Nothing in the world, it seems to me, is more important than attending to a child.

The day on which we can say with full conviction that all the children of this world are our children will be the beginning of peace on earth.

A child’s heart longs for genuine love so as to be free.

Forget not the goal, leave not the way, and lose not heart.

Bringing up children is an art; it is a skill that derives from experience and interaction with reality.
Why We Are

As a child, you need someone who truly sees you – who stands by you no matter what. Someone who holds you close when you are small and believes in you when you are ready to grow into your own and step into the world.

But today, many children and young people are separated from their families, abandoned, neglected or forced to live in an abusive environment, growing up without the support they need to prepare themselves for their future. The effects of this often last a lifetime, creating a harmful cycle that repeats from one generation to the next.

It happens every day, although we do not always see it. Children are remarkably resilient in the face of such challenges – because they have to be.

Together, we are here to break this cycle and to prevent it from happening.

Where they have lost their voice, we help them find it again. Where they have lost the ability to trust and connect with others, we show them that they belong. And, where they lack confidence, we build up their courage and skills to thrive in the future.

Because when a child or young person is cared for and supported, they can become their strongest selves. This is why we are here. This is who we are.
Since its inception in 1949, SOS Children’s Villages around the globe has been making tremendous positive impact to the lives of millions of children, youths and vulnerable families in the 137 countries and territories. In Bangladesh, we have been working relentlessly for the past 48 years in creating a better world for the children and our journey will continue.

2020 has been a very challenging year for everyone around the globe, and SOS Children’s Villages is no exception. This unprecedented COVID-19 pandemic has taken a toll on everyone. From economy to health to child welfare, there has been an adverse impact on every sphere. Despite of all the adversities this pandemic has created a new avenue of utilizing the blessings of technology extensively. I feel extremely proud to state that SOS Children’s Villages Bangladesh and all the SOS Children’s Villages around the globe has done everything within our capacity to ensure protection and care for all the children, providing necessary support to the youths and the vulnerable families. Everyone that is involved with SOS Children’s Villages Bangladesh, has walked that extra mile to ensure that we are able to uphold our commitments at different stages. This Annual Report highlights the major activities and achievements of SOS Children’s Villages Bangladesh during the year 2020.

Finally, I would like to express my heartfelt gratitude to all our stakeholders. I am extremely thankful to all our donors and sponsors (corporates and individuals), our partners, colleagues from Bangladesh and around the globe and very importantly our mothers and caregivers. Let us all work in unity and take that extra stride during this current situation, and I am sure together we can overcome the adversities and continue to bring positive changes.

Sincerely,

Dr. Md. Enamul Haque
National Director
SOS Children’s Villages Bangladesh
SOS Children’s Villages, founded in 1949 by Professor Hermann Gmeiner, is the world’s largest non-governmental organization focused on supporting children and young people without parental care, or at risk of losing it.

Child neglect, abuse and abandonment is everywhere. Families are at risk of separation. Locally led, we work in more than 137 countries and territories to strengthen families who are under pressure so they can stay together. When this is not in a child or young person’s best interests, we provide quality care according to their unique needs.

Together with partners, donors, sponsors, communities, children, young people and families, we enable children to grow up with the bonds they need to develop and become their strongest selves. We speak up for each child’s rights and advocate for change so all children can grow up in a supportive environment.

In Bangladesh, SOS Children’s Villages started its activities in the year 1972 immediately after the war of independence. SOS Children’s Villages Bangladesh have so far been working in Dhaka, Rajshahi, Khulna, Bagerhat, Chattogram, Bogura, Sylhet and Cox’s Bazar.

Our Vision
Every child belongs to a family and grows with love, respect and security.

Our Mission
We build families for children in need. We help them shape their own futures and we share in the development of their communities.

Our Values
Courage: We take action
Commitment: We keep our promises
Trust: We believe in each other
Accountability: We are reliable partners

Our Uniqueness
We do not believe in the typical institutional care system for the children without parental care. We believe that family bonding and a positive environment is of paramount importance for the development and enhancement of a child. Our focus is that every child should have a loving home and an equal chance to succeed in life. We support them to form lifelong bonds in an alternative family environment while ensuring that siblings stay together. SOS Children's Villages has pioneered a family approach to the long-term care of children. Our work is based on four principles:

CHILD: Every child is unique and respected
PARENT: Every child needs a caring and stable parent
FAMILY: Every child grows up in a supportive family
COMMUNITY: Every child is part of a safe and supportive community
Different Locations of SOS Children’s Villages in Bangladesh

SOS Children’s Village Dhaka

SOS Children’s Village Rajshahi

SOS Children’s Village Khulna

SOS Children’s Village Chattogram

SOS Children’s Village Bogura

SOS Children’s Village Syhet
SOS Children’s Villages Bangladesh provides a range of services to support children and young people in difficult circumstances to become their strongest selves. We speak up for children’s rights and advocate for systemic change. Guided by the UN Convention on the Rights of the Child and the Guidelines for the Alternative Care of Children, we always work in the best interests of the child.

- **35 Programmes in 2020**
- **14,828 People reached in 2020**
- **54,815 People reached so far**

How we transform lives:

- Family Like Care
- Family Strengthening
- Advocacy and Child Safeguarding
- Emergency Response
- Education and Training
- Children’s Participation
- Kinship Care
- Youth Engagement
Major Interventions And Achievements – At a Glance

- 77 new children without adequate parental care got loving home in Family Like Care programme of SOS Children’s Villages Bangladesh. Total 1,003 children and young people were taken care under this programme in 2020;

- 33 young people from Family Like Care have been integrated into the society in 2020 through getting employed or married after completion of their education and necessary training and 13 children reunified with family of origin;

- 9,249 beneficiaries from 2,301 vulnerable families of the community were supported through Family Strengthening Programme. Among them, 1,294 children from 871 families were new beneficiaries in 2020;

- Total 816 young people completed intervention from Family Strengthening Programme in 2020. Among them, 505 became self-reliant;

- 577 beneficiaries from 169 families received support through Kinship Care Programme where 132 were newly enlisted in 2020;

- 17 young people completed employable education in 2020 from Family Like Care, Youth Care and Family Strengthening programme. Besides 372 young people are presently receiving employable education on various fields;

- SOS Children’s Villages Bangladesh successfully launched YouthCan project. Through this project, we help young people to manage the transition to independent adulthood through access to skills development, mentoring and employment opportunities by establishing partnership with various organisations;

