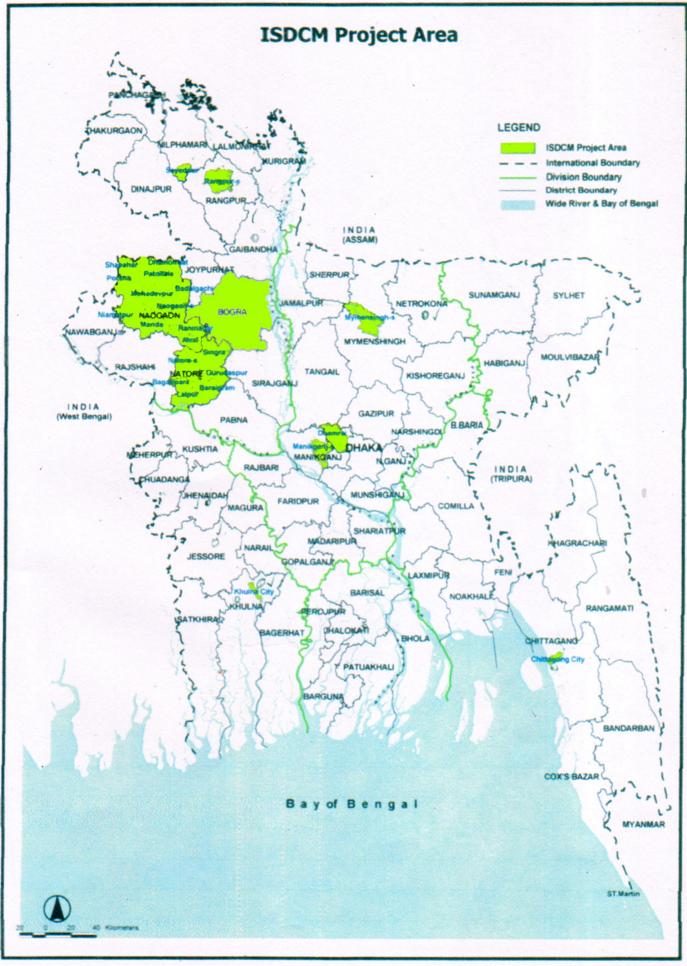
ISDCM Integrated Services for Development of Children & Mothers



ANNUAL 2018 REPORT





PREFACE

This is the 18th Annual Report of ISDCM. This report mainly covers the completed activities and achievements of programmes initiated and implemented by ISDCM in the year 2018.

The existing programmes of ISDCM are being implemented smoothly as per plan. It has been difficult to expand the regular Micro-Finance Project in any new area due to non-availability of required financial support. However, some efforts are being made by field level Managers and workers to continue existing MF projects with own fund for sometimes and to see how it works. Depending on the results of this effort further action will be taken by the management. In any case micro-finance project needs fund for which application is being submitted for loan from any financial institution.

However, Health Service Project has been included as a component of Family Development Project in 2018 for which OBAT Helpers Inc., USA will be funding. This project will expand to Chittagong also. A Maternity Service project is being implemented at Saidpur with the financial assistance of OBAT Canada.

The thrusts of all the existing projects are mainly on poverty alleviation, women empowerment, continuous awareness creation, institutional development reduction of infant mortality, maternal mortality and ensure popular participation. Recent thinking on the impact of climate change in different parts of the world and in Bangladesh in particular, has drawn the attention of ISDCM management for undertaking some projects. ISDCM has been exploring the possibility of building up partnership with relevant organizations to work on this important area. ISDCM with its limited capacities has also contributed towards fulfillment of mid-decade goals (MDGs) in line with the commitment of the Government of Bangladesh in the past. Be it noted that through implementation of its existing programmes ISDCM has contributed to achieve the MDGs in (1) Eradication of extreme poverty and hunger (2) achieving universal primary education (3) promotion of gender equality and empowering women, (4) reducing child mortality (5) improving maternal health (6) Combating HIV / AIDS and other diseases and (7) ensuring environmental sustainability etc. Attempts are on to contribute towards sustainable development goals (SDG).

The present Annual Report thus, deals with all the activities and projects completed by ISDCM in 2018 and provide an indication of some thoughts for future direction.

A team consisting of Mr. Mohd. Nurul Islam Laskar, Director (Programmes), Mr. A.F.M. Saiful Islam, Chief Monitoring Officer, Mr. Manujendra Khan Sarker, Administrative Officer and Mr. Farooq Azeem, Project Planning & Reporting Officer has contributed a lot in preparing this Annual Report. Their services are thankfully acknowledged.

Any suggestions / comments for improvement of the Report for future will be welcome.

Manjur-ul Alam President



CONTENTS

| | LIST OF TABLES | PAGE |
|------------|--|-------|
| | | |
| | | |
| <i>1</i> . | MANAGEMENT | 1-2 |
| | | |
| | | |
| <i>2.</i> | PROGRAMS AND OTHER ACTIVITIES | 3-4 |
| | | |
| | | |
| <i>3.</i> | MICROFINANCE PROJECT | 5-9 |
| | | |
| | FAMILY DEVELOPMENT PROJECT FOR DESTITUDE AND | |
| 4. | DISPLACED FAMILIES LIVING IN THE SLUMS | 10-13 |
| | DISTENCED TAWNELS EIVING IN THE SECONS | |
| | | |
| <i>5.</i> | HEALTH SERVICE PROJECT SAIDPUR | 14-18 |
| <u> </u> | THE NETT SERVICE I NOSECT STREET ON | 1,10 |
| | | |
| 6. | MATERNITY PROGRAMME | 19-21 |
| <u> </u> | WATERIWITT ROGRAMME | 15 21 |
| | | |
| <i>7.</i> | EMPLOYMENT GENERATION | 22-30 |
| 7. | LIMI LOTIVILINT GENERATION | 22 30 |
| | | |
| 8. | EMPOWERMENT AND ENTREPRENEURSHIP | 31-45 |
| <i>U.</i> | LIVIF OWERINENT AND ENTREPRENEORSHIP | 31-43 |
| | | |
| 9. | RAMADAN FOOD DISTRIBUTION PROJECT | 46 |
| 7. | NAMADAN 1000 DISTRIBUTION FROJECT | 40 |
| | | |
| 10. | SPECIAL VILLAGE SANITATION PROJECT | 47 |
| 10. | SELCIAL VILLAGE SAIVITATION FROJECT | 47 |
| | | |
| 11. | INSTRUCTUR RECORDANAME AND CHIRANICS TO CRADITATE STUDGATS | 48 |
| 11. | INETRNSHIP PROGRAMME AND GUIDANCE TO GRADUATE STUDENTS | 48 |
| | | |
| <i>12.</i> | REVIEW MEETINGS, PLANNING MEETINGS, ORIENTATION TRAININGS, | 40.50 |
| IZ. | WORKSHOPS ORGANIZED IN 2018 | 49-53 |



INTEGRATED SERVICE FOR DEVELOPMENT OF CHILDREN & MOTHERS (ISDCM)

ANNUAL REPORT 2018

MANAGEMENT

The Executive Committee of ISDCM is the highest authority for policy decisions. Overall management functions are carried out by appointed staff of the organization under the leadership of the Executive Director.

Financial management of the organization is carried out on the basis of established rules and matters not covered by established rules are normally decided by the Executive Committee.

1.1. RECRUITMENT, TRANSFER AND PROMOTION

During the reporting period three Branch Managers were transferred. One Community Organizer was appointed and oriented on the job.

1.2. MONITORING AND EVALUATION SYSTEM

During the reporting period, joint reviews on FDP Micro-finance were held with the participation of Donors at highest levels. ISDCM Projects and programmes are closely monitored through regular reporting and review at all levels. Bi-monthly meetings were held at field levels. Monthly meeting and reporting system has been institutionalized. Regular reports are shared with the donors and partners as well. Annual Reports and Project completion reports were submitted to NGO Affairs Bureau and Micro-Credit Regulatory Authority and Bangladesh Bank as required. Completion reports of donor funded projects were also shared with field level administration of the government for verification and certification.

Four meetings to review project activities were organized. Reports were prepared on all the completed projects and shared with the donors concerned, NGO Affairs Bureau, District and Upazila administration as per requirements. Its accounts were regularly audited by approved Auditors of NGO Affairs Bureau and reports were submitted to concerned agencies and departments. Internal periodic audit was carried out and reviewed by the Executive Committee in its meeting.



1.3. MOBILIZATION OF SUPPORT FROM LOCAL ADMINISTRATION AND COMMUNITY ORGANIZATION

As routine activity, ISDCM Central and local offices mobilized required support from the concerned district, Upazila, administration, Social Welfare Department, community leaders and local government institutions like Union Parishad, Upazila Parishad, municipalities and city corporations for effective implementation of the projects. Besides, ISDCM field staff extended closer cooperation with the respective government departments in observance of various national days on health, water, sanitation etc. and secured services from the existing programmes of the government for its beneficiaries.

1.4. PANEL OF EXPERTS

ISDCM has a Panel of Experts to help develop programmes and strategies for effective implementation. This Panel of Experts has been revised and number of new names included in the panel.

1.5. MAJOR DECISIONS TAKEN IN 2018

ISDCM management has taken some major decisions in 2018 which are as follows:

- Continuous efforts were made to build up partnership with some NGOs and agencies;
- Annual Budget for 2018 was approved;
- Annual Plan was approved;
- Auditor for 2018 was appointed;
- As per the MRA Act three members of the Executive Committee M/S Nurul Islam Laskar, Anil Chandra Sarker and Saiful Islam were appointed against the regular posts of Director, Deputy Director and Chief Monitoring Officer. Against their vacant posts Mr. Nafez Imtiaz Islam, Monika Sharmin and Mr. Biplob Sarker were co-opted as member of the Executive Committee.
- The President and Executive Director were requested to negotiate with some financial institutions for loan to strengthen MF Programme.



2. PROGRAMMES AND OTHER ACTIVITIES

Many programmes like awareness creation, institution building, special sanitation and community development programmes are being implemented by ISDCM. It also implements some projects/ programmes funded by donor agencies in specific areas in selected districts. During the year under report ISDCM has implemented its regular programmes and also has already implemented some donor funded project which includes: Family Development Project. It has accomplished other activities like organizing Training, Seminars, Advocacy on Child Rights / HIV /AIDS and observance of various national Days, like Child Right Week, Polio plus and Worm infestation day, Sanitation Week, World Mother Day, World Health Day, and Breastfeeding Week etc.

All the programmes / Projects and related activities accomplished during the reporting period are presented in subsequent sections.

