

Swanirvar Palli Unnayan Sangstha Anaul Report 2025



Head Quater : Boyra Bazar Sarishabari Jamalpur Bangladesh

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Corporate Office : 37 South Mugda Dhaka , Bangladesh



Md. Khalid Hossain
Chairman

Message from the Chairman

At **SWANIRVAR PALLI UNNAYAN SANGSTHA**, our mission is to empower marginalized and vulnerable communities by fostering sustainable socio-economic development, promoting education, and reducing inequality. We are committed to bridging the gap between rural and urban areas by ensuring equal opportunities for all. Guided by the principles of equity, inclusivity, and empowerment, we work tirelessly to address key challenges such as poverty, illiteracy, gender disparity, and economic hardship. Since our inception, we have remained dedicated to uplifting disadvantaged populations, particularly women and economically weaker sections, by implementing holistic, community-driven initiatives. Our programs focus on skill development, quality education, healthcare, sustainable agriculture, and climate resilience, equipping individuals with the necessary tools to achieve self-reliance and dignity. The strength of **SPUS** lies in our collaborative approach and the deep trust we have built within the communities we serve. By fostering active participation, enhancing local capacity, and promoting gender equity, we strive to create a society where human rights are protected, opportunities are accessible, and sustainable development is a shared reality.

As we look to the future, **SPUS** remains committed to innovation and adaptability to meet the evolving needs of our communities. With the dedication of our team, the support of our partners, and the collective efforts of stakeholders, we believe in transforming our vision of an inclusive, just, and prosperous world into reality.

Md Khalid Hossain

Chairman and CEO

SPUS Valued Network Partners

S/N	Partner Neme
01	Bureau of Non Forman Education Program Ministry of Primary Education
02	Information and Communication Division, ICT Tower, Agargaon, Dhaka.
03	NRB Commercial Bank Ltd
04	Directorate of social service ,Under Ministry of Social Welfare. Government of the People's Republic of Bangladesh
05	Computer Network Systems Ltd
06	Taha Properties Ltd,Mohammed Atiar Rahman Director, lablu.nz@gmail com, +61414610700, 2/28 Will Cott Street Mount Albert,Auckland 1025 New Zealand
07	Pink Flakes IN USA ,1903 Ames CT Woodbridge, VA 22191 USA Mobile: +1(571)2189572,Email: rashid024002@gmail.com
08	Global Technology Service Inc ,Office Address: 40 French ST, APT 43 Quincy MA 02171 USA, Mobile: +1(571)2189572
09	Directorate of social service ,Under Ministry of Social Welfare. Government of the People's Republic of Bangladesh
10	Mastul Foundation
11	Swanvulla welfare Association
12	ADN Telecom,
13	Amber IT
14	Link 3 Technology
15	Abdul Momen Foundation Qatar

Swanirvar Palli Unnayan Sangstha (SPUS)

Established 1999

Contract person : Md. Khalid Hossain

Designation: Chairman:

Mobile: +88 01401333888, +88 01712125390

E-mail: spusbd@gmail.com, info@swanirvar.org

Facebook :facebook.com/spusbd

LinkedIn: Linkdin.com/spusbd

Website: swanirvar.org

Registration Status **Legal Status:**

Department of Registration Authority	Registration Number	Registration Date
Dept. of Social Services, (Government of the People's Republic of Bangladesh)	Ja- 00450/99	06 April'1999
NGO Affair's Bureau, (The Prime Minister's Office) –The Foreign Donation (Voluntary Activities) Regulation Rules ,1978	1675	25 September'2001

Registered Office	Corporate Address
Boyra bazar Sarishabari Jamalpur Bangladesh Mobile: +88 01401333888, +88 01712125390 E-mail: spusbd@gmail.com, info@swanirvar.org Website: swanirvar.org	37 South Mugda Dhaka , Bangladesh Mobile: +88 01401333888, +88 01712125390 E-mail: spusbd@gmail.com, info@swanirvar.org Website: swanirvar.org

Financial Overview (As per Audit Report)

Fiscal Year	Expenditure (BDT)
2022	18297768.00
2023	22488900.00
2024	48453200.00

Bank Details

- Rupali Bank Ltd., Boyra Branch, Sarishabari Jamalpur, Bangladesh:
A/C :1081024000013
- NRB Commcial Bank, Bashundhara Sub Branch, Dhaka, Bangladesh
o A/C No: 519833300002843

BACKGROUND OF THE ORGANIZATION:

SWANIRVAR PALLY UNAYAN SANGTHA It Is a Non-Governmental Voluntary, Non-Political, Non-Profit and Social Welfare Organization. A Human Welfare Organization Consisting of People from All Walks of Life. The Aim of the Organization Is to Develop the Fortunes of All Neglected, Underdeveloped and Opaque Individuals or Groups in All Spheres of Society Through Education, Unity, Discipline, Ideals and Cooperative Environment Through Voluntary Action Motivation and Initiative Through Their Work Irrespective of Race, Religion, Caste and Tribe. To Build a Dignified Life and to Benefit the People by Utilizing Real Human Resources Through Socio-Economic Development Activities in All Spheres. Bangladesh Is a Developing Country. Most of The People in This Country Live Below the Extreme Poverty Line. This Huge Population Is a Victim of Illiteracy, Superstition and Various Adversities. This Huge Population Needs Proper Guidance and Socially Sound Coordination. It Is Possible to Present This Bangladesh at A Dignified Level in The Whole World by Giving Proper Guidance to The People of This Country in Physical, Mental, Malnutrition, Cultural and Economic Fields, Proper Management and Providing Them with Full Knowledge and Services. At The Same Time the Nation Can Be Transformed into A Skilled, Wise, Prudent and Courageous Manpower. A World Free from All Forms of Exploitation and Discrimination Where Everyone Has the Opportunity to Realize Their Potential.

The Establishment of The " **SWANIRVAR PALLY UNAYAN SANGTHA** " Is Just a Small Effort to Achieve This Goal. The Organization Identified the Following Vision, Mission.

Vision:

SWANIRVAR PALLY UNAYAN SANGTHA vision is to create an environmentally sound society without poverty, free from exploitation, oppression, injustice and discrimination where children, women and men live with dignity and capable to exercise and enjoy their rights and will have access to opportunities irrespective of cast, creed and color and participation in the mainstream socio-economic political and cultural processes.

Mission:

SWANIRVAR PALLY UNAYAN SANGTHA mission is to alleviate poverty and improve quality of life of the disadvantaged poor through providing them employment and income generating activities (IGA); facilitating development of their potentials and skills through capacity building; empowering them to claim their rights and entitlements through awareness raising, motivation, institutional development, advocacy, lobbying and collective social actions. Injustice, Ignorance, Violence, Terrorism, Exploitations and All Forms of Sufferings Through Broadly Promoting Education, Mutual Understanding and Collaboration, Poverty Alleviation, Health, Skills Development and Awareness Building.