- Through the project ‘Supporting COVID-19 Response in Bangladesh’, we helped our existing 11,587 beneficiaries and also supported 450 community people those who were vastly affected by the COVID-19 pandemic;

- SOS Hermann Gmeiner Schools/Colleges successfully maintained the online classes for the students during the school closure period due to COVID-19 situation;

- SOS Children’s Villages programmes have been digitalized, which helped the children continuing their regular studies through online classes and gaining new skills through various online courses;

- SOS Children’s Villages Bangladesh has been included as one of the civil society organisations in the Ministry of Women and Child Affairs (MoWCA) and in the National Child Protection (CP) Cluster of Bangladesh;

- SOS Children’s Villages Bangladesh arranged an art workshop for the children in collaboration with Embassy of the Federal Republic of Germany, Dhaka.
Strategy 2030 is SOS Children's Villages' guiding document for making a substantial impact by 2030 on the wellbeing of children and young people without parental care or at risk of losing it. In an effort to make a significant impact for our target group, Strategy 2030 focuses on two goals: (1) We ensure that many more children have a loving home and an equal chance to succeed in life; and (2) We lead the world’s most effective child care movement to make sure “no child should grow up alone”.

Strategy 2030’s two goals and their targets contribute directly to the Sustainable Development Goals (SDGs), in particular to SDG 1 “No poverty”, SDG 10 “Reduced Inequalities”, SDG 16 “Peace, Justice and Strong Institutions”, SDG 4 “Quality Education” and SDG 8 “Decent work and economic Growth”. SOS Children’s Villages also contributes to progress on other SDGs (SDG 3 “Good health and well-being”, SDG 5 “Gender equality”, SDG 13 “Climate action” and SDG 17 “Partnerships for the goals”).

Seven Strategic Initiatives have guided our journey for more impact since we started implementing Strategy 2030. The Seven Strategic Initiatives have intended to:

- Innovate and promote alternative care and deepen its integration;
- Strengthen families through increasing focus on preventing family separation and on providing emergency response;
- Empower young people by strengthening their care and employability;
- Advocate for children through giving a voice to our target group and increasing advocacy impact;
- Create a movement as a result of mobilizing people for quality child care;
- Simplify SOS through creating a simpler, agile and digital organization; and,
- Invest for funding growth by which federation funding would be boldly developed from diverse markets.
 Protecting children is at the heart of what we do. This has long been a part of our organization’s activities. Our greatest responsibility is to safeguard the children and young people in our programmes from harm, and we remain ever vigilant to improve our policies and practices. The Child Protection Policy of SOS Children’s Villages, is in place since 2008, focuses on awareness, prevention, reporting and responding. We are accountable for delivering on this policy.

It is essential to ensure that children in our programmes are safe and protected against any form of violence and abuse at all times. Every single failure in this respect is a failure on our mission. This is reflected in commitment 04 of the SOS Care Promise: “We commit to create a safe environment for children in all our programmes at all times by implementing child safeguarding measures and procedures in line with our Child Protection Policy, International standards and best practices.”

Since December 2019, the COVID-19 outbreak has been spreading all over the world. Many countries have been severely affected which resulted in drastic actions taken by governments in order to stop further spread of the virus. This includes e.g. travel restrictions, lockdowns, shutting down some basic services, closing government offices etc. Inevitably, SOS Children’s Villages operations are significantly affected by the situation. Child safeguarding and protection being one of our utmost priority during the Pandemic Situation of COVID-19. Programme locations of SOS Bangladesh has conducted Risk Assessment and mitigation actions were taken accordingly.

This risk assessment aims at identifying major child safeguarding risks which emerged as consequence of the COVID-19 outbreak, such as mental stress, continuation of the online school classes, cyber abuse, spreading of COVID-19 etc. SOS Children’s Villages Bangladesh has taken the following activities to mitigate the risks:

- During the COVID-19 outbreak, we followed the guidance of the World Health Organisation and our national authorities in all our programme locations to protect the children and young people. As a result not a single child was affected by COVID-19 in the year 2020;

- Schools and Colleges maintained the online classes for the students during the school closure period due to COVID-19 situation. SOS Children’s Villages programmes have been digitalized, which helped the children continuing their regular studies through online classes. Additional computer was provided to 81 SOS family houses so that the children and young people could continue their online classes uninterruptedly;

- Due to lockdown situation most of the time children were engaged with social media, so there was a risk of cyber abuse. Since the majority of internet fraud and virus victims are students and young people, we aware children and youth about current cyber-crimes, threats and safety. Keeping this risk in mind, we have organized awareness session on ‘Cyber Safety’ for children and young people staying at different facilities. It helped them to protect themselves from cyber-abuse, gather knowledge on how to be safe when surfing the web. They also became aware about cyber bullying, the risks of using unknown websites, apps, social media and the way to become secured;

- Due to preventive measures, children and young people are locked at home with a minimum chance to leave the
house and meet anybody else outside their family. This may increase the risk of emotional situations with interpersonal tension and conflicts between children and care professionals. Children may suffer from different type of psychological problem. As a preventive measure we organized several ‘Psychosocial First Aid / Counselling Sessions’ for SOS mothers, children, young people, and co-workers in all facilities of SOS Children’s Villages Bangladesh. We hired prominent Psychiatrists and Counselors to conduct those sessions;

A refresher’s training (virtual) was organized for the SOS mothers. Most of the topics covered in the training was related to COVID-19, so that they can take proper care of the children entrusted to their care.

In 2020, we set-up 10 Child Safeguarding Corners in the community educational institutions in Khulna and Sylhet where our benefitted children are mostly enrolling. These corners are considered as a part of the library of the concerned schools. The corners were furnished with series of brochures, leaflets, policy support documents, booklets etc. related to child rights and protection. Children, teachers and guardians have access to receive the child rights related policies and guidelines such as: UN Convention on the Rights of the Child, Guidelines for the Alternative Care of the Children, UN-Youth-Strategy 2030, SOS CP Child Friendly Version, Child Protection Policy, Reporting and Responding procedure guideline, National Children Act, National Health Act and National Women Act including various books on primary health care, psychosocial first aid and child magazines. Certain positive impact has been created in the community through establishment the Child Safeguarding Corners.

The Keeping Children Safe (KCS) Team has completed the International Child Safeguarding Review (ICSR) of SOS Children’s Villages Bangladesh (virtually). Selected co-workers from National Office and SOS Children’s Village Khulna were asked to complete the online survey initiated by KCS followed by the virtual interview. SOS Children’s Villages Bangladesh has provided the entire required child safeguarding related documents asked by the external team.