2.1. AWARENESS PROGRAMME

The field workers are adequately equipped to create awareness on health, nutrition, education, water sanitation etc. Creation of awareness is mandatory for all field workers. These field workers during their field visits discuss and disseminate new knowledge and information for the beneficiaries and target groups.

In 2018, ISDCM field workers have disseminated information on health, nutrition, education and sanitation etc. to the beneficiaries and stakeholders in large number which is presented in the following tables:

Table-1: Dissemination of information on Health (2017)

| Type of Meeting | No. of Meeting | No. of Participants | lssues Discussed |
|---------------------------|-------------------|------------------------|--|
| Village level Meetings | 63 | 879 | Diarrheal diseases, Family Planning, Water Sanitation, Hygiene, Breast feeding and immunization. |
| Group level Meeting | 100 | 200 | |
| Total | 163 | 1,079 | |

In 2018 a good number of community leaders participated which are which are large in number. Such dissemination seems to be useful for our target groups.



Table-2: Dissemination of information on Nutrition (2018)

| Type of Meeting | No. of Meeting | No. of Participants | Issues Discussed |
|---------------------------|-------------------|------------------------|---|
| Village Committee Meeting | 20 | 156 | Nutrition, vegetables, changes of food habit and protein. |
| Group level Meeting | 200 | 549 | |
| Total | 220 | 705 | |

It reveals that group members took interests in nutrition education and good number of beneficiaries and community leaders participated in dissemination meetings on nutrition during the reporting year.

Table-3: Dissemination of information on Hygiene, Sanitation & Water (2018)

| Type of Meeting | No. of Meeting | No. of Participants | Issues Discussed |
|----------------------------------|-------------------|------------------------|--|
| Group level Meetings | 600 | 1,300 | Hygiene practices, use of sanitary latrines and drinking of safe water |
| Union level Committee Meeting | 20 | 300 | |
| Total | 620 | 1,600 | |

A good number of members and community leaders participated in the meetings where the important issues like hygiene, sanitation and safe water were discussed. Outcome of such discussion may further help motivate the common people for improvement in the life styles.

Table-4: Dissemination of information on Education (2018)

| Type of Meeting | No. of Meeting | No. of Participants | lssues Discussed |
|----------------------|-------------------|------------------------|--|
| Union level Meetings | 50 | 105 | Importance of education, facilities available for education and increasing |
| Group level Meeting | 150 | 630 | enrolment in primary schools, follow up dropouts, prevention of child marriage |
| Total | 200 | 735 | and child labour. |

It appears that importance of education is gaining momentum although this subject does not produce immediate impact.



3. MCROFINANCE PROJECT

This Project has covered wide range of activities like:

- i) Development of Organizations for the rural poor women
- ii) Income generation activities through micro-finance
- iii) Accumulation of thrift deposits
- iv) Creation of awareness on education, health nutrition, water sanitation, child rights, and
- vi) Leadership development of poor women.

OBJECTIVES:

The prime objectives of the micro-finance project of ISDCM are as follows:

- To empower the poor women of rural people through creation of social awareness;
- Develop poor women is own organization for poverty reduction and;
- Improvement of quality of life.

WORKING AREA:

| Name of Branch | No. of district covered | No. of Upazila | No of Union cover/pouroshova | No of Village Covered |
|-------------------|-------------------------|-------------------|------------------------------|--------------------------|
| Natore | | 1 | 4 | 27 |
| Singra | | 1 | 7 | 32 |
| Kaliganj | 01 | 1 | 5 | 29 |
| Tamaltola | | 1 | 4 | 36 |
| Bonpara | | 2 | 3 | 15 |
| Attrai | 01 1 3 | | 3 | 16 |
| Manikganj (Sadar) | 01 | 1 | 1 | 8 |
| Dhamrai | mrai 01 1 | | 4 | 14 |
| Total | 4 | 8 | 31 | 177 |

(Natore, Singra, Tamltola, Bonpara, Lalpur, Attari, Rani Nagar, Manikganj and Dhamrai)

AWARENESS CREATION:

Organizing weekly meeting of the groups is the key to development of organization and it has been institutionalized. The meetings are held regularly. Each Field Worker has been given responsibility to work with 18-20 groups. The groups regularly attend the meetings and maintain minutes of the meetings. The issues discussed in the meetings to disseminate the information to the members as to how to manage the micro-credit operation in a systematic manner.



The activities under Community Development Project including group management, savings, loans, repayment etc. are discussed in subsequent sections of this report.

GROUP MEMBER:

Branch wise Group Members

| Natore | Singra | Kaliganj | Tamaltola | Bonpara | Attrai | Manikganj | Dhamrai | Total |
|--------|--------|----------|-----------|---------|--------|-----------|---------|-------|
| 221 | 399 | 352 | 410 | 351 | 233 | 560 | 928 | 3,454 |

GROUP SAVINGS:

To build up habit of savings is not easy for the poor people. ISDCM has been playing an important role and encouraged the members to grow habit of savings. ISDCM has made it mandatory for the members to make weekly savings. The uniqueness of group savings is that members can withdraw their savings deposit on demand. There is a provision for withdrawal of savings. The group members receive dividends annually out of their income. The members deposited the savings weekly to their credit in the organizations account. The amount of savings varies from Tk.10-30 per week. For each member a pass book is being given to maintain the record in the saving account. In all the branches the number of members has largely increased over the last several years and amount of savings also increased.

Branch wise Total Savings outstanding

| Branch | 31st December'17 | 1st Januar | y18 - Dec, 18 | 31st December'18 |
|-------------------|---------------------|-------------------------|----------------------------|---------------------|
| | total saving amount | Total saving collection | Saving with drawn & return | total saving amount |
| Natore | 679,626 | 702,886 | 72,734 | 630,152 |
| Singra | 1,194,073 | 1,200,747 | 48,793 | 1,151,954 |
| Kaliganj | 769,356 | 835,792 | 37,980 | 797,812 |
| Tamaltola | 957,445 | 944,545 | 57,667 | 886,878 |
| Bonpara | 809,487 | 785,382 | 49,888 | 735,494 |
| Attrai | 497,121 | 638,023 | 42,406 | 595,617 |
| Manikganj (Sadar) | 1,155,174 | 1,441,810 | 75,425 | 1,366,385 |
| Dhamrai | 1,883,958 | 2,099,137 | 56,118 | 2,043,019 |
| Total | 7,946,240 | 8,648,322 | 441,011 | 8,207,311 |



LOAN DISBURSEMENT AND RECOVERY:

ISDCM has played a vital role by providing loan support for different income generating activities/trade throughout the year where beneficiaries selected their trades depending on their skill, experience, behavior and marketing opportunities.

Branch wise loan outstanding

| Branch | 31st December'17 | 1st January18 | - 31st Dec, 18 | Loan outstanding as |
|----------------------|------------------------|---------------|----------------|-----------------------------|
| | total loan outstanding | Loan recovery | Overdue | on 31 st Dec. 18 |
| Natore | 2,388,415 | 1,697,460 | 147,280 | 2,142,280 |
| Singra | 3,693,500 | 2,739,105 | 187,185 | 3,365,155 |
| Kaliganj | 3,670,850 | 3,054,335 | 170,735 | 3,801,375 |
| Tamaltola | 3,092,815 | 2,187,910 | 54,540 | 2,960,370 |
| Bonpara | 3,473,590 | 2,773,400 | 99,500 | 3,571,550 |
| Attrai | 2,138,740 | 1,966,100 | 20,980 | 2,319,990 |
| Manikganj (Sadar) | 2,655,472 | 1,766,141 | 606,373 | 2,485,879 |
| Dhamrai | 7,179,239 | 5,012,039 | 232,160 | 8,194,271 |
| Total | 28,292,621 | 21,196,490 | 1,518,753 | 28,840,870 |

Borrowers number as on 31st December 2018

| Branch | Group members | No. borrowers | Total loan disburse with service charge |
|-------------------|---------------|---------------|---|
| Natore | 221 | 158 | 3,839,740 |
| Singra | 399 | 258 | 6,104,260 |
| Kaliganj | 352 | 295 | 6,855,710 |
| Tamaltola | 410 | 275 | 5,148,280 |
| Bonpara | 351 | 281 | 6,344,950 |
| Attrai | 233 | 197 | 4,286,090 |
| Manikganj (Sadar) | 560 | 238 | 4,252,020 |
| Dhamrai | 928 | 578 | 13,206,310 |
| Total | 3,454 | 2,280 | 50,037,360 |



IMPORTANT TRADE AND BUSINESS:

There are various kinds of trade and business in the rural areas for Micro Finance Project. ISDCM has shown below few of those trade and business are being operating by the members. ISDCM do not encourage the members in any specific trade to the members. Members herself decide about their business area.

| Trade & business type | Loan out standing up to 31stDecember 2018 |
|--------------------------------------|---|
| Vegetable cultivation | 5,577,182 |
| Cow rearing | 6,788,150 |
| Goat rearing | 4,307,135 |
| Agricultural including land mortgage | 6,007,532 |
| Small business | 6,160,871 |
| Total | 28,840,870 |

Although members are engaged in different trades as mentioned above but 65% of the members are engaged in small agriculture and business. Rest 35% is engaged in cow and goat rearing

Branch wise Loan outstanding 31st December 2018 according to different type of loan

| Type of Business | Nature Sadar | Singra | Kaliganj | Tamatola | Bonpara | Atrai | Manikganj | Dhamrai | Total |
|---------------------------|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| Agriculture | 386,025 | 1,602,400 | 1,890,025 | 1,069,270 | 2,255,595 | 1,250,940 | 434,723 | 1,550,510 | 10,439,488 |
| Cow rearing | 288,000 | 1,000,525 | 462,550 | 441,110 | 747,230 | 255,525 | 553,738 | 1,475,225 | 5,223,903 |
| Fishing | 211,880 | 350,205 | 215,600 | 195,445 | - | 102,025 | - | - | 1,075,155 |
| Poultry firm/goat rearing | _ | _ | 36,500 | 352,980 | - | 32,980 | 333,500 | 1,550,500 | 2,306,460 |
| Vegetable seller | 100,120 | - | - | 554,495 | 107,550 | 113,900 | 550,750 | 1,745,722 | 3,172,537 |
| Auto van purchase | 250,455 | 301,845 | 245,750 | - | - | 284,690 | - | - | 1,082,740 |
| Small- business | 731,177 | 110,180 | 950,950 | 347,070 | 461,175 | 193,290 | 613,118 | 1,872,314 | 5,279,274 |
| Swing machine purchase | 85,720 | - | - | - | - | 55,870 | - | - | 141,590 |
| House construction | - | - | - | - | - | 30,770 | - | - | 30,770 |
| Others | 88,903 | - | - | - | - | - | - | - | 88,903 |
| Total | 2,142,280 | 3,365,155 | 3,801,375 | 2,960,370 | 3,571,550 | 2,319,990 | 2,485,829 | 8,194,271 | 28,840,820 |



MAJOR OUTCOMES OF MF PROJECT:

- Microfinance activities make villagers more efficient to handle the money professionally;
- A good number of beneficiaries have become owner of assets like cattle, goat, shop, rickshaw/ Van etc.;
- Beneficiaries have come up to know about future and they are bearing hope;
- Group has become a platform where villagers can speak, get access to come up with their ideas and views;
- A large number of beneficiaries have taken repeat loan where they are feeling more comfort with micro- finance program;
- Beneficiary's purchasing capacity is increasing gradually;
- Beneficiaries are taking more interest over their child education and a good number of beneficiaries are sending their kids to school;
- Through group concept, villagers make them cooperative and sensitive;
- A large number of beneficiaries are showing their financial capacity by increasing deposit, taking repeat loan and;
- A sense of solidarity and social cooperation has developed among the beneficiaries.

