur DOHS), P/O & P/S-Pallabi, Dist- Dhaka Bangladesh-1216.	6





Advisory Committee

SL	Name	Area of Expertise	Educational Qualifications & Current Engagement	Experience in the Development field
01	Mohammad Asaduzzaman	LAW & Justice, Country Development and Social Activist	MA in (NU) Member of Parliament, 19-Rangpur-1	15
02	Dr. Md. Azhar Ali	Agricultural Development & Food Security, Social Development	Consultant (PRA) Tuber Crops Development Project. Department of Agricultural Extension (DAE) Ministry of Agriculture	40
03	Dr. Muhammad Ruhul Amin Rabbani	Islamic Banking & Finance, Researcher & Educationist	BA & MA (IU), PhD (IIUM) Shariah Board Member, Islami Bank Bangladesh PLC	25
04	Mehmet Sarigoz	Social Worker & Philanthropist	President, Tut Elimi Dernegi, Turkey & Sewden	18
05	Eng. Mohammad Amranul Hoque Khandaker	Development Expert & Philanthropist	MSc in CSC, Jagannath University	13
06	Dr. Abdullah Al Masud	Educationist, Researcher, Social Activist & Philanthropist	BA & MA (DU), HhD (IIUM) Faculty, Northern University Bangladesh	15
07	Izzat Zabir Sarif	LAW & Justice, Youth Development Worker & Social Activist	LLM (UMM) Secretary General Malaysian Humanitarian Aid and Relief (MAHAR)	15
08	Dr. Md. Tanzir Anwar	Health & Nutrition Specialist, Development Worker	MBBS, BCS (Health), FCGP, CCD (BIRDEM), Health Practitioner	10
09	Prof. Dr. Abu Raihan	Education & Training	PhD Professor, EVE, IUT	20
10	Eng. Shams Uz Zaman	Development Expert	Senior Instructor, BMET	16
11	Eng. Dost Muhammad Shamsuzzaman (Ronik)	Development Expert	BSc-RUET, CS-UK, MBA-UK Principal, SAIC Engineering College	25
13	Prof. Dr. Shahbuddin Ahmmad	Educationist & Researcher	PhD-AUS Professor, NU Singapore	13
14	Eng. Nathanael Sarker	Design & Innovation	MSc-Production Engineering Palmetto State Armory CNC Meccanist Columbia, South Carolina, USA	20
15	Dr. Shahidullah Raju	Educationist & Researcher	Deputy Director, (Research) BTEB	12





Our Achievement

SL	Name of Donors	Project/Program Name	Project Duration	Project Areas	Beneficiaries
01	B N F E	Out-of-School Children Education program, in association with BRAC.	2020-2023	Dhaka	400
02	Own	Food Support to Hungers	2021	Dhaka	56000
03	Own	COVID19 Control & Prevention 1. Musk Distribution	2020-2021	Dhaka & Rangpur Division	5000
04	Own	COVID19 Control & Prevention 2. Hand sanitizer Distribution	2020-2021	Dhaka & Rangpur Division	1000
05	Own	Education support program (Providing Teaching Materials to poor students)	2020-2022	Dhaka & Rangpur Division	500
06	Own	Healthcare program (Providing medical support to poor people)	2020-2022	Dhaka & Rangpur Division	800
07	Own	Awareness Raising Program on Social issues (Distribution leaflet, flyers, brochures)	2020-2022	Dhaka & Rangpur Division	5000

Gender Equality Information

Bicharan is steadfast in its commitment to promoting gender equality and tackling discrimination, violence, and barriers faced by women and adolescent girls. Our initiatives focus on empowerment, equal opportunities, and active political, social, and economic participation. We work to prevent violence, enhance representation in leadership, provide safe spaces, and integrate gender considerations in all aspects. Through capacity-building programs, awareness campaigns, and advocacy for policy changes, we empower women and girls to realize their potential and contribute to a more equitable future.

Monitoring, Evaluation, and Learning (MEL)

Monitoring, Evaluation, and Learning (MEL) are integral components of our program implementation. Bicharan employs a systematic approach to MEL, utilizing participatory methods and a skilled team to ensure quality performance. Our monitoring systems track activities and outputs, allowing us to measure progress regularly. Additionally, we engage project participants in monitoring activities to foster ownership and accountability.

Monitoring

Quality performance is a crucial concern of Bicharan. The organization perceived that a sound and efficient monitoring system could measure the program and Impact and ensure the desired level of program performance. The organization has developed project-wise participatory monitoring systems to track all activities and outputs and measure the progress of its works regularly. In addition, the organization has developed monitoring tools for collecting data from the field. It has involved the project participants in the monitoring activities.

