

Annual Report 2023-2024



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**Statement from
Executive Director**



The year 2023–2024 was a period of significant transformation, challenge, and collective action. Workers across Bangladesh faced increasing pressure from inflation, changing industrial dynamics, workplace insecurity, climate-related vulnerabilities, and persistent inequality. Women workers and marginalized communities continued to experience disproportionate barriers to accessing rights, opportunities, and safe working environments.

Against this backdrop, Awaj Foundation remained committed to strengthening worker voice and ensuring that workers are not merely beneficiaries of development but active leaders of social change.

Throughout the reporting period, Awaj worked to strengthen workers' organizations, promote decent work, advance gender equality, and provide practical services that improved workers' daily lives. From healthcare and legal aid to leadership development, climate justice engagement, anti-harassment mechanisms, and worker organizing, our work sought to address immediate needs while building long-term institutional and community resilience.

One of the defining moments of the year was continued engagement around workers' rights during economic uncertainty and labour unrest. Awaj stood alongside workers affected by injuries, dismissals, wage disputes, and factory closures while advocating for accountability and dialogue. This year also marked important progress in women's leadership and gender justice. Women workers increasingly assumed leadership roles, participated in decision-making spaces, and organized collectively to address workplace violence and discrimination.

At the same time, we expanded our understanding of labour rights by integrating emerging priorities—including climate justice, migration governance, occupational safety and health, and community-based social protection.

These achievements would not have been possible without workers themselves, whose resilience and courage continue to inspire our work every day.

We extend sincere appreciation to our staff, partners, donors, trade unions, workers' associations, community leaders, and supporters for their trust and collaboration.

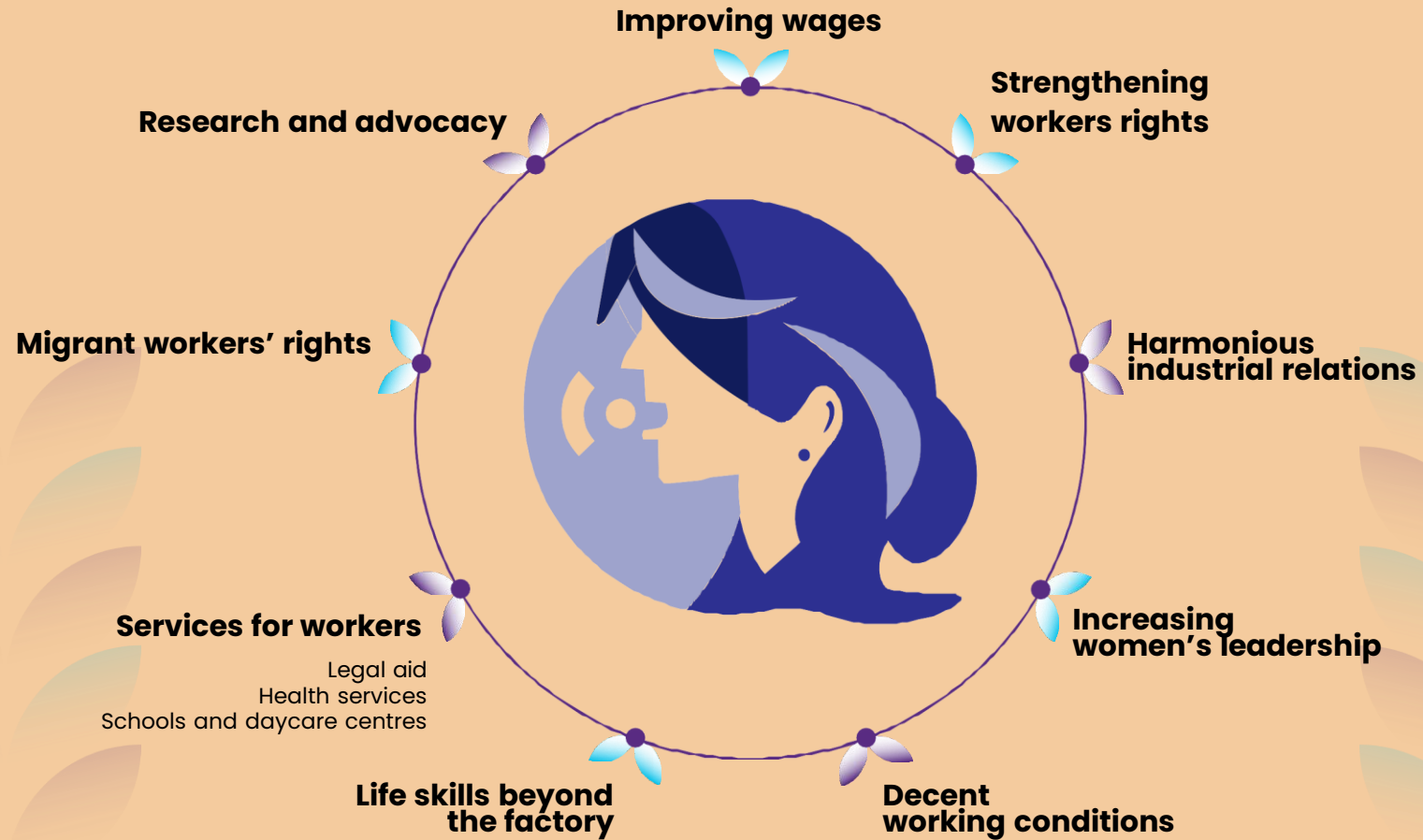
Together, we continue to move toward a future where every worker can live and work with dignity, equality, safety, and voice.

Nazma Akter
Executive Director
Awaj Foundation

Work and impacts



Awaj's area of work



Notable Recent Projects

Projects	Name of Donor	Duration
Enhancing capacity for Unified Workers Voice (this is the scale up of previous grant-UP project)	Partnership with Impactt Ltd and collaboration with Laudes Foundation (Former C&A Foundation)	January 2023 –Dec 2025
Health care and daycare for RMG workers and their children	KiKTextilien, Germany	March 2008- Ongoing
Improving Capacity of Awaj Foundation Staff and Empowerment of Women in Preventing Sexual and Gender Based Violence in Industry	FJS (Foundation for a Just Society), USA	January 2024- December 2026
Addressing women rights and reducing gender-based violence towards women in the context of climate change effect	ODERSO	September 2021 –August 2023
Amplify Bangladesh-the capacity building program of workers representatives (participation committee/trade union) in garments factory of Bangladesh	Mondiaal FNV, Netherlands	March 2023 – December 2025
Improving Industrial Relations and Workplace Cooperation through Strengthening Trade Unions/Federation and Established Better Social Dialogue in RMG Sector	Mondiaal FNV, Netherlands	January 2019- December 2025
Workplace Education program on Violence and harassment	Fair Wear Foundation	2012- Ongoing
Strengthening Local Capacity in Bangladesh’s RMG Sector to Prevent Gender-Based Violence and Harassment	Fair Wear Foundation and GIZ	August 2022-June 2024
Women Workers Forum of Bangladesh	GAATW	August 2023- July 2024
Addressing Modern Slavery in the Bangladesh RMG Sector: Closing the Evidence Gap and Informing Solutions	Goodweave	August 2023- March 2025
Strengthening Feminist Movement	WFA	December 2023- December 2024
USAID’s Workers’ Empowerment and Participation (WEP) Activity	Supported By: Solidarity Center Funded By: USAID	August 2019- December 2024
Educating garment workers on gender-based violence (GBV) against women	UNF	March 2022- February 2024
Educating Garments Workers on Gender based Violence on women	Resilience Fund for Women	April 2022-February 2025
Driving Pro- worker Climate Solutions Project	The SAGE Fund by Solidarity Center (Forge Vision Fund)	June 2023- October 2024