Goal:

The Goal of **SWANIRVAR PALLY UNAYAN SANGTHA** Is to Poverty Reduction and Employment Generation for The Poor and Marginalized Families and Thereby Create a Society Based On Justice, Equity and Self- Respect Through Involvement of Poor and Disadvantaged Group of People in Various Development Activities and Through Creation of Awareness About Various Problems and Issues That Concern the Individuals, The Community and The Country at Large

Objectives:

- Development of human resources among the poor and underprivileged people of the community and helping them to utilize their unused potentials to meet human needs.
- Promotion of youth employment and income generation opportunities for improving the socio-economic condition of the poor and the disadvantaged by providing different types of technical and Vocational skill development training.

- Development of unity among the poor people through organization of group activities and organize them to work united against the factors that perpetuate poverty.
- Promotion of women's empowerment and their rights to increase the level of their participation in all areas of life.
- Promotion of health and family planning services, mother and child care and \ Development.
- Promotion of Non-formal education and literacy for the illiterate children, adolescents and adults to eradicate illiteracy from the country
- Promotion of water & sanitation system both in rural and urban settings.
- Promotion of inter-cultural and inter-religious understanding among the community people so that social harmony exists.
- Promotion of culture of the marginalized and underprivileged rural communities to equip them with advantages.
- Promotion and preservation of the natural environment.
- Organize relief and rehabilitation activities in times of natural calamities and disaster.
- Undertaking different programs and activities to bring the differently able people to join mainstream of social development.

Ethical Principles & Core Values

- Good Governance practices such as participation of stakeholders in the decision making process, accountability & transparency;
- Belief and confidence in the creative potentials of the people;
- Proactive and pro-people approach to development;
- Respect for all cultures and faiths;
- Commitment to vision, mission, goal, and objectives of the organization;
- Sincerity, honesty and discipline in perception and work;
- Commitment to attain professional excellence;
- Democratic practices in decision making;
- Promotion of balanced men-women relationship based on mutual trust and respect;
- Team work based on mutual trust and respect, openness, two-way feedback and positive thinking;
- Upward and downward accountability;
- Maintenance of pollution free environment in the workplaces;

Operational Strategies and Approaches:

Strategic Focus of SPUS Is to Empower the Economically and Socially Excluded, Underprivileged and Marginalized People, Both Women and Men, Through A Process of Motivation, Awareness Raising, Access to Financial Resources and Training. SPUS Takes a Holistic View of the Development Process Where the Family Is at The Center, Taking into Consideration the Needs of All the Members—Women, Men, Adolescents, Children and The Senior Citizens. The Whole Objective Is to Change the Mind-Set of Its Target Beneficiaries Through a Set of Integrated Programmatic Interventions. The Beneficiaries Are Empowered Socially to Claim Their Rights and Entitlements and Stand Against Social Injustices; Empowered Economically Through Provision of Financial Resources to Enhance Their Income; Medical Care Provided to Ensure Their Better Health, Education Is Provided to Their Children to Give Them a Better Start in Life, And Open Up Opportunities Provided to Senior Citizens to Let Them Live with Dignity and Mental Peace. To That End, SPUS Undertakes the Following Approaches:

- Select target beneficiaries, catalyze them to organize, develop self-managed accountable institutions and mobilize their own resources through regular savings.
- Access financial resources—loans on easy terms—from SPUS and undertake income generating activities (IGAs) that are within their management capabilities. Increased loan size is given subject to proper utilization and credit worthiness.

- Provide knowledge and appropriate skills development trainings to enhance target beneficiaries' competencies so that they can get greater return on their investments and gain sustained income and improve their lives.
- Catalyze beneficiaries to individually and collectively stand against any form of exploitation and social injustices, claim their rights and entitlements and gain access to support provided by public and private service-giving institutions.
- Plan and manage community demand driven activities for social, economic, and cultural improvements;
- Motivate the target beneficiaries to send their children to SPUS operated schools to get enmeshed in the education mainstream.
- Help improve beneficiaries' physical health through health education and access to public and SPUS supported health services.
- Educate and motivate target beneficiaries to stand against any form of gender violence both within their own families and at the community level.
- Assist senior citizens with financial resources and social involvements to make them believe in their abilities as productive members of the society.
- Complement and supplement development efforts of the government to meet the Sustainable Development Goals.

Major Programs and Activities:

SPUS Activities Are Geared Towards Poverty Reduction and Wellbeing of the Target Beneficiaries. In Identifying the Activities, SPUS Holds Dialogues with Community People to Ensure Appropriateness of Activities for The Beneficiaries. While Undertaking Different Projects, It Gives Priority On Coastal Areas, Ethnic Minority, Disabled, Widows and Children. SPUS Has Been Implementing Wide Range of Program and Activities in The Following Areas:

- Education Program (Formal Education, Non-Formal Education, Technical and Vocational Education, Orphan Care/ Education)
- Water and Sanitation Program
- Poverty Alleviation Program (Livelihood & Microfinance)
- Health and Nutrition Program (Health Care Center, Emergency Medical Camp and Training)
- Women Empowerment and Family Development Program
- Disaster Management and Climate Change Adaption
- Emergency Relief and Rehabilitation/ Humanitarian Assistance/ Disast Management Program
- Occasional and Seasonal Program (Winter clothing, Ramadan, Zakat Promotion, Qurbani)
- Infrastructure Development Program (Housing, Shelter, Masjid & School building)
- Volunteer Development Program
- Networking & Partnership and Advocacy & Campaign for Development

Our Approaches towards SDG Goals:

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by all United Nations Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. We (SPUS) have been serving Humanitarian activities in Bangladesh since 1999. SPUS is one of the largest development and humanitarian organizations in Bangladesh. We strive to ensure that all those suffering from the effects of poverty, natural and man-made disaster are able to survive and empowered to develop following the below goals of SDGs.

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- Catalyze beneficiaries to individually and collectively stand against any form of exploitation and social injustices, claim their rights and entitlements and gain access to support provided by public and private service-giving institutions.
- Plan and manage community demand driven activities for social, economic, and cultural improvements;
- Motivate the target beneficiaries to send their children to SPUS operated schools to get enmeshed in the education mainstream.