MRA INVOLVEMENT:

ISDCM has received registration certificate from Micro Credit Regularity Authority (MRA) in 2007, and has been implementing its credit program following MRA rules and regulations. ISDCM is keeping close connection with MRA by submitting reports and joining different workshop/sharing meeting organized by MRA. MRA official visited ISDCM head office during the reporting period. The observations of MRA are being followed and corrective actions taken by ISDCM.



4. FAMILY DEVEOPMEDNT PROJECT FOR DESTITUTE AND DISPLACED FAMILIES LIVING IN THE SLUMS

The FDP project is being implemented by ISDCM with the financial assistance of OBAT Helpers USA.; for the people of the slums of Dhaka, Rangpur, Chittagong, Khulna, Saidpur & Bogra. There has been high level of poverty among the people of the slums which is characterized by low level of literacy, poor health, nutrition, education, environmental and sanitation conditions.

OBJECTIVE OF THE PROJECT:

- > The overall objective of the project is to convert this population from liability to assets and to improve the quality of life.
- Support under age malnourished children and families;
- > Provide health care services to the people of the slums especially mothers and children;
- Ensure sanitation and pure drinking water, drainage system of the slums;
- Create awareness of slum dwellers on Health, Nutrition, Education, Hygiene, Water supply and Sanitation;
- To provide Education and self-empowerment as a road map to reach the objective and;
- Provide medical support to slum people.



Under FDP the education activity is running in every district. There are Pre-schools, Primary schools and Junior High Schools. The data is as follows:

| Activities | Area | Targ | get | Achiev | ement |
|--------------------|------------|---------------|-----------------|--------|-------|
| | | No. of school | No. of children | | |
| Pre- school | Dhaka | 0 | 0 | 0 | 0 |
| | Rangpur | 6 | 210 | 6 | 178 |
| | Chattogram | 8 | 280 | 9 | 281 |
| | Khulna | 6 | 210 | 6 | 148 |
| | Saidpur | 9 | 315 | 11 | 204 |
| | Bogura | 1 | 35 | 1 | 30 |
| Sub-To | otal | 30 | 1050 | 33 | 841 |
| | | | | | |
| Primary school | Dhaka | 2 | 548 | 1 | 526 |
| | Rangpur | 1 | 320 | 1 | 394 |
| | Chattogram | 3 | 960 | 3 | 1029 |
| | Khulna | 2 | 640 | 1 | 255 |
| | Saidpur | 0 | 0 | 0 | 0 |
| | Bogura | 0 | 0 | 0 | 0 |
| Sub-To | otal | 8 | 2468 | 6 | 2204 |
| | | | | | |
| Junior High school | Dhaka | 2 | 360 | 2 | 221 |
| | Ranpur | 1 | 180 | 1 | 164 |
| | Chattogram | 1 | 185 | 1 | 154 |
| | Khulna | 0 | 0 | 0 | 0 |
| | Saidpur | 0 | 0 | 0 | 0 |
| | Bogura | 0 | 0 | 0 | 0 |
| Sub-To | otal | 4 | 725 | 4 | 539 |

Appended below the achievement of the examination of PSC and JSC:

- In 2018, national Primary School Certificate (PSC) pass rate was 97.59% and the primary school pass rate is better in all districts than the govt. pass rate;
- However, total performance is improving compared to last evaluation data, it was 84%. But the concern point is result grade, average A+ is only 4%, whereas nation A+ rate in 2018 is 13.88%;
- Only 9% children not completed their Class-V exam, as not included in the government DR process and not appeared in the PSC exam but previously it was 16%.



B. SKILL DEVELOPMENT TRAINING:

| Project Activities | Project | Targe | Achievement | |
|--|------------|------------------------|-----------------|-----|
| | Area | No. of training center | No. of trainees | |
| Skill Training: Computer, Sewing & Embroidery | Dhaka | 2 | 140 | 82 |
| Sewing & Embroidery | Rangpur | 1 | 180 | 177 |
| | Chattogram | 1 | 150 | 116 |
| | Khulna | 1 | 140 | 79 |
| | Saidpur | 1 | 150 | 284 |
| | Bogura | 0 | 0 | 0 |
| Sub-Total | | 6 | 760 | 738 |

C. HEALTH SERVICES SUPPORT:

There are two health services centers in Saidpur and Rangpur under FDP project. The following number of patients received treatments during the reporting period.

| Project | Project Area | Tar | get | Target | | | |
|-------------------|--------------|-------------|---------------|-------------|----------|--|--|
| Activities | | # of Health | # of patients | # of Health | # of | | |
| | | centers | | centers | patients | | |
| Health activities | Rangpur | 1 | 3,000 | 1 | 9,121 | | |
| | Saidpur | 1 | 3,000 | 1 | 2,433 | | |
| | Total | 2 | 6,000 | 2 | 11,554 | | |

D. MATERNITY SUPPORT SERVICES:

73 pregnant mothers were enrolled in a health services center during the reporting period for maternity support out of which 33 mothers were normal delivery 40 were caesarean delivery.



E. CONSTRUCTION, RECONSTRUCTION AND REPAIRING WORK:

- Dhaka: Boundary wall of Mirpur School was repaired & reconstructed with painting. One school at Geneva slum was repaired and painted. Total 637 students & teachers were benefitted;
- Rangpur: Installed 2 motorized pumps at Rangpur. 2 latrine drains, 10 community latrine
 doors and roofs are repaired and reconstructed. Total 645 slum dwellers are getting
 benefit;
- Khulna: It's construction work is done at Baitul Falah slum, Khalishpur and total 211 people are getting benefits from this activity;
- Saidpur: 290 ft. drain cleaning; 155 ft. slab constructed, 80 sq. ft. septic tank cleaning, Ladies and Gents bathroom, 2 Ladies bathroom roofs repairing, 1 Gents and 1 Ladies bathroom room construction and 135 ft. footpath constructed in this year in different slums. 3028 people benefitted under this activity;
- Bogura: 6 Ladies community latrine and 6 Gents community latrine were reconstructed at Bogura along with septic tank, water tank connection and electricity supply connection.
 Total 164 people have been benefitted.

F. CHARITY:

Financial support to orphan children, poor girls for marriage, and financial help to old age people and medical support to the poor people were provided to140 in Dhaka, 132 in Rangpur, 365 in Chattogram, 675 in Khulna, 248 in Saidpur and in Bogura 17 slum dwellers have been benefited under these project activities.

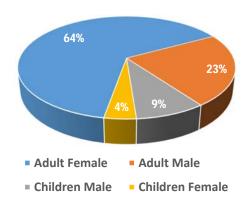


HEALTH SERVICE PROJECT, SAIDPUR

The objective of the project is to provide support primary health care services to slum dwellers of Saidpur for minor ailments like fever, diarrhea, malnutrition, Asthma, Pneumonia, cold, fever and worm infection etc. In some cases, patients were referred to the local Upazila Health Complex for better treatment. The organization has established linkage with local pathological center for test. Counseling and motivation on health hygiene was another component of the project. Periodically survey conducted in the slums to find out number of patients living in the slums. ISDCM encouraged the community to avail health services facilities from the Government Health Services. The organization has extended active support in observation of different health days like EPI, Vitamin-A, Breast feeding day.

ISDCM recorded month wise number of patients received treatment from January 2018 – December 2018 which are as follows:

| Name of | Adı | ult | Chi | ldren | Total |
|-----------|--------|------|------|--------|-------|
| the month | Female | Male | Male | Female | |
| January | 131 | 54 | 23 | 11 | 219 |
| February | 125 | 37 | 09 | 10 | 181 |
| March | 130 | 45 | 22 | 07 | 204 |
| April | 96 | 53 | 19 | 08 | 176 |
| May | 169 | 46 | 15 | 10 | 240 |
| June | 90 | 39 | 15 | 07 | 151 |
| July | 112 | 44 | 17 | 09 | 182 |
| August | 114 | 61 | 16 | 03 | 194 |
| September | 141 | 45 | 21 | 04 | 211 |
| October | 140 | 47 | 19 | 07 | 213 |
| November | 173 | 52 | 20 | 13 | 258 |
| December | 144 | 33 | 19 | 08 | 204 |
| Total | 1,565 | 556 | 215 | 97 | 2,433 |





Pattern of Diseases

| Age group | Total # of patients | Gastec/ Ulcer | Cold/ Fever | Chest pain/ Blood pressure | Asthma/ Allergy | Anemic | Worm Infection | Scabies/ Ulcer | Tonsillitis/ throat infection | Diarrhea/ Dysentery | Diabetic | others |
|--------------|---------------------------|------------------|----------------|-------------------------------------|--------------------|--------|-------------------|-------------------|-------------------------------------|------------------------|----------|--------|
| Children | | 14 | 112 | 3 | 58 | 26 | 32 | 23 | 7 | 27 | 2 | 26 |
| (0-16) | 330 | 4.24% | 33.94% | 0.91% | 17.58% | 7.88% | 9.70% | 6.97% | 2.12% | 8.18% | 0.61% | 7.88% |
| Adult | | 786 | 177 | 263 | 224 | 252 | 91 | 111 | 58 | 60 | 36 | 45 |
| (17+) | 2,103 | 37.38% | 8.42% | 12.51% | 10.65% | 11.98% | 4.33% | 5.28% | 2.76% | 2.85% | 1.71% | 2.14% |
| | | 800 | 289 | 266 | 282 | 278 | 123 | 134 | 65 | 87 | 38 | 71 |
| Total | 2,433 | 32.88% | 11.88% | 10.93% | 11.59% | 11.43% | 5.06% | 5.51% | 2.67% | 3.58% | 1.56% | 2.92% |

It is found that children 33.94% are suffering from cold & fever, 17.58% asthma & allergy, and 9.70% worm infection, but in case of adult highest percentage of the diseases 37.38% Gastric & Ulcer, 12.51% blood pressure along with chest pain and 11.98% is reported anemic.