Services from Awaj

Improved health for workers and their children

Donor: KiK Textilien und Non-Food GmbH

KiK Textilien und Non-Food GmbH has been financing Awaj Foundation to improve the well-being of RMG workers and their children since 2015. Following the successful conclusion of its 2015–2021 initiative, KiK began a three-year partnership with the Awaj Foundation. The project is scheduled for 2022–2024. In the Dhaka division's Bagher bazar, Sreepur, Gazipur, Ashulia, and Savar industrial zones, Awaj has continued to provide its enhanced services to seven healthcare facilities, daycare facilities, and preschools. These centers offer free medical consultations, treatments, medicines, diagnostic assistance, and urgent surgical support to garment workers and their children. The childcare centers and preschools provide their kids with a warm, safe, and nurturing atmosphere in which to learn and play.

Services for Workers

Three essential services are offered by Awaj to fulfill its mission of enhancing working conditions for Bangladeshi leather and textile workers. This fiscal year KiK has targeted to provide following services to workers:

- Legal aid
- Health services
- Schools and daycare centres

Legal Aid

Awaj Foundation is one of the largest legal aid providers in Bangladesh. The foundation supports workers in workplace disputes, family law issues, and personal legal matters.

Throughout 2023– 2024

- Women café launched on this fiscal year and more than 500 women leaders have been created through several training programs.
- Awaj provided legal support to 2,000 workers across Bangladesh
- A total of 34,360 workers received healthcare services, including 26,224 women workers, 5,015 male workers, and 3,121 children
- 4420 women workers received sanitary napkins
- 63 workers received financial aid for urgent surgery and long-term treatment

Healthcare services under the program

- 7 healthcare centres are running in Rasulbagh, Mirpur, Hemayetpur, Baipail, Targach, Bagher bazaar, and Naryanganj.
- Services to workers are provided by full-time female doctors and nurses.
- Services include free diagnostic tests, urgent surgeries, and subsidized medications. RMG workers are often deprived of access to healthcare services offered by government service providers as they are unable to visit those centres during work hours. Awaj's healthcare services are modelled around the workers' schedules, allowing them to visit doctors outside of their own work hours. Awaj's healthcare centres provide free health consultations and subsidized medicines to RMG workers.



Preschool and daycare centre

Awaj's daycare centres and preschools provided quality care for children of workers in the garment sector. This allowed female workers to work without worrying about caring for their children. Though it was a pandemic, Awaj is serving 50 children in its daycare centres from July 2022 to June 2023. The children received healthy, nutritious meals every day and had access to a range of healthcare services. There are 75 students from Classes 1 to 5 in Awaj's schools including 25 children from day care. The respective project personnel receive ToT and awareness training on women's rights, health & hygiene, maternity benefits and rights, daycare rights, and its benefits.

Case Study

"My name is Jannatul. I work in SP Garments Ltd. I have two sons. I don't have a husband. I earn for my family alone. My husband does not take any notice of us. Does not provide any maintenance. I became helpless with two children. The elder son understands well but the younger son cannot be left behind. In such a situation, I talked to my colleagues. They told me about Awaj Foundation. I came to Awaj Foundation and told my problem. They told me they provide day care facility. Where I will leave my child and they will take all the responsibility of my child. They will feed them, sleep, and educate the children. I took my kid to daycare without a second thought. This day care gives my child 4 meals a day. Doctor visits once a month. All in all, Awaj Foundation is giving us very good benefits. It was going well for a few days, then suddenly my elder son fell ill. I did not have enough money and could not see a good doctor.

Then I went to Awaj Foundation again. They have their own doctor. They provide free treatment and medicines. By taking those medicine, my son recovered. My son had stomach stones. If the medicine wasn't given by the doctor and this day care, I wouldn't have seen the smile on my child's face. Now, whenever I have any kind of problem, I go to Awaj Foundation. There are some mentors here who always give us wisdom in various ways. I was also very worried about my future.

So, I talk to them and take wise advice on how to make life easier. Lastly, I don't know where my life would have gone without Awaj Foundation. Thanks to Awaj Foundation".



Lesson Learned

- **Cultural Barriers in Legal Aid Programs:** Legal aid services, especially for women, faced challenges due to cultural norms and fear of social stigma. Workers were sometimes reluctant to seek help due to concerns about privacy and potential backlash from employers or families.
- **Pandemic-Related Disruptions:** The COVID-19 pandemic disrupted many activities, including daycare services, healthcare provisions, and in-person training programs. Maintaining operations while adhering to health and safety regulations posed logistical and operational challenges.
- **Influence of Political Interests on Worker Rights:** Political actors may have had a vested interest in maintaining the status in the garment industry, which can sometimes undermine efforts to improve workers' conditions. Workers advocating for rights and benefits may have faced opposition from political figures who were aligned with business owners or industrial interests.

Improving Capacity of Awaj Foundation Staff and Empowerment of Women in Preventing Sexual and Gender Based Violence in Industry Foundation for A Just Society



Under FJS (Foundation for a Just Society) project, Awaj Foundation has been working dedicatedly to address and mitigate gender-based violence (GBV) in marginalized communities by stepping up efforts to ensure women enjoying safe workplace in RMG sector, leather, ceramics, migrant workers, and Dalits. Over the past year, Awaj Foundation has significantly enhanced its collaborative efforts, fostered new alliances and strengthened existing relationships. The partnership is extended into 2024-2026 with a goal of protecting rights of marginalized group workers and raise voice focusing women workers' rights and formation of Anti-Harassment Committee (AHC) to stop Gender Base Violence (GBV) at workplace. With, FJS project's endowment, Awaj is currently working with 42 factories located in three industrial areas of Bangladesh Gazipur, Dhaka and Narayanganj.

During the Minimum Wage campaign, many workers faced severe injury, job loss, false charges and lay off. The organization collected data on injured and deceased garment workers, despite earlier challenges and protests. Through the FJS grant, Awaj has **provided emergency medical support** and negotiated for factories not to dismiss or cut the salaries of injured workers. Through negotiations with the BGMEA and factory management, they have also helped workers from closed factories recover their wages.

One of the focal groups for this project is the Dalit community, historically subjected to severe social and economic discrimination. Recognizing the intricate layers of their struggles, FJS embarked on a mission to educate and empower Dalit individuals on GBV issues, with a particular emphasis on the harmful practice of adolescent marriage.