Experience

Swanirvar Palli Unnayan Sangstha (SPUS) a well reputed non-government Organization in Bangladesh. We work with different government and non-government organization, like

SL no	Name of Organization	Name of program
01	Bureau of Non Formal Education Program Ministry of Primary Education	Sub Component 2.5 Out of Children Activity
02	Information and Communication Division, ICT Tower, Agargaon, Dhaka.	Creating entrepreneurship through computer training for disabled and young people
03	CSR Found	Vermi Compost Training
04	Directorate of social service Under Ministry of Social Welfare. Government of the People's Republic of Bangladesh	Tailoring and Dressmaking
05	CSR Fund	Training for farmers, businessmen and entrepreneurs
06	Taha Properties Ltd Mohammed Atiar Rahman Director ,lablu.nz@gmail com,+61414610700, 2/28 Will Cott Street Mount Albert,Auckland 1025 New Zealand	<i>ICT Skills</i> Development Traing program
07	Pink Flakes IN USA 1903 Ames CT Woodbridge, VA 22191 USA Mobile : +1(571)2189572, Email: rashid024002@gmail.com	Private Scholarships Among the meritorious student of the School and price Distribution program According to Merit
08	Global Technology Service Inc Office Address: 40 French ST ,APT 43 Quincy MA 02171 USA,Mobile: +1(571)2189572	Covid & mother and Child Health Satellite
09	Directorate of social service Under Ministry of Social Welfare. Government of the People's Republic of Bangladesh	Skill Development program
10	Mastul Foundation	Health Camp
11	Swanvulla welfare Association	Water & Sanitation
12	CSR Found, ADN Telecom,	Poverty Alleviation Through Livelihood
13	CSR Found Amber IT	Health & Nutrition Program Training
14	CSR Found Private Organization	Emergency Relief And Rehabilitation
15	Abdul Momen Foundation Qatar	Shelter, Masjid & School Building

Geographical Areas of Work : Swanirvar Palli Unnayan Sangstha (SPUS) is an established non-government organization in Bangladesh, specializing in sustainable resource management and community resilience. While SPUS operates nationwide, its primary focus is on disaster-prone districts of Mymensingh Division— Mymensingh, Jamalpur, Sherpur, Tangail, Netrokona kishorganj. SPUS implements disaster risk reduction (DRR) strategies to protect local communities from climate-induced threats such as flooding and cyclones. Its projects encompass food security, biodiversity conservation, and governance, equipping communities with sustainable resource management knowledge. The organization promotes eco-friendly agriculture, fisheries, and water management techniques to mitigate climate change impacts on rural populations. Through local partnerships and sustainable development initiatives, SPUS plays a crucial role in enhancing climate resilience across Bangladesh.

What We Do

Swanirvar palli Unnayan Sangstha (SPUS) focuses on a comprehensive set of objectives to address the diverse needs of marginalized communities. These objectives guide its programs and initiatives across multiple sectors:

Skill Development Program

- Provide vocational and technical training to enhance employability among youth and disadvantaged groups.
- Facilitate entrepreneurship development programs, particularly for marginalized women, to foster economic independence.

Income Generating Program

- Provide financial and technical support for small businesses and income-generating activities.
- Develop community-driven microfinance models to enhance economic resilience.

Education Program

- Increase literacy rates through non-formal education for children and adults in underprivileged communities.
- Introduce digital literacy and advanced education programs to bridge the knowledge gap in rural areas.

Disable Program

- Ensure the inclusion and participation of persons with disabilities by creating skill-based training and livelihood opportunities.
- Advocate for accessibility and disability rights in education, employment, and public spaces.

Health Services Program

- Promote access to primary healthcare and maternal health services in rural areas.
- Conduct awareness campaigns on hygiene, nutrition, and preventive measures against diseases.

Agriculture Program

- Train farmers on sustainable agricultural practices and modern farming techniques to increase productivity.
- Support smallholder farmers with resources, technical expertise, and market access.

Social Activities Program

- Raise awareness about social issues such as child marriage, domestic violence, and gender inequality.

- Foster community-building activities to promote tolerance, solidarity, and collective responsibility.

Humanitarian Program

- SPUS emphasizes a timely, inclusive, and needs-based approach to humanitarian responses in disaster-affected regions, ensuring that assistance meets the specific needs of communities.
- The organization prioritizes impartial aid delivery, respecting human dignity and leveraging local capacities to enhance the effectiveness of support.

Climate Change Program

- Educate communities about climate change impacts and mitigation strategies.
- Implement environmentally friendly projects such as afforestation, renewable energy solutions, and sustainable waste management.

Environment & Disaster Management Program

- Promotes eco-friendly practices, biodiversity conservation, and community-led initiatives to combat environmental degradation and adapt to climate change.
- Equips communities with resources and knowledge for disaster preparedness, response, and recovery to build resilience and reduce vulnerability.

Human Resources

The organization is proud to have a team of highly experienced and dedicated employees actively engaged in programmatic management. These employees demonstrate a strong commitment to their work and uphold the mission and values of the organization with sincerity and dedication. In addition to programmatic expertise, the organization employs a diverse group of skilled and efficient professionals specializing in critical areas, including:

- Rights-Based Approaches (RBA)
- Participatory Rural Appraisal (PRA)
- Gender Equity and Empowerment
- Human Rights Advocacy
- Women's and Children's Rights
- Training of Trainers (TOT)
- Finance and Human Resource Management
- Monitoring and Evaluation (M&E)
- Organizational Development

Currently, the organization has a workforce of **32 full-time staff members**, each contributing their unique expertise and passion to achieving organizational goals. Below is the categorization of staff roles to provide a clearer understanding of the workforce structure:

Staff category	Female	Male	Total
Full time	04	5	09
Part time	13	10	23
Total	17	15	32

Program Activities

Education Program

Out Of School Children 2.5 Sub Component PEDP4

Working Zone : **Rajbari Sadar,**

The Bureau of Non-Formal Education (BNFE), under the Ministry of Primary and Mass Education, Government of Bangladesh, has designated Swanirvar Palli Unnayan Sangstha (SPUS) as the Implementing Support Agency (ISA) for the Out of School Children Education PEDP-4 Program **Rajbari** District. The program is specifically designed for children aged 8-14 years.

In this system, each child tracks their own learning milestones, selecting the appropriate activity card or worksheet each day for their learning. They carry out a series of activities at their own pace, with the support of their teacher and peers. The program includes multiple exit points in the form of equivalency assessments, providing children the opportunity to enroll in the formal primary education system at different grades.

The traditional role of the teacher has transformed into that of a facilitator. The teacher sits with the children on the floor, engaging with them in a child-friendly manner.

A report by the Department of Primary Education (2016) found that the current primary school dropout rate is 19% and the never-enrolment rate is 2%. Children who drop out and never enroll are not included. It is estimated that there are 43 lakh children in the age group of 8-14 across the country who are deprived of education. Sub-component 2.5 of the Fourth Primary Education Development Program in lieu of PEDP-4 aims to provide primary education to 10 lakh uneducated children through a sound and planned education system.

