



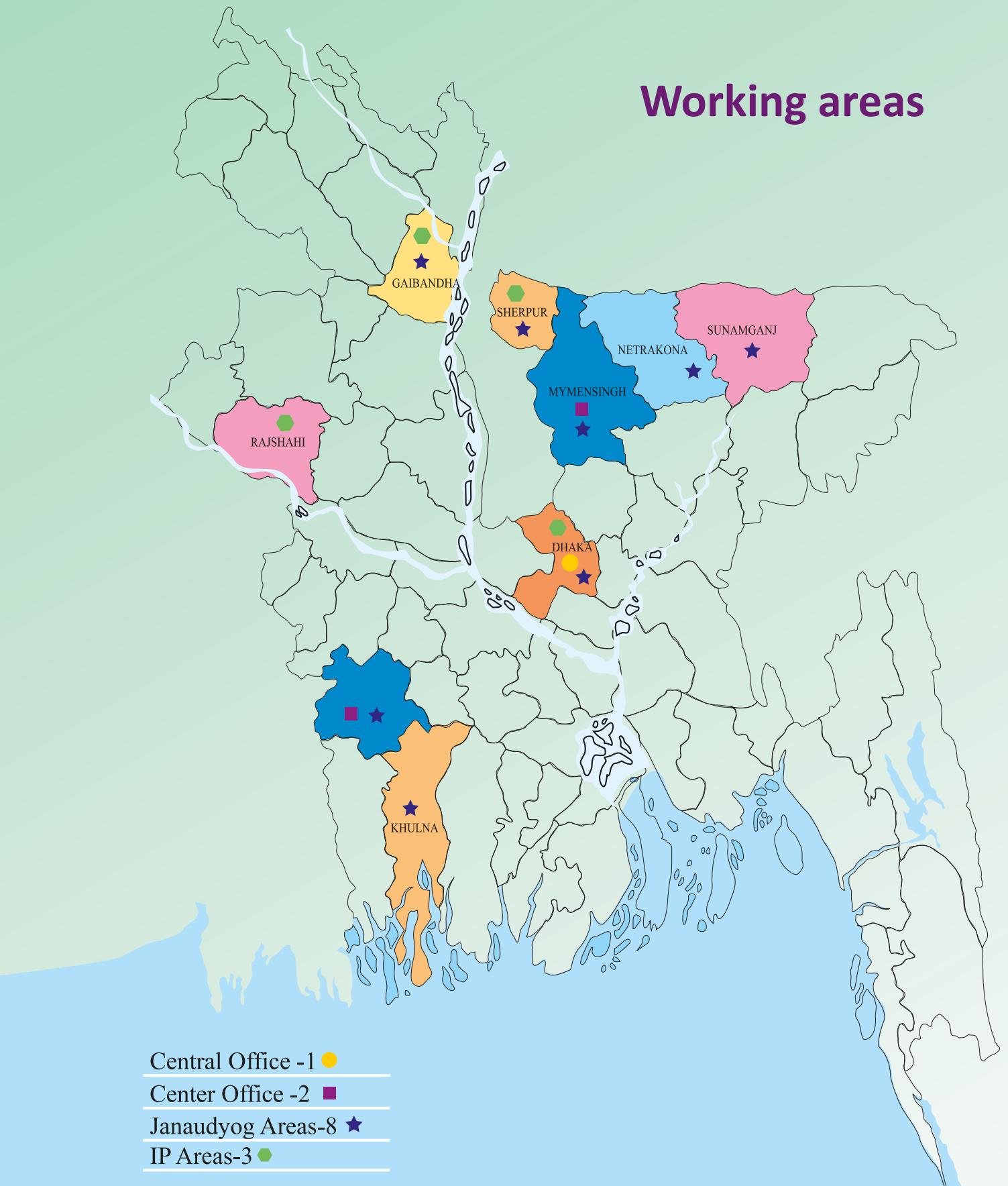
Annual Report

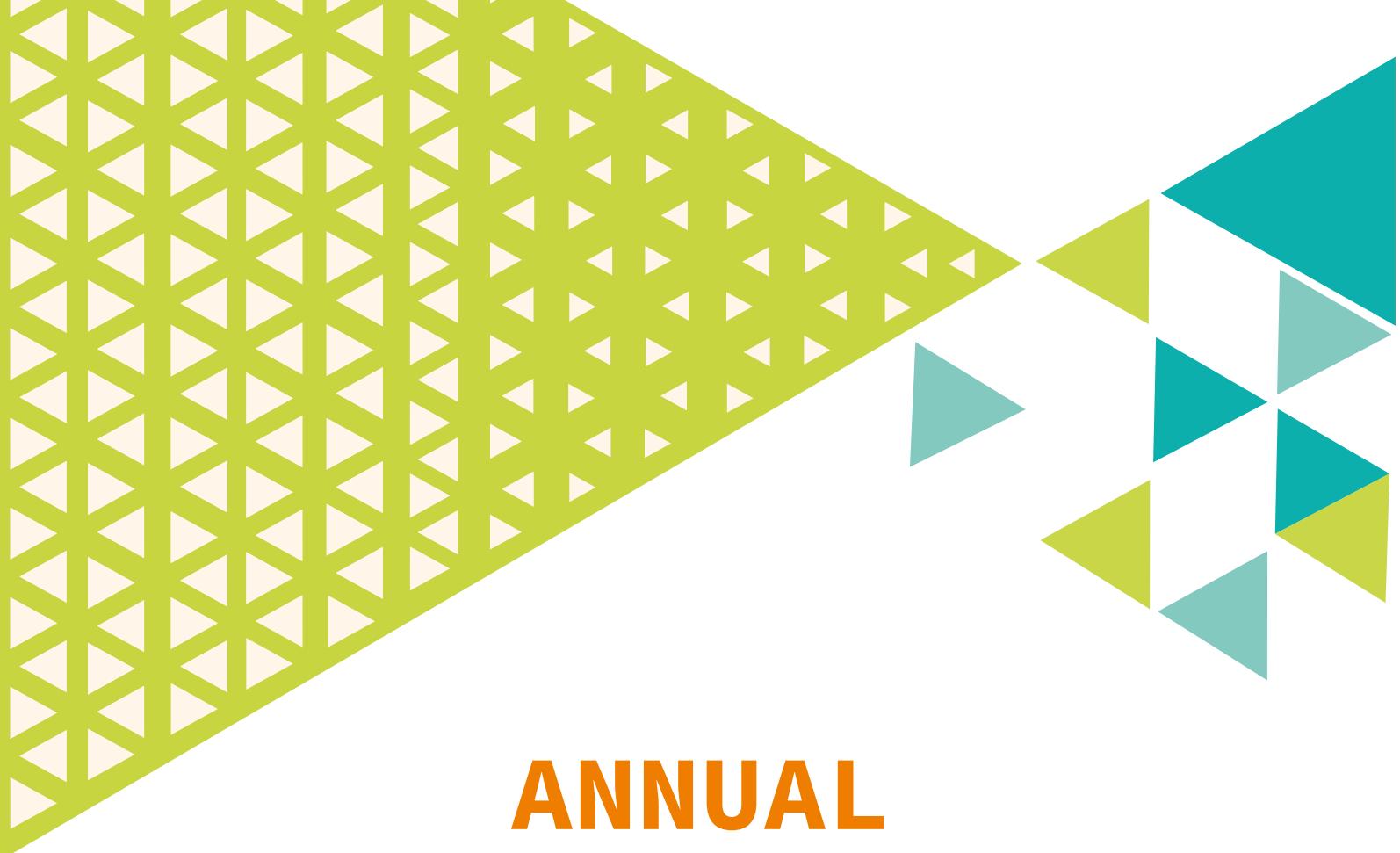
2024
2025



Institute for Environment and Development (IED)

Working areas





ANNUAL REPORT

2024–2025



Institute for Environment and Development (IED)

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Annual Report for the period of July 2024- June 2025
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Foreword

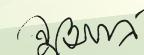
We are delighted to present the annual report of our organization. This report is a testament to the power of collective action and the enduring spirit of communities striving for dignity, equity, and transformation. As we reflect on our journey, we are proud to share how our organization has deepened its commitment to empowering women, uplifting marginalized voices, and fostering sustainable development rooted in justice and inclusion.

Women's empowerment remains at the heart of our mission. From leadership, gender and development, entrepreneurial development training to economic initiatives, awareness raising, sensitization efforts through games & sports programs, we have witnessed women stepping into spaces of influence, challenging norms, and shaping futures. Their courage and resilience continue to inspire our work and remind us that gender equity is not just a goal rather it is a foundation for lasting change.

Social transformation is never linear, but we witnessed sparks of progress throughout our journey. Through dialogue, education, and grassroots mobilization, communities began to reimagine systems that have long excluded them. We stood alongside religious and ethnic minorities, advocating for their rights, amplifying their stories, and confronting discrimination with solidarity and resolve. For developing the society, bringing changes are very important. IED would like to address the changes of mindset, minimize hateism, transform conflict and endure tolerance to promote peace and harmony and combat disinformation that would foster social transformation. Our environment, too, calls for stewardship rooted in respect and reciprocity. We expanded our ecological programs, integrating indigenous knowledge and community led conservation. From different workshops, rallies, campaign, day observation and mobilization, we are nurturing a future where development and sustainability walk hand in hand.