To date, FJS is working with 27 factories located in three industrial areas of Bangladesh Gazipur, Ashulia, and Narayanganj. Awaj Foundation effectively trained 2,950 workers in awareness-raising techniques, identified 270 future leaders, and provided them with full-day training sessions. This project aims to tackle this problem of rampant GBV in the garments, leather and ceramic sectors through four programmatic goals as outlined below:

- i) To raise awareness among workers about their rights and accountability mechanisms and develop leadership among women workers to provide support to their peers
- ii) To develop capacity of management and relevant factory committees and hold social dialogue with management and duty bearers for a conducive environment to combat GBV.
- iii) To conduct advocacy at the sectoral and national level based on the nature and prevalence of GBV
- iv) To set up a day care center in order to provide a safe environment with quality caregivers for the children of garment workers in order to fill the gap created by inadequate care facilities in the factories

Achievements



- About 5500 workers received training on 'High Court Verdict, Leadership and Empowerment, Labor Law, Human Rights, Trade Union and increased awareness through peer-to-peer learning.
- Trained 250 Dalit workers on Health and nutrition, prevention of child marriage, health and hygiene.
- Conduct of 4 Dialogues and Round Table Meetings Conducted social dialogues and round table meetings with workers and management members of all target factories and other stakeholders to reduce ' and harassment
- Awaj conducted 11 campaigns addressing GBV issues of Migrant, Dalit, Leather, Ceramic and RMG workers and their rights and celebrated important Days this fiscal year.
- Day care center successfully providing its service to 28 children.
- About 25-30 Dalits' children receiving 'Private Tuition'
- With the right leadership of Dalit Community, the fair wage movement has been accelerated through advocacy, lobby, campaign.
- Empowerment of women workers and creation of favorable working environment.

Lesson Learned

- The main challenge of working with the Dalit community is that they lack basic education as well as knowledge about their rights. They are very backward in terms of education. Because of the lack of opportunities and deprivation towards them as a marginalized community, they have been lagging behind. Though the new generation has been receiving education, it is not adequate as they get disappointed when they see that they do not get acknowledged in terms of receiving jobs.
- Though, we have been raising awareness among the Dalit people through this project, this is not adequate. Our project staff, project officers, project organizers have established a strong and frequent communication and interaction with them. Because of this, the people from this community have been more benefitted and have gradually been aware regarding their rights. Another lesson we learned is that we could engage with more and more younger people from this community to bring an effective change.
- We have built committees priorly in 2021, at the beginning of the grant period. But later on, we have seen that many of the committee members are missing, left their job. We had to reform the committee in an ad hoc basis, which is a challenge. Because it was our aim to work with them till 2023. However, this year we have planned to form the committee by yearly.
- The ceramic workers are aged. Due to that, sometimes it becomes too tough for them to understand the topic, since most of them are illiterate. That's why we have to sometimes morph the traditional training method.
- We have provided services to migrant workers from Awaj main branch, that has deprived the workers from other areas, surrounding areas of Dhaka from getting services. This year we have planned to extend the services from all the branch offices of FJS for migrant workers.

Case Study



Parvin: Building Leadership Through Opportunity

Parvin began her journey as a garment worker without prior experience and with limited family support. After escaping forced marriage, she moved to Dhaka and joined Abanti Color Tex Ltd. as a helper.

Over time, she developed skills and advanced to become an operator. Through training opportunities under the FJS project—including leadership development and empowerment sessions—Parvin strengthened her confidence and began envisioning education as a pathway to leadership. She later succeeded in gaining admission to Asian University for Women.

Reflecting on her journey, she shared:

"May all women become Parvin."

Her story demonstrates how access to knowledge, opportunity, and supportive systems can transform workers into leaders.

Program Highlights

Improving Livelihoods and Quality of Life for RMG Women Workers

UP!

The “UP!+: Enhancing Capacity for Unified Worker Voice” project aims to strengthen the collective voice of garment workers by supporting the development of the workers’ platform and enhancing the institutional capacity of Awaj Foundation. During the 2023-2024 reporting period, UP!+ continued its activities within the implementation timeline of 2023–2026, focusing on strengthening workers’ voice, unionization rights, leadership capacity, and collective action in the workplace and community. The project focuses on three key areas:

- Strengthening the Workers Platform to represent workers’ voices nationally and internationally;
- enhancing Awaj Foundation’s capacity to provide technical training and support to workers;
- and fostering collaboration with climate justice actors to address the climate–labour nexus.



Key Achievements:

- 1,000 new workers from 114 factories joined the program and received leadership training.
- Workers’ Association leaders strengthened their organizational management skills, including meeting facilitation, agenda setting, and documentation.
- Around 15,000 workers participated in eight campaigns on issues such as wages, gender-based violence and harassment (GBVH), maternity benefits, and freedom of association (FOA).
- The Workers Platform began the process of becoming an independent body under the new name Garment Workers Welfare Association (GWWA).
- Association leaders actively spoke at campaigns and public events advocating for workers’ rights such as the leaders actively participated in the Minimum Wage Campaign, advocating for BDT 23,000 and raising awareness through human chain, protest, rallies.
- Two leaders participated in an international exchange programme in Indonesia, sharing experiences on freedom of association.
- Leaders gained foundational knowledge on the climate–labour nexus, enabling them to raise climate-related labour concerns with stakeholders and addressing climate justice and just transition, highlighting factory heat and climate-related risks.
- The Workers Platform began the process of becoming an independent body under the new name Garment Workers Welfare Association (GWWA).
- Eight trade unions-initiated Charters of Demand, marking the first step toward collective bargaining agreements.
- Mid-level management from three factories improved their understanding of grievance handling, communication, and GBVH.



Lessons Learned

Awaj's Theory of Change needs revision to reflect emerging sector challenges and new thematic priorities.

Workers' Association leaders require digital and social media skills to better communicate and promote their activities.

Climate justice initiatives should involve workers' communities and surrounding industrial areas to strengthen impact.

Challenges

Organizing advocacy meetings with government stakeholders was difficult due to the national election 2024.

The climate-labour nexus is a relatively new area for Garment labour rights sector, requiring specialized expertise and time to build institutional capacity and adapt systems to make the necessary improvement in the sector.

As the Workers Association moves toward becoming an independent body, capacity limitations and time constraints sometimes require adjustments to planned activities.



The Impact of Climate Change on Workers' Lives and Adaptation

An impact and adaptation workshop was held in 13 areas across Dhaka, Gazipur, Narayanganj, and Chittagong, engaging 250 workers working in the garment factory, most of the are Garments workers welfare association members. The goal was to raise awareness of climate change effects on the environment, society, and industries, particularly the RMG sector, and to discuss sustainable development and just transition strategies.

Participants shared experiences of rising temperatures, floods, cyclones, waterlogging, pollution, and deforestation. The workshop highlighted how factories contribute to climate change through emissions, chemical discharge, and improper waste management, which harm human health and ecosystems.

Through a "Mandela Art" activity, workers illustrated changes they observed since childhood, noting extreme weather events and environmental degradation. Specific community concerns included:

River pollution (Turag, Buriganga, Shitolokkha) from untreated factory waste.

Flooding in Ashulia due to expressway construction altering river flow.

Air pollution leading to smog and health issues in Baipail.