To increase the Child Safeguarding network in the country and to promote Child Rights and Protection, SOS Children’s Villages Bangladesh has been included as a member of the Child Protection Cluster Secretariat in 2020.

In 2020, total number of confirmed abuse cases was 07 (seven). SOS Children’s Villages Bangladesh took actions against all the adult confirmed perpetrators and provided psychosocial counselling to the victims as well as the adult perpetrators (young adults).
According to the UN Convention on the Rights of the Child, children have the right to get care and protection even when their own family cannot care for them. Our first priority is to strengthen the capacity of vulnerable families so that parents and children can stay together. However, when this is not in the child’s best interests or when there is no family to care for them, SOS Children’s Villages offers a range of care options to meet the individual needs of each child or young person.

People Reached

1003
Current Children

1616
Integrated
Family Like Care

Children who have lost parental care are placed under the Family Like Care. In this long-term care, parental care is ensured by SOS mothers. SOS families live in family homes within the premises of SOS Children’s Villages. Six SOS Children’s Villages have been established in Dhaka, Rajshahi, Khulna, Chattogram, Bogura, and Sylhet to give the children a chance to grow with love, respect, and security in a loving family and set them on the path towards self-dependent by ensuring education and training.

Achievements - Family Like Care

- 77 children were welcomed in SOS families and 13 children are reunified to their biological families. In total, 741 children and young people were taken care under this programme in 2020;

- 23 young people appeared for the Secondary School Certificate Examination. The passing rate is 100%. 11 young people passed the Higher Secondary Certificate exam and they are in the process to get admission in university for higher education;

- 238 children got digital certificates after completing the ‘Safer Internet Course’. A young person got certificate after taking part in the Olympiad on Cyber Safety and Preventing Violent Extremism. 124 children and young people completed online courses on basic English;

- A young person became a member of the Youth Advisory Team for the Day of General Discussion (DGD).
Activities – Family Like Care

Several Psychosocial Counselling Sessions were arranged both virtually and in person during COVID-19 pandemic through prominent Psychiatrists and Counselors;

During the lockdown period due to COVID-19 situation, children and young people were engaged in productive activities; i.e., developing skills in sewing and hand stitching, cycling and motorbike driving, drawing, stone painting, gardening, home decorating and so on. Children also took part in different physical exercises including yoga sessions. Mothers and young people took part in making face masks for the children in the village;

“Seasonal Fruits Festival” was arranged in different locations for mental refreshment of the children and young people and make them aware about the benefits of taking seasonal fruits, and strengthening the immunity;

International SOS Children’s Village Day was celebrated in all the SOS Children’s Villages on 23 June 2020 maintaining proper safety measures;

To celebrate the Child Rights Week, various events were organized; i.e., art competition, awareness session on the right for the children under alternative care, handing over poster to child welfare board etc.;

World Environment Day was observed on 05 June through tree plantation by the children, mothers and co-workers;

International Women’s Day was observed on 08 March to raise awareness on ending discrimination and violence and creating an inclusive and gender-equal world;

National Children’s Day was celebrated and 100th Birth Anniversary of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman was inaugurated on 17 March by a discussion session and a cultural function. A special Audio-Visual on ‘Shishu-Kishorder Chetonay Bangabandhu’ was produced and presented on that occasion;

Discussion session on fourth industrial revolution was arranged in different programme locations in participation of young people;

Gender awareness sessions were arranged to sensitize children, young people, mothers and co-workers;

Victory Day of Bangladesh was observed on 16 December 2020 through discussion session, quiz, art, and volleyball competitions.
Learning And Sharing Skills

Learning a new skill helps young learners to develop their career goals, isn’t it? In early 2020, Simrin (changed name due to privacy reason) received a skill training on ‘Food and Nutrition’ from Skills for Employment Investment Programme. It is a government project with an aim to create skilled workforce for the future.

“The two months long training helped me to gain skill on food preparation and decoration. It’s a great experience for me,” says Simrin. “As my university is closed due to Covid-19 situation, I like to explore my skills through sharing my learnings among my peers in the village. In one way, they also get to know with new learnings and in other way I’m getting the opportunity to nurture my skills and looking forward to see me in a better position.”

Simrin was welcomed to her SOS family, together with her two younger sisters, in mid-2006 as their lives were shattered after losing parental care. Now, Simrin has become a well-groomed, confident young person. She has been studying for Diploma in Hotel Management. She dreams to build up her career in tourism and hotel management sector and to shine in her life.

An Emerging Leader

Rajib (1st from left) with friends in the youth leadership training

Rajib (changed name) was welcomed to his SOS family at SOS Children’s Village Dhaka in 2009 as a child with desperate need of care. Now, he has become a confident young person. He is in the process of completing his secondary education from a renowned high school. He wants to be a software engineer in future. “The most important role in my life is played by my mother. She has always guided me in each and everything, from the time when I came here,” said Rajib recalling his SOS mother’s role, sitting in his room in the youth house where he recently been shifted. “Whenever I needed help from my mother, she was ready to help me in each and every way.”

Before the COVID-19 outbreak, together with two of his friends from SOS Children’s Village Dhaka, he completed a leadership training from Bangladesh Youth Leadership Center. “It was a highly influential training!” Rajib remarked. “It helped me to be acquainted with many people. We exchanged views and shared knowledge. We gained problem solving and team managing skills. Finally, I got a certificate for completing the training successfully.”
Young people who have lost or are at risk of losing parental care often find the transition from school to starting a career particularly challenging, as they cannot count on the networks, resources or guidance that their peers may have access to. SOS Children’s Villages, together with partners and the young people themselves, has been developing innovative ways to ensure a confident transition to independence.

Achievements - Youth Care

- 33 young people have become self-reliant after completion of education and training in 2020;
- 17 young people successfully completed graduation from different universities while 15 completed employable education;
- 21 young people appeared for the Secondary School Certificate Examination. The passing rate is 100%. 12 young people passed the Higher Secondary Certificate exam and they are in the process to get admission in university for higher education;
- ‘YouthCan!’ project was launched virtually on 20 October. Mr. Zunaid Ahmed Palak, Honourable State Minister for ICT, Government of Bangladesh was the chief guest where 25 high officials of different corporate bodies participated in. All the young people and co-workers from different programme locations also joined virtually;
- With an objective to prepare children and young people with adequate IT knowledge, the Honorable State Minister for ICT expressed his interest to sign a MoU with SOS Children’s Villages Bangladesh to set up 07 Sheikh Rasel Digital Lab in programme locations;
YouthCan! is a global initiative that supports young people who have lost parental care or are at risk of losing it, on their journey to decent work and independent life. By mobilizing employees, activating their networks and providing expertise, corporates are making a measurable impact in the lives of young people around the globe whilst efficiently working to reduce youth unemployment. This partnership between SOS Children’s Villages and the private sector supports disadvantaged young people to manage the transition to independent adulthood through access to skills development, mentoring and practical opportunities. By developing professional skills and experience, young people have the tools they need to take charge of their own career – and future.