Indigenous peoples have long been custodians of wisdom, culture, and land. We have invested in their empowerment not as beneficiaries, but as partners and leaders. Whether through cultural revitalization, land rights advocacy, or youth mentorship, we reaffirm our belief that indigenous futures are central to our shared progress.

As we move forward, we carry the lessons of this year with humility and hope. Transformation is possible when we listen deeply, act boldly, and center those most affected. Together, we will continue to build a world that honors diversity, protects the planet, and uplifts every voice. We extend our heartfelt gratitude to all stakeholders, development partners, and dedicated staff whose unwavering support and collaboration helped transform our vision into reality.



Numan Ahmed Khan
Executive Director

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ACRONYMS

CF	Community Forum
HRD	Human Rights Defenders
IGA	Income Generating Activities
IED	Institute for Environment and Development
JU	Janaudyog
NGO	Non-Government Organization
PME	Planning, Monitoring and Evaluation
PREIP	Promoting Rights and Empowerment through Initiatives of People
SAAPE	South Asia Alliance for Poverty Eradication
UP	Union Parishad
UZ	Upazilla

Glimpse of IED

Year of Establishment : 1994

Coverage

Direct implementation : 9 districts

Target people : indigent, women, youth, indigenous peoples, religious minorities, marginalized and socially disadvantaged groups

Number of organized Groups: 242 (Women 106, Women Forum- 2, Community Forum-14, Male-20, Adolescents-14, IP- 3, Youth and Cultural Forum- 3 and TCS group - 80)

Number of target beneficiaries: Direct –47,015 and Indirect – 1, 41,045

Staff

Number of Staffs : 43 (Female-16, Male -27)

Volunteer : 312

Location and address of offices

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Legal status of the Organization:

IED is registered under Social Welfare Directorate, Government of Bangladesh, Registration No. Dha- 03553 dated 8 April 1996 and with NGO Affairs Bureau, GOB vide no 1866, 13 August 2003.

Introduction

Started in 1994, the Institution for Environment and Development (IED) is a non-government, voluntary, dynamic and dedicated development organization committed to streamlining social change by transforming mindsets and attitudes of people. Its foundational mission centers on promoting women's empowerment, protecting the rights of ethnic and religious minorities, advancing environmental sustainability, and combating climate change.