Garments Workers Welfare Association:



Awaj has been scaled up the UP project in January, 2023, this is overwhelming news that UP! – the partnership is extended into 2023–2025 with a goal of protecting workers and raise voice focusing women workers’ rights and that platform consisting with garment workers who are currently working in the factory. The RMG Workers Forum (hereafter Forum) has been established to become a unified voice for workers to advocate for workers’ rights. The Forum was established in 2018, with 150 members, and has since grown to 350 members from 105 factories as of December 2023. The Forum is led by a committee of 35 members (hereafter Forum leaders), who are responsible for its day-to-day running and development. The Forum is uniquely accessible to all workers and aims to be a space for workers from various factories and unions to come together to collaborate and build a sector wide movement, and therefore to address the gap left by the myopic inclination of unions which tend to focus on factory level issues. The project aims to achieve following goals,

1. The foundations for the Forum to become a consolidated voice for workers to negotiate nationally and internationally.
2. Enhanced organizational capacity of Awaj Foundation and its staff to conduct technical training to workers and support the development of the Forum.
3. Greater collaboration between Awaj Foundation, Forum members and other climate change activists and organizations under the climate labor nexus.

Case Study

Aklima Akter, a 35-year-old garment worker and leader of the Garment Workers Welfare Association, has played an important role in advancing workers’ rights, women’s leadership, and freedom of association in Bangladesh’s garment sector. Working as an operator at Square Apparels Limited since 2022 and affiliated with the Sommlito Garment Shramik Federation, she actively organizes workers to strengthen collective representation in the workplace. Through support from the Awaj Foundation, Aklima participated in training programs on labour law, negotiation and rights, advocacy, and leadership development. These trainings significantly enhanced her knowledge, confidence, and organizational skills, enabling her to mobilize workers and advocate for unionization. Despite facing intimidation and threats from factory management and local influential groups, Aklima remained committed to raising awareness about workers’ rights. She regularly met with workers outside working hours to encourage collective action and build support for union formation. Her efforts led to a major achievement with the successful registration of a trade union at Square Apparels Limited on 26 November 2024. Beyond her own workplace, Aklima has also supported union organizing in nearby factories. She continues to inspire women and young workers to take leadership roles in defending labour rights and strengthening worker representation.



Increase Awareness and Empower Ready Made Garments workers towards decent working conditions

Mondiaal FNV



Awaj Foundation has been working tirelessly to empower Ready-Made Garment (RMG) workers in Bangladesh. In 2022, the foundation's took a project with Mondiaal FNV where the focus was on improving awareness, fostering leadership, and strengthening trade unions to create decent and dignified working conditions. The project has been ongoing with Mondiaal FNV since 2019.

Key Achievements

- Reached 1,000 RMG workers across 10 factories through awareness sessions on Bangladesh Labour Law, Trade Union rights, and Gender-Based Violence (GBV), increasing workers' understanding of their rights and responsibilities.
- Developed leadership capacity of 125 potential worker leaders through advanced training on labour law, organizing, communication, negotiation, and conflict resolution.
- Successfully supported the registration of 4 new Trade Unions (TU), contributing to the promotion of freedom of association and strengthening workers' collective voice.
- Strengthened the institutional capacity of 5 existing trade unions through targeted capacity-building programs, enabling more effective engagement with management and improved union sustainability.
- Facilitated the submission of 5 Charters of Demand (COD), creating formal pathways for workers to raise concerns and negotiate workplace improvements.
- Supported the successful signing of 2 Collective Bargaining Agreements (CBA) through improved negotiation skills and stronger social dialogue mechanisms.
- Advanced gender equality and safer workplaces by conducting training and awareness initiatives for workers and management and initiating the establishment of 2 Anti-Harassment Committees (AHC).
- Raised climate awareness among approximately 2,000 workers from 20 factories, improving understanding of climate-related risks and adaptation measures in the workplace.
- Produced digital awareness materials and completed the SGSF digital database system, strengthening outreach, information management, and organizational efficiency.
- Promoted stronger worker-management dialogue and participation through trust-building activities, leadership development, and improved grievance handling mechanisms, contributing to more constructive industrial relations.

Major

Challenges

- 1.Political instability and government transition** affected project implementation and delayed several activities.
- 2.Industrial unrest in key RMG areas** disrupted factory engagement and field operations.
- 3.Delays in planned activities** resulted in postponement of selected trainings, advocacy initiatives, and research work.
- 4.Management resistance and organizing barriers** limited worker participation and slowed union formation efforts.
- 5.Risk of management-supported alternative unions (Yellow Union)** created challenges for independent worker organizing.
- 6.Operational and funding pressures** required adjustments to implementation plans and resource allocation.
- 7.Delayed completion of research activities** affected planned timelines for evidence-based advocacy work.
- 8.Revision of outcome targets** became necessary due to changing external conditions and implementation constraints.

Case Study

From Awareness to Collective Voice: A Worker Leader's Journey Toward Trade Union Registration

When **Shila (pseudonym)** started working in a garment factory in Gazipur, she had limited knowledge about her rights as a worker. Like many others, she believed that concerns regarding wages, leave, workplace behavior, and management decisions could not be questioned. Although workers frequently discussed problems among themselves, they rarely raised them formally due to fear and lack of information.

In 2024, Shila participated in the project's awareness sessions on **Bangladesh Labour Law, Trade Union (TU), and Gender-Based Violence (GBV)**. Through these sessions, she gained a clearer understanding of workers' rights, collective bargaining, grievance mechanisms, and the importance of worker representation.

Recognizing her interest and leadership potential, she was selected for advanced leadership and trade union organizing training. During these trainings, she developed practical skills in communication, organizing, negotiation, and conflict resolution. More importantly, she gained confidence to engage with fellow workers and encourage constructive dialogue around workplace issues.

Together with other trained workers, Shila became involved in organizing efforts within her factory. Despite challenges and concerns from workers about possible retaliation, the group continued awareness-building and engagement activities. Their efforts ultimately contributed to the successful registration of a trade union in the factory.

Following registration, workers reported improved confidence in raising concerns and engaging in structured dialogue with management. Worker representatives became more organized and began discussing workplace priorities through formal mechanisms.

Reflecting on her experience, Shila shared:

"Before the training, I thought workers had to accept everything silently. Now I understand that when workers are informed and united, they can speak respectfully and work together for positive change."

This experience demonstrates how awareness, leadership development, and collective action can strengthen workers' participation and contribute to more inclusive and constructive industrial relations.

USAID's Workers' Empowerment and Participation (WEP) Activity

Supported by: Solidarity Center
Funded by: USAID



Workers' Empowerment and Participation (WEP) aims to strengthen the capacity of the independent trade unions, TUFs, workers' organizations, and community associations in the RMG and SFP sectors to collectively advocate for their rights and interests. Also, to enhance productive interaction with management to constructively participate in improving industrial relations.

Activities under the program over 2023-24

A community-based total 5 Advocacy programs have been successfully done by WCC representatives as well as by the WCA leaders and community people, involving government and non-government stakeholders.

- With the support of WCC and association leaders, 213 children (0-1 years old) from the community have been successfully registered for birth registration. Parents can now easily collect birth certificates without any hassle.
- 12 WCA members were elected through direct voting for the smooth conduct of Surjo Uday Sromojibi Kollyan Songstha activities organized by WCC Unique with workers of various professions in the community.
- Through the family and community support workshop, about 20 teenagers in the community gained confidence about their health. Parents from 30 families made their children (boys and girls) aware of good and bad touch and ensured better safety for both (boys and girls).
- Over 187 community members participated and raised awareness about ILO C-190 ratification, garment workers' protection, good and bad touch for child protection, human rights, and gender-based violence in the 16 Days of Activism Against Gender-Based Violence campaign supported by WCC.
- WCA's support has ensured that about 10 pregnant women in the factory have their maternity jobs, benefits, and leave through DIFE.
- With the support of WCC and WCA, 120 girls and women received cervical cancer vaccination at the Upazila Health Complex and Family Planning Center.
- With the support of WCC and WCA, the Vitamin A Capsule Campaign through the Upazila Health Complex provided Vitamin A to 2500 children, including 1700 children of garment workers, which ensured improved child health.