Graduation level young people in the care of SOS Children's Villages was registered in a project name “Learning and Earning Development Project” run by the ICT Division of the Bangladesh Government where they would participate in the 2 months course on web designing, graphic designing and digital marketing.

Activities - Youth Care

International Youth Day was observed virtually on 12 August on the theme “Youth Engagement for Global Action” where 206 young people from all the villages participated along with the youth care co-workers;

Various motivational sessions, discussion session on honesty, ethics, and simplicity, and awareness against drug addiction were held in different youth care programmes;

On the occasion of World Youth Skills Day discussion sessions were arranged on 15 July highlighting the theme ‘Skills for a Resilient Youth’. Skill training sessions were also arranged for the young people in the care of SOS Youth Care programme;

During the COVID-19 pandemic situation, 80 young people completed Basic English Course virtually from King’s College London and 32 completed Safer Internet Course of the UNICEF Bangladesh.

13 young people completed online certificate courses on Digital Security Essentials and Awareness on COVID-19;

Several virtual sessions were arranged to provide psychological support to the young people living in SOS Youth Houses and also in outside boarding houses under our youth care programme. To make them prepare for adaption with the changing situation of post COVID-19 era, several counselling and career planning sessions were arranged;

Two days Need Assessment Workshop for the young people was arranged virtually. Total 76 Young people from all programme locations participant;

Discussion and awareness session on Reproductive Health and Hygiene of Adolescent and Young People was arranged in different programme locations.
We enable children who are at risk of losing the care of their family to grow within a caring family environment. We work directly with families and communities to empower them to effectively protect and care for their children, in cooperation with local authorities and other service providers.

We strongly believe that biological family is the best place for children to grow. Our top priority is to do everything possible so that children grow up in a loving, supportive environment with their own families.

Through the Family Strengthening (FS) Programme, SOS Children’s Villages Bangladesh supports the vulnerable families of the community in all its six programme locations providing following supports:

1,294 new children from 871 families from the community were enlisted;

In total, 9,249 beneficiaries received support in 2020;

816 young people completed intervention. Among them, 505 became self-reliant;

200 students appeared at the Secondary School Certificate Examination. The passing rate was 84%. 51 young people passed the Higher Secondary Certificate Examination and they are in the process to get admission in university for higher education;

1006 primary caregivers gained knowledge on positive parenting, reproductive health, financial literacy, personal health, and hygiene issues knowledge through Mobile-based Intervention for Raising Awareness to bring Useful and Balanced Understanding (MIRABUBU);

71 caregivers became literate through adult literacy centres;

189 beneficiaries received preventive and primary health care support;

64 young people completed basic computer training;

355 young people are presently receiving various employable education.
Activities - FS Programme

As part of the COVID-19 response, all families under our Family Strengthening Programme received ration i.e. rice, soybean oil, lentil, salt, sugar, potato, onion, powder milk, hygiene products, soaps, anti-bacterial product, bleaching powder, detergent powder, and facemasks. An unconditional cash support for each family was also provided through bank to rebuild their income and livelihood;

50 water sealed toilets and 62 deep tube-wells were installed;

School uniforms, bags, shoes and other educational materials were distributed among 3,821 children;

On centennial birth anniversary of Bangabandhu Sheikh Mujibur Rahman blood grouping camp was organized;

Feeding vulnerable families during lockdown due to COVID-19 outbreak

“I run a small tailoring shop to maintain my family. But, in the lockdown situation, my shop was closed and no one was giving orders to my shop. As a result, I had no income to arrange food for my family,” said Momena, one of the caregivers under family strengthening programme. “However, I think, we’re fortunate enough to get food and other support from the SOS Children’s Village to save our lives. We’re really grateful to them for their help in this difficult time,” Momena added.

Apart from regular interventions, we provided support to underprivileged families of the neighboring community for their survival during the COVID-19 pandemic.

SOS Children’s Villages Bangladesh distributed dry ration, hygiene products, and essential supplies to the families who became more vulnerable as they lost the way of earning and were unable to feed themselves due to lockdown after COVID-19 outbreak. Mother of three children Momena (changed name due to privacy protection) is one of the parents who benefitted from such support.

472 families received livelihood support, sewing machines, rickshaw/vans, cow and goats, poultry etc. to increase their family income;

1882 awareness sessions were conducted for the children, caregivers and communities on positive parenting, child rights and child safeguarding, water and sanitation, health and nutrition, adolescence health and hygiene, reproductive health, career counselling, employable education, life skill education, financial literacy and so on;

Income generating training like poultry and livestock farming, sewing and embroidery, kitchen gardening and food processing, etc. were conducted for 302 caregivers to improve their livelihood;

Blankets were distributed among 1,929 families in the community;

2,688 children got food and nutrition support through mid-day meal centres.
Kinship Care Programme

Kinship care is a “family-based care within the child’s extended family. It may be formal or informal in nature. It is considered formal when it has been ordered by an authority. It is informal without the involvement of an authority. While kinship care is an alternative service according to the UN Guidelines, we support this care setting through our family strengthening work. SOS

Education

Every child has a right to education. Yet many children are denied their right because of poverty, discrimination, violence, family illness and other reasons. We promote child centred quality education across all of our programmes, focusing on the child as a resourceful individual with unique skills and capabilities. We ensure that children and young people are getting access to quality education and are developing a range of life skills, including digital skills. We also guide them when they make their career choices.

Early Childhood Care and Development (ECD)

Early Childhood Care and Development (ECD) can have a lasting effect on intellectual capacity, personality and social behavior of children. Based on this belief, 08 ECD centers have been established in all the six programme locations for the children between 3-5 years of age.

A total of 128 children aged between 3 to 5 years were enrolled in the ECD Centres. Eight experienced teachers who received training on ECD by the Bangladesh Shishu Academy are running these ECD Centres. The ECD Centres were established and maintained by the support of HSBC Bangladesh.
Achievements – ECD Centres

Two new ECD Centres have been established in community level;

89 new children were admitted in the ECD centres in 2020. In total, 128 children received support in the year 2020;

86 children were enrolled the ECD centres in 2020 and are now ready to start formal schooling while remaining 42 will enroll again in the ECD centres for a further year.