Over the period, IED has broadened its space to include youth engagement, civic education, voter awareness, citizenship development, and the promotion of transparency, accountability, and good governance. The organization is pioneering in application of advocacy, lobbying, campaigns, community mobilization, and mass gatherings to raise awareness and inspire public action.

IED also addresses the harmful impacts of disinformation and actively promotes social harmony, peace, and tolerance. Its implementation strategies are rooted in grassroots engagement—through door-to-door communication, direct interaction with communities and beneficiaries, and organizing rallies, human chains, and public gatherings on life-relevant issues.

One of the hallmark initiatives of IED is Janaudyog - People's Initiatives, a vibrant, people-led platform working across eight districts. This inclusive platform unites and connects journalists, cultural activists, women leaders, writers, academicians, teachers, youth, and social influencers to collaborate on transformative efforts.

The organization is governed by a constitution and led by a seven-member Executive Committee composed of experienced and dedicated individuals from the social, cultural, research, and development sectors. They provide strategic guidance and oversight to ensure the organization's holistic growth. Governance is further strengthened through quarterly Executive Committee meetings and annual General Committee assemblies, ensuring participatory decision-making and accountability at every level.

To uphold its development philosophy and ensure institutional integrity, IED has developed inclusive policies including a Finance Manual, HR Manual, Gender Policy, and Strategic Plan. It maintains transparency through regular publication of annual reports and periodic evaluations that capture its learnings, best practices, and evolving vision.

This annual report represents three projects namely 1. Promoting Rights and Empowerment through Initiatives of People (PREIP). 2. Creative Learning with Scratch under Equitable Creative Coding Resource (ECCR). 3. IP Disadvantaged Students Scholarship Program

Vision Statement

A just, prosperous and democratic society where all the people are living in a healthy and clean environment, access to all health and education services, possessing creative and professional skills, active in cultural participation, transforming conflicts with mutual respect and cooperation, dignity and respect for all, and equal opportunity to enjoy a mental well-being and peace.

Mission

Promoting peoples' initiatives for community wellbeing, livelihood security, gender equality, environmental sustainability, cultural diversity and indigenous rights, conflict resolution and violence prevention, and creative opportunities for all by facilitating community organisations.

Promoting civil society organisation (CSOs) initiatives so that civil society actors have influence in policy advocacy for policy reform contributing to structural change.

Generating and disseminating practical and academic knowledge gathered from action research

and academic research in collaboration with academic institutions and relevant national and international network.

Development Goals

- Equitable prosperity and wellbeing for all by using digital (ICT) technology
- Gender equality and women rights
- Climate change and conservation of environment
- Conflict Transformation and Peace promotion
- Cultural diversity, creativity and cultural emancipation

Core Values

- Equality
- Freedom
- Justice
- Cooperation
- Peace and
- Participation

Target group

Poor, women, male, youths, ethnic and religious minorities, underprivileged, disadvantaged and socially marginalized communities.

Projects

1. Promoting Rights and Empowerment through Initiatives of People (PREIP)

Women Empowerment

Women are the half portion of the national coverage. But they are most deprived, vulnerable and discriminated section of the society. To uplift their living standard, taking numerous initiatives e.g. formation of women, provide training on leadership, development & gender as well as linking them with different networks and financial institutions to avail services. The following project has been implemented during the reporting period under this strategy.

Objectives

- Women from the target group are participating in family and community decision making process
- Peoples' initiatives with support from activists and youth form part of a civil society that is engaged in 8 districts for the rights of women, ethnic and religious minorities, and other marginalized groups
- The livelihood of indigenous communities in Rajshahi, Sherpur and Gaibandha have improved

Expected Results

By the end of June 2026

- By the end of the project, at least 700 women from Mymensingh and Jashore district report of increased participation in family decisions.
- Every six months around 300 news reports on peoples' initiatives are published in the 8 project districts in the daily newspapers (on the rights of the target groups mentioned in this

- objective).

At least 100 youth support from the moment they started to participate in the social media workshops, disseminator of information of indigenous rights and issues through digital channels at a monthly basisVibrant (ensured by a self-developed index) civil society networks existed at 7 districts and 1 in Dhaka

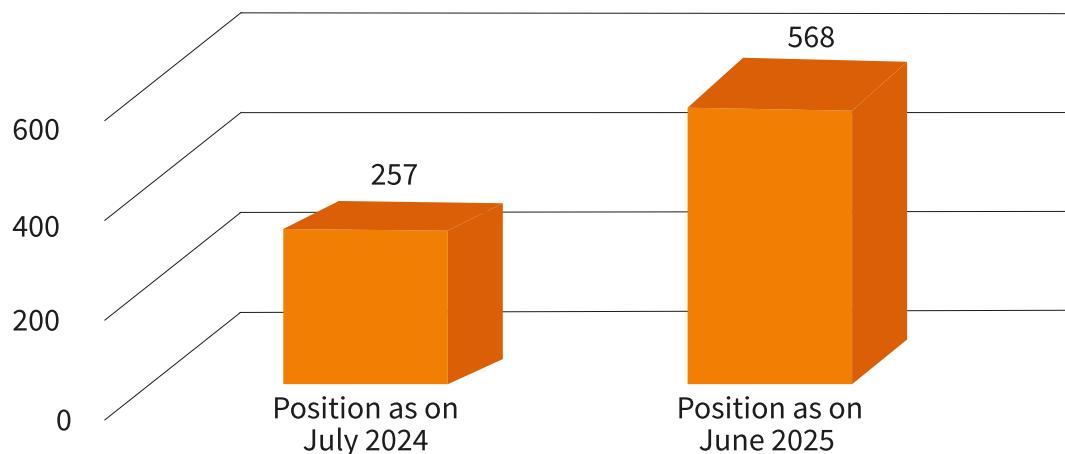
- By the end of the project, 70% of the indigenous youth, who participated in the training courses (30 men and 15 women) each have a monthly income of at least TK.3000
- By the end of the project the youth who were trained during this and previous phase of the project, have employed in each of the 3 districts, at 30 more youth from their communities without support from IED.