Evaluation and Learning

Evaluation and learning are essential for continuous improvement. Bicharan submits comprehensive completion reports, incorporating findings from assessments and monitoring. These insights allow us to adapt project strategies and implementation approaches to enhance impact and effectiveness. These practices contribute to the socioeconomic advancement of beneficiaries and Bicharan's organizational capacity.





Quality Control

Professional Excellence, a high standard of business ethics and quality service is the organization of staff service. In essence, our purpose is to provide services of international repute while ensuring the most cost-effective salutation to our local and international clients. To achieve this goal, the staff aims to provide a very high quality of service in terms of advice, guidance and support through understanding of client needs.

Reporting

Bicharan Kallyan Sangstha maintains a rigorous reporting system to ensure accountability and transparency in its operations. This system encompasses various levels of reporting, from field staff to higher authorities, and utilizes four distinct reporting intervals: monthly, quarterly, half-yearly, and annual.

Field staff members are required to submit monthly activity reports to their respective Area Managers. The Area Managers then compile these reports regularly and submit them to higher authorities for review.

Project staff convene monthly coordination meetings to assess the progress of activities and strategize for future action. Subsequently, project staff submit their monthly reports to the Upazilla Coordinator, who compiles them and forwards them to the District Coordinator. Upon reviewing project-specific data, the District Coordinator disseminates reports to sector-wise Coordinators, who in turn submit them to the Executive Director.

The Executive Director plays a pivotal role in this process, promptly taking necessary actions to ensure the smooth functioning of projects based on the received reports. Additionally, the Executive Director is responsible for submitting reports to donors and other relevant authorities under project plans.

This comprehensive reporting system ensures that all stakeholders are informed of project progress, facilitates informed decision-making, and maintains accountability throughout the organization's activities.

Monitoring & Supervision Capacity

Monitoring, supervision, and evaluation are integral components of BKS's program management framework, which is essential for ensuring the success and effectiveness of its initiatives. Regular monitoring activities are conducted at intervals to ensure that program activities align with project objectives and meet the needs of beneficiary groups.

Monitoring serves as a system of checks and balances, providing stakeholders with vital information and feedback regarding the implementation of programs. It enables program managers to identify any deviations from the intended course and take corrective measures promptly, ensuring the smooth functioning and growth of the program.





In addition to ongoing monitoring, formal evaluations are conducted annually to assess the impact of the program. These evaluations serve to gauge the effectiveness of interventions and measure progress toward program goals. Furthermore, after each project period, a final evaluation is conducted to fulfill the requirements of donors and funding agencies, providing comprehensive insights into project outcomes and achievements.

Bicharan Kallyan Sangstha has established a dedicated Monitoring and Evaluation team responsible for conducting both office-based and field-level monitoring activities. This team operates under the oversight of the Executive Director, ensuring accountability and effectiveness in the monitoring and evaluation processes. Through these efforts, BKS strives to continuously improve its programs, maximize impact, and effectively meet its beneficiaries' needs.

Management Strength

Quality of Management Standard

Bicharan Kallyan Sangstha has been operating under a standard management system that includes 3 (Three) tiers of accountability: the General Committee, Executive Committee and Advisory Committee. All committee members and staff members are academically qualified, committed, disciplined, and experienced in management.

Second Line/Succession

Bicharan Kallyan Sangstha has different sections of senior representatives, which comprise a managing committee. This Committee co-operates with the program coordinator and the same permanent posted staff. This Management Committee is responsible for making the organization's Policy, written works and field projects.

Liaison

Bicharan Kallyan Sangstha maintains liaison with a rural range of agencies including Government, NGOs, Corporations, development networks, MFIs, Banks, community organizations and grant-making agencies both at home and abroad.





Strategic Plan of Bicharan (2024-2028)