The analysis of the above table tells us to conclude that gastric & ulcer, cold & fever, blood pressure& chest pain were the major diseases of the people living in the slums.

NUMBER OF PATIENTS RECEIVED REFERRAL SERVICES:

The patients reported with severe complaints were referred to the government and private hospital/clinics.

| Name of Month | # of patients referred | Name of diseases | No. of cases followed up |
|------------------|------------------------------|--------------------------------|-----------------------------|
| January | 02 | Asthma | 02 |
| February | 01 | Asthma | 01 |
| March | 03 | Diabetic, BP and skin rush | 03 |
| April | 02 | Chest pain | 02 |
| May | - | - | - |
| June | 01 | PG, | 01 |
| July | 03 | Pneumonia, Typhoid | 03 |
| August | 02 | Chest Pain, BP | 02 |
| September | 02 | PG, Diabetic | 02 |
| October | 02 | Chest Pain, stomach | 02 |
| November | 04 | PG, UTI, diabetic, cold, fever | 04 |
| December | - | - | - |
| Total | 22 | | 22 |



Health services cards were provided to **608** families who have received treatment from Health Services Center. It has been observed that average 3-4 members of each family attended for treatment with one family card.

PATIENTS COUNSELING:

The slum based people are normally not aware about health and hygiene practices. To create awareness of the patients and their aides regular health education sessions has been organized on various health related issues e.g. health, nutrition, water, sanitation and hygiene etc. Each health education session starts with minimum five persons. The table below shows that the number of session held and patients received health education.

Health Education

| Months | # of Edn. Session held | Number of patients/aides attended | Issues Discussed |
|-----------|---------------------------|-----------------------------------|---|
| January | 08 | 46 | Allergy, asthma, fever, BP, Acidity |
| February | 08 | 56 | Abses, Worm infection, diarrhea |
| March | 08 | 55 | Abses, diarrhea, hand wash and hookworm |
| April | 08 | 42 | Malaria, dysentery, ORS and Anemia |
| May | 09 | 69 | ORS, dengue , scabies, diarrhea |
| June | 06 | 39 | Diarrhea, cold fever and scabies |
| July | 09 | 49 | Scabies, Allergy, hookworm, fever |
| August | 07 | 37 | Cold fever, nutrition and hygiene |
| September | 08 | 51 | Vitamin, diarrhea , scabies EPI |
| October | 08 | 60 | Hygiene , cold fever |
| November | 09 | 52 | Allergy, asthma, scabies, dysentery |
| December | 07 | 42 | Nipa virus, hygiene , hookworm , cold fever |
| Total | 95 | 598 | |



MOBILE CLINIC:

The mobile clinic is one of the major activities of Health service project. In addition to main medical centre, the health service is also provided through organizing satellite clinic twice in a week.

Patients' attendance and treatment pattern

| Name of Month | Name of slums | # of visit | | tients rece eatment | eived | Total |
|------------------|------------------------------|---------------|---------|------------------------|--------|-------|
| | | | 0-5 yr. | Male | Female | |
| January | Golahat 1,2; Bashbari-1,2 | 08 | 11 | 20 | 85 | 116 |
| February | " | 08 | 09 | 15 | 84 | 108 |
| March | " | 08 | 06 | 29 | 87 | 122 |
| April | n | 08 | 08 | 26 | 57 | 91 |
| May | n | 09 | 12 | 19 | 119 | 150 |
| June | n | 06 | 09 | 16 | 66 | 91 |
| July | n | 09 | 17 | 16 | 74 | 107 |
| August | n | 07 | 05 | 27 | 70 | 102 |
| September | n | 08 | 09 | 23 | 98 | 130 |
| October | " | 08 | 19 | 17 | 80 | 116 |
| November | n | 09 | 15 | 19 | 105 | 139 |
| December | n | 07 | 14 | 15 | 85 | 114 |
| | Total | 95 | 134 | 242 | 1,010 | 1,386 |

Elderly members of the slums visit the center frequently for Blood Pressure checkup.

OBSERVANCE OF GOVT. HEALTH SERVICES DAY:

ISDCM has been maintaining liaison with Upazilla Health and Family Planning Officer and participated in observance of Health Services Day like EPI, breast feeding and high potency vitamin-A capsule distribution, International Woman's Day etc. Our Medical Officer regularly submits patents reports to Civil Surgeon, Nilphamari through Upazila Health and Family Planning officer, Saidpur, Nilphamari on monthly basis.

PROJECT OUTPUT:

2,433 patients received health services during the reporting period. The cost of medicines has been changed only 50% from the patients and 50% cost was borne by the organization. The consultation fees did not charge from the patients. The medicine cost collected from the patients used as revolving fund.



ISDCM ANNUAL REPORT 2018

| | | | | | | | | 13 | DCIVI | ANNUAL | KLFOK | | | | | | | | | |
|-------------|---------|--------------------|----------------|-----------|-------------------|-------------------|--------------------------|-------------|------------------|---------------------|------------------------|----------|-----------|--------------------|------------------------|---------------|--------|-----|-------|-------------|
| ج | Age | Asthma/ Allergy | Cold/ Fever | Diarrhea/ | Scabies/ Ulcer | Worm Infection | Pneumonia/ Bronchitis | Chest pain/ | Gastec/ Ulcer | Weakness/ Anemia | Tonsillitis/ throat | Diabetic | Gonorrhea | female diseases | Nose, ear, headache | mouth, | others | To | otal | G. Total |
| Month | | Allergy | revel | Dysentery | - Olcer | miection | DIONCHIUS | Blood | Ulcer | Anemia | infection | | | uiseases | problem | teeth, eye | | 0 - | 17+ | Total |
| | | | | | | | | pressure | | | | | | | | infection | | 16 | | |
| Jan | 0 –16 | 6 | 8 | 2 | 3 | 8 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 1 | 0 | 2 | 34 | - | 219 |
| ي | 17 + | 23 | 17 | 1 | 9 | 14 | 2 | 28 | 75 | 10 | 2 | 1 | 0 | 2 | 1 | 0 | 0 | - | 185 | |
| Feb | 0 -16 | 6 | 7 | 1 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 20 | - | 181 |
| 正 | 17 + | 14 | 12 | 3 | 7 | 6 | 1 | 28 | 55 | 14 | 3 | 7 | 0 | 7 | 2 | 2 | 0 | - | 161 | |
| Mar | 0 –16 | 3 | 14 | 3 | 1 | 1 | 0 | 0 | 1 | 5 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | 34 | - | 204 |
| > | 17 + | 22 | 20 | 8 | 6 | 3 | 0 | 25 | 57 | 17 | 4 | 5 | 0 | 2 | 1 | 0 | 0 | - | 170 | |
| Apr | 0 –16 | 2 | 14 | 2 | 0 | 1 | 0 | | 3 | 3 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 28 | - | 176 |
| < < | 17 + | 15 | 12 | 6 | 5 | 3 | 2 | 27 | 50 | 22 | 2 | 2 | 0 | 1 | 0 | 1 | 0 | - | 148 | |
| May | 0 –16 | 6 | 10 | 2 | 3 | 2 | 0 | | | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 26 | - | 240 |
| Σ | 17 + | 15 | 16 | 7 | 15 | 15 | 0 | 29 | 70 | 39 | 5 | 2 | 0 | 0 | 1 | 0 | 0 | - | 214 | |
| Jun | 0 –16 | 3 | 10 | 3 | 2 | 1 | 1 | | | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 23 | - | 150 |
| | 17 + | 15 | 6 | 5 | 9 | 5 | 0 | 14 | 47 | 19 | 5 | 0 | 0 | 2 | 0 | 0 | 0 | - | 127 | |
| Jul | 0 -16 | 3 | 11 | 0 | 1 | 1 | 0 | | 1 | 5 | 2 | 2 | 0 | 0 | 0 | 1 | 0 | 27 | - | 182 |
| | 17 + | 24 | 14 | 3 | 11 | 6 | 0 | 13 | 48 | 26 | 5 | 2 | 0 | 2 | 1 | 0 | 0 | - | 155 | |
| Aug | 0 –16 | 2 | 6 | 0 | 1 | 3 | 0 | 1 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20 | - | 194 |
| ⋖ | 17 + | 16 | 12 | 3 | 16 | 1 | 1 | 24 | 64 | 26 | 6 | 5 | 0 | 0 | 0 | 0 | 0 | - | 174 | |
| Sep | 0 –16 | 7 | 2 | 3 | 5 | 4 | 0 | | 2 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 27 | - | 211 |
| S | 17 + | 20 | 14 | 6 | 7 | 9 | 0 | 22 | 74 | 18 | 7 | 5 | 0 | 1 | 1 | 0 | 0 | - | 184 | |
| Oct | 0 -16 | 9 | 9 | 3 | 2 | 1 | 0 | | 2 | | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 29 | - | 213 |
| | 17 + | 22 | 16 | 3 | 8 | 3 | 2 | 16 | 86 | 14 | 7 | 4 | 0 | 2 | 1 | 0 | 0 | - | 184 | |
| Nov | 0 –16 | 8 | 12 | 5 | 1 | 4 | 0 | | 2 | | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 33 | - | 258 |
| Z | 17 + | 25 | 23 | 6 | 12 | 11 | 0 | 24 | 86 | 26 | 9 | 1 | 0 | 2 | 0 | 0 | 0 | - | 225 | |
| Dec | 0 –16 | 3 | 9 | 3 | 1 | 6 | 0 | 1 | 1 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 29 | | 205 |
| | 17 + | 13 | 15 | 9 | 6 | 15 | 0 | 13 | 74 | 21 | 3 | 2 | 0 | 4 | 1 | 0 | 0 | - | 176 | |
| _ | 0 -16 | 58 | 112 | 27 | 23 | 32 | 1 | 3 | 14 | 26 | 7 | 2 | 0 | 3 | 3 | 7 | 12 | 330 | - | 2,433 |
| Total | 17 + | 224 | 177 | 60 | 111 | 91 | 8 | 263 | 786 | 252 | 58 | 36 | 0 | 25 | 9 | 3 | 0 | - | 2,103 | |
| | G.Total | 282 | 289 | 87 | 134 | 123 | 9 | 266 | 800 | 278 | 65 | 38 | 0 | 28 | 12 | 10 | 12 | 330 | 2,103 | 2,433 |
| Per | centage | 12% | 12% | 4% | 6% | 5% | 0% | 11% | 33% | 11% | 3% | 2% | 0% | 1% | 0% | 0% | 0% | 14% | 86% | 100% |



6. MATERNITY PROGRAMME

During 2018 a maternity programme for Saidpur camps has been approved by the donor and the Government of Bangladesh. This programme is being implemented by ISDCM and funded by OBAT, Canada. The prime objective of the programme is to help ensure safe-delivery of pregnant women living in the camps of Saidpur Town. Major activities under this programme includes: conducting continuous survey of pregnant women, organize workshop with their participation, give them health education, knowledge on pre-natal and anti-natal care and refer them to link organization for required clinical, pathological, ECG, USG, X-RAY and maternity services including caesarean operation for which fees and charges will be paid by ISDCM from the project budget. Since ISDCM has no provisions and facilities for maternity services, it has entered into a Memorandum of Understanding (MOU) with local maternity service provider called "Surjer Hashi" which has established hospital facilities including qualified specialized doctors, nurses, OT etc. By arrangement ISDCM refers the pregnant women with its health cards to avail the maternity services.

