



# **ANNUAL REPORT**

**2024-2025**

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**Pollisree**  
A Center for Human Development



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## Speech of Chairperson

Pollisree is continuing its activities as a development non-profit local organization. In this year we are going to publish 39th annual report. We are so happy that Pollisree got the opportunity to work closely with deprived people through continuously implementing the programs and has been able to create a place of trust for people. Pollisree always work on demand-based issues and our purpose is to implement the work by maintaining its quality regardless. Through this work, it will bring positive change in people's lives and society through the benefit of people. We think our country will forward towards development through change of people and creating new employments.

Though the last year we passed a mass movement at the country level by the students and mass people of Bangladesh, we pray for the departure soul who passed away on that movement. This report we have tried to publish the activities that have been implemented at our working areas in this fiscal year. I would especially like to thanks the government officials and donor agencies with whom we have been able to implement these activities and hopefully in the future, such type of cooperation will be continued. I would also like to thank Pollisree General & Executive Committee members, staffs for their advice, skill and commitment. As well, I hope that Pollisree will keep continue its reputation in the days ahead.

তাসলিমা বেগম

**Taslima Begum**

## Message from the Executive Director



Pollisree is about to publish the 39th annual report. The mass uprising of July 2024, involving the youth and all sections of the population in our country, and its aftermath, have profoundly impacted the entire nation. As a consequence, individuals including children, women, and men of various ages have been martyred. We pray for the eternal peace of their departed souls. We are hopeful that Bangladesh will undoubtedly advance towards its cherished goals, enriching itself in step with the global community.

Alongside the government, various non-governmental organizations are continuously striving to contribute to the nation's development by participating in development activities. In Pollisree's operational areas, the participation of the target population, especially women in development activities, has significantly increased. The target groups are becoming notably more aware and are preparing themselves in various ways for their own development. As the programs are being implemented with continuity, the engagement and impacts of the previous year will be evident in this report.

Adolescents and youth in the operational areas are able to engage in various development activities alongside their studies, which will play a vital role in their forward progression. In this regard, we are optimistic that the organization's experiential campaign, 'NIRAPOD,' will help reduce child marriage and assist women in pursuing higher education and securing employment opportunities. However, consistent follow-up on this matter is crucial. The active participation and continues follow-up of families and communities in this area must be specifically ensured.

We note with regret that the rate of violence against women and children has recently been on a significant rise. It is also noteworthy that the nature of abuse has taken on various forms, multi-dimensional aspects, and different manifestations of severity. We are apprehensive that this will substantially hinder development activities. Therefore, it is now imperative for the public, as well as social and state institutions, to enhance awareness and ensure effective legal measures. We desire that every individual can live with dignity, civic rights, security, and in a normal state.

Furthermore, Bangladesh is being significantly affected and damaged by climate change. As a result, human vulnerabilities and poverty conditions are intensifying daily, alongside increasing various risks. In such a situation, maintaining the continuity of development is essential. Here, I would like to mention that the impacts of climate change in the northern region are not always highly visible, yet the depth of its damage is no less than that of other regions. Therefore, it is particularly urgent to conduct research and implement remedial measures on these issues, and I request everyone's attention to this matter.

Pollisree believes that challenges and adversities will always exist; hence, it is crucial to make development more sustainable, continue it consistently through public and private efforts, and ensure the participation of all, including youth and women. We hope that through collective collaboration, the momentum of development will remain uninterrupted. This report briefly outlines the activities implemented over the past year. We express our hope that your valuable suggestions will further enrich our endeavors.



Shamim Ara Begum



## At a glance

### Mission and Vision of Pollisree

#### Mission

To become an enabler of the people, particularly women and the youth, in their endeavor to become vocal, rights-demanding, and users of their resources for sustainable well-being.

#### Vision

To support the poor, particularly women, youth, disadvantaged groups, and ethnic minorities, attain sustainable wellbeing and realize economic, social and gender equality.

#### Goal

Improve socio-economic, cultural and political status of under privileged, landless and diverse section of society.

#### Objectives

- Uphold socio-political, cultural, economical rights & entitlement.
- Access to services, opportunities & control over resources.
- Strengthen people, community institutions & ensure linkage.
- Ending gender discrimination, violence against women and injustice against diverse community.
- Enhance individuals and social capacity and skill and linking with income and employment opportunities.

#### Core Values

Pro-poor, gender sensitive, resource-sensitive, mutually respectful, tolerant towards diversity, accountable, innovative, pro-environment and sustainable

#### Existing staff

During this reporting period 273 existing staff (Female-163 & Male-110) implements all the activities under the Pollisree umbrella.

#### Program of Pollisree

- Women Empowerment, Gender Justice & Governance
- Economic Empowerment, Livelihood & Food Security
- Disaster Preparedness and Climate Change Adaptation
- Credit & Enterprise

#### Organizational Management

- Senior Management Team
- Internal Audit.
- Gender cell.
- Information cell.
- Nari Forum / Women corner

Different types of projects have been undertaken under those programs. The projects are being implemented with the resources of donor agencies and of the organization own. All the projects are being implemented on participatory process. The subsequent actions are decided after analyzing the result duly.

## General Committee

The committee consists of 21 members and meets at least one time in a year. Among the members female 16 and male 05 and this committee holds supreme power to take decision of the organization.