Activities – ECD Centres

Formal opening of the two new ECD Centres were held in presence of the representatives of the donor organisation - HSBC Bangladesh;

Five meetings with the caregivers were arranged during the year 2020.

SOS Hermann Gmeiner Schools/colleges

To combat the schooling problem of children under SOS care as well as the neighboring community, four SOS Hermann Gmeiner Schools/Colleges in Dhaka, Khulna, Chattogram and Bogura are playing an exemplary role in providing top notch education.

Every year Hermann Gmeiner Scholarships are awarded to students in three categories: Academic Excellence, Need Based and Outstanding Co-Curricular Achievement.

SOS Hermann Gmeiner Schools/Colleges in Bangladesh are in the process to align the formal education policy of SOS Children’s Villages by admitting 30% of children gradually from the poor families of the communities.
Achievements -
SOS Hermann Gmeiner Schools/colleges

In 2020, total number of students in SOS Hermann Gmeiner Schools/Colleges was 2,835. Among them, 169 were from below poverty line families of the community;

Total 498 new children have been admitted in the year 2020 while 477 children have exited during the year where 417 left after successful completion of their school life. So far, 13,928 children completed schooling from SOS Hermann Gmeiner Schools/Colleges;

Total 216 students appeared at the Secondary School Certificate Examination and 214 passed. Among them 114 got highest grade;

Total 150 students appeared at the Higher Secondary School Certificate Examination. Among them 135 got highest grade.

Activities -
SOS Hermann Gmeiner Schools/colleges

Academic year of 2020 started on 1st January. As per the government decision, normal classes were suspended from March 2020 till the end of the year due to COVID-19 situation. However, online classes were arranged for the students during the school closure period;

‘National Text Book Festival’ was held in all the SOS Hermann Gmeiner Schools / Colleges on 01 January 2020 with huge enthusiasm and merriment. On that day new books were distributed to the students from Class-I to Class IX supplied by the Ministry of Education;

70 students were awarded Hermann Gmeiner Scholarship. Special programmes were arranged in all the schools / colleges on that occasion;

International Mother Language Day and

The National Martyrs Day was observed on 21 February 2021. Students and teachers paid homage to the language martyrs by placing floral wreath at our own ‘Shahid Minars’ (Martyrs’ Monument). Discussion sessions and cultural programmes were also arranged on that occasion;

SOS Hermann Gmeiner Schools and Colleges observed their foundation day (before the school closure due to COVID-19 situation) through discussion session and cultural function;

Annual sports competition was arranged at the beginning of the year 2020.
SOS Vocational Training Centres have been established in Dhaka and Chattogram to provide skill training for the young people of the SOS Children's Villages and underprivileged families of the community. The offered training courses are Machinist, Electrical, Electronics, Automobile, and Refrigeration & Air Conditioning and the duration is one year.

Objectives:

- Providing vocational training to the poor and underprivileged youths and building those skilled technical persons for a better life;
- Building the boy’s honest mechanic, worthy and productive member of the society;
- Helping the poor families by offering free training support for their children;
- Making contribution in the national development by producing skilled man power;
- Enlarging the number of skilled labor force;
- Converting youths as resource for the country.

In the SOS Youth Village-cum-Training Centre Bagerhat, interested young people from different SOS Children's Villages receive 4-year agro-based training. Underprivileged young people of neighbouring community also get opportunity here to take short course on agro-farm with free of cost.
Achievements -
SOS Vocational Training Centres

Total number of students was 235. Besides, 441 students exited during the year where 417 successfully completed the course.

SOS Vocational Training Centres are playing a good role to turn unemployed youths into productive work force. Number of graduated students, so far, is 3747 and they are now working in different industries, doing own business or working in abroad;

134 students are attending formal agro-based training at SOS Youth Village-cum-Training Centre Bagerhat. Total number of passed out students is 706;

SOS Children’s Villages Bangladesh and Palli Karma Shahayak Foundation (PKSF) signed an agreement. Through this agreement SOS Vocational Training Center Dhaka will provide training on Electrical Installation and Maintenance to more young people every year from underprivileged families of the community.

Activities -
SOS Vocational Training Centres

During the school closure period, normal classes of SOS Vocational Training Centres were suspended. However, online classes (theoretical) were arranged for the students;

Due to COVID-19 situation, one-month agro package training was held in the SOS-Youth Village-cum-Training Centre Bagerhat. One-month long broiler farming training was conducted. 125 trainees from neighboring community received the training;

SOS Vocational Training Centers organized awareness and preparedness sessions for the students and teachers on COVID-19 outbreak in March 2020;

The Certificate Distribution and Prize Giving Ceremonies were held in SOS Vocational Training Centre Dhaka and Chattogram.
SOS National Training Centre (NTC) was established in 1997 in the premises of SOS Youth Village Dhaka. Since the inception, the centre is contributing extensively to develop the desired professional skills of Mothers and Co-workers through organizing different training courses on the basis of the strategic goals of the organization.

Achievements - SOS NTC

In total, 231 people have received training in 2020 from SOS National Training Centre Dhaka. So far, 2,936 individuals got different trainings from this training centre.

Activities - SOS NTC

In 2020, SOS NTC conducted two Refreshers Courses virtually for SOS Mothers where 22 mothers from six SOS Children’s Villages attended;

PDB2 National Rollout Workshop was arranged where 20 co-workers from six SOS Children’s Villages attended;

One-month long “Formal SOS Mothers’ Training Course” was arranged where 14 new SOS mothers from 06 SOS Children’s Villages participated;

Knowledge Sharing Workshop for Finance Co-workers of SOS Bangladesh was organized where 30 co-workers attended.
Emergency Response

We respond to the urgent needs of children and families in times of conflict, natural disaster or mass displacement. Drawing on our long-term presence in the communities where we work, we are well positioned to understand the needs, identify partners and act quickly. Our focus is always on caring for children, protecting their rights and keeping families together.

Emergency Response (ER), Host Community (HC)- Cox’s Bazar

In the Rohyngia refugee camp, we took care of 350 Rohyngia children for about 2 years (from February-2018 to February-2020) through our 5 (five) Child Care Spaces (CCS) in Ukhiya, Cox’s Bazar. After completion of that programme, we started working with the host community in the same location. We are providing education, mid-day meal, nutrition, hygiene, livelihood training and support and building awareness on different social and health issues to the beneficiaries of the host community.