In the 2018 three workshops were organized with the participation of 61 pregnant women in three batches. In those workshops, they were given knowledge on what type of care they should take during pregnancy period. They were also given health cards and referred to the link organization 'Surjer Hashi' for required maternity service. ISDCM will follow up subsequent progress in this matter.





IMPORTANT INSTRUCTIONS FOR IMPLEMENTATION OF MATERNITY PROGRAMME:

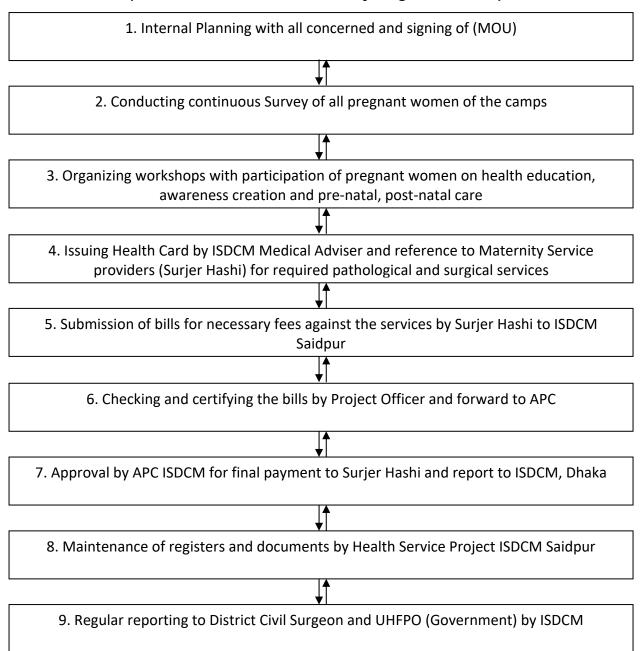
In implementation of maternity programme the following instructions should are being followed:

- 1. This porogramme should be limited to the poor pregnant women living in the camps of Saidpur Town.
- 2. Before starting the programme a planning meeting / workshop should be organized with the participation of all concerned i.e., community, implementing agency, link organization (Maternity Service provider) etc. to explain the objectives, implementation procedure and roles and responsibilities of all stakeholders.
- 3. A workshop with all pregnant women should be organized where ISDCM Medical Advisor, Medical Assistants, Project Officer FDP and ISDCM Programme Coordinator should brief the participants and then they should be given health cards and referred to Surjer Hashi for required tests and other maternity service. After receipt of bills from Surjer Hashi the project Officer FDP should check and certify the bills and forward to APC ISDCM for approval.
- 4. APC, ISDCM should verify and approve the bill for final payment and after final payment a report should be submitted to ISDCM, Dhaka.



ISDCM and Surjer Hashi periodically review the progress and problems of this programme for subsequent improvement. The process of implementation of this programme is as follows:

Implementation Process of Maternity Programme, Saidpur





7. EMPLOYMENT GENERATION PROJECT

The number of members benefitted under income generation project has been shown month wise for the year 2018. Loan has been taken by each member 4-5 times during the membership period.

Table 1: Number of groups

| Year 2018 | No. of Groups |
|-----------|---------------|
| Jan | 80 |
| Feb | 80 |
| Mar | 80 |
| Apr | 80 |
| May | 80 |
| Jun | 80 |
| Jul | 78 |
| Aug | 78 |
| Sep | 78 |
| Oct | 80 |
| Nov | 81 |
| Dec | 81 |

NO. OF GROUPS

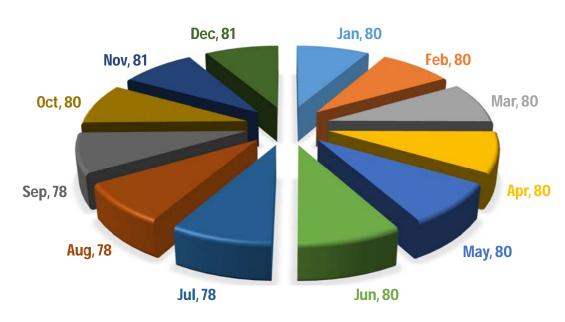




Table 2: Number of group members

| Year 2018 | No. of Group Members |
|-----------|----------------------|
| Jan | 1,532 |
| Feb | 1,536 |
| Mar | 1,534 |
| Apr | 1,528 |
| May | 1,520 |
| Jun | 1,513 |
| Jul | 1,518 |
| Aug | 1,514 |
| Sep | 1,512 |
| Oct | 1,532 |
| Nov | 1,543 |
| Dec | 1,537 |

EMPLOYMENT GENERATION FUNDS PROVIDED TO THE MEMBERS

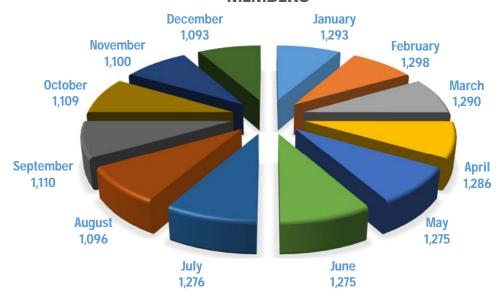




Table 3: Savings of the members

| Year 2018 | Savings of the members |
|-----------|------------------------|
| January | 7,747,474 |
| February | 7,806,583 |
| March | 7,858,366 |
| April | 7,854,474 |
| May | 7,876,722 |
| June | 4,620,539 |
| July | 7,897,058 |
| August | 7,927,548 |
| September | 8,000,613 |
| October | 8,066,233 |
| November | 8,164,759 |
| December | 8,276,882 |

SAVINGS OF THE MEMBERS

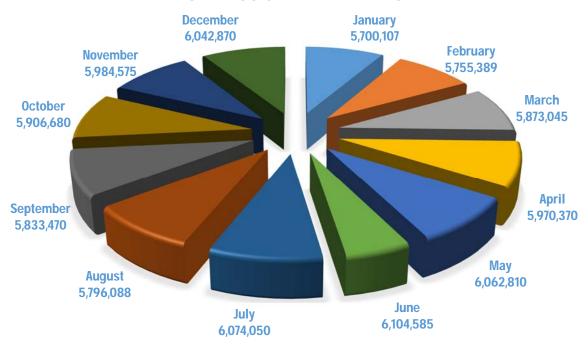




Table 4: Number of members received loan

| Year 2018 | No. of Loanees | |
|-----------|----------------|--|
| January | ry 1,257 | |
| February | 1,256 | |
| March | 1,256 | |
| April | 1,257 | |
| May | 1,249 | |
| June | 1,256 | |
| July | 1,255 | |
| August | 1,250 | |
| September | 1,256 | |
| October | 1,258 | |
| November | 1,268 | |
| December | 1,234 | |

EMPLOYMENT GENERATION FUNDS PROVIDED TO THE MEMBERS

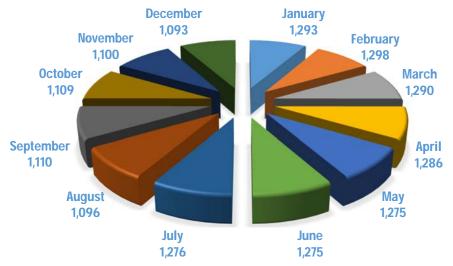




Table 5: Amount of loan distributed to the members

| Year 2018 | Amount of loan Distributed to the members (Tk.) |
|-----------|---|
| January | 49,812,400 |
| February | 49,703,500 |
| March | 49,879,500 |
| April | 50,070,900 |
| May | 49,808,000 |
| June | 50,211,700 |
| July | 50,790,300 |
| August | 50,701,200 |
| September | 51,268,800 |
| October | 51,202,800 |
| November | 51,900,200 |
| December | 51,107,100 |

AMOUNT OF FUNDS ACTUALLY RELEASED

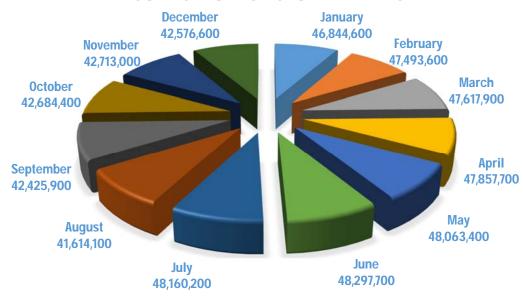




Table 6: Loan collected from the members

| Year 2018 | Loan Collection | |
|-----------|-----------------|--|
| January | 22,705,960 | |
| February | 22,149,335 | |
| March | 21,843,650 | |
| April | 22,276,075 | |
| May | 21,643,225 | |
| June | 22,675,425 | |
| July | 22,749,700 | |
| August | 22,971,700 | |
| September | 24,030,825 | |
| October | 23,917,325 | |
| November | 23,764,000 | |
| December | 22,956,800 | |



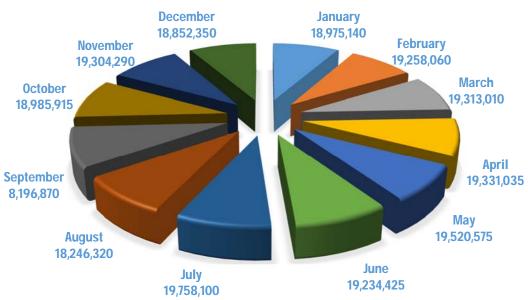




Table 7: Loan outstanding to the members

| Year 2018 | Loan Outstanding | |
|-----------|------------------|--|
| January | 27,106,440 | |
| February | 27,554,165 | |
| March | 28,035,850 | |
| April | 27,794,825 | |
| May | 28,164,775 | |
| June | 27,536,275 | |
| July | 28,040,600 | |
| August | 27,729,500 | |
| September | 27,237,975 | |
| October | 27,285,475 | |
| November | 28,136,200 | |
| December | 28,150,300 | |