## Executive Committee

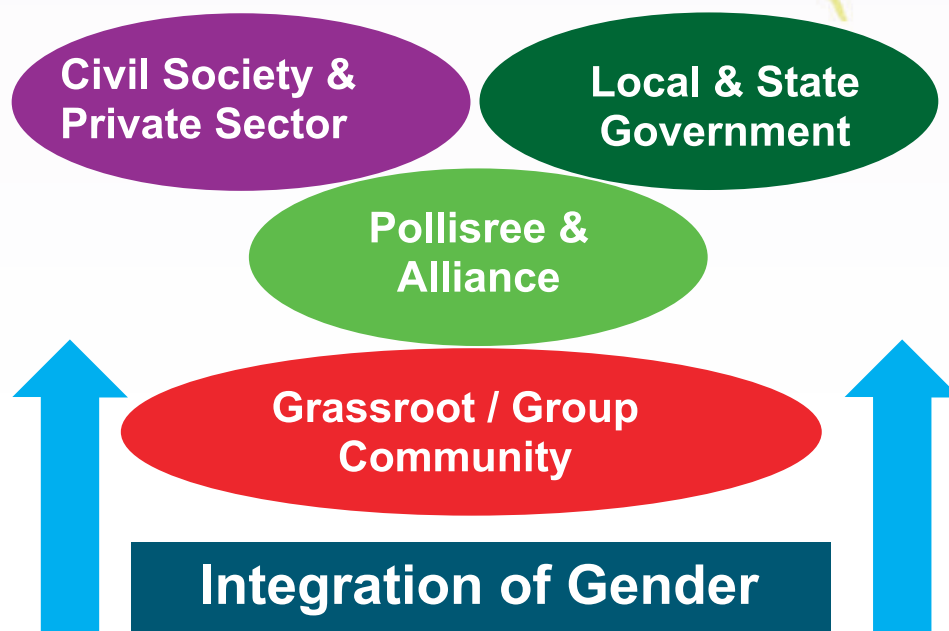
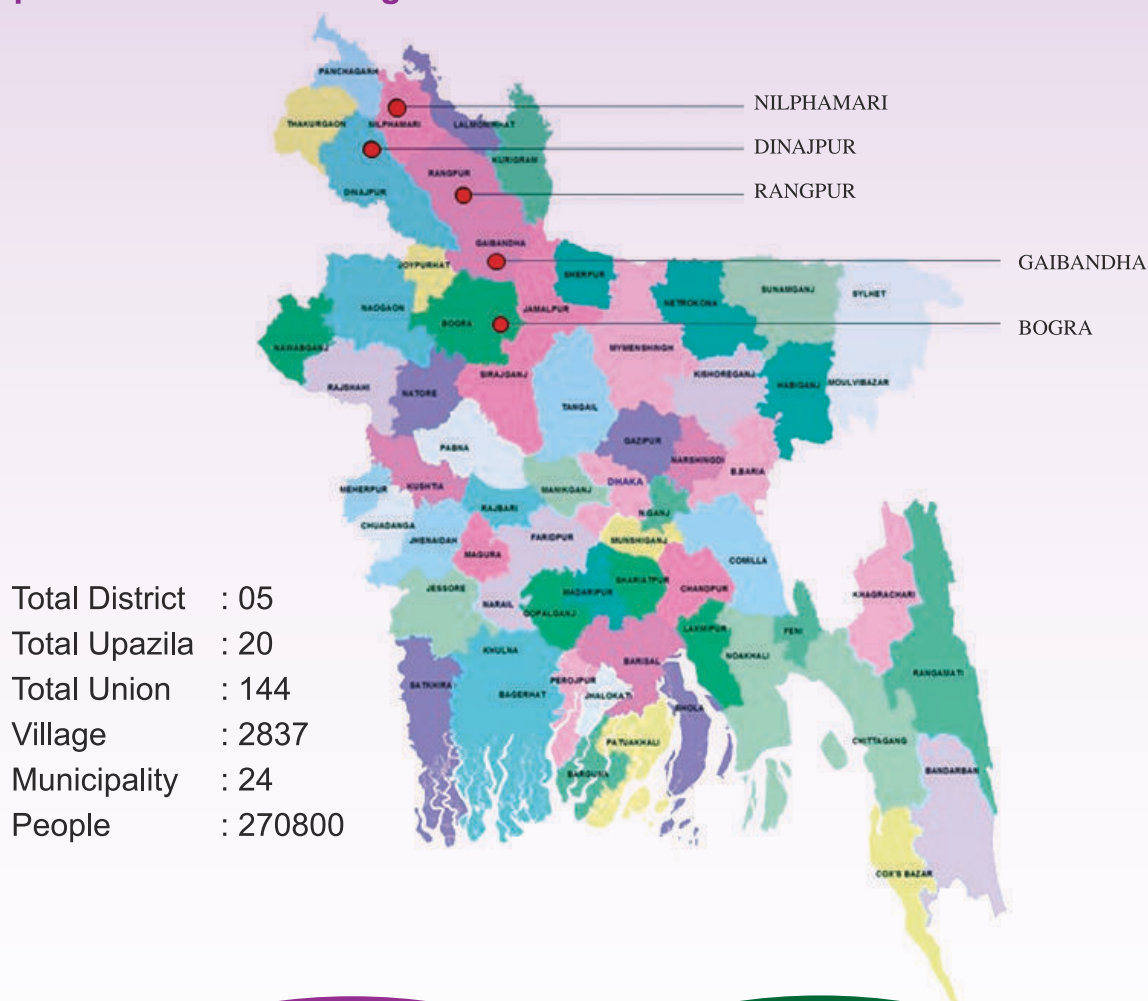
The committee consists of 07 members (Female-05 and Male-02) and meet often (bi-monthly). All major decision regarding approval of expenditure statement, appointment of auditor and other program related issues. The committee members are working as a policy maker of the organization.