The project will contribute for achieving SDG 1, 3, 5, 13 and 16.

The project covers the three years and corresponding the second year of the phase. IED has successfully carried out the project activities according to the plan aiming at achieving the aforementioned objectives and results. The financial assistance is provided by Bread for the World (BftW) – Protestant Development Service, Germany.

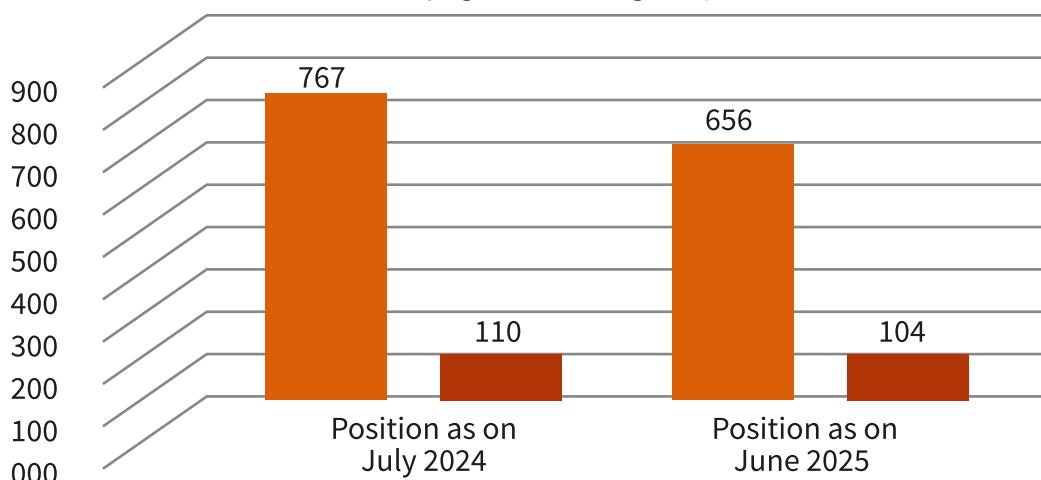
Achievement of the expected results

Women Empowerment

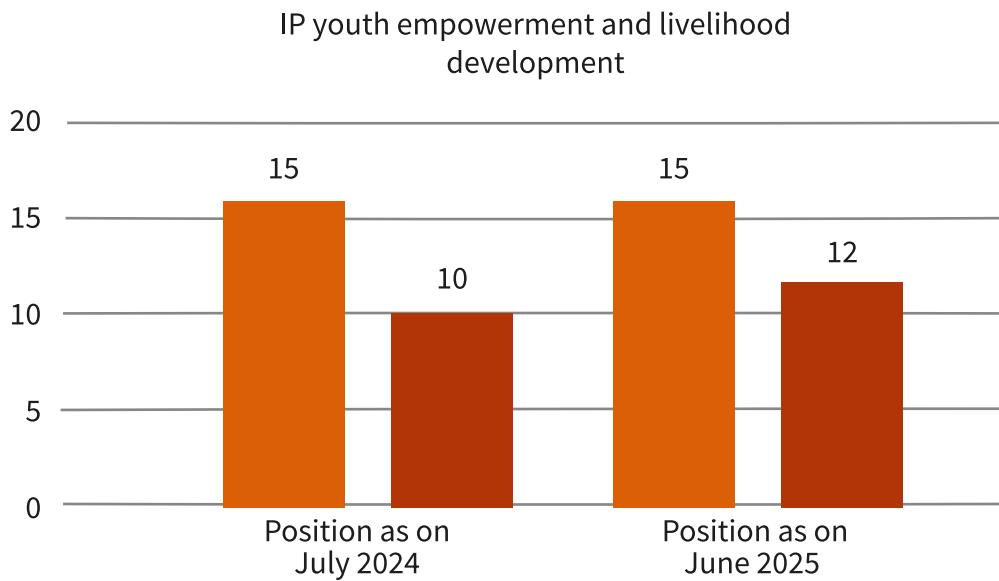


- Indicator: 1.1 By the end of the project, at least 700 women from Mymensingh and jashore districts report of increased participation in family decisions

Janaudyog - Promoting People's Initiatives



- Indicator: 2.1. Every Six month around 300 news reports on peoples' initiatives are published in the 8 project districts in the daily newsopapers (on the rights of the target groups mentioned in this objective).
- Indicator: 2.2. At least 100 youth support from the moment they started to participate in the social media workshops, disseminator of information of indigenous rights and issues through digital channels at a monthly basis



Indicator: 3.1. By the end of the project, 70% the indigenous youth, who participated in the training courses (30 men and 15 women) each have a monthly income of at least TK. 3000

Indicator: 3.2. By the end of the project the youth who were trained during this and previous phase of the project, have employed in each of the 3 districts, at 30 more youth from their communities without support from IED

IED has been implementing projects at 3 unions of Jashore Sadar & 9 municipality wards of Jashore, 21 wards of Mymensingh City Corporation and 1 adjacent union, and Dhaka district.

The activities under the project comprises five components, namely **(a) Women groups for upholding empowerment and livelihood development** **(b) Promoting Peoples Initiatives-Janaudyog** **(c) Indigenous Peoples (IP) Youth Empowerment and Livelihood Development** **(d) Environment Development and Climate Change, (e) Organizational Capacity Development & PME.** Total number of beneficiaries covered during the reporting period was around **47,015**.

The specific activities and the performance during the reporting period are described below.