Education Programs	Orphanage Support - 50, Scholarship Program - 2500 Individual, Orphan Sponsorship Program - 1500 Individual, Modern Education Scheme - 4500 Individual, Orphan Support Program - 5000 Individual
Health & Nutrition Program	5 Health Facilities Across Bangladesh for Underprivileged People, 1 million individuals within the Rohingya, Host and local Bangladeshi Communities
WASH Program	Tubewells - 15000 Tubewells, Pumps - 20000 Handpump, Water Network - 200, Rainwater Harvesting Plant - 150, Sanitation Awareness - 1.4 Million People, Hygiene Awareness - 500000 People Hygiene Kit Distribution - 15000 People
Seasonal Program	Qurbani Program - 485000 Individual, Ramadan Program - 375000 Individual, Winter & Rainy Season Clothes & Equipment Distribution Program - 15000 Individual
Emergency Relief Program	500000 Individual
Agriculture Program	Small Farming - 2000 Family, Livestock - 1500 Family, Dairy Management - 500 Family, Fish Hatchery Management - 2500 Family, Fertilizer Management - 200 Family, Nursery Management - 100 Family
IG Program/ Livelihood Program	10 Types Training, Financial Support & Modality Support Program
Skill Development Program	Industrial Sewing Operation (SMO) - 960, Tailoring & Dress Making (TDM) - 1500, Boutique - 750, Jute ware Operation - 960, Integrated Sewing Operation - 650, Computer Maintenance (Hardware) - 250, Computer Maintenance (Software) - 180, Designing, Coding, Software Development - 180, Welding - 540, Plumbing - 240, Driving - 840, Baking & Cooking - 350, Carpentry - 320, Waste / Plastic Recycle - 720, Electrical Maintenance - 240, Solar Making, Repairing, Installation Operation - 480, Hair Dressing - 180, Mobile Repair - 320, AC, TV, Fridge Repair - 320, Tourism & Hospitality Management - 600
Rehabilitation / Construction / Infrastructure Program	Old-age Home - 10, Shelter for Underprivileged Women & Children - 5, Protection Home - 8 School, College - 4, Shelter for Street Children - 10 English & Arabic Medium Madrasa - 8, Shelter Homes for Rohingya Refugees - 2000, Shelter Homes for Local Community-Affected People - 10000
Community Building Program	Masjid Rebuilding - 150, Masjid Full Construction - 90, Ablution Center - 680, Hygienic Wash Room - 1000,





	Road Construction - 15, Child Care Center - 25, Library - 30, Islamic Center - 1
Youth Development Program	Community Engagement Program - 100, Youth Leadership Program - 1000 Individuals, Internship - 50, Entrepreneurship Development Program - 50
Food Subsidy & Food Security Program	650000 Individuals
Climate Action Program	10 Million Trees, 1 Million People will be aware of climate disaster
Social Business Program	4 Business Ventures
Disability Inclusion Program	Facilitate the integration of at least 10,000 individuals

Policies To Be Adopted During Operation

- 01 Child Protection Policy
- 02 Women's Rights Policy
- 03 Health, Safety & Environmental Policy
- 04 Sexual Harassment & Torture Policy
- 05 Global Pandemic Control & Prevention Policy
- 06 Counter-Terrorism Policy
- 07 Grievance/Grievance Redressal Policy
- 08 Information Management Policy
- 09 Integrity Policy and
- 10 Purchase Policy.



PICTURE GALLERY



Health Campaign



Food Packs Distribution



Food Packs Distribution



Shelter Homes



Shelter Homes



Winter Clothes Distribution



Qurbani Meat Distribution



Ifatr Program



Ifatr Program



Cycle Distribution



Emergency Response



Awareness Program





APPEAL

Join Bicharan Kallyan Sangstha, a non-profit working since 2021 to uplift underprivileged individuals. We combat suffering, poverty, and advocate for peace. Run by passionate social workers and professionals, we collaborate with various stakeholders to achieve Sustainable Development Goals. Through diverse programs, we promote sustainable development and address social disparities. Operating in 42 districts, we have impacted 2.19 Hundred Thousand lives through 95 projects in health, education, shelter, and livelihood. Your support can make a difference. Donate today to help us continue our mission of building an inclusive and equitable society. Together, we can create meaningful change for the betterment of all.

DONATE





APPENDIX






 Government of the People's Republic of Bangladesh
NGO AFFAIRS BUREAU
 Prime Minister's Office
Registration Certificate

Registration No : 3362 Date : 14/6/2023

Under the provisions of The Foreign Donations (Voluntary Activities) Regulation Act, 2016' and Subject to the Conditions stated overleaf BICHARAN KOELAN SANGSTHA

Address: House-504, Road-7, Avenue-(3-4), Section-12, Mirpur DOHS Dhaka-1215.

From: 14/6/2023 To: 13/6/2033

has this day been registered/registration-renewed.