## Legal Status of Pollisree

|                                    |                         |                  |
|------------------------------------|-------------------------|------------------|
| Registered with Social Welfare     | : No. Dinaj 340/1987    | Date: 01-04-1987 |
| Affiliated with NGO Affairs Bureau | : No. 469/1991          | Date: 18-05-1991 |
| Registered with Women Affairs      | : No. Dinaj 16/1993     | Date: 03-08-1993 |
| Micro Credit Regulatory Authority  | : No. 01572-00660-00313 | Date: 29-07-2008 |



## Map of Pollisree's working area



Working approach of Pollisree



## Introduction

Pollisree was formally established in 1987 as a non-governmental development organization. While its initial initiatives focused primarily on women's empowerment, the organization has gradually expanded its interventions in response to evolving community needs and has started working with all genders in the community. Pollisree now engages diverse groups, particularly women, children, adolescents, and youth, with consistent commitment. Working in collaboration with government agencies, educational institutions, law enforcement bodies, judicial institutions, hospitals, civil society organizations, and local social and cultural groups, Pollisree remains guided by the belief that individuals can be empowered effectively through appropriate support and the development of their inherent capacities. The organization currently implements various demand-driven initiatives aimed at enhancing socioeconomic resilience at the community level. These include accessible micro-credit opportunities that enable women to strengthen their livelihoods, improve family well-being, and advance their own economic standing, thereby contributing to increased confidence, dignity, and participation within households and communities. In low-income areas, Pollisree facilitates integrated community development activities addressing health, education, sanitation, recreation, and related needs, while also promoting cultural preservation, ethical social behavior, and responsible engagement, particularly for youth navigating the challenges of the digital era. Through awareness sessions, group dialogues, and thematic capacity-building efforts, the organization continues to foster constructive community participation and a culture of accountability. Currently, Pollisree works with 209 women's groups, 180 women entrepreneurs, 459 women leaders, 50 adolescent groups, 85 youth groups, 170 CBOs and 3000 HRID beneficiaries, and 28 model villages, maintaining structured engagement with approximately 270,800 beneficiaries across its program areas.







Over the past year, Pollisree has observed a notable increase in women's active involvement in empowerment-related discussions, demonstrated through their willingness to share experiences and outcomes on issues such as dignity, rights, decision-making, personal choice, and freedom of expression. This growing participation reflects the organization's sustained efforts to strengthen women's collective action and enhance rights awareness through targeted group initiatives, training, and leadership development. As a result, women's groups, model villages, CBOs, adolescent groups, women entrepreneurs, human rights defenders, civil society representatives, and broader community members have become integral to promoting gender equality and advancing social consciousness. These efforts are contributing to long-term change by reducing gender-based discrimination, strengthening family structures, and reinforcing respect for women's dignity in both domestic and community spheres. Women, youth, and adolescents are increasingly forming communication networks and pursuing economic participation through small-scale enterprises, production activities, and market linkages, thereby contributing to national economic development while gaining social recognition and stronger community standing. Notably, during the past year, ten women from community groups associated with Pollisree's development initiatives received official government recognition as Inspiring Women (Odommo Nari ) for their outstanding contributions to various development activities.



Over the past year, as a result of Pollisree's ongoing programs, various activities, including awareness-raising initiatives for women's empowerment, have been implemented through the following stakeholders across 20 upazilas in 5 districts.



### Women's Clubs

There are currently 113 Women's Clubs with a total of 6,113 members, who are involved with various classes and professions at the community level. A Women's Club is an open platform where members, through their own initiative, work to ensure all women in their area can live free from violence, and to sensitize families to come forward in preventing violence against women. Additionally, the Women's Club is a dedicated space for women in the community—a place for discussions, knowledge acquisition, experience sharing, and recreation, which helps build their self-confidence.





## CBOs (Community Based Organizations)

A total of 38 CBOs are currently being operated by the organization. These CBOs have been formed with one in each union, comprising members from the Women's Clubs, Model Villages, and Youth Groups. Each CBO has a minimum of 40 female and 10 male members. Pollisree's objective is to strengthen their organizational structure and facilitate their registration with government institutions, leading to a phased exit (phasing out) after a specific period. This enables them to become self-reliant and eventually establish their CBO as a pressure group for their operational areas. The organization provides these CBOs with awareness training and skills development support, and they work to serve the eligible population in their covered areas by fostering effective linkages with local service providers. Out of the 38 CBOs, Pollisree has successfully facilitated the registration of 32, while the registration process for the remaining 6 is ongoing.



## Ideal Village

Ideal Village have been established by grouping specific households in designated areas. Each household is identified with a specific number for tracking. A set of specific criteria has been established for these Model/Ideal Villages; the full practice of these criteria by each family and citizen residing in the village will enable the villages to become "model" communities. The Ideal Village initiative aims to foster a sense of community within the area and build strong, cordial relationships through mutual communication among all residents.

## Criteria's of Ideal Village

Priority is given to creating employment opportunities for women in the community, as economic development through women's employment is a crucial activity for women's empowerment. Developing women entrepreneurs is particularly essential for making women economically self-reliant. Concurrently, emphasis is placed on skill development



so that their businesses become sustainable and can survive by overcoming necessary challenges. We recognize that, alongside men, women face various obstacles in becoming entrepreneurs. In this regard, Pollisree provides women with training to become proficient in market management, accounting systems, market verification, and assessing demand. In the current year, a total of 3,245 entrepreneurs, including previous ones, are successfully operating their businesses.

Currently, 28 Ideal Villages have been prepared according to the criteria, serving as an inspiration for other villages to motivate them to develop their own villages into Model Villages.

- 100% registration of births and deaths for every individual, including children, in the village will be ensured.
- 100% of school-aged children will attend school.
- A unified role from all will be visible in establishing villages free from violence against women.
- All members will be knowledgeable about and sensitive to different forms of abuse.
- The community will be sensitive towards children, persons with disabilities, and adolescents.
- 100% of marriages will be registered, and the practices against dowry and child marriage will be sustained through safe campaigns.
- 100% of families will use safe water (sealed tube-wells) and hygienic sanitation facilities.
- An integrated food bank will be established to ensure food security.





## Entrepreneurs

Priority is accorded to the generation of employment within the community, particularly for women. This is because economic development and the empowerment of women are critically dependent on ensuring their employment opportunities. Fostering entrepreneurship is especially vital for achieving women's economic self-reliance. Concurrently, significant emphasis is placed on skill development to ensure the sustainability of their businesses, enabling them to navigate challenges and remain viable.

We recognize that women face numerous obstacles in becoming entrepreneurs, alongside men. In this context, Pollisree enables women to become proficient through training in market management, financial accounting, market verification, and demand assessment. In the current fiscal year, a total of 3,245 entrepreneurs, including those from previous cycles, are successfully operating their businesses.