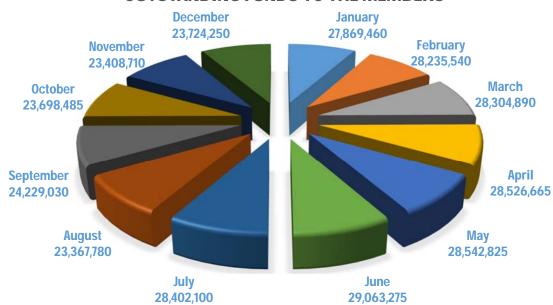
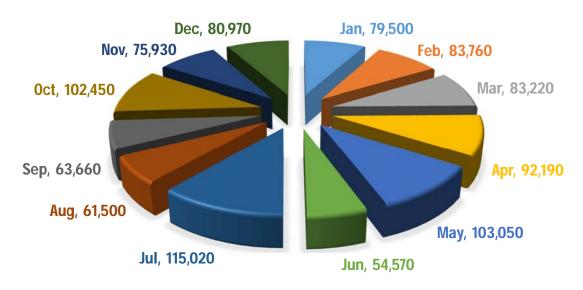




Table 8: Profit given to the members

| Year 2018 | Profit given to the members | |
|-----------|-----------------------------|--|
| January | 79,500 | |
| February | 83,760 | |
| March | 83,220 | |
| April | 92,190 | |
| May | 103,050 | |
| June | 54,570 | |
| July | 115,020 | |
| August | 61,500 | |
| September | 63,660 | |
| October | 102,450 | |
| November | 75,930 | |
| December | 80,970 | |

PROFIT GIVEN TO THE MEMBERS



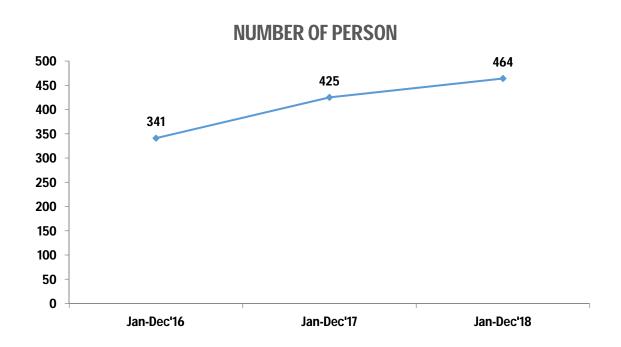


EMPLOYMENT GENERATED:

Through this project, some beneficiaries created their own sustainable employment and also for other poor people. Most of them conduct small trade or develop an entrepreneurship using loan from this project. The table and the graph below show the trend of employment generations:

Table 9: Employment Generated

| Year | Jan-Dec'16 | Jan-Dec'17 | Jan-Dec'18 |
|-------------|------------|------------|------------|
| # of person | 341 | 425 | 464 |





08. EMPOWERMENT AND ENTREPRENEURSHIP

Through the process of implementation of Employment Generation Project there has been considerable development of Empowerment and Entrepreneurship of the beneficiaries. It has been observed that the beneficiaries of the project are being empowered in the following ways:

- i. They are selecting their leaders from among themselves;
- ii. Conducting group meetings, writing minutes of their meetings, processing loan applications and informing each other about new development and issues;
- iii. Fixing up agenda, identifying issues, moderating discussion of the group meetings and helping themselves; how to operate Bank Accounts etc.;
- iv. Enhancing their contact with other service providers for their own benefit;
- v. understanding the importance of organizing their own groups, need for group meetings and servicing;
- vi. Increasingly sending their children to schools and getting their children immunized in large number to protect them from six diseases;
- vii. Getting more information on safe drinking water, sanitation and hygiene behavior; and
- viii. Disposing their household waste to fixed places and maintaining cleanliness within their families and also motivating their neighbors to do the same.

Entrepreneurship development has also been taking place from among the beneficiaries in the following ways in gradual process:

- i. The beneficiaries are planning their own business in simple way and also managing effectively;
- ii. Enhancing their capacities to invest on profitable business based on local marketing facilities and thereby developing entrepreneurship;
- iii. Empowering themselves to manage their own business and practicing organizational disciplines particularly in term of repayment behavior, attending regular group meetings and savings; and
- iv. Disseminating experience / knowledge to the group members and neighboring people as how to run a business.



SELECTED CASE STUDIES PRESENTED IN SUBSEQUENT PAGES

Case -1

Afroza Begum is looking ahead for better future

Mrs. Afroza Begum, age 53 and her husband's name is Md. Shafiq, age 61 lives in Hatikhana slum in Saidpur. She has 3 sons and 2 daughters. Her elder son is married and living separately. She also has to arrange marriage for her 2 daughters. Her husband worked under a contractor but now he cannot work as he is sick. Her two younger sons are also working — one is serving in a company in Dhaka and other one is working in a tea stall. Previously Afroza's financial condition was like living from hand to mouth. Her family was passing through miserable financial condition. But in 2008 when ISDCM started employment generation project in this slum, Afroza became a member of ISDCM groups. First she started her business with a small amount of loan in 2008.





Afroza knew the hand stitch/handicraft work and started her own business in 2008. Now she has become an entrepreneur with this skill and loan facilities from ISDCM. She has been running this business for last 12 years. 10-12 women are working at present and they are also earning from this business. They make chair cover, oven cover, tissue box cover, tea table cover, sofa set cover and deep fridge cover. They sell their goods in cantonment area and other areas of the Bangladesh.

She profits from this business and with this amount she improves her household condition and purchased bedstead, TV and fridge. Afroza's average per month income from this entrepreneurship is Tk. 5,000/-. She repaid the loan regularly to ISDCM. She also receives health service from ISDCM.

She took 12 times loan from ISDCM, following table shows the loan amount that she received during the last 12 years:

| Purpose of loan | Date of loan received | Amount of loan |
|-----------------|-----------------------|----------------|
| | 28.08.2008 | 6,000/- |
| | 25.06.2009 | 10,000/- |
| | 20.07.2010 | 15,000/- |
| | 08.05.2011 | 25,000/- |
| | 20.03.2012 | 20,000/- |
| | 28.02.2013 | 30,000/- |
| Handicraft work | 30.12.2014 | 35,000/- |
| | 28.10.2015 | 35,000/- |
| | 12.05.2016 | 40,000/- |
| | 16.04.2017 | 45,000/- |
| | 24.01.2018 | 50,000/- |
| | 05.12.2018 | 55,000/- |

From this case study it reflects that Afroza has significantly improved her economic condition, capacity of using more business capital and thereby raised social status as an entrepreneur, provided employment to 10-12 woman and others are following her path of development.



Case-2:

Micro Credit loan change the Nazam's family life

Mrs. Nazma, age 36 and her husband's name is Md. Elahi, age 40 lives in Hatikhana slum at Saidpur. Her total family member is 5 consisting of 2 sons and a daughter. Her daughter's age is 13 and a student of class 9, elder son's age is 12 and studies in class 6 and younger one is in class one.

Previously she lives in a bamboo fencing house, uses community toilet and tube well. She could not arrange regular food for her family. Her husband worked in a shop. She joined ISDCM groups in 2008and took loan of Tk.6000/- at the initial stage. With this amount she started tailoring shop and runs tailoring business in their house. They purchase cloths from bazar and prepare three pieces, trousers and other dresses for women. They sell their goods in the market. Roughly their monthly profit from this business is Tk. 25,000/-. Nazma regularly repaid the loan and took total 8times loan from ISDCM till now. Now, she reconstructed her house with brick and GI sheet, using own toilet and tube-well and thereby she has changed their standard of life. Both husband and wife work together in this business. They are self- employed.





She took 8 times loan from ISDCM, the following table shows year- wise loan received by her.

| Purpose of loan | Date of loan received | Amount of loan |
|-----------------|-----------------------|----------------|
| | 30.05.2008 | 6,000/- |
| | 03.06.2010 | 10,000/- |
| | 02.03.2013 | 15,000/- |
| Tailoring | 09.02.2014 | 25,000/- |
| Tailoring | 08.03.2015 | 35,000/- |
| | 10.04.2016 | 43,000/- |
| | 05.04.2017 | 50,000/- |
| | 24.10.2018 | 56,000/- |

Nazma's social status has enhanced. Managerial and repayment capacity of loan has increased. She has a plan to expand business in future. Nazma and other members of her family feel that their socio – economic condition has significantly improved and they have a place in the society now-a-days.



Case – 3 Micro Credit helps to increase the household assets

Mrs. Anawari is a widow of 40 years. She has 2 sons. Elder son is working in stitch craft work and younger child is studying in college. They are living in Hatikhana, Saidpur. She faces hardship to run her family because of poor income. She started the stitch craft work with of loan of Tk. 6,000/- from ISDCM in 2008. They made sofa cover, cushion cover, bed sheet, cap, chair cover etc. Currently 12 women are working with her. Now Anawari has purchased a sewing machine and prepare girls dress. She saves tk. 4,500/- every month after all family expenses and she has repayment the loan. She regularly repaid the loan to ISDCM and till now she took 12 times loan from ISDCM. She is also receiving the health service from ISDCM.

At present, Anawari purchase the bedstead, chair, table and TV for her household use. She purchased 5decimals land in Chowmuni area from her profit.