Characteristics of the learning center

- 20-30 and 8-14 year old students;
- Single/Multiple Class Schools;
- NCTB is taught through textbooks;
- Accelerated Model Syllabus;
- One teacher;
- One classroom;
- 7-11 member specialized CMC;
- 3 hour classes and 6 days a week classes;



ICT Training program

Project Name : To make the less educated poor unemployed youth of Sarishabari Upazilla employable and self-reliant through ICT education-Sarishabari Upazila of Jamalpur District

Program Name : Creating women entrepreneurs through freelancing and computer training

Beneficiaries: 200 (Male & Female)



Tailoring and Dress Making Training Program

DEPARTMENT OF SOCIAL SERVICE, Under ministry of social welfare

Project Name : Tailoring and Dress Making Training program.

Project Duration : 1 Years. Total Beneficiaries : 500 Person

Implementation area : Sarishabari Upazial of Jamalpur District



Agriculture

1. Soil Management

- **Soil Fertility:** Ensuring the soil is nutrient-rich and capable of supporting healthy plant growth without the use of chemical fertilizers.
- **Composting:** Utilizing organic waste to create nutrient-rich compost, which improves soil structure and fertility.
- **Crop Rotation:** Planting different crops in a cycle to maintain soil fertility and reduce pest and disease buildup.

2. Crop Selection and Diversification

- **Diverse Crops:** Growing a variety of crops to enhance biodiversity, reduce pest outbreaks, and improve soil health.
- **Organic Seeds:** Using seeds that have not been treated with chemical pesticides or synthetic fertilizers, ensuring that the crops are truly organic.
- **Intercropping:** Planting multiple crops together to enhance soil fertility, pest control, and crop productivity.

3. Water Management

- **Efficient Irrigation:** Ensuring that crops receive adequate water without overuse, using systems like drip irrigation or rainwater harvesting.
- **Rainwater Harvesting:** Collecting and storing rainwater for agricultural use, reducing dependency on external water sources.
- **Soil Moisture Retention:** Using organic mulches and cover crops to prevent moisture loss from the soil.

4. Pest and Disease Management

- **Biological Control:** Using natural predators, like ladybugs or birds, to control pest populations.
- **Neem and Other Natural Pesticides:** Using organic substances like neem oil or garlic sprays to repel pests without harming the environment.
- **Physical Barriers:** Implementing nets or other physical barriers to prevent pest damage.

5. Fertilizer Use

- **Organic Fertilizers:** Applying compost, manure, and other organic materials to enrich the soil.
- **Green Manure:** Growing specific crops, like legumes, which are plowed back into the soil to improve fertility naturally.

6 Sustainability Practices

- **Agroforestry:** Integrating trees and shrubs with crops to promote biodiversity, reduce erosion, and provide shade.
- **Conservation Tillage:** Minimizing soil disturbance to preserve soil structure, prevent erosion, and retain moisture.
- **Resource Efficiency:** Using inputs like water, energy, and labor in a manner that is sustainable and reduces waste.

7 Market Access and Economic Viability

- **Fair Trade and Certification:** Participating in organic certification programs that ensure quality and allow access to niche markets for organic products.
- **Direct Marketing:** Connecting farmers directly with consumers through farmer's markets or community-supported agriculture (CSA) programs.
- **Value Addition:** Processing crops into value-added products, such as jams, juices, or dried goods, to increase profitability.

8. Community and Knowledge Sharing

- **Farmer Training:** Offering workshops, training, and education to improve farmers' knowledge of organic practices.
- **Cooperatives and Farmer Groups:** Encouraging collaboration between farmers to share resources, knowledge, and market access.
- **Peer Learning:** Facilitating exchanges where farmers can share best practices and successes in organic farming.

9. Biodiversity and Ecosystem Services

- **Pollinator Support:** Creating environments conducive to pollinators, like bees, by planting flowering plants and reducing pesticide use.
- **Soil Microorganisms:** Encouraging a healthy population of beneficial soil organisms to break down organic material and improve soil health.
- **Conservation of Natural Habitats:** Preserving local ecosystems, such as wetlands or forests, that support biodiversity and natural pest control.





Disability Program

Disability programs ensure inclusivity, accessibility, and empowerment for individuals with disabilities. Whether the program focuses on education, employment, healthcare, or social services, these principles help create a more equitable and supportive environment.

1. Awareness and Advocacy

- **Community Education:** Raising awareness about disabilities and breaking down stereotypes through campaigns, workshops, and media outreach.
- **Advocacy for Rights:** Promoting the rights of people with disabilities and advocating for policies that ensure equal opportunities in education, employment, and health.
- **Legal Support and Inclusion:** Providing legal services to help individuals with disabilities access their rights, including through the enforcement of laws like the Disability Act.

2. Accessibility and Infrastructure

- **Physical Accessibility:** Ensuring that public spaces, buildings, transportation, and housing are accessible for people with disabilities by providing ramps, accessible toilets, and other modifications.
- **Technology and Communication Accessibility:** Offering assistive technologies, such as screen readers, hearing aids, or communication devices, to enable individuals with disabilities to fully participate in education, work, and social life.
- **Transport Solutions:** Providing accessible transportation services or subsidies for people with mobility challenges.

3. Health and Rehabilitation Services

- **Medical Care and Support:** Ensuring access to specialized medical care, including physiotherapy, occupational therapy, and psychological support tailored to the needs of individuals with disabilities.
- **Assistive Devices:** Providing assistive devices such as wheelchairs, prosthetics, hearing aids, and visual aids to improve the quality of life and independence of individuals.

- **Rehabilitation Services:** Offering rehabilitation programs that help individuals regain or develop skills necessary for daily living and work.

4. Education and Skill Development

- **Inclusive Education:** Supporting inclusive schools that accommodate children with disabilities, providing special education services, and training teachers in disability awareness.
- **Vocational Training and Skills Development:** Offering specialized training programs to help individuals with disabilities acquire the skills necessary for employment in a variety of fields.
- **Supportive Learning Environments:** Ensuring that educational materials and methods are adapted to the needs of students with disabilities, including providing sign language interpreters or braille books.

5. Employment and Economic Empowerment

- **Job Placement and Support:** Assisting individuals with disabilities in finding suitable employment, providing job training, and offering on-the-job support to ensure success in the workplace.
- **Entrepreneurship Programs:** Encouraging self-employment and entrepreneurship by offering financial support, mentorship, and resources to individuals with disabilities who want to start their own businesses.
- **Workplace Accommodations:** Promoting the inclusion of individuals with disabilities in mainstream workplaces through reasonable accommodations, such as flexible hours, assistive devices, or ergonomic office setups.