## Adolescents Boys & Girls Group

Teenagers are a big part of our society who will contribute to the development of society as well as the state in the future. Pollisree believes that if teenagers are organized and taught socially conscious and humane qualities, it will have a positive impact in every aspect of the state. A total of 24 adolescent girls groups have been formed in Pollisree working area, bringing a total of 720 teenagers directly under its program. Social awareness, life skill training, SRHR, karate training for self-defense, special coaching to achieve proficiency in mathematics and English, health and hygiene, implementing a special campaign **"NIRAPOD Campaign"** to prevent child marriage and above all, making them as a change maker.







## Human Rights Defenders

At the community level, people from different levels and professions are being prepared in various ways to learn more about their rights, including social awareness. So that they can know all the services available from various institutions to ensure their civil rights and can bargain for the necessary services. In addition, they play an important role for preventing any kind of anomalies in society, especially violence against women. So far, a total of 3364 people at the community level have been able to be made human rights defenders.

## Student Forum

The main goal of the Student Forum is to develop oneself as a sensitive person, including social awareness, moral education and discrimination between men and women, in addition to institutional education. Student Forum is formed with 30 students from each class of every school. They gather together to present current issues to everyone in the school through various activities such as speeches, essay & debate competitions, day celebrations and dramas on social unrest. In this way, all students, including their families, are trying to understand the issues and put them into practice.





## Theater Forum

Theater Forum is trying to make the good practices and bad things of society understandable to the people of the community by showcasing them through street plays. There are no specific classes and level persons are involved in the Theater Forum. The Theater Forum implements the activities by combining interested men and women of all classes, professions and ages of society. This makes it easier to reach the same message to more people in a short time.



## Civil Society Forum

Civil Society Forum is formed by bringing together people from different classes and professions of the society who want to change the society through their own changes and at the same time build a developing state. Whose main task is to build a society based through justice.

## Village CSO

The grassroots level women of the community are organized and involved in income-generating activities by transferring various trainings along with productive assets and at the same time, making them aware on human rights and establishing linkages with service providers, so that women can participate in family, social and economic arenas. In addition, awareness about the impact of climate change and encouraging them to take possible steps. In addition, 30 union level CSOs and 24 upazila level CSOs have been organized along with the Village CSOs and various activities are ongoing.





## Ongoing Projects during this reporting period:

### Promoting Opportunities for Women Empowerment Project-

This project is being implemented in 38 unions of 6 upazilas of Dinajpur and Nilphamari districts with 8710 direct beneficiaries. The project is being implemented with financial and technical support from Bread for the World, a German donor organization. So far, 32 union-based CBOs have been registered through the project, including prevention of violence against women and arbitration management. In addition, the project is implementing its activities by forming CBOs, model villages and women's clubs to strengthen women's empowerment. The joint organizations of the working area have increased their awareness and capacity and playing a role in socio-economic development through organizational form. Observing the registered CBOs, the people of the community are expressing interest in registering other groups, organizations and associations. The new innovative works of the ideal village are encouraging the neighboring villages. Which is influencing the community and administration to make other villages as ideal villages? Especially, it is playing a significant role in stopping violence against women including birth registration of children, death registration, sanitation, use of safe water. Seeing the open platform of the women's club, other women have also organized and many women supporters have been created. Women's self-confidence has increased, seeing the entertainment of the women's club; other women are also joining the women's club. The small initiatives of the women's club are being praised by high-level government officials. Women are being rewarded as indomitable women and are receiving honors on various days.







### **Civil Society Organizations and Public Authorities are strengthened to Protect and Promote Rights of Marginalized Women**

The project is implementing in 3 unions and municipalities of Sadar Upazila of Dinajpur district. The project is being implemented with the financial and technical support of Manusher Jonna Foundation. Especially the poorest and most backward people are getting government and private services and providing various IGA-based training to make them entrepreneurs, increasing women's participation in various social and political committees, making them aware on the hotline number and appropriate use of resources, etc. The project is being implemented directly with 4500 members through 120 women's clubs. The stakes of this project are- women's clubs, school-level students, UP standing committees, government institutions and officials, legal aid, local authorities and health department staff. So far, 1,472 VGFs, 3 people with disabilities, 95 people have received training from various government and private institutions and 34 people have been became entrepreneurs.





## Strengthening the resilience of the poorest population to the impacts of climate change in Bangladesh project (PORIBESH)

Through the implementation of the PORIBESH Project since 2021 in Dinajpur and Nilphamari districts, 4,600 families have generated their climate resilient income, introduced adaptive agricultural practices and created alternative livelihood opportunities. This project has helped

improve the capacity of the local people to cope with the adverse effects of climate change, such as drought and flood, as well as food shortages, economic and social conditions. Over the project activities, the local people have become aware and have taken initiatives to build climate resilient infrastructure and cultivating different drought-tolerant crops, especially sweet potatoes, vegetables and rice. As a result of the implementation of the project activities, the Union Disaster Management Committee has been activated. Project members have joined the integrated farming system. They are able to meet their nutritional needs throughout the year by vegetable gardening in their homesteads. Alternative livelihood opportunities have been created. Knowledge and awareness have also increased. They are able to get information related to weather through the media. So farmers are able to make timely decisions according to weather forecasts. Emphasis has been placed on improved use and conservation of natural resources including soil, water, and plants.







### **Strengthening the human rights and social participation of marginalized groups in Bangladesh with specific focus on women and girls (Hope)**

The project covers 24 unions in 04 upazilas of Bogra and Gaibandha districts. Enriching the knowledge of 1,200 youth and 1,950 adult human rights defenders to prevent all types of human rights violations in their respective areas and try to keep them engaged in their duties as skilled human rights defenders to prevent all types of human rights violations. Human rights defenders informed by the project Incidents of torture or violence identified by the project Local mediation and remaining cases have been able to take effective steps to resolve disputes through police stations, courts, and village courts. Marginalized women and men have participated in joint partnership activities with local authorities, resulting in applications being processed for total service delivery. Through the provision of services, rights are realized, transparency and accountability of the service provider are ensured, and the lives of the service recipients are positively impacted. Marginal women and men have received support and leadership in various positions in various committees from the village to the district level. It reflects the relentless efforts of women among marginalized communities in leadership development and social participation, which is proving to be an effective step in combating discrimination. Male CSOs and student members have been directly and regularly participating in household works in the family, considering household work as their own work. CSO members are playing an effective role in preventing child marriage and abuse through self-initiated NIRAPOD campaign. Young and adult human rights defenders are developing the habit of eating at least one meal together with entire members of their families. At the student level, human rights defenders have been able to create and implement sexual harassment prevention maps and establish sanitary pad banks in 24 schools.