Mrs. Anwari's took loan 12 times as follows:

| Purpose of loan | Date of loan received | Amount of loan |
|-----------------|-----------------------|----------------|
| | 28.08.2008 | 6,000/- |
| | 04.07.2009 | 10,000/- |
| | 10.06.2010 | 12,000/- |
| | 20.04.2011 | 15,000/- |
| | 28.05.2012 | 18,000/- |
| Handicraft work | 12.04.2013 | 22,000/- |
| nanuiciait work | 30.07.2014 | 25,000/- |
| | 24.06.2015 | 35,000/- |
| | 20.04.2016 | 40,000/- |
| | 22.03.2017 | 45,000/- |
| | 15.11.2017 | 50,000/- |
| | 31.10.2018 | 55,000/- |

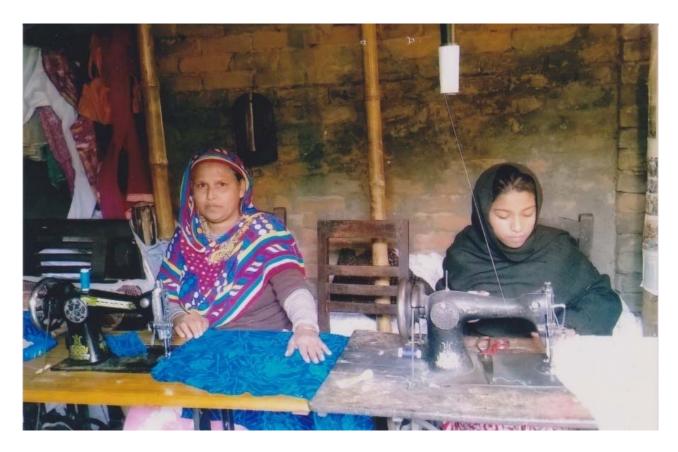
This case study reveals that Anwari has brought significant change in her family in terms of increasing her monthly income, household assets and providing employment to 12 women in her business. She has expanded her business and also acquired capacity for repayment.



Case -4 Income generation activities positively change Reshma's livelihood

Mrs. Reshma Begum, age 35. Her husband's name is Sagir, age 40 years. They live in Golahat#1 slum. Reshma has 2 daughters and 1 son. Her elder daughter sat for PEC exam in 2018 and next daughter is studying in class 4 and the son is in class two. Reshma's husband was a rickshaw puller and she worked on others sewing machine. At that time, Reshma's family faces financial hardship to bear daily expenses.

Reshma joined ISDCM Income generation activities in 2008. After joining this project, she took 12 times loan from ISDCM for different purpose and started her own tailoring business with 2 sewing machines and purchased an auto charger rickshaw for her husband who is driving in the town. Now after family expenditure and loan repayment, she has been able to save Tk.2,500/every month. She receives ISDCM health services too. Now their children are continuing the education and family financial situation has improved.





The table shows the loan received by her in the last 12 years:

| Purpose of loan | Date of loan received | Amount of loan |
|-------------------------|-----------------------|----------------|
| Rickshaw purchase | 05.10.2018 | 6,000/- |
| Rickshaw purchase | 07.12.2009 | 12,000/- |
| Sewing machine purchase | 15.08.2010 | 20,000/- |
| Sewing machine purchase | 17.06.2011 | 30,000/- |
| Auto charger rickshaw | 22.07.2012 | 35,000/- |
| Auto charger rickshaw | 25.02.2013 | 40,000/- |
| Auto charger rickshaw | 05.12.2013 | 45,000/- |
| Rickshaw purchase | 07.07.2014 | 21,000/- |
| Rickshaw purchase | 29.06.2015 | 17,000/- |
| Rickshaw purchase | 11.04.2016 | 15,000/- |
| Rickshaw purchase | 27.11.2017 | 22,000/- |
| Rickshaw purchase | 15.10.2018 | 24,000/- |

This case study reveals that Reshma Begum not only expanded her business but increased her numbers of rickshaw, sewing machine auto charger etc. which are the lasting source of increasing income. Other may follow her and get the benefit to improve their financial conditions.



Case-5 Chanda is happy with the financial support. She has been getting through Microcredit

Mrs. Chanda, age 40 years. Mr. Parvez is her husband who is 45. They have a son and a daughter. Her son (20 years) appeared in HSC exam in 2018. Her daughter (14) is also studying in class -9. They are living in Golahat#1 no slum.



Previously Mr. Parvez ran the bucket business in a very small scale. Their house was made of bamboo fencing. Chanda joined ISDCM income generating activities in 2008. She took loan 11 times from ISDCM project. She invested the first 6 loan to extend their previous bucket business and also started a grocery shop with the last 5 loans. In this way gradually they increased their income. Now their house is reconstructed with GI sheet and wall also semi pacca. They have installed their own hand tube-well and constructed a toilet for their family.



The flowing table shows the loan received by Chanda in last 11 years.

| Purpose of loan | Date of loan received | Amount of loan |
|------------------|-----------------------|----------------|
| | 05.03.2008 | 10,000/- |
| | 07.08.2009 | 20,000/- |
| Bucket business | 15.05.2010 | 30,000/- |
| bucket busiliess | 20.06.2011 | 40,000/- |
| | 25.05.2012 | 50,000/- |
| | 30.02.2013 | 60,000/- |
| | 25.10.2014 | 70,000/- |
| | 10.08.2015 | 80,000/- |
| Grocery business | 16.05. 2016 | 80,000/- |
| | 10.04.2017 | 80,000/- |
| | 12.03.2018 | 80,000/- |

This case study reveals that Chanda has gradually enhanced the capacity to manage her business with increased amount of loan and has also increased her capacity for regular repayment of loan. Her social status and economic condition have improved significantly. She has become an example to her neighbors who may follow her.



Case -6:

Small loan empowering Razia

Mrs. Razia Khatun, age 36 years. Her husband is Mr. Bhola(40 years). Razia has 2 daughters and a son. Elder daughter is studying in class – V. They live in Cinema Hall slum, Saidpur. They ran a small grocery shop, where the investment was very low.

She joined ISDCM income generation activities in 2008. After joining the program, she took loan several times to increase the capital for the grocery business. Now different types of commodities are available in Razia's grocery shop and sales have increased and this business has been profitable. She has repaid the loan regularly. All of her children are studying in schools at different levels. They made a pacca house and setup a hand tube-well. Razia purchased a piece of land near the slum she lives in.





Razia took 12 times loan from ISDCM and she received loan is as below:

| Purpose of loan | Date of loan received | Amount of loan |
|-----------------|-----------------------|----------------|
| | 15.06.2008 | 5,000/- |
| | 26.05.2009 | 15,000/- |
| | 22.04.2010 | 25,000/- |
| | 15.06.2011 | 35,000/- |
| | 10.05.2012 | 40,000/- |
| Crocory chan | 08.04.2013 | 45,000/- |
| Grocery shop | 07.02.2014 | 50,000/- |
| | 29.03.2015 | 55,000/- |
| | 28.02.2016 | 60,000/- |
| | 12.02.2017 | 65,000/- |
| | 10.12.2017 | 65,000/- |
| | 14.10.2018 | 65,000/- |

The case study of Razia Khatun reveals that she has enhanced the capacity to manage a business of Tk.5,000/- to Tk.65,000/- over the years. Not only that she has largely expanded her business, her children are going to schools, she built up pucca house with the facilities of sanitary latrines and tube-well for drinking water, which indicates significant development of her family's socioeconomic life.



Case -7:

Small loan helps increase the income through diversified activities

Mrs. Sabra Khatun, age 45 years, wife of Md. Arman Ali (51 years). Total family member is 8. They have 3 daughters and 3 sons. 2 daughters are already married and 1 daughter is studying in class -4. Elder son has a bucket factory and second one is SSC examinee. They live in Golahat#1 slum. Previously, Sabra Khatun lived in a bamboo fencing house. At that time, she faced financial problem to bear the family expenditure.

Sabra Khatun joined ISDCM income generation activities in 2010. After that, she took 10 times loan for different purposes. She started petty business; she purchased cloth from the market and sells it to house to house. In this way, Sabra increased her family income. She also took loan for her children's business and purchased a cow. Now she builds a pacca house with 4 rooms and at present she has 3 cows. She regularly sells milk in the local market.





The flowing table shows loan amount she received during the last 10 years:

| Purpose of loan | Date of loan received | Amount of loan |
|-------------------------|-----------------------|----------------|
| | 08.03.2010 | 5,000/- |
| Cloth business | 05.12.2011 | 10,000/- |
| | 26.09.2012 | 20,000/- |
| | 12.01.2013 | 30,000/- |
| | 27.06.2014 | 35,000/- |
| Bucket preparation shop | 25.02.2015 | 40,000/- |
| bucket preparation shop | 04.04.2016 | 45,000/- |
| | 30.01.2017 | 55,000/- |
| | 11.12.2017 | 60,000/- |
| Cow purchase | 22.10.2018 | 60,000/- |

The story of Sabera Khatun tells us how patiently she has progressed in her business and improved her socio economic condition. She has raised her social status in constructing a pucca house and improving her economic condition the example of which other can learn and follow in future.



09. RAMADAN FOOD DISTRIBUTION PROJECT

Ramadan Food Distribution Project for the distressed families living in the slums of Dhaka, Chittagong, Khulna, Saidpur and Bogra Cities was undertaken.

A shortest project for distribution of selected items of food like, rice, pulse, soya bean oil, flour, check pea, packet milk, salt and sugar etc. was undertaken by ISDCM with the financial assistance OBAT Helpers Inc., USA. The prime objective of this project was to help the distressed families living in the slums by distributing the above food items to relieve them during the holy month of Ramadan.

The food items and quantity distributed in each area is shown in the following table:

| Name of Food items | Name of Project Area | No. of Slums | Number of family covered |
|---|----------------------|--------------|--------------------------|
| | Chittagong | 4 | 1,125 |
| Rice, Flour, Soya | Dhaka | 2 | 400 |
| bean oil, Sugar, | Rangpur | 3 | 700 |
| pulse, check pea, Salt, Packet milk, | Khulna | 2 | 500 |
| vermicelli | Saidpur | 2 | 400 |
| | Bogra | 1 | 100 |
| 1 | - Total | 14 | 3,225 |

^{*}Total Food quantity distributed is 66,951 kg. i.e., 66.95 metric ton

In all the slums Ramadan food packets were distributed either by the UNOs as Social Service Officers. It was facilitated by Project Officers of respective places. The distressed families of slums reportedly benefitted by food packets during the holy month of Ramadan.

^{*}Average per family per packet quantity is 20.76 kg



10. SPECIAL VILLAGE SANITATION PROJECT

This Project is being implemented by ISDCM with its own Fund. Continuous efforts are being made by the field workers specially assigned for the purpose in addition to their normal works. In these villages mainly the beneficiaries of ISDCM project are oriented and motivated to use sanitary latrines and practice hygienic behavior. Credit support is also arranged for the beneficiaries to buy materials for sanitary latrines available at the DPHE production centers and private producers.

The progress of work in this particular sector in 2018 is Shawn in the following table:

| Special | Village | Sanitation | Proi | ect |
|---------|---------|------------|------|-----|
| | | | | |

| Name of Area / Upazila | Number of Villages | % of target families covered |
|---------------------------|-----------------------|------------------------------|
| Singra | 30 | 90 |
| Natore | 27 | 78 |
| Bagatipara | 17 | 88 |
| Boraigram | 20 | 93 |
| Atrai | 17 | 97 |
| Kaliganj | 10 | 69 |
| Total | 121 | |

It is found that in special sanitation project number of villages has increased and more families have been covered in these villages compared to last year. This is a motivation and promotional activity which takes longer time.