Achievements - ER HC

- In total, 801 beneficiaries from 289 families of the host community received support during the year 2020.

Activities- ER HC, Cox’s Bazar

- Project launching program was organised on 05 February 2020 at Upzila Nirbahi Office, Ukhiya, Cox’s Bazar;
- Awareness and preparedness session was arranged for the beneficiaries on COVID-19 outbreak.

Emergency Response - Covid-19 Pandemic

The COVID-19 situation in Bangladesh has worsened over since the first case was detected in March 2020. Through the project ‘Supporting COVID-19 Response in Bangladesh’, we helped our existing beneficiaries in all the seven programme locations and also supported the neighbouring community people those who were vastly affected by this pandemic. The overall aim of the project is to keep the beneficiaries strong, stay them together, and keep them safe.
Achievements-COVID-19

We provided unconditional cash support to 2511 Family Strengthening and 157 Kinship Care families to rebuild their lives. We also provided unconditional cash support to 115 Care Leavers of Family Like Care to sustain themselves during the pandemic and helped them to rebuild their lives. We distributed essential food items and nutrition to existing 2511 FS and 157 Kinship Care families to ensure that the target groups would not starve in this pandemic situation. Professional Counselor conducted number of personal hygiene and psychosocial counselling session. It decreased trauma and fear on COVID-19 and gave protection from contaminated diseases.

Activities-COVID-19

- 2511 FS and 157 Kinship Care Families received the unconditional cash support through their Bank account. Improved capacity of vulnerable families to ensure quality care of their children by unconditional cash support;
- 2,668 families received dry rations from the ER COVID-19 for 03 times. During distribution Local Government representatives were present and expressed their gratitude to SOS Bangladesh for such kind of support;
- 1,200 Children received provision of supplementary nutritional support. We provided this support for four times in each location;
- 115 Care Leavers of Family Like Care received 3 instalment of unconditional cash support through bank account;
- 37 youth of youth received the Imparting relevant COVID-19 health and safety training;
- 05 short-term market driven agricultural training courses were arranged where 128 community youth and people participated. The training course was conducted by external resource persons and participants started their own pilot projects;
- 3805 SFC children and youths, mothers, co-workers and FS Families received Personal Protective Equipment (PPE) to improve preparedness of families, children, and co-workers to deal with and prevent the spread of COVID-19;
- 137 children, mother, aunts and co-workers received the Psycho-social counselling of COVID-19. Three sessions have been conducted virtually by external consultant;
- 557 FS caregivers received the Psychosocial counselling of COVID-19. 12 sessions have been conducted both virtually and in presence of external consultants;
- 06 training sessions of preparedness COVID-19 were arranged where 62 FS Co-workers and volunteer participated;
- One ICT lab has been established at SOS FS Rajshahi Location. Community children and youth people are benefiting from this ICT Lab;
- 04 Psychosocial counselling sessions for mental well-being of young people (virtual/online) have been organized where a total of 90 young people participated in virtual session. The session was conducted by external counselor;
- 04 sessions of additional technical & employability trainings for young people planning for transition to independent living to support their employment were conducted, 24 young people participated in the session;
- 03 virtual courses of providing online/distance learning solutions and training services to the young people were completed. Total 19 young people attended the courses.
ICT Initiative - Digitalization and Development

Today, everyone needs a basic understanding of ICT and how to make productive use of it, just to be good students, workers and citizens. Teaching people how to be competent on basic uses of modern technology is an important role of ICT, so that they can be successful in their academic and professional careers, and they can efficiently participate in modern technical society.

The COVID-19 pandemic has introduced uncertainty into major aspects of national and global society. During this pandemic situation, technology works as blessings for us.

Activities - ICT

1. 118 teachers from four SOS Hermann Gmeiner Schools/Colleges conducted virtual classes. In each day, approximately 2,600 students attended online classes regularly. More than 15,000 classes were conducted during 21 April to 31 December 2020;

2. Motivational sessions for care leavers and young people were organised virtually. A successful integrated care leaver (Engineer) shared his experience with 50 young fellows in the session;

3. Online Psycho-social Counseling session for co-workers was arranged where more than 100 co-workers participated with an external Psychologist;

4. During the office closures period due to COVID-19 situation, we were able to continue regular and special National Management Team meetings and various departmental meetings as well as recruitment tests using various online platforms;

5. Additional computer was provided to 81 SOS family houses so that the children and young people can continue their online classes uninterruptedly. Now, there are two computers in every family house in all the villages;

6. 47 Children and young people completed online courses on ‘Introduction to Cyber Security’, 38 completed basic English course, 211 completed Safer Internet for Children, and 03 children and young people participated in E-Awareness Olympiad;

7. Awareness session on ‘Cyber Safety’ for children and young people staying at different facilities. They gathered
knowledge about safety when surfing the web, cyber bullying, risks of using unknown websites, apps, social media and the way to be secured;

A computer Lab was set up for the school students under the family strengthening programme at Godagari upazila, Rajshahi. A MoU was duly signed between SOS Children’s Village Rajshahi and Kumarpur Hazrat Shah Ali Quli beg Alim Madrasa. More than 300 students are getting ICT knowledge and skills through this computer Lab at the community.

Advocacy

Advocacy has been given a strong focus as a strategic initiative under the strategy 2030 of SOS Children’s Villages with the goal to ensure the rights of our target group; i.e., children who have lost or are at risk of losing parental care. We are one of the leading organisations who has implemented the United Nations Guidelines for the Alternative Care of Children (UNGL).