A. Women Groups for Upholding Empowerment and Livelihood Development

Women Group

Formation of women group is the key component of PREIP project. As it is the reality that women in rural areas often face diminished dignity and social status due to entrenched patriarchal norms that view them as inferior to men. Long-standing prejudices and systemic dehumanization further marginalize them, leaving many poor, vulnerable, illiterate, and fragmented in their pursuit of rights and entitlements. Limited awareness and capacity prevent them from realizing and harnessing their latent potential.

In response to this reality, IED has formed women's groups in the Mymensingh and Jashore districts to enhance their dignity and social standing. These groups have become platforms for transformation—where women have grown more aware, united in purpose, developed leadership skills, raised their voices against injustice, initiated social mobilization, and progressed toward financial self-reliance.

Membership in these groups is open to women aged 18 to 60 who are poor, working-class, divorced, abandoned, widowed, and/or own up to 50 decimals of arable land. At this stage women group is very active and taking dynamic decision and steps to address women's empowerment, rights, dowry, early marriage, domestic violence, sexual harassment, drug addiction, and the rights of girls and adolescents. On the other hand, they are participating in decision making process from the family to community level. They also engage their family members to foster broader awareness and support for women's advancement. They have started practices to maintain family budget, participate in control over income, promote disciplined family life and

also mobilized services and institutional support for their members, strengthening their access to resources and reinforcing their role as agents of change within their communities.



Making women confident for their position in the community

Highlights

100 existed group and 2000 group members

1000 awareness sessions held and covered 18337 participants

100 Yearly plan exercise and attended 1968

2 life skill training on leadership training held and attended 40 participants

2 yearly group members' social gathering program held and attended 267 participants

2 Sensitizing sessions for school students on health and hygiene held and attended 214 participants

Case

Pipa's Success Story



Entering women into the market

Pipa Begum is now a handicrafts trader by profession. She was born in the old town of Ghoshpara in Jashore city. She was married at the age of 13 years and completed only 6th grade education. Her desire was to become self-reliant. Her family income was very low. To break her poverty situation, she tries to find a job. In the meantime, she joins an insurance company. She earns 800 taka per month by investing at insurance. But she wanted to earn more.

Then she started doing works of handicrafts. This is how her days went on. Six years ago, she was present at an event organized by IED in Ghoshpara area. From there, she learned about the works of IED and the IED women's group. She also learned that IED works for the development of women. She likes the work of IED and when she expressed interest in becoming a member of the group, the members happily enrolled her in the group. Pipa learns about various awareness issues through group meetings and also dreams of becoming an entrepreneur herself.

She participated in IED's skills and entrepreneurship development training. Through the training, she learned how to become an entrepreneur. Then, with a capital of 10,000 taka, she started a handicraft business. Pipa did not stop at just becoming an entrepreneur herself. She was always trying to involve other women in her enterprise activities. She gained high capacity to expand business portfolio. Currently, 50 women work in handicrafts activities.

Pipa is very happy that she has created job opportunities for women. In this way, she is trying to stand beside the women of the area so that they too can become self-reliant. Currently, Pipa is spending her days well with her two children, husband, and mother.

Pipa wants to expand her business in the future and also open a clothing showroom. She wants to do better by being with people in the future and to be in people's hearts. This is her dream.

Cluster Committee

Strong relationships, greater unity, and social cohesion are essential foundations for building resilient communities. These elements form the social capital that enables people to collaborate effectively and pursue shared goals. At times, the scale and complexity of social challenges

e.g. poverty, discrimination, and violence which are too great to be addressed individually, requiring collective action and solidarity.

Recognizing this need, IED formed cluster committees in Jashore and Mymensingh to



Planning for greater unity

tackle community-level issues more comprehensively. These committees aim to foster unity, promote collective welfare, strengthen social bonds, and build a sense of shared responsibility within the community.

Each cluster committee is composed of 20 dynamic and committed members, drawn from 4 to 5 primary women's groups. Members convene quarterly to discuss pressing concerns, develop strategic plans, and implement those plans in alignment with community needs.

The main functions of the cluster committees are to make realistic and operational plan that are to be implemented in all the women groups. In case of any adverse situation or problems of the groups and for taking collective actions or steps, the committees sensitize all the group members.

The committees addressed the issues on women's empowerment, rights of ethnic and religious minorities, environmental protection, girls' rights and child marriage prevention, violence against women and girls, sexual

harassment, dowry practices, access to services, income control and decision-making. In addition to advocacy and awareness-raising, the committees have successfully mobilized support and resources from both government and non-government service providers, contributing to the overall development and well-being of the community.

Highlights

20 cluster committees and 400 committee members

A cluster committee consist of 16-20 members from 4-5 primary groups

20 Half yearly meeting held and attended 397 participants

40 Planning meeting held and participated 792

Male Group

Sustainable development can only be just, balanced, and inclusive when both men and women actively participate in shaping its course. In developing societies like ours, deep-rooted divisions and gender-based discrimination continue to reinforce a status quo that marginalizes women. Patriarchal norms, entrenched attitudes, and long-standing prejudices often render women disempowered, isolated, and unable to fully realize their potential.



Participating actively in social works

To address these systemic barriers, IED formed male groups in its Jashore and Mymensingh centers. The primary objective of these groups is to foster a supportive environment where men play an active role in promoting gender equality and contribute meaningfully to the empowerment of women. Members are drawn from the families of existing women group participants, ensuring a direct link to the broader community transformation efforts.

Through regular meetings and collaborative

planning, male group members have united around a shared vision for inclusive development. During this period, they have organized and participated in a range of activities, including: community dialogues and meetings, sports and cultural events, human chains, rallies, and public gatherings. These groups have facilitated open discussions on critical issues such as: women's and girls' rights, domestic violence and gender-based abuse, drug abuse and social safety, dowry and early marriage, environmental concerns.

By engaging men as allies in the development process, these efforts have helped create a more enabling and respectful environment for women. As a result, women group members have begun to experience greater safety, recognition, and agency within their families, communities, and society at large.