- With the support of WCC, through campaigns and rallies in the International Women's Day program, workers of various professions in about 473 communities were made aware of 6-month maternity leave for garment workers and other sectors in Bangladesh, amendment of ILO Convention 190, cooperation for economic empowerment, ensuring women's leadership, inspiring inclusion, investing in increasing their impact, accelerating women's investment progress, gender equality, stopping cyberbullying and harassment, and stopping GBV in the workplace.
- With the support of WCC, through the Shukhi Jibon Project, 50 workers from different professions of the community were made aware of adolescent healthcare in the Adolescent Health Campaign at the Government Family and Health Welfare Center, which included 16767 hotlines and free sanitary napkins. 20 adolescents received counseling and awareness is increasing among parents about government healthcare.
- With the help of WCA leaders, BRAC, to develop the physical and mental well-being of mothers and children during pregnancy, provides free check-ups, small cash delivery, and medicines to pregnant mothers. About 56 pregnant women from the community collected NID papers and submitted them to BRAC, out of which 28 received their benefits.
- With the help of WCC and WCA leaders, through community garden meetings, families in about 40 communities were made aware of gender-based violence and harassment, and good and bad touch of children, through discussions and video screenings.

Program Highlights

Activities under the program over 2023 – 2024

- Total 117 Awareness sessions have been conducted in 3 WCCs among RMG Community people.
- A total of 2800 community members, 2148 females (1773 RMG) and 652 males (512 RMG), have attended WCC's awareness sessions.
- 4 WCA Financial & Administrative Management Training sessions have been conducted in 3WCCs.
- 2 Advocacy Capacity workshop sessions have been conducted in 3 WCCs.
- 8 Advocacy Strategy Development meeting sessions were conducted in 3 WCCs.
- 4 Civic Education Training sessions were conducted in 3 WCCs.
- 13 Family & Community Support Workshop sessions have been conducted in 3WCCs.
- 3 Health & Hygienic Training sessions have been conducted in 3 WCCs.
- 13 OSH training sessions have been conducted in 3 WCCs.
- 39 Board Meeting sessions have been conducted in 3 WCCs.
- 19 WCA Membership Townhall Meeting sessions have been conducted in 3 WCCs.
- 3 Day Observation (International Women's Day) Programs have been celebrated in 3WCCs.
- 5 GBV Awareness Raising Workshop sessions have been conducted in 3 WCCs.
- 2 WCA Public-Private Stakeholder Meeting sessions have been conducted in 3 WCCs.
- 2 Gender Dialogue Male and Female Workers sessions have been conducted in 3 WCCs.

Case Study

Munir Chowdhury's famous quote is that "When people die they decay, when they live they change, they change because of no reason". People change according to age, place, and time. One never understands when a loved one changes. Rafique and Hasina are the travelers of that way. 20 years ago (2004), they married each other out of love. After a year of marriage, a baby boy (Hridoy) came into their life. Pursued by poverty, in 2006 they left their hometown (Bogura) and started living in a rented house at Unique, Ashulia area. Nazmunnahar is the owner of the house where Rafique and Hasina live. She is a general member of WCA (Surjo Uday Sromojibi Kollyan Songstha). Rafique works in a salon and Hasina is a housewife. Hasina is fully dependent on Rafique both economically and emotionally which is why Hasina endures all wrongdoing of her husband. Sometimes, Rafique and Hasina quarrel with each other in the rented house. In the first week of April 2024, Nazmunnahar heard that Hasina and her son were crying. In the middle of April of that year, Rafique beat Hasina and said, "I will divorce you and I do not like you anymore, afterwards I will marry someone again". After hearing this, Hasina went to Nazmunnahar's room and said, "Aunty, please save me. My husband wants to marry again. At this age what can I do"? Nazmunnahar is a conscious citizen, and she has also attended many trainings, and workshops from WCC Unique. Being a woman, she cannot accept the oppression of other women. In the last week of April 2024, she (Nazmunnahar) called Rafique into her room and talked with him. At that time, Nazmunnahar said, "I am familiar with all the legal procedures and arbitration centers on violence against women. Now it's up to you how to handle your wife". After hearing Nazmunnahar's words, Rafique became afraid. Unique has trained thousands of women, at Ashulia's Workers Community Center and given them a chance to live a new life. As a regular member of WCA, Nazmunnahar has had the opportunity to attain much training. Today, by the hand of one Nazmunnahar, the family of Rafique and Hasina survived and their son got a healthy and normal life. By saving a small family, WCA (Surjo Uday Sromojibi Kollyan Songstha) has reached the homes of many Bengali women.

Outcome

The Government of Bangladesh has taken significant steps to improve the quality of life of the Hijra community by ensuring their social security, education, and economic inclusion. The 'Livelihood Improvement Program of the Hijra Community', initiated in the 2012-13 financial year, has expanded over time, now covering all 64 districts. The program provides monthly allowances, education stipends, and training opportunities to support the socio-economic development of the Hijra community. On May 15, 2024, WCA President Ms. Rahima Begum and Secretary Md. Salim Hossain met with officials at the City Social Service Office, Mirpur-13, to discuss the proper implementation of government benefits for the Hijra community, including stipends and allowances. Their engagement highlights the ongoing efforts to ensure equal rights, financial stability, and educational opportunities for this marginalized group.

Key Achievements of the Program:

- ✓ Social Security Support – Monthly allowance of Tk 600 for elderly Hijra individuals.
- ✓ Educational Empowerment – Stipends ranging from Tk 700 to Tk 1200 per month for students at different education levels.
- ✓ Economic Inclusion – One-time Tk 10,000 assistance after vocational training to promote self-reliance.
- ✓ Digital Payment System – Since 2021-22, allowances and stipends have been transferred through GTP system for better transparency.

This initiative has contributed to enhancing social justice, economic independence, and educational access for the Hijra community, fostering their integration into mainstream society. The continued engagement of organizations like WCA ensures that the rights and welfare of the Hijra population remain a priority in national development efforts.

Case Studies

In November 2023, Rishal Garments Ltd. in Mirpur terminated 175 workers, including Kulsum Akter, a pregnant woman who had worked as a senior operator since 2002. Kulsum, the sole earner for her family, was devastated upon hearing the news on November 20, 2023. Although she received her full payment and maternity benefits, she reached out to Rokona and Zhuma, members of the Workers' Welfare Association (WCA), for help. On November 25, WCA members discussed the issue with the factory management, but no resolution was reached. On December 12, 2023, WCA submitted a formal complaint to the Department of Inspection for Factories and Establishments (DIFE), highlighting Kulsum's case. DIFE intervened, and on December 17, 2023, Rishal Garments called Kulsum and WCA members to their office. The factory management agreed to reinstate Kulsum after her maternity leave but stated she would lose her previous service benefits. Despite this, Kulsum felt relieved and expressed gratitude to the WCA leaders for their support.