## Credit Program

The credit program is implementing in 92 unions and municipalities of 10 upazilas of Dinajpur district. The program is being implemented by the financial and technical support of PKSf. In the financial year 2024-2025, a total of 1,547,216,000/- (one hundred fifty-four crore seventy-two lakh sixteen thousand only) taka loans were distributed among the borrowers in various sectors under the credit program.

After receiving the loan from the organization, the implementation of the project has resulted in the economic and social development of the group members, which is as follows:

In the work area, there are dairy farms, cattle fattening farms, buffalo farms and goat rearing farms, poultry farms, fish farming, vegetables such as potatoes, tomatoes, eggplants, cauliflowers, cabbage, bitter gourds, bottle gourds and various types of vegetables. In addition to IRI rice, Aman rice, several aromatic rice such as Chinigura, Black cumin, Katharibhog, Basmati, Jirashail, etc., corn and bananas are being produced. Several entrepreneurs are doing business in automatic mills for producing rice puffs, husking mills for producing rice. In addition to fertilizer-pesticide, seed storage, fruit orchards, hardware business, motorcycle parts, sanitary business, grocery store, cosmetics business, clothing business, boutique house and various development projects are being implemented.







Through the implementation of the above-mentioned project, the production of grains, vegetables, milk, eggs, fish have increased in the work area. As a result, the beneficiaries are becoming financially self-sufficient, along with meeting their food and nutritional needs in the work area.

In addition, through receiving loans from the program in the fiscal year 2024-2025 and using properly, especially women members who are implementing the project themselves have acquired ownership of their own assets. For example, 1407 members have purchased land in their own name, 3057 have taken land mortgages, 358 have built houses and new houses, 666 have purchased their own auto/tempo and batteries, 639 have purchased their own charger van and van batteries. They are purchasing household essentials commodities such as gas stove, magic stove, refrigerator, oven, TV, IPS and furniture etc.

**Impact of credit program:** The credit program accomplish by Pollisree, in addition to playing a special role in the credit and savings market, is playing a major role in the socio-economic and living standards of the beneficiaries in the working area. The average income of families in rural areas who have small enterprise projects is higher than others. Furthermore, their standard of living is improved. As a result, microfinance has a major impact on the overall situation. As the organization provides collateral-free loans, women are able to start businesses or do income-generating activities, which are strengthening their economic and social status. As a result of the proper implementation of the loan program, the tendencies to take loans from moneylenders at high interest rates and the interest rates have significantly decreased in the work area. In addition, microfinance is creating opportunities for self-employment for poor and low-income people, as a result of which the quality of life is improving and the target group is able to get out of the “vicious cycle of poverty”.





### Enrich Program

This program implemented at Ranipukur Union of Birol Upazila under Dinajpur district. The main objectives of this program to increase the capacity and assets of poorest of the poor families and established their dignity in the community. At present a total of 5730 families including 23321 numbers of direct beneficiaries involved with this program. Presently it provides it support through education, health & nutrition and develop environment. Ensure 100% school attendance at

government primary school & reduce dropout rate along with leadership & self-confidence growing among the students are going on. Initiatives taken to habituated take medicine after receive advice from doctor & readily available health facilities, necessary action taken to reduce mother and child mortality rate. Emphasis on anti-natal and post natal care. Especial health facilities provide to physically and mentally challenged and elderly people. Different initiatives and training program continue with adolescent, youth and elderly people.

### Strengthening the efforts of young women leaders forum (YWLF)

Project addressing GBV in Bangladesh jointly implemented with Polissree and Jago Nari at Rangpur division. Prevent gender based violence and established gender equity at the target community through increase the youth women leadership is the main motto of this network. The women of Bangladesh are facing different challenges especially on gender based violence and legally untouched. A forum developed by 35 numbers of youth women leader and provide them training on peace, justice and gender based violence so that they aware themselves and each and every youth women leader provide this concept to other 10 persons. They know digital law, evaluation on digital literacy level easily accessible and how to raise their voice against VAW. They were also aware on how to use technology (Android Phone). The have learned what to do if they are immediately cheated by others. Finally everyone is encouraged to advantage of social safety-net.







## Bangladesh Women Humanitarian Platform

Bangladesh Women Humanitarian Platform is a private, voluntary, non-profit and non-political platform. The goal of this platform is to ensure rapid service provision to women, adolescents, and children during disasters. The platform is working all over Bangladesh. This platform includes 20 Executive Directors of women-led organizations as members, as a network for peace and security. In the past, under the strong leadership of Pollisree, the strategic plan of the Bangladesh Women Humanitarian Platform has been formulated and the constitution has been finalized after reviewing the existing one.

## Trainings are implemented in this year

- Follow-up training on conflict-sensitive democratic dialogue (workers and beneficiaries).
- Follow-up Climate Vulnerability and Capacity Analysis. (Volunteers and Union Members).
- Follow-up training on effective marketing (workers and beneficiaries).
- Training on organic vegetable farming (Youth Forum and beneficiaries).
- Training on cattle fattening and poultry farming (Youth Forum, beneficiaries, borrowers and potential borrowers).
- Training on improved cow husbandry (borrowers and potential borrowers).
- Training on sexuality, sexual and reproductive health (teenagers and adolescents)
- Training on prevention of gender-based violence
- Advocacy, leadership and negotiation skills development training (workers)
- Behavior Change and Communication Training (Employees)
- Team Management Training for Team Members.
- Skill Development Training for Entrepreneurs.
- Couple Orientation
- Training on Human rights
- Training on self defense
- Disaster Management Preparedness Training.
- Training on Drama Management.
- Training of peace & human rights

A total of 551 batches of 13,794 marginalized groups have been provided training and orientation, out of 11,883 are women, 1,911 are men, 115 are indigenous women, and 75 are indigenous men. The organization's staff has participated in 3 batches of 75 people, Out of 50 are women and 25 are men. 06 training courses have been completed for other external organizations. Where a total of 150 participants and out of them 148 are women and 02 are men.