At this stage, male groups have strongly stood beside all groups and forums especially women and adolescents to provide support and cooperation for taking any kind of actions and movement.

Highlights

20 male group and 400 group members

80 quarterly meeting held and participated 1496 participants

Adolescent Group

Adolescence is a pivotal stage in human development, a time when the body, mind, and worldview undergo rapid transformation. During this period, young girls often experience emotional turbulence, impulsiveness, and a desire for fear free movement and other social barriers like eve

teasing, rape, early marriage, and continuing education. To help them navigate these changes and thrive in an evolving society, they require care, guidance, and meaningful opportunities for growth.



Making adolescent courageous

IED's field experience reveals that adolescents frequently face harassment, bullying, and abuse often rooted in patriarchal norms and perpetuated by male-dominated social structures. Moreover, there is a notable absence of safe, inclusive spaces where adolescents can express their thoughts, share aspirations, and connect with peers. This lack of platforms prevents society from tapping into the immense potential of its youth. There is other important lack is the self-confidence and scope for free thinking.

To address this gap, IED has developed adolescent groups in its working areas. Each group consists of 20 members, aged 12 to 17, and selected from the families of women group participants. These groups serve as nurturing spaces for learning, dialogue, and collective action.

The members meet quarterly to discuss a range of critical issues, including: adolescent and child rights, gender equality and domestic violence, reproductive health and rights, violence against women and girls, eve teasing, bullying, dowry, and early marriage.

Beyond discussions, adolescents actively participate in sports and cultural events to raise

awareness and foster community engagement. They also lead advocacy and campaign initiatives to promote their rights and interests. Importantly, members receive self-defense training, equipping them with the confidence, competence, and resilience needed to face future challenges.

Through these efforts, IED is cultivating a generation of empowered adolescents—capable of shaping a more just, inclusive, and vibrant society.

Highlights

12 adolescent groups and 240 members

48 quarterly awareness meeting held and attended 885 participants

2 Self-defense and confidence building skill training for adolescent students held and 48 participants

2 yearly cultural/ sports program held and 200 participants

Case

Ripti and Runa's high performance boost their confidence



Building confidence form moving forward

Ripti is a member of the Begum Rokeya Adolescent Group from Charpara area and Runa is a member of the Aparajita Adolescent Group from Akua Jubilee Quarter area. Ripti passed 12th grade and Runa is a student of Class 8 of Nasirabad Dakhil Madrasa. Ripti received self-defense training from the IED Mymensingh Center in 2023 and Runa in 2024.

During the training, they became confident and, took advantage of the opportunities provided by Badal Lal Das, instructor. They continue to practice regularly. With constant practice, Ripti and Runa's karate skills improved and they prepared themselves for the belt test.

Later, they successfully participated in the competition and passed the belt test. Ripti earned a yellow belt and Runa a double belt (yellow and orange).

This achievement boosted their confidence. Ripti dreams of becoming a police officer and contributing to the safety of society. On the other hand, Runa's dream is to become a karate instructor, teach girls self-defense techniques, and encourage them to become self-confidence.

They told that "IED has inspired and helped them move forward on the path of this dream. It has not only given them the training but also the confidence, the courage to dream and the path to shape their future. For this, they sincerely thank and express their gratitude to IED."

Ripti and Runa's achievements proved that with the right guidance and support, teenage girls can build their own lives and play an important role in the society. It has created inspiration to other adolescent girls at those areas.

Women forum

In Bangladesh, women remain significantly underrepresented in positions of power and decision-making. Deep rooted patriarchal norms and attitude continue to devalue women's contributions and stave off their access to land, capital, resources, and technology. Gender-based

violence and discrimination further compound these challenges, leaving women at the lowest stage of the development ladder and perpetuating unequal, unjust relationships with men.

To transform this landscape, IED developed



Making plan to address women rights issues

women forums in its Jashore and Mymensingh working areas. These forums aim to provide support, cooperation, and make themselves attached to empower women. It organizes programs and activities for raising awareness, fostering solidarity, and creating pathways to create space for women for leadership and capacity development and creating income generation opportunities as well.

The forums bring together a diverse group of members, including cultural activists, lawyers, teachers, entrepreneurs, housewives, and social actors. Through quarterly meetings and ongoing engagement, forum members maintain active communication with Janaudyog platform, women groups, elected representatives, local government officials, and service institutions to promote the welfare of women and marginalized communities. Key activities and contributions of the women forums include: supporting women entrepreneurs in building linkages with financial institutions, visiting women group members to inspire participation and leadership, raising awareness among adolescent groups about their rights and

wellbeing, providing counseling and psychosocial support, organizing health and hygiene awareness sessions with school students

As a result of these efforts, women are increasingly able to raise their voices, participate in decision-making within families and communities, and strengthen their leadership roles in society. The women forums have become vital platforms for collective empowerment, helping to dismantle barriers and build a more equitable future.

Highlights

2 women forum and members are 40

4 women forum meeting held and attended 149 members

2 Sensitizing sessions for school students on health and hygiene at school 214

Youth and cultural forum

IED laid special attention and focus to youth development in the working areas. It views that youth are the potential workforce for social change, growth and development. In this context, they need opportunity and scope to actively get

engaged in social and cultural activities for transforming society. It is necessary to sensitize people towards social changes, highlighting social barriers, change of mindset, minimize superstitions, bad practices and upholding native



Sensitizing people for promoting people's rights

Highlights

2 youth and cultural forum and members are 40

4 forum meeting held and participated 77

4 Audio visual presentation session on social development and change issues are held and 401 participants

Organize 2 events for issue-based advocacy-lobbying and cultural actions addressing environment, minorities, gender and rights issues held and attended 232 participants.

cultures. Considering the reality, IED formed youth and cultural forum in its working areas- Jashore and Mymensingh so that they are involved in sensitizing people and participate in social activities.