Outcome

The advocacy efforts of the Aikyatan Sramjeevi Kalyan Sangstha (ঐক্যতান শ্রমজীবী কল্যাণ সংস্থা) successfully demonstrated the importance of community intervention in addressing youth drug addiction. Mizan, the vice president of the organization, took a proactive role in identifying and addressing the issue when he observed Sagar, the son of Arun Das, being influenced by drug addiction in the Rishipara area. Despite initial denial from Sagar and reluctance from his father to accept the reality, persistent advocacy and intervention led to positive results. The organization's structured approach, including direct counseling and parental involvement, ultimately convinced Arun Das of his son's addiction. This resulted in a timely intervention that helped rescue Sagar from the harmful influence of drug abuse. This case highlights a critical issue: many parents fail to recognize or acknowledge their children's involvement in drug addiction until it is too late. Community awareness and collective action play a crucial role in addressing such social challenges. The successful rehabilitation of Sagar underscores the importance of parental awareness, community vigilance, and advocacy initiatives in preventing youth from falling into the trap of addiction and losing focus on their education and future.

Key Takeaways:

- ☑ **Community engagement** is essential to combat drug addiction among youth.
- ☑ **Parental awareness and intervention** are crucial in addressing addiction.
- ☑ **Early identification and persistent efforts** can help save young lives.
- ☑ **Advocacy and collective action** can bring positive social change.

The case of Sagar serves as a **wake-up call** to parents and society, emphasizing the **need for proactive measures** to protect adolescents from drug abuse and ensure a brighter future for the younger generation.

Fostering Empowerment: Advancing Women Workers and Leadership in the RMG Sector of Bangladesh
Donor: Women's Fund Asia



This project, funded by the WFA, was designed to address this gap directly. The core objectives were:

- **To reduce Gender-Based Violence (GBV)** in the workplace by educating workers on their rights and protection mechanisms.
- **To increase women's leadership and meaningful participation** in trade unions by building their capacity and confidence.

The project's strategy centered on creating formal learning spaces, including workshops and capacity-building programs, for female garment workers and trade union leaders. The content focused on the Bangladesh Labour Law, gender equality, anti-harassment policies, leadership development, and negotiation skills.

Achievements

The project achieved significant and tangible outcomes, empowering women to become active agents of change in their workplaces.

- The biggest change was from passive awareness to active advocacy for safer workplaces. After attending legal rights workshops, participants are assertively and collectively demanding for the creation and activation of Anti-Harassment Committees (AHCs) at their factories, as mandated by the 2009 High Court order. This must happen first to stop sexual and gender-based violence.
- Women's Trade Union Leadership: A focused capacity-building program for 25 trade union executives secured a record commitment. The SGSF union officials promised to ensure that a woman controls at least one key leadership position, such as general secretary or president. This pledge addresses union leadership discrepancy immediately.
- Leadership program participants learnt tools and bargaining methods to improve working conditions. Workers in several workplaces have started conversations with management to improve working conditions, showing a heightened feeling of self-confidence and ability to speak out for their group.

Lessons Learned

The implementation period provided valuable insights that will inform our future work.

- Communicating with management is crucial: Initially, manufacturing management feared the training would cause disruptions. After several discussions, we convinced them that the training would benefit management and staff by detailing their legal rights and responsibilities. This promotes proactive stakeholder participation.
- Adjustability is key to project management success. A scheduled multi-stakeholder meeting was hampered by political unpredictability and finance clearing delays. With WFA's permission, we solved this problem by hiring an extra organiser and paying operating expenses. This flexible technique maintained project progress despite unexpected hurdles.



Case Study

From Knowledge to Action – Demanding a Safer Workplace

Gazipur factory women attended a women's rights and gender-based violence project workshop. Before the workshop, they knew about harassment but felt powerless since they did not know their rights or how to get help. The session covered the 2009 High Court order that obliged all employers to form an Anti-Harassment Committee (AHC). They returned to their factory with this knowledge and found that a committee was officially in place but doing nothing.

Following the workshop instructions, the women formed a group, collected signatures, and wrote a letter to their factory management requesting that the AHC be activated and run correctly immediately. After their coordinated, well-informed action forced management to identify the problem, they are discussing reassembling the committee with worker participation. This example shows how project-imparted knowledge can be turned into employee-led workplace safety action.



Cultivating a Leader to Negotiate Change

A female union member, possessing extensive experience on the manufacturing floor yet lacking confidence in formal leadership, was chosen for a day-long training focused on women's leadership and negotiation abilities. She consistently perceived that significant decisions were relegated to the male union leaders and management.

The training equipped her with tangible bargaining tools and techniques for effectively conveying workers' demands. Subsequent to the program, a conflict emerged at her factory concerning overtime compensation and filthy lavatory facilities. Rather than awaiting action from male leaders, she employed the tools she acquired to articulate the workers' problems, compile corroborative evidence in accordance with Labour Law, and solicit a formal meeting with management.

She led a small delegation of workers and successfully negotiated a revised overtime payment schedule and a commitment from management to enhance the factory's sanitation facilities within two months. Her achievement has not only addressed significant difficulties but has also motivated other women in the plant to engage more actively in their union, demonstrating that empowering women leaders directly enhances working conditions for all.

Strengthening Local Capacity in Bangladesh's RMG Sector to Prevent Gender-Based Violence and Harassment

Fair Wear & GiZ

Since 2013 Awaj Foundation has been working with Fair Wear foundation to reduce workplace Violence and harassment through establishment of functional Anti-harassment Committee in the factory. With this continuation Awaj has been implemented this Workplace education program in this fiscal year with the aim of :

- To Establish effective Anti-harassment committee in workplace.
- To prevent gender based violence and harassment in workplace
- To aware and educate the factory management and workers about high Court verdict guideline 2009
- To improve the internal Grievance mechanism procedure in the factory the complaints are received through FWF helpline.

As part of this project, 24 trainers from six prominent local organizations—Awaj Foundation, Bangladesh Labor Foundation, Karmojibi Nari, Phulki, Safety & Rights, and Songshoptaque—participated in an intensive Training of Trainers (ToT) program. This training equipped them with the skills and resources to serve as change agents within the RMG sector, enabling them to work directly with factories to address GBVH and promote safe workplace practices.



Key Achievements

- 1.Launched a collaborative initiative across six partner organizations to strengthen prevention and response mechanisms against workplace violence and harassment in Bangladesh's RMG sector.
- 2.Initiated the establishment and reform of Anti-Harassment Committees (AHCs) in 60 factories (10 factories per organization) to strengthen workplace grievance and protection mechanisms.
- 3.Worked closely with factory management and workers to improve the functionality, transparency, and effectiveness of AHCs in addressing harassment complaints.
- 4.Expanded implementation of the Workplace Education Program on Violence and Harassment Prevention (WEPVHP) to reach additional factories and strengthen prevention efforts.
- 5.Built on Fair Wear's long-standing WEPVHP initiative, which has supported more than 50 factories in strengthening AHC capacity since 2012.
- 6.Delivered targeted capacity-building support for selected AHC members to improve their ability to prevent and respond to gender-based violence and harassment (GBVH).
- 7.Strengthened local institutional capacity through Training of Trainers (ToT) approaches, enabling participating organizations to continue implementation sustainably.
- 8.Advanced policy advocacy efforts for the ratification of ILO Convention 190 (C190) to promote stronger protections against violence and harassment at work.
- 9.Advocated for national legislation on workplace gender-based violence prevention, aiming to address structural barriers and improve legal protection mechanisms.
- 10.Promoted a safer, more inclusive, and gender-responsive RMG sector through coordinated factory-level interventions and broader policy engagement.