FUTURE PLANNING FOR SANITATION:

The special village sanitation project is gradually gaining momentum in rural societies. Continuous motivation campaigns are being organized where local community leaders like village headmen, teachers, imams, youths, women development activists and local government representatives spontaneously participated and expressed their highest commitments for promotion of sanitation.

It has been observed that because of regular campaign and motivation there has been marked improvement in hygiene behavior by the community and beneficiaries particularly in term of washing hand with soap after defecation and using sandals in latrines washing hand with soap before eating

It is hoped that coverage of sanitation will increase in coming years and ISDCM workers have been advised to follow-up and report the outcome of the campaigns equally.



11. INTERNSHIP PORGRAMME AND GUIDANCE TO GRADUATE STUDENTS

Many projects are being implemented by ISDCM. All these projects could not be evaluated due to limitation of resources. However some studies were conducted in the past. Considering the development projects under implementation by ISDCM and limitation of resources, an initiative was taken to study some of its projects through internship programme by engaging some university graduate students particularly from the faculty of Business Administration, Social Science and Economics. Every year such efforts are made. These graduate students were engaged in some studies. Their reports were very informative and useful for implementing agency and the donor(s) as well. The internees also presented their reports in workshops held with the participation of field level Managers and organizers, project authorities and other stakeholders concerned. They also made some important recommendations which merit attention for future projects. Similar initiatives were also taken in 2018 by engaging FIVE graduate students of BRAC University for a short time. They undertook field studies on Family Development Project. After the field work they prepared and presented a report in workshop participated by field level officials and higher management of ISDCM. These reports were very useful in formulating future programme direction.

Such initiative will continue in subsequent years and students of Social Welfare and Business management will get preference under the internship programme. These internees were guided by ISDCM and they were also provided some financial support for maintenance during their field works.

Such programme may be expanded in future to create more opportunity for the students in building their capacity in research and evaluation.

This has widened the partnership building activities of ISDCM in the field of development.



12. REVIEW MEETINGS, PLANNING MEETINGS, ORIENTATION TRAININGS, and WORKSHOPS ORGANIZED IN 2018

During the year 2018 series of review meetings, planning meetings, training, orientation and workshops were organized by ISDCM which are being discussed in this section of the report.

12.1. REVIEW MEETINGS WERE ORGANIZED ON DIFFERENT PROJECTS TO DISCUSS PROGRESS, IDENTIFY PROBLEMS AND SUGGEST CORRECTIVE ACTIONS DURING THE YEAR.

Table1: Review meetings held in 2018

| Name | Number of meetings | Number of meetings | Number of |
|-----------------------------|---------------------|--------------------|-----------------------|
| of the project | held in field level | held at HQ level | Participants in total |
| Family Dev. Project | 06 | 02 | 16 |
| Health Service Project | 03 | 05 | 09 |
| Microfinance Prog. | 40 | 04 | 46 |
| Employment Generation Prog. | 04 | 02 | 14 |
| Total | 53 | 13 | 85 |

In the last one year a good number of meetings were organized to review different project with participation of field and management level officials which was useful for smooth implementation of the programmes.

12.2. PLANNING MEETING:

As per usual practice planning meetings were organized to prepare development project for next phases of Family Development Project, Health and maternity projects for 2018-2020 with the financial support of OBAT USA and OBAT Canada respectively.

Table 2: Planning meetings held in 2018:

| Name of Projects for which | | | | | Total |
|------------------------------|-------|------|----|-------|-------|
| Planning meetings organized | rielu | Dono | r | ISDCM | No. |
| Family Development Project | 02 | 06 | | 06 | 12 |
| Health and Maternity Project | 02 | 06 | | 06 | 12 |
| Total | 04 | | 12 | 12 | 24 |

Through the exercise of the above planning meetings needs and priorities were fixed for Family Development Project and proposed Health and Maternity projects. Later the projects were submitted to the donor and the Government of Bangladesh for necessary approval. Participation in the planning meetings both by the implementing agency and the donor was highly useful.



12.3. ORIENTATION:

After final approval of FDP, Health and Maternity Projects by the government of Bangladesh for 2018-2020 orientation programmes organized with the participation of all the Project Officers, the leaders of Sub-Project Implementation Committee (SPIC) and other concerned which is shown in the table below:

Table 3: Orientation of Project Officers, Accounts Officers and Chairman of SPIC of FDP held in 2018

| SI. No. | Category of Participants | No. of Orientation Programme held | No. of Participants |
|------------|--------------------------|-----------------------------------|------------------------|
| 01 | Project Officers | 01 | 06 |
| 02 | Chairmen SPIC | 01 | 06 |
| 03 | Accounts Officers | 01 | 05 |
| | Total | 03 | 17 |

After final approval of the Project, orientation was given to the concerned officials on the new phase of FDP 2018-2020 with the participation of all concerned. Implementation procedures, project activities, roles and responsibilities of all concerned accounts and audit requirements explained in the orientation programme. Participation was satisfactory.

Orientation session attended by ISDCM Officials and organized by external agency.

During the year under review, four officials of ISDCM attended orientation sessions organized by Micro-credit Regulatory Authority (MRA). Administrative Officer and Project Officer attended the orientation session on online reporting system. The Chief Monitoring Officer and Branch Manager Manikganj Sadar attended the session on development of software programme linking with Central Bureau of Information (CIB) Bangladesh Bank.

12.4. Training provided to ISDCM staff in 2018:

In 2018 a good number training programmes were organized for professional development of ISDCM staff at different levels which are discussed in this part of the report.



Table 4: Training on Microfinance operations and management:

| Category of participants | No. of participant | Duration | Training Institution |
|----------------------------|--------------------|----------|-------------------------|
| Administrative Officer | 01 | 05 days | InM |
| Project Officer | 01 | 05 days | InM |
| Regional Manager | 01 | 05 days | InM |
| Branch Manager | 08 | 05 days | InM |
| Sr. Community Dev. Officer | 02 | 05 days | InM |
| Others | - | | |
| Total | 13 | | |

All key staff involved in implementation, accounting and reporting for micro-credit programmes were trained in 2018 for improving programme performance. It was also instructed to these trained staff to disseminate their experience to other colleagues involved in implementation of microfinance programme.

Table 5: Training on improving participatory management skills and management style:

| management skills and management style. | | | |
|---|--------------------|----------|----------------------|
| Category of participants | No. of participant | Duration | Training Institution |
| Area Project Coordinator | 01 | 05 days | InM |
| Project Manager | 01 | 05 days | InM |
| Deputy Project Manager | 01 | 05 days | InM |
| Project Officer | 01 | 05 days | InM |
| Asstt. Project Officer | 01 | 05 days | InM |
| Accounts Officer | 01 | 05 days | InM |
| Branch Manager | 08 | 05 days | InM |
| Sr. Community Dev. Officer | 02 | 05 days | InM |
| Total | 16 | | |

All the key staffs were also trained in management for improve performance of the Microfinance programme in 2018 and they were instructed to disseminate the experience to others involved in implementation of programmes.

Table 6: Training on financial management and internal control of MFIs:

| Category of participants | No. of participant | Duration | Training Institution | |
|--------------------------|--------------------|----------|----------------------|--|
| Chief Monitoring Officer | 01 | 05 days | InM | |
| Project Officer | 01 | 05 days | InM | |
| Accounts Officer | 01 | 05 days | InM | |
| Branch Manager | 08 | 05 days | InM | |
| Total | 11 | | | |



Table 7: Training on Accounting for Microfinance programme:

| Category of participants | No. of participant | Duration | Training Institution |
|--------------------------|--------------------|----------|-------------------------|
| Regional Manager | 01 | 03 days | CDF |
| Branch Manager | 05 | 03 days | CDF |
| Total | 06 | | |

More such training may be organized in future for capacity development of staff if already gained experience is useful.

Table 8: Training on Computer programme:

| Category of participants | No. of participant | Duration | Training Institution |
|----------------------------|--------------------|------------------------|-----------------------|
| Deputy Project Manager | 01 | 03 Months | Local Computer Center |
| Project Officer | 01 | 03 Months | Local Computer Center |
| Asstt. Project Officer | 01 | 03 Months | Local Computer Center |
| Accounts Officer | 01 | 03 Months | Local Computer Center |
| Sr. Community Dev. Officer | 03 | 03 Months (Ongoing) | Local Computer Center |
| Total | 07 | | |

TRAINING ON VAT /TAX:

Three key staffs i.e., Accounts Officer, Project Officer and Accounts Assistant were trained in VAT and Tax administration. This training was imparted by CDF and relevant officials of VAT / TAX department for 03 days at CDF office in Dhaka.

TRAINING WORKSHOPS ORGANIZED AT THE FIELD LEVEL IN 2018:

During the reporting period three workshops were organized under Maternity Programme at Saidpur with the participation of pregnant women of the camps. According to the survey 60 pregnant women were found in the camps. All these women were brought to ISDCM Health Service Centre in three batches taking 20 in each batch. They were given orientation by Medical Officer and Medical Assistants as to what type of health care should they take during pregnancy period.



Table 9: Workshops organized with the participation of pregnant women of the camps in 2018:

| Batches | No. of pregnant women invited to attend | No. of pregnant women actually attended | Duration | ISDCM Health Project Advisor AMO / Medical Assistants |
|--------------|---|---|----------|---|
| First Batch | 20 | 20 | 1 day | do |
| Second Batch | 20 | 20* | 1 day | do |
| Third Batch | 20 | 20 | 1 day | do |
| Total | 60 | 20* | | |

All the pregnant women attended the workshops and one more pregnant women was found at the last moment who was absent during survey. In addition to the real trainers, APC and Project Officer were present in the workshops as facilitators. Training workshops on Suddhachar was conducted by RM and Branch Manager.

Table 10: Training workshops were organized for Group Leaders in 2018:

| Subjects on which training workshops organized | No. of group leaders attended | Facilitators |
|--|-------------------------------|---------------------------|
| Group Management | 80 | CMO / RM / Branch Manager |
| Shuddhachar | 80 | do |
| Total | 160 | |

These training workshops were organized in 8 batches taking 20 per batch for one day duration at the regional level. The workshops were participatory.

INTEGRATED SERVICE DEVELOPMENT OF CHILDREN & MOTHERS (ISDCM)



House # 27/3 (2nd Floor)
NARISHA BHABAN
West Agargoan, Sher-E-Banglanagar
Dhaka-1207

www.isdcm-bd.org | isdcm.bd@gmail.com | +88 02 911 5475