The aims of the forum are to motivate, sensitize and invigorate other youth, community people, members of women groups and forums as well as civil society activists. Under this forum, youth have become vibrant, capacitated and competent to promote women empowerment, mobilize resources, identify and address problems, fight disinformation, prevent early marriage, dowry, domestic violence, violence against women & girls, eve teasing, bullying and acted upon as planned. During the reporting period, they continued to make robust connection, communication and relation with Janaudyog platforms, women forums and took guidance, advice and suggestions for social transformation.

Community Forum

It is the prime need of sensitized community so that community people could take part directly for addressing environment of peace and harmony, maintaining better health & hygiene situation, developing environmental situation, protecting bad practices, and preserving interest and rights of all community people. Recognizing this need, IED formed community forums taking active, and dynamic persons of the community in its operational areas.

These forums are designed to tackle systemic problems through inclusive participation. It is evident that social leaders and opinion makers play a pivotal role to fight discrimination and promote equitable development. Their ability to sensitize, inspire, and mobilize the community people has proven instrumental to streamline unity and collective problem-solving.

The community forums have actively supported the development of leadership skills and capacities across diverse groups, particularly women. They created an enabling environment for women's participation and leadership by bringing together women leaders, community members, male allies, and youth under a shared platform.

Throughout the reporting period, forum members convened meeting, developed action plans, and implemented a range of programs focused on: women's empowerment, rights of women and girls, environmental awareness and climate change, cleanliness and hygiene, and interest and rights of community people.

Audio-visual presentations on social and cultural themes generated significant awareness and motivation among both forum members and the broader community. On several occasions, elected representatives, government officials, cultural activists, and other dignitaries joined these events, offering encouragement and insights for social transformation.

Importantly, the community forums succeeded to mobilize community people to take part in development activities, mobilizing services and resources from government institutions, ensuring tangible benefits for community members during this period.



Sensitizing community people for action

Highlights

24 meeting of community forum on social development issues and participants are 563 members of each forum

12 sensitizing session for community people using audio visual aids on social development issues held and attended 1916 participants

4 interactive meeting with group, cluster and community forum leaders on social, health hygiene held and took part 83 participants

2 debate competition for developing knowledge and analytical skills at school and took part 327 participants

Women entrepreneur group

Women in the working areas have limited scope and opportunity to get space to foster their economic activities and earning income. As an uneven society where men play dominant role in every sphere of life, it is quite difficult for women to occupy suitable place to join income earning

activities. As a result, women do not get rights, lose courage and confidence, and become disempowered. Since they do not have own income, status of the women in the society is not uplifted and they are dependant to men and become burden in the family and society.



Developing skills for diversified income earning

On the contrary, they get diminished opportunity to create linkage and liaison and avail services and facilities from financial institutions so that they could venture own initiatives. In this juncture, IED formed and developed women entrepreneur groups in Jashore and Mymensingh. And then women are invited to attend various awareness and sensitization meeting, provided hands on skill training to run their business.

Through these groups, women entrepreneurs

came together, built solidarity, and began holding regular meetings to explore diverse income-generating opportunities. They collaboratively developed business plans, engaged with local bazar committees, and sought support whenever needed. A range of trainings was provided—covering income management, small and medium enterprise development, resource mobilization, and building linkages with financial institutions. Additional capacity-building and need-based trainings further strengthened their skills.

As a result, the women entrepreneurs enhanced their communication and negotiation abilities, began playing active roles in household decision-making, and grew into confident leaders. They became well-informed, secured safe and recognized spaces in the marketplace, and gained meaningful access to both social and economic spheres. Many group members have also embraced digital tools, developing skills in online business and expanding their entrepreneurial reach.

Highlights

32 Entrepreneur group and members are 640
4 need-based skill training provided and covered 240 participants

2 meeting with market committee and attended 82 participants

384 monthly meeting held and covered 7088 members

Local Level Rally and Mobilization

IED is dedicated to bring social transformation through creating mass awareness and sensitization in the working areas. It sensitized and inspired people issues on democratic values

& rights, governance and transparency. In attaining those goals, it organized mass rally, mobilization, social gathering and campaign events to mark different national and



Navigating campaign for girls and women rights

international days at filed level. To inscribe the motto of different days among people's mind, it organized different groups, forums, cluster committees and Janaudyog platform members to observe those days.

Elected representatives, government officials and other dignitaries attended and spoke the events to sensitize the people. By attending the programs, the participants were got sensitized, aware and realized their inner strength and came forward to raise their voice and placed their demands to the competent authorities.

Highlights

10 different days observed and participated
904 attendees

4 Social gathering & campaign events and cultural program on environment, women, ethnic & religious minorities related 309 attendees

2 advocacy events through round table, dialogue, human chain, rally, press conference and demonstration on women, minority and environment issues 143 partakers

Dhaka Slum Programs

Women group

IED has undertaken some interventions with slum people in Kalyanpur Porabosti, Dhaka with focus on improving the socio-economic condition of its residents. Recognizing that slum

dwellers represent one of the most impoverished and marginalized in urban settings. They dwell on harrowing condition and miserable poverty. Among the most vulnerable



Organizing themselves to uphold women status

Highlights

6 women group and participants are 120

72 monthly meeting held and participated 1296 attendees

1 ICT skill-based orientation of youth and participants covered 20

2 legal awareness meeting held and participated 40 attends

1 cultural and sports Program and participated 125 attendees

section in this slum are women who encounters harsh challenges because of illiteracy, poverty and limited awareness of their rights and entitlements. Lacking adequate knowledge, skills, and capacity these women have inherently been unable to raise their voice, articulate demand, and access to essential services and facilities from the state.