6. Social Integration and Inclusion

- **Community Participation:** Encouraging the social participation of people with disabilities by organizing community activities, sports, cultural events, and social gatherings that are inclusive.
- **Support Networks and Peer Groups:** Creating networks where individuals with disabilities and their families can support one another through shared experiences and resources.
- **Public Awareness Campaigns:** Reducing stigma and promoting positive portrayals of individuals with disabilities in media, advertising, and social campaigns.

7. Financial Support and Social Security

- **Disability Benefits and Assistance:** Providing financial assistance through government programs, pensions, or insurance benefits for individuals with disabilities and their families.
- **Economic Support for Families:** Offering financial aid or subsidies to families who care for individuals with disabilities to reduce the financial burden.
- **Access to Housing:** Ensuring access to affordable, accessible housing for individuals with disabilities, often through government housing programs or subsidies.

8. Monitoring, Evaluation, and Reporting

- **Data Collection and Research:** Gathering data on the needs and challenges faced by people with disabilities to ensure that programs are evidence-based and responsive.
- **Program Evaluation:** Regularly assessing the effectiveness of disability programs through feedback from participants, stakeholders, and independent evaluators to improve services.
- **Impact Assessment:** Evaluating the long-term outcomes of disability programs to ensure they lead to meaningful improvements in the lives of individuals with disabilities.

9. Collaboration and Partnerships

- **Partnership with Governments and NGOs:** Collaborating with government agencies, non-governmental organizations (NGOs), and community groups to ensure the coordination of services and advocacy efforts for individuals with disabilities.
- **Corporate Partnerships:** Encouraging businesses and corporations to become partners in creating inclusive workplaces and providing job opportunities for people with disabilities.
- **International Networks:** Engaging with international organizations and disability networks to share knowledge, resources, and best practices.



The Humanities Program

a Humanities Program focus on the study of human culture, history, philosophy, and social issues. These activities aim to foster critical thinking, creativity, and a deeper understanding of the complexities of human existence. Here are some key activities that are commonly part of a Humanities Program:

1. Workshops and Seminars

- **Literary Discussions:** Facilitating discussions around important works of literature, poetry, and plays to analyze themes, symbolism, and cultural impact.
- **Philosophical Debates:** Engaging students in debates on fundamental philosophical questions, ethical dilemmas, and moral considerations.
- **Guest Lectures:** Inviting experts in fields like history, philosophy, art, and cultural studies to provide insights into different areas of the humanities.

2. Cultural and Historical Field Trips

- **Museum Visits:** Organizing trips to museums and art galleries to experience historical artifacts, artworks, and exhibitions that bring humanities concepts to life.
- **Historical Site Tours:** Visiting historical landmarks and cultural sites to explore past civilizations, cultural heritage, and the origins of contemporary society.
- **Cultural Exchange Programs:** Encouraging students to participate in exchanges with students from different cultural backgrounds to foster greater understanding and respect for diversity.

3. Creative Expression Projects

- **Art and Craft Workshops:** Providing opportunities for students to create art and explore traditional or contemporary crafts related to the humanities.
- **Creative Writing:** Encouraging students to write short stories, poems, or essays as a way of expressing their understanding of literary and cultural themes.
- **Theater and Performance Arts:** Organizing theater performances or dramatic readings that interpret literary works or historical events.

4. Public Engagement and Outreach

- **Public Forums and Debates:** Hosting open discussions on social issues, ethical questions, or global challenges to involve the broader community in the humanities discourse.
- **Community Projects:** Engaging students in projects that explore local culture, history, or social issues, which may involve working with local organizations or archives.
- **Humanities Exhibitions:** Organizing exhibitions that showcase student work related to art, literature, or history, or that highlight the intersection of these areas.

5. Humanities-Based Events

- Film Screenings and Discussions: Hosting screenings of films or documentaries that address relevant humanities topics, followed by discussions or panels.
- Cultural Festivals: Organizing festivals or events that celebrate cultural traditions, historical periods, or important figures in the humanities.
- Poetry Readings and Literary Events: Holding events where students can present their written works and interact with authors or poets in a public forum.

6. Social Justice and Human Rights Initiatives

- Advocacy and Campaigns: Promoting social justice issues through campaigns that raise awareness about human rights, environmental concerns, or ethical practices.
- Service-Learning Projects: Encouraging students to get involved in community service projects that allow them to apply humanities lessons in real-world settings.



Food Item for Iftar & Sahri on



Mosque Construction and water sanitation

- Place of Worship – A sacred space for Muslims to perform daily prayers, Friday prayers, and Eid congregations.
- Islamic Education Center – Provides Quranic education, Hadith studies, and religious teachings for children and adults.
- Community & Charity Hub – Strengthens social bonds and serves as a center for charity work, food distribution, and helping the needy.
- Emergency Shelter & Relief Support – During disasters, mosques often act as temporary shelters and distribution centers for aid.
- Access to Clean Water & Sanitation – Ensures facilities for ablution (Wudu), clean drinking water, and hygiene maintenance.



Health Program

Health and Family Planning Program focuses on providing access to quality healthcare services and promoting responsible family planning practices. This can help improve maternal and child health, prevent unintended pregnancies, and promote the well-being of families. Below are the key activities typically involved in a Health and Family Planning Program:

1. Provision of Family Planning Services
 - Contraceptive Distribution: Providing a variety of contraceptive methods (e.g., oral contraceptives, condoms, intrauterine devices (IUDs), implants) to ensure that individuals can choose the method that works best for them.
 - Counseling and Guidance: Offering counseling services to educate individuals and couples about the different family planning methods, helping them make informed decisions about their reproductive health.
 - Postpartum Family Planning: Offering family planning options immediately after childbirth to prevent short birth intervals and promote maternal and child health.
2. Maternal and Child Health (MCH) Services
 - Prenatal and Postnatal Care: Providing healthcare services to pregnant women, ensuring they receive regular check-ups, screening, and education on healthy pregnancy practices. Postnatal care ensures the mother and baby are both healthy after birth.
 - Safe Delivery Services: Ensuring access to skilled birth attendants and safe delivery practices, reducing maternal and neonatal mortality rates.
 - Immunization Programs: Promoting and providing vaccination for children to protect against common infectious diseases (e.g., measles, polio, hepatitis B).
3. Health Education and Awareness
 - Public Awareness Campaigns: Running awareness campaigns on the importance of family planning, reproductive health, and maternal and child health.
 - Sexual and Reproductive Health Education: Offering educational programs that cover topics such as reproductive rights, sexually transmitted infections (STIs), pregnancy prevention, and healthy relationships.
 - Community Outreach and Workshops: Organizing workshops or community health talks to promote awareness about family planning methods, birth spacing, and sexual health.
4. Access to Reproductive Health Services
 - Sexual Health Clinics: Setting up clinics to provide sexual and reproductive health services, including counseling, screenings for sexually transmitted infections (STIs), and HIV/AIDS testing.
 - Emergency Contraception: Offering emergency contraception services for those who may need them after unprotected sex or contraceptive failure.