### Innovations of Pollisree

Based on its extensive experience, Pollisree has been conducting special campaigns to raise public awareness and demonstrate the positive impact of various practices at the field level.

- Practice to have at least one meal together in a day.
- Food Bank
- Knowledge Ludo
- XY chromosome analysis
- Mother's Bank (Mayer Bank)
- Take Care Own (Nijer Jotno Nije Kori)
- NIRAPOD (Nijeke Rakhibo Porom Dayitte)

For more information on these initiatives, please visit Pollisree's head office or their website at [www.pollisree.org](http://www.pollisree.org).





## Shalish Management

In our daily lives, various conflicts, allegations, and criminal tendencies disrupt community life. Often, the truth remains hidden, justice is not served fairly, and the real culprits go unpunished. Many times, victims of torture, especially women, are silenced while perpetrators escape due to their power. As a result, unresolved community conflicts lead to accumulated resentment and eventually disrupt the well-being of the community.

To address these issues, Pollisree, with government approval, has initiated an impartial counseling and arbitration system at its head office. Experienced lawyers handle arbitration for crimes, involving both complainants and defendants. Notably, cases eligible for arbitration from police stations, courts, hospitals, OCC, and the Department of Women's Affairs are referred to Pollisree for resolution.

During the reporting period, a total of 183 complaints were received:

Resolved at Pollisree Arbitration Center: 126

Resolved at the police station: 04

Resolved at the court: 5

Resolved at the union council: 22

Resolved at legal aid: 05

During the reporting period, the arbitration management successfully recovered 20,06,000 taka as dower for 13 women.





## Engagement of Pollisree

### National Level

- Member of the Association of Development Agencies in Bangladesh (ADAB).
- Member of the Paribaric Sahingsata Protirodh Jott (WECAN).
- Executive member of the Amar Adhikar Campaign.
- Member of ECNET.
- Member of the Bangladesh Shishu Adhikar Forum.
- Member of the Bangladesh Women Humanitarian Platform (BWHP).
- Member of the Bangladesh Conflict Transformation Platform.
- Member of Bangladesh Peace Practitioner.
- Member of FANSA.

### District Level

- Member of NGO Coordination Committee of Dinajpur, Nilphamari, Rangpur, Gaibandha and Bogra Districts.
- Member of Legal Aid of Dinajpur and Nilphamari Districts.
- Member of Police Bureau of Investigation (PBI) of Dinajpur District.
- Member of Chamber of Commerce of Dinajpur District.
- Member of Sexual Harassment Prevention Committee of Nursing Institute of Dinajpur District.
- Disaster Management Committee of Dinajpur District

## Indomitable Women (Odommo Nari)

Every year, members from Pollisree's field operations are awarded as "Indomitable Women" by the Department of Women's Affairs in recognition of their various social contributions. This year, a total of 10 group members were selected and honored as Indomitable Women. Among them, 4 have achieved success economically, 3 have been recognized for their success in social development, 1 is acknowledged as a Successful Mother, and 2 women have overcome the trauma of violence to start their lives anew with fresh determination.





## Pollisree's initiatives in notable events:

- Disha was traumatized when she was raped in 2021, and Pollisree has been providing legal assistance to her case ever since. In 2025, Pollisree provided a wheel chair and commode chair to carry out her daily tasks.
- In 2016, a 5-year-old girl, Puja, was raped. Her case was decided in 2022 by the judicial court, but her defendant was released on bail in 2025. Later, Pollisree contacted law enforcement agencies, the court, and the office of the Legal Adviser and remanded the defendant in custody.
- With the aim of strengthening the much-discussed Aasiya rape and murder case, Pollisree, as the convener, brought together all NGOs, social organizations, cultural activists and civil society members of Dinajpur district to form a human chain, Press conference and provide memorandum to the Honorable Chief Advisor through district administration.



### Social Studies Course

Social study is a life-long short training course. The social studies course is conducted with the aim of enhancing the conceptual and practical capacity of human rights, gender and rights. The course is attended by students of colleges, universities and other interested parties. Last year, the Social Learning Course has been implemented under Pollisree's own resources and management. At the end of the course, the students are given a certificate. A total 51 students of Gender Studies Development Department, Management Department of Hajee Mohammad Danesh Science and Technology University and Social Science Department of Dinajpur Women Government College participated in the social learning course. They express their feelings like this--"It is very important for our youth to participate in the social studies course because there is a difference between academic education and real life. Let us all be convinced to change our own behavior and create a discrimination free family and society. In the social studies course, gender concepts and transformative leadership are discussed in the light of reality, through various cases, and exchange of experiences.

### Internship

In 2016, Pollisree introduced an internship program, which continues annually. So far This year 24 students from two batches, representing universities such as Hajee Mohammad Danesh Science and Technology University, and Dinajpur Government Women's College have participated. These students are gaining valuable field-level experience alongside their education.

Pollisree also enriches its activities by incorporating the experience and feedback from these interns, for which it remains grateful and maintains contact as necessary to sustain the work.





### Learning Sharing Visit

A team of 15 people from Pollisree visited various programs of CCDB Climate program at Gazipur Climate Center, a like-minded organization in Bangladesh, for 3 days and learned different topics on climate change which will be used in the organization's necessary fields.

### Award received

Oxfam, a renowned international organization in Bangladesh, presented a commemorative plaque to the non-governmental organization Pollisree on the occasion of its 50th anniversary. Speech was, "Oxfam's sincere gratitude for your able leadership in Bangladesh's development journey."