Women Worker's Cafe



Supported by: Global Alliance Against Trafficking Woman

Awaj Foundation, in collaboration with GAATW, implemented a series of knowledge-building and empowerment initiatives targeting marginalized women workers from the RMG, leather, ceramic, migrant, and Dalit communities. The project focused on strengthening leadership, awareness of rights, and collective action through structured learning and advocacy engagement.

During the reporting period, a total of **24 knowledge-building and mutual learning sessions** were conducted, with **two sessions per month** and **25 regular participants**. These sessions covered key topics including leadership development, gender and sex, labor law, health and sanitation, and workers' rights. The participatory approach enabled women to share lived experiences, identify common challenges, and co-develop strategies for addressing workplace and social issues.

Achievements

The initiative contributed to the **emergence of women leaders**, who began facilitating discussions, mentoring peers, and promoting collective action. Participants also actively engaged in **advocacy campaigns**, including the 16 Days of Activism, World Human Rights Day, and International Migration Day, raising awareness on gender-based violence and workers' rights through human chains and public demonstrations.

Additionally, the project strengthened **documentation and learning systems**, including meeting records, attendance tracking, case studies, and visual documentation. A key achievement was the creation of **safe and inclusive spaces**, where women—particularly from Dalit and marginalized backgrounds—felt confident to share their experiences and build solidarity. The model has also begun to expand, with similar women's groups being formed at factory level (e.g., Hoplun).



Women Worker's Cafe

Stories of Change

One of the women members of the forum shared her story of long-term harassment. That particular participant is one of the most shy participant yet after the session and listening from others experience, she gathered courage & opened up to the other participants. She started crying at one point and expressed that it was one of the most safe space she has felt in a while.

"I come from a village background with no father, and my mother is unwell. I moved to Dhaka with the help of my elder brother, but upon arriving in the city, I found myself completely unfamiliar with the roads and surroundings. Initially, I stayed with my brother, but soon I secured a job as a helper in a garment factory through someone's assistance.

After moving out of my brother's place to live in a bachelor's accommodation without any rent, I encountered a distressing situation on my daily commute to the factory. Some mischievous boys would verbally harass me every day, leaving me frightened and distressed. Their torment didn't stop there; they would even follow me to my home and subject me to various forms of harassment. Being new to

Dhaka and feeling utterly alone, I didn't know whom to confide in about my plight. Eventually, I mustered the courage to confide in my landlord, who is older than my father. However, instead of offering any helpful advice or support, he shockingly suggested that spending a few nights with these boys wouldn't harm me. This insensitive response left me even more terrified and deeply upset. Thankfully, when I shared my ordeal with my roommate, he immediately urged me to leave the house and find alternative accommodation. Following his advice, I fled that hostile environment and found refuge with another kind aunt, where I could feel safe and secure.

However, just when things seemed to be stabilizing, I faced another setback. The new factory I joined Didn't have any job openings, leaving me in a state of uncertainty. Despite these challenges, I'm grateful to say that I've managed to overcome these trials, and I'm doing much better now."

-Shared by a member of Woman Worker's Forum



Supporting Migrant Workers

The remittance from migrant and garment workers is the principal source of foreign currency in Bangladesh. The country has over 12 million migrant workers in 165 countries. Despite their contribution to the Bangladesh economy, these migrant workers suffer from a series of legal and humanitarian injustices without finding a resolution.

Awaj Foundation provides a range of services to migrant workers at all stages of the migration process to ensure safe and legal migration. Awaj:

- Provides support and advocates for better conditions for migrant workers
- Provides a platform for legal support, education, and the opportunity to interact with other migrant workers
- Advocates and lobbies with national, regional, and international government organizations, NGOs, INGOs, and UN agencies to ensure the well-being of migrants
- Provides support with repatriation and reintegration
- Supports victims receive compensation through arbitration
- Empowers migrant workers and their families through awareness campaigns



Achievement:

- Awaj Foundation provide Pre-Departure Orientation more than 8,600 prospective migrant's workers with support to Awaj Foundation Café & District Manpower & Employment Office (DEMO).
- Awaj Foundation has support to migrant's workers to get medical support to WEWB who have returned home due to critical illness & injure.
- Support to migrant workers who returned home before 06 months due to various problems to get insurance benefits.
- Under the RAISE project, Almost 4,000 returnee migrants have been assisted in receiving a financial grant of Tk 13,500/- each for database, training & rehabilitation.
- Awaj Foundation provide support to migrants workers getting financial support from WEWB for their injured, sickness, illness.
- Support to migrants workers family to Repatriated dead body from different countries & get death compensation & insurance to families.
- Awaj Foundation, with the support of embassies, ministry, NGO, civil society provides assistance to return to their home countries injured, held hostage, missing, imprisoned, and displaced workers from physical/mental/sexual abuse.
- Awaj Foundation help to migrant's worker for getting BMET certificate, visa check, manpower issue & others.
- Support to provide in getting stipend for physically, mentally disabled children of migrant workers.
- Awaj Foundation has a hotline number **+8801938810233** which migrant workers can reach 24/7 from all over the world. In addition to that, Awaj Foundation uses more than 22 cafes to provide information, advice, legal support and training directly to migrant workers or their family members.

Supporting Migrant Workers



Bangladeshi Migrant Worker Mr. Sabir Hossain worked in Malaysia. His Passport No.- EJ0332868, Address: Village- Niralakshya Birgaon, Post Office- Atshali, Upazila- Raipura, District- Narsingdi. Sabir became the victim of a terrible road accident on 02/09/2023 (a car ran over his waist) & his backbone and waist bones were severely broken and blocked his urinary and fecal passages. Afterwards, he received temporary treatment with rods to the broken bones in his spine and waist to cure his miserable physical condition.

As an undocumented migrant worker, it was almost impossible for Sabir to return to the country. Later, with the overall support of Awaj Foundation, he was brought back to the country on 18/01/2024. Sabir used to have regular ooze from the wound on his waist and a fistula formed in his urinary bladder, blocking his urinary and fecal passages and causing his stomach to swell and he was in a coma.

Sabir was completely unable to walk, move and eat on his own. Sabir's return to the country, medical treatment and related expenses in Malaysia costed 6,00,000/- (six lakhs) taka. After returning to the country with the overall advice, support and financing of Awaj Foundation, he was admitted to the best quality hospital in Bangladesh for advanced treatment. Since, Sabir was an undocumented worker in Malaysia, his family had to manage money by loans, selling land, begging to meet his police clearance, embassy clearance, medical clearance and medical treatment in Malaysia, doctor's follow-up and other expenses.

Recently, with the direct financial support of Awaj Foundation, Sabir's operation, related medical expenses and doctor's follow-up expenses have already been provided with 3,50,000/- (three lakh fifty thousand) taka. After the operation, Sabir is leading fully healthy & living a normal life. Now he can walk on his own. Sabir gave up the hope of normal life while in a coma in Malaysia. He never thought he would be able to return home and live healthy! When Sabir was suffering from complications for returning back from Malaysia to Bangladesh, he broke down mentally and even made mental preparations to die without treatment. Currently, Sabir is living a healthy and normal life. Now, he can walk, eat on his own. Awaj Foundation has opened the doors of service with care with all the responsibilities of Sabir. Sabir has expressed his eternal gratitude to Awaj Foundation for getting his life back.