- Health Services for Adolescents: Providing reproductive health services specifically tailored for adolescents, ensuring they have access to age-
5. Post-Abortion Care and Support
 - Safe Abortion Services: Ensuring safe and legal abortion services for those who require them, as well as post-abortion care for individuals to manage physical and emotional recovery.
 - Counseling Services: Providing psychological support for women who have undergone an abortion, helping them to cope with emotional challenges and ensure their future reproductive health.
 6. Monitoring and Data Collection
 - Health Surveys and Data Collection: Regularly collecting and analyzing health data, such as maternal mortality rates, family planning use, and contraceptive prevalence, to track the program's effectiveness.
 - Outcome Evaluation: Conducting assessments to evaluate the impact of family planning services on reducing unintended pregnancies, improving maternal health, and ensuring equitable access to care.
 7. Community Health Worker Engagement
 - Training and Support: Training community health workers to deliver family planning services, provide counseling, and raise awareness within communities.
 - Community-Based Distribution: Allowing community health workers to distribute contraceptives and provide health education at the local level, ensuring services are accessible to everyone, particularly in remote areas.
 8. **COVID-19 activities** refer to the actions and initiatives taken by governments, organizations, and communities to prevent, manage, and mitigate the spread and impact of COVID-19. These activities are designed to protect public health, provide medical care, and maintain social stability during the pandemic. Below are **key activities** typically undertaken as part of a **COVID-19 response program**:



Other Programs/Projects Experience of the Organization

The organization has significant experience in implementing the following programs and projects:

- Health, Nutrition, and Family Planning Program
- Agriculture Program
- Disability Program
- Water and Sanitation Program
- Livestock Program
- Education Program
- Climate Change Program
- Training and Capacity-Building Program
- Forest Development Program
- Awareness and Advocacy Training Program
- Women and Child Development Program
- Humanitarian Program
- Disaster Management Program

Financial Capacity of SPUS

SPUS operates under a comprehensive **financial policy** that guides management and financial practices across all levels. The policy includes procedures for accounting, logistics, and procurement, ensuring strict adherence to established guidelines. Donor-specific financial requirements are followed when applicable, and **Public Procurement Rules (PPR)** are observed for government-funded projects.

Since its inception, SPUS has prioritized financial accountability by conducting annual audits through recognized external audit firms. These audits review the organization's accounts, financial transactions, and fund management, with no major adverse comments received. Audit reports are readily available for inspection, reflecting SPUS's commitment to transparency.

Financial Management and Bank Accounts

SPUS adheres to a robust financial management framework designed to ensure transparency, accountability, and compliance with organizational and donor guidelines.

1. Fiscal Year and Policy Framework:

- The fiscal year runs from July 1st to June 30th.
- A comprehensive Financial Management Policy has been developed and implemented to guide all programmatic and operational financial activities.
- Financial and procurement activities are conducted in accordance with the organization's approved Financial and Procurement Policies.

2. Record-Keeping:

- Accurate and systematic maintenance of records is ensured, including but not limited to:
 - Cash Book, Ledger Book, Subsidiary Ledger Book, Cheque Register/Bank Book, Stock Register, Vouchers, and Money Receipts.

- These records are maintained separately and updated regularly to facilitate audits and financial reviews.

3. Bank Account Management:

- SPUS operates its bank accounts through joint signatories—typically the Chairperson and Treasurer of the Executive Committee.
- All funds received from various sources (local, national, or international) are consolidated and managed under these accounts.
- Bank account operations strictly follow the guidelines laid out in the organization's Financial Manual.
- Donor-specific financial guidelines are adhered to where applicable.

Fund Approval

1. Authorization Protocols:

- All payments and expenditures are approved by the Executive Director unless delegation is explicitly provided to other officers.
- Delegated authority requires written permission from the Executive Director, with clear limits on the maximum amount the officer can approve.

2. Approval Limits:

- The Executive Director can approve single disbursements up to Tk. 50,000.
- Amounts exceeding Tk. 50,000 require prior approval from the Executive Committee.
- Authorized officers may approve single disbursements up to Tk. 10,000. Transactions above this threshold require Executive Director or Executive Committee approval.

3. Petty Cash Provisions:

- Petty cash disbursements are managed by the Accountant or Cashier, with a maximum limit of Tk. 5,000 for single disbursements.
- Weekly petty cash statements must be submitted to the Executive Director for approval.

Accounting System

1. Monthly Reporting:

- Financial statements and accounts are submitted to management on a monthly basis.

2. Record Maintenance:

- Comprehensive documentation is ensured for all financial transactions through the following:
- Cash Book, General Ledger, Daily Collection Register, Bank Register, Savings Ledger, Loan Ledger, Salary Register, Stock Register, and Vouchers.
- The accountant is responsible for preparing weekly, monthly, quarterly, and annual financial statements and budgets.

Cash Management

1. Impress Fund:

- A cash reserve of Tk. 10,000 is maintained to address emergency expenses.

2. Cashbook Management:

- A double-column cashbook is maintained and balanced daily.
3. Voucher Preparation:
- Numbered credit vouchers are prepared and recorded for each transaction.

Audit Policy & Accountability

SPUS is committed to maintaining a transparent and robust audit process to ensure financial accountability and compliance. The organization employs a dual-layered audit system—internal and external audits—leveraging modern techniques and technology to enhance accuracy, efficiency, and accessibility.

1. Capacity Building:
 - A written financial policy governs all levels of the organization, covering accounting, logistics, and procurement procedures.
 - Compliance with donor-specific guidelines and government procurement policies (PPR) is ensured.
2. Audit Compliance:
 - Regular audits are conducted without major adverse comments from auditors, demonstrating financial integrity.
3. Accountability Framework:
 - The organization is governed by a General Body and an Executive Committee (EC).
 - The EC, elected every three years, comprises seven members, including a Chairperson, Vice-Chairperson, General Secretary, Treasurer, and three other members.
 - The Executive Director acts as the Member Secretary of the EC and oversees the implementation of development initiatives.