On the occasion of the 140th anniversary of Dinajpur Institute, a renowned institution of Dinajpur, Pollisree was honored as a prominent social service organization by presenting a commemorative plaque.





## Finance, Admin & Estate

Pollisree received technical and financial support from national and international donor agencies, beside this organizational try to implement different development related income for create own fund. Main sources of the organization are given bellow:

Training complex

Service charge from credit program

Ghorer Shad

Agriculture

### Finance (Economy and Accounts Management)

Accounts have updated as per guideline of finance management. Each and every month the respective report submits to Executive Director and took approval. 01 Finance Manager, 09 Accountant and 20 assistant accountant done the entire get emphasis and take necessary action on internal & external audit report feedback, VAT & Tax, Accounts management, anti corruption and unlawful expenditure, purchase committee, cash management and bank management etc.

### IT & Network

A total of 44 laptop, 45 desktop computer, 10 printer, 07 scanner and 08 CC camera use for report preparing and other respective work for organization. A guideline has followed for computer operate.

### Purchase committee

A 07 member purchase committee approved by the EC. This committee purchase for entire project from head office and follow the other related rules and process of different district and upazila wise project. An extra existing 07 member's purchase committee developed in each project/unit/area that are approved to purchase directly materials by taking decision through their committee. A total of 20 purchase committee meeting held during this reporting period. Respective persons were attending on that said meeting as quarterly basis.

### Logistic

A logistic organizer at head office maintenance entire necessary action for this purpose, also the project accountants play the logistic organizer role at their own project. Each and every month logistic report submits to respective authority after directly checking and monitoring.

### Program Monitoring

The organization has a financial monitoring team consists of 05 members (female-04, male-01). The team members monitor all financial activities of entire project and it followed by the organizational finance policy.

### Audit Management

Each year and audit firm chose through maintaining organizational process by EC which are selected from NGOAB. This year K.A Alam & Co audited our organization. Including this internal audit team of Pollisree audited entire project as per developed plan.



## Internal Process

There is an internal reporting system existed in organization. All the project coordinator submitted their project progress report to program coordinator as monthly, quarterly, half-yearly and annually. The financial reports submit to Executive Director and approved by the EC.

According to the requirement of donor's the quarterly, half yearly and annual report including financial progress report have to submit in due time and kept the copy of submitted reports at head office of Pollisree.

## Existing Policies

The existing policies have reviewed during the reporting period and that's are-

Finance policy

Gender policy

HR policy

Savings and Credit program operational policy

Clinical Service Operational policy

Group management policy

Group Graduation policy

Staff welfare policy

Food bank guideline

Ideal Village guideline

Child protection policy.



## Monitoring and appraisal system

At the start of the year, Pollisree prepares an activities implementation plan. The organization has a monitoring team of five members (three female and two male). This team supervises all activities, including field staff, following program and project guidelines. All staff levels are monitored at six-month intervals for the implementation of these plans. Based on periodic monitoring results, staff are appraised yearly and receive organizational benefits. The monitoring reports are submitted to the appropriate authority for necessary action.

Payment of Income Tax and VAT:

As per government rule organization pay its regular basis under the tax identification number 691164616578 and VAT registration number- 005106205-1006.

## Information about Donor Agencies

- Bread for the World-Germany
- Manusher Jonno Foundation (MJF)
- NETZ Bangladesh
- Oxfam in Bangladesh
- Palli Karma Shahayak Foundation (PKSF)
- Christian Aid through MJF
- FON/CREA through Networking
- Action AID Bangladesh



## Visitor's Statement

| Name                         | Organization                                              |
|------------------------------|-----------------------------------------------------------|
| Mamtaz Ahmed-NDC             | Senior Secretary- Ministry for Women and Children Affairs |
| Nuzhat Jabin                 | European Union (EU)                                       |
| Ms. Laila Jasmin Banu        | European Union (EU)                                       |
| Mr. K.A.M.M Raisul Islam     | Microcredit Regulatory Authority (MRA)                    |
| Mr. Md. Fakuruzzman          | Microcredit Regulatory Authority (MRA)                    |
| Ms. Rabia Khan               | Microcredit Regulatory Authority (MRA)                    |
| Mr. Md Rasel Kobir           | Palli Karmo-Shahayak Foundation (PKSF)                    |
| Mosfequr Rahman              | Christian Aid                                             |
| Manik Bashwas                | Christian Aid                                             |
| Abdullah Jafor               | Manusher Jonno Foundation- MJF                            |
| Shaikh Giasuddin             | Manusher Jonno Foundation- MJF                            |
| Ruma Sultana                 | Manusher Jonno Foundation- MJF                            |
| Ms. Tasmin Akter             | Manusher Jonno Foundation- MJF                            |
| Md. Shahidul Alam            | Manusher Jonno Foundation- MJF                            |
| Mr. Manfred Kruger           | NETZ- German                                              |
| Dr. Kathrin Quellmalz        | NETZ- German                                              |
| Dr. Bernhard Hoper           | NETZ- German                                              |
| Ms. Martina Herzog           | NETZ- German                                              |
| Ms. Anna Cijevski            | NETZ- German                                              |
| Ms. Dagmar Ledoch            | NETZ- German                                              |
| Mr. Max Stille               | NETZ- German                                              |
| Md. Habibur Rahman Chowdhury | NETZ- Bangladesh                                          |
| Mr. Aminur Rahman            | NETZ- Bangladesh                                          |
| Ms. Afsana Binte Amin        | NETZ- Bangladesh                                          |
| Mr. Zakir Hossain            | NETZ- Bangladesh                                          |
| Mr. Moniruzzaman Moni        | NETZ- Bangladesh                                          |
| Mr. Sumon Paul               | NETZ- Bangladesh                                          |

**Conclusion:** Hope we will cover the entire issues of our program and management part, if you have any suggestion which will increase our report furthermore, please report us.