Glimpses of Advocacy initiatives in 2020:

SOS Children’s Villages Bangladesh started working as one of the Civil Society Organisations in Ministry of Women and Child Affairs and also became member in National Child Protection Cluster;

SOS Children’s Villages Bogura and Sylhet started working with District Child Welfare Board. Child Welfare Boards have been instituted through Children Act 2013 to supervise, coordinate, monitor and evaluate the activities of the Government certified child development centres and organisations who provide alternative child care;

A sensitization meeting was held on the importance of Legal recognition of Family Like Care with Parliamentarian Caucus on Child Rights (PCCR), Chief Advisor, Chair, Co-chair along with other PCCR members participated in the meeting. Representatives from Ministry of Social Welfare, Ministry of Women and Child Affairs and Department of Social Services were also participated in that discussion;

A four-episode television show was produced and telecasted through a national television channel. The show was a combination of studio talks and audio visual highlighting the background of SOS Children’s Villages Bangladesh, life in Family Like Care and its uniqueness, Family Strengthening Programme along with COVID-19 support provided by us;

Another joint appeal to the State Minister of Ministry of Women and Child Affairs was also placed to speed up the procedure of formation of separate directorate for children as a follow-up of budget speech of Finance Minister.
Joint Appeal In Collaboration With Joining Forces Bangladesh

For effective response and mitigation of Covid-19 related to the children, SOS Children’s Villages Bangladesh delivered Joint Appeal to Policy Makers in collaboration with Joining Forces Bangladesh

Adapt a policy guideline for childcare during COVID-19 for the children who are staying under various alternative care settings. This policy needs to ensure mechanisms for awareness, prevention, timely reporting and effective responses. Child Welfare Board can play vital role to mobilize the mechanism.

Urgently scale up COVID-19 prevention and response measures for children and their families to strengthen health systems, maintain essential health service delivery, equip frontline health workers, engage and communicate effectively with communities including children, and provide critical child protection interventions and mental health and psychosocial support (MHPSS).

Donors should urgently commit emergency funding for health systems strengthening, provide technical resources for support, and ensure equitable distribution of supply chains.

They should also finance risk communication/community engagement and provide any necessary online MHPSS training.

CSOs should ensure the participation of children in assessments, incorporate their feedback and information needs in relevant plans, develop child-friendly content, ensure dissemination via channels accessible to children, and whenever possible, empower children as agents of change in their communities.

Disseminate information to keep children safe from COVID-19 and all violence against them by using TV, Radio, social media, masque and local government institutions. Information about the existing hotlines to register complaints on violence against children and seek assistance (Ministry of Women and Children Affairs: 109, Child Helpline: 10180 and National Emergency Service: 999) has to be circulated widely.

Protect ongoing humanitarian assistance for the most vulnerable, adapt programmes to be COVID-19 sensitive in existing humanitarian response contexts, ensure and where possible maximize humanitarian access including creation of exceptions for humanitarian workers’ and supply chain movements, and find alternatives to humanitarian programme suspensions where COVID-19 prevention policies are required.

CSOs, including faith-based organizations (FBOs), should assess the beliefs and levels of understanding of COVID-19 in the communities where they work, support the government with development of risk communication/community engagement plans based on these assessments, sensitize community leaders/champions, and amplify agreed risk communication messaging.

FBOs and faith actors can play an important role in addressing beliefs and attitudes that may cause harm or limit an effective response.

Media actors should implement public information campaigns to disseminate reliable, age-appropriate information for children and adults so that they understand and implement steps to keep themselves and their community safe from infection. It is critical that coordinated national and local public information campaigns tackle and correct rumors and misinformation that exacerbate fear, panic, stigma, discrimination and mistrust among the population.

Adopt policies and allocate fund for COVID-19 response plans that holistically address the secondary impacts of the pandemic on children and families, particularly with respect to child protection, gender-based violence, education, water and sanitation, food security, and livelihoods.

Businesses should provide paid leave and flexible working arrangements for parents and caregivers, especially women, who need to stay at home to care for their children due to school closures or other response measures. Private sector actors should rapidly increase critical commodity supply chains and establish preferential pricing for or donate these essential commodities.
We can only accomplish what we do for children, young people and families thanks to the creativity, generosity and commitment of our partners and donors, both international and local, who support our ongoing running costs as well as some of our innovating projects for children.

Total local Fund raising Income in 2020 was BDT 75,85,736.00;

Local corporate partnership was signed with HSBC Bangladesh, Centro Tex Limited, Woori Bank, and Sainsbury’s Argos Asia Limited;

Digital fund raising campaign (Ramadan Campaign) was launched successfully through social media, website, and tele calling.

Institutional Partnership Development (IPD)

IPD is the process of creating partnerships with, and applying for funding from institutional donors for SOS Children’s Villages development work.

The first ever “Cultural Project” with Embassy of the Federal Republic of Germany, Dhaka was organised at SOS Children’s Village Dhaka;

An IPD Workshop with colleagues from 6 different locations and the National Office was held focusing on “Understanding Donor Needs”;

Got fund for the project titled “Supporting COVID-19 Response in Bangladesh”.
Financial Information 2020

Independent Auditors’ Report
To the National Director
of
SOS Children’s Villages International in Bangladesh

Opinion

We have audited the financial statement of “Integrated Project of SOS Children’s Village International in Bangladesh” (the “Entity”), implemented by SOS Children’s Villages International in Bangladesh, funded by SOS Children’s Village International, Austria which comprise the Statement of Position Balance Sheet as at 31 December 2020, the Statement of Income and Expenditure for the year there under, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements of “Integrated Project of SOS Children’s Village International in Bangladesh” (the “Entity”) for the year ended 31 December 2020 are presented in all material respects in accordance with the accounting policies as summarised in Note 2 to the financial statements.

Basis for Opinion

We conducted our audit in accordance with international standards on Auditing (ISA). Our responsibilities under those standards and further described in the Auditors Responsibilities for the audit of the financial statements section of our report. We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Bangladesh, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Sufficiency of Matter: Basis of Accounting and Restriction on Distribution and Use

We drew attention to the notes 2.1 of the financial statements, which describes the basis of financial statements. Our report is intended only for the Entity and the NGO Affairs Bureau of Bangladesh and should not be distributed to or used by others other than the Entity and the NGO Affairs Bureau of Bangladesh. Our report is not intended to be used, and should not be relied upon, in any manner other than as a basis for our opinion.

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

Management is responsible for the preparation of the financial statements in accordance with the basis of financial statements, as described in Note 2, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Deloitte

We also report that:

a. We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit and made due verification thereof.

b. In our opinion, proper books of accounts as required by law have been kept by the Entity so far as it appeared from our examination of those books and

c. The financial statements, as a whole, are free from material misstatement, whether due to fraud or error and are consistent with the information provided.