Financial Year and Audit Overview

- The fiscal year of SPUS runs from 1st July to 30th June.
- At the close of each financial year, the General Committee arranges an audit conducted by a chartered accountant firm approved by the NGO Affairs Bureau.
- All accounts and funds are audited in compliance with the organization's bye-laws, which are approved by the relevant registration authority.
- An authorized external audit firm is appointed to ensure independent and impartial evaluation of financial records.
- Audit reports are made readily available for inspection by stakeholders, including donors, regulatory authorities, and the general body.

Audit Processes

1. Internal Audit

- Conducted quarterly or semi-annually under the approval of the Executive Committee (EC).
- An internal auditor evaluates group accounts, cash books, ledgers, vouchers, and other financial records.
- Audits involve advanced tools, such as:
 - Digital financial management systems for real-time monitoring.

- Data analytics software to identify anomalies and patterns in financial transactions.
- Findings are summarized in a written report, which is submitted to the Executive Committee or the Chairperson for review and necessary action.

2. External Audit

- Performed annually by a registered auditing firm enlisted with the NGO Affairs Bureau.
- External auditors:
 - Verify compliance with organizational policies, donor requirements, and legal frameworks.
 - Assess financial statements using modern techniques like audit management software and cloud-based data sharing to ensure accuracy and efficiency.
- The audit report is presented to the following entities for review:
 - Executive Committee
 - General Committee
 - Donor and financing agencies, as required

Audit Practices

- Enhanced Transparency: Digital records and real-time access ensure all transactions are traceable and auditable.
- Efficiency: Automated tools reduce the time required for manual verification, allowing auditors to focus on strategic insights.
- Stakeholder Confidence: Modern audit practices improve trust among donors, regulatory authorities, and beneficiaries by demonstrating accountability and governance excellence.

Audit Governance & Accountability

- The Executive Committee supervises the overall audit process, ensuring adherence to policy and regulatory requirements.
- Audit reports are used for strategic decision-making and improving financial management practices.
- Regular communication with stakeholders ensures alignment with organizational goals and donor expectations.

By integrating modern auditing technologies and practices, SPUS reinforces its commitment to accountability, compliance, and the efficient use of resources, driving its mission of sustainable development forward.

Training Infrastructure

N O.	Training Center Address	Training Center Course Modules	Training Center Resource s
1	Swanirvar Palli Unnayan Sangstha	Gender Development, Primary Health care, Community Leadership Development, Legal Education, Homestead Gardening, Handicraft, Skill Development and Cow Rearing etc. Union committee leaders training, village committee leaders training.	Training hall room, Materials, Board & Board Marker, Poster paper, Chair, Table, TV, VCP, Own land, Fan, Almirah, Flip Chart, Relevant Training Materials Dormitory, Facilities for 30 participants etc.

List of Training Materials and Office Equipment

N o	Description of Equipment	Status
1	Computer with Printer 22 nos.	Fine
2	Photocopier 1 nos.	Good
3	Telephone 1 nos.	Good
4	Camera 1 nos.	Fine
5	TV & VCP 1 nos..	Good
6	Selling & Table Fan 5 nos.	Fine
7	Motor Bike 1 nos.	Good
8	Bicycle 2 nos.	Fine
9	Table 6 nos.	Fine
10	Chair 10 nos.	Good
11	Bench 3 nos.	Fine
12	Almirah 3 nos.	Good
13	File-cabinet 2 nos.	Fine

Field of Training Experience

No.	Field of Training	Trainer in Each Field
1.	Agriculture Training	06
2.	ICT training and orientation	06
3.	Computer Training	04
4.	Wash Training	03
5.	Management Development Training	02
6.	Savings and Credit Management Training	02
7.	Accounts Management Training	03
8.	Training of Trainers	03
9.	Entrepreneur ship Development Training	02
10.	Training on participatory Hygiene Promotion	03
11.	Training on Hygiene Promotion for Health worker	04
12.	Consciousness Raising Training	06
13.	Leadership Development Training	06
14.	Skill Development Training	04
15.	Teacher Training	03
16.	Accounts Management Training	03
17.	Training of Trainers	03
18.	Entrepreneur ship Development Training	02
19.	Training on participatory Hygiene Promotion	03
20.	Training on Hygiene Promotion - Health Worker	04

Monitoring, Evaluation, and Reporting System of SPUS

SPUS's **Monitoring, Evaluation, and Reporting (MER)** framework ensures accountability, transparency, and efficiency in project implementation. The system integrates frequent monitoring, structured evaluations, and comprehensive reporting to track progress, measure impact, and ensure alignment with donor and organizational goals.

Monitoring System

Key Components

1. Regular Monitoring Activities

- All projects are monitored regularly in line with a **Monitoring Plan** tailored to project objectives and donor requirements.
- Monitoring is both **qualitative and quantitative**, focusing on activity execution and overall project impact.

2. Roles and Responsibilities

- **Impact Monitoring:** Conducted by senior personnel, including the **President, Project Coordinator, Training Officers, and Monitoring and Evaluation Officer**.
- **Activity Monitoring:** Handled by the **Assistant Project Coordinator** and **Supervisors**, ensuring adherence to daily operational plans.

3. Monitoring Tools

- **Monitoring Checklists and Formats:** Developed prior to project initiation, these tools provide consistency and standardization in tracking activities.
- **Monthly Staff Coordination Meetings:** Led by the President, these meetings provide a platform to review progress, discuss challenges, and make adjustments.

4. Dedicated Monitoring Team

- A **five-member Monitoring and Evaluation Team** conducts systematic monitoring of project activities, ensuring compliance with planned deliverables.

Evaluation System

1. Participatory Evaluation Approach

- Annual and project-specific evaluations are conducted to assess effectiveness and identify areas for improvement.
- Evaluation teams typically consist of a **SPUS representative** and a **donor representative**, ensuring balanced perspectives.

2. Evaluation Tools

- **Terms of Reference (ToR):** Clearly outlines evaluation objectives, methodology, and deliverables.
- **Checklists:**

Manuals and Policies of SPUS

To ensure effective implementation of its development activities, SPUS adheres to a set of structured and well-defined policies and manuals. These policies, approved by the **Governing Body** after thorough deliberation, provide a robust framework for organizational operations, compliance, and accountability.

1. Staff Operation Manual / Administrative Policy

- Outlines organizational rules, regulations, and procedures for staff management, recruitment, performance appraisal, leave policies, and workplace ethics.
- Ensures a transparent and structured approach to human resource management.

2. Gender Policy

- Promotes gender equity and inclusivity across all levels of the organization.
- Emphasizes creating a safe and supportive environment, ensuring gender-balanced participation in decision-making, and integrating gender-sensitive practices in all programs and activities.

3. Financial Policy

- Defines procedures for budgeting, financial management, fund allocation, and disbursement.
- Ensures adherence to accounting standards, transparency in transactions, and compliance with donor and regulatory guidelines.
- Includes provisions for regular financial audits by external and internal auditors.