Awaj's Strength grew in Social Media learning

During this timeline, Awaj Foundation's social media performed as a third eye on different activities. Well documentation and social media sharing gave pace to Awaj's internal and external growth coverage.

Under Amplify Awaj project funded by Laudes foundation Awaj team received practical training from the expert Big Blue Communications on how to film the mobile videos and that resulted in Awaj Foundation team's video making capacity which proved to be very helpful for future as we work with the workers and through mobile videos we can showcase the problems of workers and also use during various campaigns such as 16 days of Activism.

Some Mention worthy Links on Social Media:

International Women's Day 2024

<https://www.facebook.com/share/p/1GrLW3GA9G/>

Day Care Centre Meeting

<https://www.facebook.com/share/p/1SivQLjj3B/>

International Workers Day 2024

<https://www.facebook.com/share/p/1DsNduNsth/>

International Domestic Workers Day

<https://www.facebook.com/share/p/18iQBX8bsJ/>

World Environment Day

<https://www.facebook.com/share/p/1DFVnUMTho/>

International Workers Day 2023

<https://www.facebook.com/share/p/1EPUEfb12f/>

11th year anniversary of Rana Plaza disaster

<https://www.facebook.com/share/17YQqnkYjd/>

Financial Report of 2023-24

Ali Zahir Ashraf & Co.
Chartered Accountants

AWAJ FOUNDATION
Consolidated Statement of Financial Position
As at 30 June 2024

Particulars	Notes	Amount in Taka	
		30 June 2024	30 June 2023
Assets			
Non-Current Asset:		6,753,682	7,468,610
Property, Plant & Equipment	3.00	6,753,682	7,468,610
Current Assets:		49,105,119	25,940,247
Advance Against office Rent	4.00	2,988,559	2,922,483
Loan to Various Project	5.00	6,105,526	3,456,432
Advance for Program		185,500	126,000
Cash & Cash Equivalents	6.00	39,825,534	19,435,332
Total Assets		55,858,800	33,408,857
Fund and Liabilities			
Fund:		46,692,079	25,576,799
Fund Accounts	7.00	46,692,079	25,576,799
Current Liabilities:		9,166,721	7,832,058
Loan from Executive Members/Others	8.00	2,950,000	2,950,000
Loan from Primark		50,000	50,000
Loan from Awar Foundation	9.00	4,982,543	2,507,543
Provision for Expenses	10.00	1,184,178	2,324,515
Total Fund and Liabilities		55,858,800	33,408,857

The annexed notes and annexure form an integral part of these financial statements.

[Signature]

President

[Signature]

General Secretary

[Signature]

Treasurer

Signed in terms of our separate report of even date annexed

Place: Dhaka
Dated: 27th January 2025

[Signature]
Md. Shahjahan, ACA
Partner, Ali Zahir Ashraf & Co.
Chartered Accountants
DVC: 2501272014AS411648



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Ali Zahir Ashraf & Co.
Chartered Accountants

AWAJ FOUNDATION
Consolidated Statement of Comprehensive Income
For the year ended 30 June 2024

Particulars	Notes	Amount in Taka	
		30 June 2024	30 June 2023
INCOME	11.00		
Local Donation		125,849,033	209,147,609
Foreign Donation		57,817,042	4,703,137
Local Donation (Project)		325,984	94,500
Awaj Contribution		142,000	-
SGSF Contribution		-	878,277
Fund received from Project		184,134,059	273,097,997
Total Income			
EXPENDITURE	12.00		
Personnel Cost (Salary)		43,751,909	44,563,550
Health Care Cost		17,945,618	16,765,726
Shurokha Project Training Cost		688,000	-
Kik Womens Café		37,500	143,618
FWF Program Cost		76,320	-
Hotel Research & Workshop Cost		789,000	-
Meeting, Training, Workshop		32,145,194	37,469,846
Fees Training Program Cost		-	814,750
MJF Training Cost		13,455,144	-
Office Rent		8,683,452	9,437,148
Stationery & Office Supplies		768,915	732,176
Transportation Cost & Others		3,321,436	3,891,561
Communication & Postage		1,187,807	1,053,549
Utilities		1,370,538	1,180,819
Repair & Maintenance		2,182,579	1,436,205
Refreshment & Entertainment		1,137,956	995,355
Printing & Photocopy		429,821	67,095
Staff Meeting		305,908	207,075
Gas & Fuel Cost		1,310,271	1,042,131
Bank Charge		49,973	40,820
Accommodation		284,586	16,000
Advertisement		120,000	113,304
Compensation		172,600	-
Croakies		10,160	4,200
Awaj Contribution		123,484	12,683
IT Enable Service		77,722	44,520
Litigation		78,754	100,312
Other Operation Expenses		171,994	342,056
Perdiem		14,600	18,900
Audit Cost		841,116	670,422
Day Observation		3,898,380	2,249,053
Day Care Center Cost		3,336,865	2,460,097
School Program Cost		2,001,945	1,540,219
Social Monitoring Cost		935,000	2,104,208

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Ali Zahir Ashraf & Co.
Chartered Accountants

AWAJ FOUNDATION
Consolidated Statement of Comprehensive Income
For the year ended 30 June 2024

Particulars	Notes	Amount in Taka	
		30 June 2024	30 June 2023
Sanitary Napkin Cost		3,380,175	2,323,265
Overhead Cost		8,893,083	9,463,115
Relief for workers Expenses		556,554	1,885,464
Support for Children of the Workers		937,000	-
Top Management Contribution Cost		1,130,885	643,700
Cleaning Utensils & Hygiene Products, PPE, Thermal		300,746	147,728
Baseline, Midline & Endline Survey		450,000	654,260
Yoga Materials		-	53,290
Fund Transferred		54,593	878,277
Fund Transferred-Local		-	44,537,932
Fund Transferred-Foreign		-	88,220,732
Educated to the worker about freedom of Association		-	130,786
Amplify Bangladesh		-	1,114,751
Banner & Sign Board		4,864	35,160
Overtime		19,296	41,163
Legal Advisor Fee		135,000	60,000
Portal & Other Cost		-	6,000
Capacity Building on GBV at workplace-Tchiboo		-	882,428
Toolkits		119,833	-
Contingency		300,000	-
Emergency Aid to Severely Victim		400,000	-
Immediate Legal Support		2,402,593	-
Immediate Medical & Other Cost		408,409	-
Movement Security Cost		867,320	-
Depreciation (Annexure-A)		1,441,786	1,632,370
Total Expenditure		163,506,682	282,227,817
Excess/(Deficit) of Income over Expenditure		20,627,377	(9,129,820)
		184,134,059	273,097,997

The annexed notes and annexure form an integral part of these financial statements.

[Signature]

President

[Signature]

General Secretary

[Signature]

Treasurer

Signed in terms of our separate report of even date annexed

Place: Dhaka
Dated: 27th January 2025

[Signature]
Md. Shahjahan, ACA
Partner, Ali Zahir Ashraf & Co.
Chartered Accountants
DVC: 2501272014AS411648



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