This certificate is given under my hand and seal on this Fourteen day of June two thousand
 And Twenty Three

Prepared By

 Paruk Ahmed Chowdhury
 NGO Affairs Bureau
 Prime Minister's Office


 Director General
 Sk. Md. Moniruzzaman
 NGO Affairs Bureau
 Prime Minister's Office



ক্রমিক নম্বর : ০০৪৪১০১ গণপ্রজাতন্ত্রী বাংলাদেশ সরকার নিবন্ধন নম্বর ৬-০৯৯১০
 সমাজকল্যাণ মন্ত্রণালয়
 সমাজসেবা অধিদফতর, ঢাকা
 জেলা সমাজসেবা কার্যালয়, ঢাকা

নিবন্ধন সনদপত্র

১৯৬১ সালের বেঙ্গলমূলক সমাজকল্যাণ প্রতিষ্ঠান (রেজিস্ট্রেশন ও নিয়ন্ত্রণ) অধ্যাদেশ (নম্বর ৪৬) এর ৪(৩) ধারার অধীনে
 " বিচার কোলান সংস্থা " স্থাপিত ০৪ ০৬ ২৩ তারিখে ৬-০৯৯১০ নম্বরে নিবন্ধিত।

ডাকনাম পায়েলী থানা শ্রীমতি জেলা ঢাকা, বাংলাদেশকে ৬-০৯৯১০ নম্বরে
 সালের জুন মাসের ১৪ তারিখে উপরে বর্ণিত আইনের শর্তাদি পূরণ করায় নিম্ন স্বাক্ষরকারীর নিজ স্বাক্ষরে ও
 সরকারী সীলমোহরে নিবন্ধন করা হলো। নিবন্ধনকৃত প্রতিষ্ঠানটি ঢাকা জেলায়/সমগ্র বাংলাদেশে এর
 কার্যক্রম পরিচালনা করতে পারবে এবং এর প্রদান স্বরূপ এ সনদপত্র প্রদান করা হলো।

নিবন্ধনকৃত প্রতিষ্ঠানটির নিবন্ধন নম্বর: ৬-০৯৯১০ ১৪/৬/২০২৩

স্থান: ঢাকা
 তারিখ: ২০/৬/২০২৩



নিবন্ধনকারী কর্তৃপক্ষ
 সমাজসেবা অধিদফতর, ঢাকা
 জেলা সমাজ সেবা কার্যালয়, ঢাকা

Bicharan Profile (Revised on May 2024)





উপপরিচালকের কার্যালয়
সহিলা বিষয়ক অধিদপ্তর
জেলা...দাকা...

নিবন্ধনের প্রত্যয়নপত্র


নিবন্ধন নং / প্রত্যয়নপত্র/ক্রমিক/ঢা/৬৬৫/২৬ তারিখ ২৪/০৫/২০২৩ইং

এতদ্বারা প্রত্যয়ন করা যাইতেছে যে, ১৯৬১ সালের যেকোনো সমাজকল্যাণ সংস্থাসমূহ (রেজিস্ট্রিকরণ ও নিয়ন্ত্রণ) অধ্যাদেশ (১৯৬১ সালের ৪৬ নং অধ্যাদেশ)-এর অধীনে

"বিচিবর কল্যাণ সংস্থা"

(সংস্থার নাম)

দুই হাজার... সালের... সালের... তারিখে...
স্থানে নিয়ন্ত্রককারকারীর নিজ দস্তখতে এবং সরকারি সীলমোহরে নিবন্ধিত করা হলো।


কর্তৃপক্ষের সীলমোহর
উপ-পরিচালকের কার্যালয়
সহিলা বিষয়ক অধিদপ্তর
নিবন্ধন কর্তৃপক্ষ
কাজলৈকিয়া, ঢাকা

দ্রষ্টব্য : এই প্রত্যয়নপত্র হারিয়ে গেলে, পুত্র গেলে বা নষ্ট হলে তা সাত দিনের মধ্যে নিবন্ধন কর্তৃপক্ষকে অবহিত করতে হবে।

ক্রমঃ-গ'
বিধি ৩ (৪) দ্রষ্টব্য।




গণপ্রজাতন্ত্রী বাংলাদেশ সরকার
যুব উন্নয়ন অধিদপ্তর
ঢাকা জেলা

নিবন্ধন সনদ

নিবন্ধন নম্বর ২৪৪
তারিখ ২২-০৬-২৪

এতদ্বারা প্রত্যয়ন করা যাইতেছে যে, (..... বিচিবর যুব কল্যাণ সংস্থা
..... রাস্তা... (ক্রমিক) ... সালের... সালের... তারিখে...
কে যুব সংগঠন (নিবন্ধন এবং পরিচালনা) আইন, ২০১৫ এর ধারা ৪ এবং যুব সংগঠন (নিবন্ধন ও পরিচালনা)
বিধিমালা, ২০১৭ এর বিধি ৩(৪) এর অধীন নিবন্ধন সনদ প্রদান করা হইল।


নিবন্ধন কর্তৃপক্ষ
(বিচারক/উপ-পরিচালক)
যুব উন্নয়ন অধিদপ্তর
ঢাকা জেলা।

Bicharan Profile (Revised on May 2024)