4. Purchase & Procurement Policy

- Establishes clear guidelines for procuring goods and services to maintain fairness, transparency, and cost-efficiency.
- Encourages open competition and adherence to sustainable procurement practices.
- Includes mechanisms for vendor evaluation and compliance monitoring.

5. Child Protection Policy

- Provides a framework to ensure the safety, dignity, and rights of children involved in or impacted by SPUS's activities.
- Includes preventive measures, reporting mechanisms, and response protocols for cases of abuse or exploitation.
- Aligns with international standards and legal frameworks for child rights.

6. Anti-Terrorism Policy

- Establishes a strict framework to prevent any association with, support for, or engagement in terrorism or terrorist activities.
- Includes robust screening mechanisms, due diligence procedures, and monitoring systems to ensure compliance with anti-terrorism laws and regulations.
- Aligns with national and international standards, emphasizing zero tolerance for terrorism and ensuring transparency in all organizational operations and partnerships.

7. **Anti-Corruption Policy**

- Provides a clear framework to promote integrity and accountability by preventing, detecting, and addressing corruption or fraudulent practices in all organizational activities.
- Includes measures for financial transparency, reporting irregularities, and enforcing strict consequences for violations.
- Adheres to global anti-corruption standards and legal frameworks, fostering a culture of ethical conduct and trustworthiness.

8. **Disability Policy**

- SPUS prioritizes the integration of disability considerations throughout all stages of program development, including design, implementation, monitoring, and evaluation.
- The organization focuses on ensuring accessibility and inclusivity, facilitating meaningful participation of individuals with disabilities in all programs.
- SPUS continues to implement targeted initiatives aimed at addressing the specific needs of people with disabilities, enhancing their engagement and support.

9. **Prevention of Sexual Exploitation Policy**

- SPUS maintains a zero-tolerance policy regarding sexual exploitation and abuse, ensuring that all staff, partners, and stakeholders adhere to high ethical standards.
- The organization emphasizes the importance of safeguarding vulnerable populations and requires reporting of any misconduct to uphold integrity.
- Strict preventive measures, including comprehensive training, awareness initiatives, and accountability mechanisms, are implemented to address and prevent violations effectively.

10. **Humanitarian Response Policy**

- SPUS emphasizes a timely, inclusive, and needs-based approach to humanitarian responses in disaster-affected regions, ensuring that assistance meets the specific needs of communities.
- The organization prioritizes impartial aid delivery, respecting human dignity and leveraging local capacities to enhance the effectiveness of support.
- All emergency interventions are guided by coordinated efforts with stakeholders, adherence to international humanitarian standards, and a strong focus on resilience-building for affected populations.

Policy Implementation and Review

These policies are reviewed periodically by the **Governing Body** to ensure relevance, alignment with current legal and donor requirements, and effectiveness in addressing organizational needs. **Staff members** are provided regular training and orientation to familiarize them with the policies, ensuring consistent adherence across all levels.

By institutionalizing these policies, SPUS reinforces its commitment to organizational excellence, transparency, and the ethical delivery of its mission and vision.

Monitoring and Evaluation

- **Regular Monitoring:** Includes field visits, supervision, and progress reports to ensure alignment with project objectives.
- **Self-Evaluation:** Conducted to document progress, impacts, constraints, and lessons learned, ensuring stakeholder participation.

Auditing and Accountability

- **Annual Audits:** Conducted by external chartered accountants approved by the NGO Affairs Bureau.
- **Internal Audits:** Performed periodically by internal auditors to ensure compliance.
- **Accountability Framework:** Governed by an approved constitution, with responsibilities clearly defined across the General Body, Executive Committee, and Executive Director.

Adaptive Learning and Collaboration

SPUS prioritizes adaptive learning, fostering innovation, responsiveness, and collaborative partnerships with government bodies, NGOs, and donor agencies to strengthen activities and share experiences.

This modernized approach ensures SPUS's training and operational systems remain relevant, efficient, and impactful in achieving its mission of sustainable development and community empowerment.

Justification and Qualification for Selection and Service Performance

1. Proven experience in similar work and social mobilization training activities.
2. Technical expertise and ICT manpower in the project area.
3. Extensive experience in various training project areas.
4. Demonstrated success in implementing diverse programs with a strong track record.
5. Implementation experience in ICT and computer training programs.
6. Skilled staff available for training and access to necessary resources and logistical facilities.
7. Proven experience in social mobilization and collaboration with Union Parishads (UPs).
8. Properly constituted Managing Body with clearly defined rules and responsibilities for all members of the management committee.
9. Duly approved constitution in compliance with relevant registration acts.
10. Trained managerial and technical personnel qualified for Basic Literacy Projects.
11. Established and registered office premises with a valid postal and physical address.
12. Capability to bear part of the overhead costs (e.g., office maintenance, salaries, wages) from its own resources, with the ability to provide a bank solvency certificate.
13. Well-maintained accounting system and audited reports for the last three financial years.
14. Effective internal control mechanisms for approvals, payments, storekeeping, asset management, procurement, and salary distribution.
15. Proper maintenance of cash books, ledgers, vouchers, and supporting documentation, with separate accounts for different projects/donors.

16. Comprehensive financial reporting system, including internal and external audits, transparent financial processes, and systems for budget preparation and financial statements.
17. Experience in Community-Managed Water and Sanitation (WATSAN) programs.

Declaration

I hereby declare that the above particulars furnished by me are true and correct.

Signature:

Md Khalid Hossain

Chairman

Swanirvar Palli Unnayan Sangstha

SOME IMPORTANT AND UNIQUE MOMENT OF KACHUA DALIMA ASSOCIATION



Education Secretary & DG (Joint Secretary)
Bangladesh Unesco National Commission
People's Republic of Bangladesh



DG & Director, Directorate of Youth & Sports,
People's Republic of Bangladesh



DG & Director (Joint Secretary)
Directorate of Social Welfare
People's Republic of Bangladesh



Secretary, DG & Directors
Ministry of Women and Children Affair
People's Republic of Bangladesh



Deputy Secretary & DD-Patuakhali
Ministry of Women and Children Affair,
People's Republic of Bangladesh



DG & Director
Directorate of Women & Children Affair,
People's Republic of Bangladesh



Director (Joint Secretary)
Directorate of Social Welfare
People's Republic of Bangladesh



IDCOL & PO's Seminar, Dhaka Head office



NSDA Assessor, After Exam



KDA Office (Front side)



Director (IMED), Ministry of Planning



Japani Representative visit to know about agriculture of Bangladesh



THESE ARE WHO WE WANT TO BE THERE PART