Deloitte

Doa, Bangladesh

Signed: 27 June 2021

For Narma Faruk Hamid & Co
Chartered Accountants
Regulatory Ref. No. 01/ACAB-2006(L)

Santina Ref. No. 920
IWC: 21228200075/A01555285

32 SOS Children’s Villages Bangladesh
Annual Report 2020
### Statement of Financial Position

<table>
<thead>
<tr>
<th>Accounts</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-current assets</td>
<td>5,898,011.341</td>
<td>17,384,423</td>
</tr>
<tr>
<td>Current assets</td>
<td>288,523,609</td>
<td>277,636,069</td>
</tr>
<tr>
<td>Shareholders' equity</td>
<td>1,024,920,925</td>
<td>836,298,034</td>
</tr>
<tr>
<td>Total assets</td>
<td>1,363,435,876</td>
<td>1,291,318,526</td>
</tr>
<tr>
<td>Current liabilities</td>
<td>215,632,034</td>
<td>389,097,769</td>
</tr>
<tr>
<td>Non-current liabilities</td>
<td>306,403,742</td>
<td>306,403,742</td>
</tr>
<tr>
<td>Total liabilities</td>
<td>522,035,776</td>
<td>695,501,511</td>
</tr>
<tr>
<td>Shareholders' equity</td>
<td>841,389,100</td>
<td>595,817,015</td>
</tr>
</tbody>
</table>

The accompanying notes 1-15 form an integral part of the financial statements.

**Dr. Paul H. Kroepke**
National Director
SOS Children’s Village International in Bangladesh

Dhaka, Bangladesh
Dated: 27 June, 2021

### Statement of Financial Position

<table>
<thead>
<tr>
<th>Accounts</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-current assets</td>
<td>5,898,011.341</td>
<td>17,384,423</td>
</tr>
<tr>
<td>Current assets</td>
<td>288,523,609</td>
<td>277,636,069</td>
</tr>
<tr>
<td>Shareholders' equity</td>
<td>1,024,920,925</td>
<td>836,298,034</td>
</tr>
<tr>
<td>Total assets</td>
<td>1,363,435,876</td>
<td>1,291,318,526</td>
</tr>
<tr>
<td>Current liabilities</td>
<td>215,632,034</td>
<td>389,097,769</td>
</tr>
<tr>
<td>Non-current liabilities</td>
<td>306,403,742</td>
<td>306,403,742</td>
</tr>
<tr>
<td>Total liabilities</td>
<td>522,035,776</td>
<td>695,501,511</td>
</tr>
<tr>
<td>Shareholders' equity</td>
<td>841,389,100</td>
<td>595,817,015</td>
</tr>
</tbody>
</table>

The accompanying notes 1-15 form an integral part of the financial statements.

**Dr. Paul H. Kroepke**
National Director
SOS Children’s Village International in Bangladesh

Dhaka, Bangladesh
Dated: 27 June, 2021

### Operating Activities

- **Cash in hand:** 2,429,429
- **Cash at bank:** 13,390,851
- **Depreciation:** 2,690,771
- **Net profit before tax:** 8,106,699
- **Net profit after tax:** 6,415,928

### Statement of Cash Flows

<table>
<thead>
<tr>
<th>Activity</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash received from operations</td>
<td>18,803,100</td>
<td>18,803,100</td>
</tr>
<tr>
<td>Cash paid for operating expenses</td>
<td>16,416,145</td>
<td>16,416,145</td>
</tr>
<tr>
<td>Net cash inflow from operating activities</td>
<td>2,386,955</td>
<td>2,386,955</td>
</tr>
<tr>
<td>Investing activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash paid for purchases of property, plant, and equipment</td>
<td>20,349,500</td>
<td>20,349,500</td>
</tr>
<tr>
<td>Net cash outflow from investing activities</td>
<td>20,349,500</td>
<td>20,349,500</td>
</tr>
<tr>
<td>Financing activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash received from borrowings</td>
<td>24,349,673</td>
<td>24,349,673</td>
</tr>
<tr>
<td>Net cash inflow from financing activities</td>
<td>24,349,673</td>
<td>24,349,673</td>
</tr>
<tr>
<td>Effect of exchange rate changes on cash and cash equivalents</td>
<td>4,647,834</td>
<td>4,647,834</td>
</tr>
<tr>
<td>Net increase in cash and cash equivalents</td>
<td>31,858,989</td>
<td>31,858,989</td>
</tr>
</tbody>
</table>

**Dhaka, Bangladesh**
Dated: 27 June, 2021
Human Resource Management

SOS Children’s Villages Bangladesh is an equal opportunity employer and strictly follows the Child Protection Policy, the United Nations Convention on Rights of the Child and Sexual Misconduct Regulation (PSHEA). All co-workers must understand, respect and follow the right of children to live without fear of abuse. The organization cherishes a non-smoking working environment.

All co-workers (including mothers and aunts) are under Group Insurance Scheme (death and accidental) following the compliance of the country. Co-workers also get contributory provident fund, gratuity and long service benefit.

Staff Information

<table>
<thead>
<tr>
<th>Staff Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOS Mothers</td>
<td>29%</td>
</tr>
<tr>
<td>SOS Aunts and Family Assistants</td>
<td>29%</td>
</tr>
<tr>
<td>Maintenance and General Service Personnel</td>
<td>12%</td>
</tr>
<tr>
<td>Administrative Personnel</td>
<td>32%</td>
</tr>
<tr>
<td>Volunteers</td>
<td>6%</td>
</tr>
</tbody>
</table>

Activities – HR

- 39 new co-workers were recruited during 2020;
- 86 co-workers were provided long service awards for their commitment and dedication towards the organisation;
- 06 face-to-face training and 02 virtual training were arranged for the mothers and co-workers where 231 mothers and co-workers participated;
- Group insurance for all co-workers (including SOS mothers and aunts) has started from the year 2020;
- New National Director of SOS Children’s Villages Bangladesh started his role from 05 June 2020 after the retirement of the previous National Director.

Programme Database-Monitoring And Evaluation System

Planning, Monitoring and Evaluation process are captured in the organisation by the system Programme Data Base (PDB). We are able to monitor the status of the care, physical health, food security, accommodation, education and skills, livelihood, protection and social inclusion, social and emotional wellbeing of all children and families through PDB. The care promises commitments and supporting indicators tool are also captured by PDB report. We ensure high quality of programme and track individual programme performance by using PDB.

PDB has collaboration with the following systems: LUCY, Donor Services Application, Pro-Digi.
Editorial Advisor
Dr. Md. Enamul Haque, National Director

Editorial Board Members:
Dalia Das, Senior Director
Dr. Md. Ashraf Hossain, Director-Programme
Md. Abdul Halim, Director-Sponsorship
Nusrat Jahan, Assistant Director-Advocacy and Communication
A.H.M. Asaduzzaman, Assistant Director-Programme

Content and Photos Contributors:
Location level co-workers of SOS Children’s Villages Bangladesh
Different Department of National Office