**Pollisree**  
**Consolidated Statement of Financial Position**  
**As at 30 June 2025**

| Particulars                     | Notes | Organizational   | Donor            | Micro Credit Program | Amount in Tk.      |                    |
|---------------------------------|-------|------------------|------------------|----------------------|--------------------|--------------------|
|                                 |       |                  |                  |                      | As on 30-Jun-25    | As on 30-Jun-24    |
| <b>ASSETS:</b>                  |       |                  |                  |                      |                    |                    |
| <b>A. Non-current Assets:</b>   |       |                  |                  |                      |                    |                    |
| Property, Plant & Equipment     | 4.00  | 4,107,659        | 2,553,779        | 35,948,236           | 42,609,675         | 42,527,990         |
| Investment in FDR               | 5.00  | -                | -                | 9,110,236            | 15,771,675         | 13,689,990         |
|                                 |       |                  |                  | 26,838,000           | 26,838,000         | 28,838,000         |
| <b>B. Current Assets:</b>       |       |                  |                  |                      |                    |                    |
| Loan to Beneficiaries           | 6.00  | -                | -                | 814,027,774          | 814,027,774        | 709,827,433        |
| Loan to Staff (Motor Cycle)     | 28.00 | -                | -                | 145,833              | 145,833            | -                  |
| Loan A/C SOMRIDHI Program       | 10.00 | -                | -                | 839,529              | 839,529            | 3,600,000          |
| Cash in Hand                    | 11.00 | 35,679           | 16,522           | 1,370,988            | 1,423,189          | 1,782,359          |
| Cash at Bank                    | 12.00 | 1,880,488        | 3,275,001        | 130,694,980          | 135,850,468        | 116,208,058        |
| <b>TOTAL ASSETS (A+B):</b>      |       | <b>6,023,826</b> | <b>5,845,302</b> | <b>983,027,340</b>   | <b>994,896,468</b> | <b>873,945,840</b> |
| <b>FUND AND LIABILITIES:</b>    |       |                  |                  |                      |                    |                    |
| <b>C. Capital and Reserves:</b> |       |                  |                  |                      |                    |                    |
| Retained Surplus                | 13.00 | 2,369,826        | 5,005,773        | 174,527,095          | 181,902,694        | 143,710,275        |
| Statutory Reserve Fund          | 14.00 | -                | -                | 157,074,386          | 164,449,985        | 129,759,833        |
|                                 |       |                  |                  | 17,452,709           | 17,452,709         | 13,950,442         |
| <b>D. Current Liabilities:</b>  |       | <b>3,654,000</b> | <b>839,529</b>   | <b>808,500,245</b>   | <b>812,993,774</b> | <b>730,235,564</b> |
| Loan from PKSF                  | 15.00 | -                | -                | 455,413,538          | 455,413,538        | 403,899,994        |
| Members Savings Deposits        | 16.00 | -                | -                | 284,572,203          | 284,572,203        | 254,263,699        |
| Loan from Credit Program        | 10.00 | -                | 839,529          | -                    | 839,529            | 3,600,000          |
| Provision for Audit Fee         | 17.00 | 80,000           | -                | 90,000               | 170,000            | 67,000             |



| Particulars                                   | Notes | Organizational   | Donor            | Micro Credit Program | As on              |                    |
|-----------------------------------------------|-------|------------------|------------------|----------------------|--------------------|--------------------|
|                                               |       |                  |                  |                      | 30-Jun-25          | 30-Jun-24          |
| Payables Accounts                             | 21.00 | -                | -                | -                    | -                  | -                  |
| Loan Loss Provision (LLP)                     | 18.00 | -                | -                | 43,580,607           | 43,580,607         | 33,016,725         |
| Welfare Fund                                  | 19.00 | -                | -                | 19,183,300           | 19,183,300         | 17,939,504         |
| Member Saving Interest Saving Provision (PSS) | 21.00 | -                | -                | 3,095,809            | 3,095,809          | 2,562,079          |
| Fund received from -REE-CALL                  |       | -                | -                | -                    | -                  | 900,208            |
| Fund A/C LDC Project                          |       | -                | -                | -                    | -                  | 4,751,899          |
| Others Liabilities                            | 27.00 | -                | -                | 2,564,788            | 2,564,788          | -                  |
| Bank Loan                                     |       | -                | -                | -                    | -                  | 6,885,457          |
| Advance Received Against House Rent-Security  | 7.00  | 525,000          | -                | -                    | 525,000            | 350,000            |
| Loan from KKT                                 |       | 3,049,000        | -                | -                    | 3,049,000          | 1,999,000          |
| <b>TOTAL FUND AND LIABILITIES (C+D):</b>      |       | <b>6,023,826</b> | <b>5,845,302</b> | <b>983,027,340</b>   | <b>994,896,468</b> | <b>873,945,840</b> |



**MD Humayun Kabir**  
Manager-Finance & Admin

The accompanying notes form an integral part of these consolidated financial statements



**Shamim Ara Begum**  
Executive Director

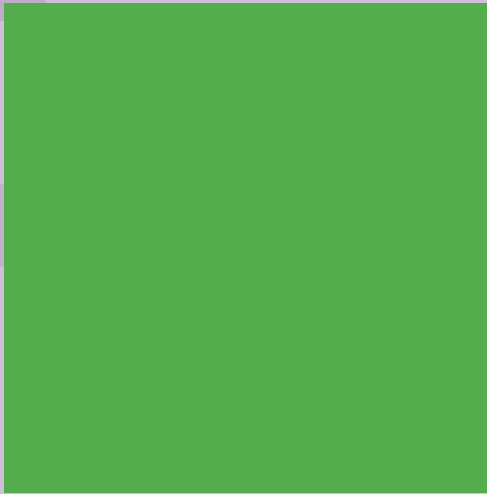
Signed in terms of our separate report of even date annexed.

Place : Dhaka  
Dated 10 September 2025



**Mohammad Hamidur Rahman FCA**  
Enrol. No. 1909  
Hamidur Rahman & Co.  
Chartered Accountants  
DVC No. 2509101909AS463507





## Pollisree

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## Dhaka Liaison Office

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