Realizing their fate, IED formed women group at Kalyanpur slum, Dhaka. This group acted as agency and platform for women of the slum through which they are got united, met regularly, held meeting discussions, developed own plan of action, and organized events for raising awareness. In this period, women group members received training on income generating skills and legal awareness. Now they are sensitized and vocal against dowry, early marriage, domestic violence and other social odds.

Community forum at slum

Slum communities remain among the most vital beneficiaries of our interventions. To address their challenges and unlock their potential, IED has formed and nurtured a community forum in the Kalyanpur Porabosti slum area of Dhaka.

The forum, comprising 20 dedicated members, was formed with the aim of addressing issues at scale and improving the overall quality of life for slum residents.



Invigorating slum people

During the reporting period, forum members convened quarterly meetings to develop and implement their own action plans. These meetings served as platforms for active discussion and debate on critical issues such as women's rights, violence against women and girls, domestic violence, early marriage, health and hygiene, income generation, cleanliness, environmental concerns, and climate change. Beyond dialogue, the forum played a proactive role in mobilizing services and resources from government institutions to benefit their community. Through these efforts, the community forum has emerged as a catalyst for grassroots development and social empowerment within the slum.

Highlights

2 community forum and members are 40
8 quarterly meeting held and attended by 148 participants

Youth group at slum

Youth of the slum are brought and grown up with less opportunity and scope to thrive with fullest potentials. But they could become change agent in their community as they have courage, zeal, willpower, energy, and an indomitable spirit. However, in the slum

areas of Kalyanpur Porabosti, many young people have struggled to channel their potential toward personal growth and community development due to persistent challenges and structural barriers.



Sensitizing youth to work for community people

Recognizing this, IED formed a youth group within the slum to create space for meaningful engagement. Through this platform, young people now have opportunities to participate in social and

cultural activities that foster awareness, leadership, and collective action. The group holds regular meetings to discuss pressing issues affecting youth and to strategize responses.

Members have actively taken part in campaigns, rallies, human chains, advocacy initiatives, mobilization efforts, lobbying, and sports events—all aimed at driving social and cultural change. They have become vocal against sexual harassment, cyberbullying, physical and verbal abuse, and domestic violence. Moreover, they play a supportive role in promoting women's rights, gender equality, and the rights of girls, contributing to a more inclusive and empowered community.

Highlights

1 youth group and their number 20

4 meeting held and meeting attends number 80

1 campaign (rally) program by youth groups and attendees are 50

Adolescent group at slum

It is evident that adolescents in the slum are brought up and grown up with poverty, less civic amenities and improper guidance and care. Residents of the Kalyanpur Porabosti slum endure harsh and inhumane living conditions, with their basic human rights and civic

amenities routinely denied. Among the most marginalized are adolescent girls, who face acute neglect within their community. Adolescence is a critical and turbulent phase, yet these girls are often deprived of equal opportunities due to poverty, illiteracy, and the



Developing confidence through breaking social barriers

disorganized nature of their families. Many parents remain unaware of their daughters' rights, leaving them vulnerable to school dropout, child marriage, sexual exploitation, coercion, and violence. Harassment by male peers and young boys further compounds their distress.

In response, IED formed an adolescent girls' group in the slum, comprising members aged 11 to 17. This group has become a vital platform for empowerment and solidarity. The girls maintain regular communication with women's groups and community forum members, collaboratively planning activities, holding meetings, discussing pressing issues, and conducting home visits within the slum.

During the reporting period, IED provided targeted trainings to these adolescent girls, including sessions on gender sensitivity, health and hygiene, and participation in public campaigns advocating for the safety and rights of women, adolescents, and children. These

initiatives have significantly boosted their confidence, courage, and awareness. The girls are now better equipped to protect themselves from early marriage, prevent violence, and assert their rights with conviction.

Highlights

2 adolescent groups and their number 30

8 meeting held and meeting attendees number 240

1 Organize training on health and hygiene and attended 20 participants

1 Campaign and rally held and participants covered 50

B. Promoting People's Initiatives-JANAUDYOG

The program will contribute for achieving SDG 5, 13 and 16.

Based on the need for people's platform to raise voice and address issues on related to women empowerment, rights of ethnic & religious minorities, environmental development and climate change, and other local issues that would contribute for movement of social



Providing support to flood affected grassroots poor people

During the reporting period, a wide range of activities were organized to foster awareness, solidarity, and action, that include advocacy campaigns, rallies, human chains, hiking, and press conferences, submission of memoranda to relevant authorities, workshops and training sessions on self-defense for adolescent girls, ICT training for youth and students to enhance access to government services and sports and

transformation, IED has formed Janaudyog platform at 8 districts. This dynamic platform brings together diverse occupational groups, including youth, journalists, cultural activists, teachers, women leaders, writers, academicians, and engaged community members. It is designed for individuals who are proactive, empathetic, and committed to driving social change and promoting the greater common good.

To amplify its impact, Janaudyog actively engaged policymakers, elected representatives, and influential stakeholders in advocating for the rights and welfare of marginalized groups, including the poor, women, and minority communities. Throughout the reporting period, the platform maintained strong communication and collaboration with government offices, local administration, and other civil society networks.

recreational events to promote peace, harmony, and social cohesion.

As a result of these efforts, communities in the target areas became more aware, united, and motivated to assert their rights and entitlements. They emerged as vocal agents of change, actively addressing the pressing issues that affect their lives and society at large.

Highlights

- 21 campaign events and cultural events and covered 3851 (F-1634 , M-2217) participants at district levels
- 45 advocacy events through round table/dialogue/human chain/rally/ demonstration and covered 2527 (F1611, M-916) participants
- 7 press conference and media campaign events at local level covered 228 (F-27, M-201) participants at district levels
- 1 press conference/press meet/ media campaign event covered 34 (F-3, M-31) participants at national level
- 3 mobilization events at Dhaka ward level covered 204 (F-155, M-49) participants
- 1 Yearly meeting for Janaudyog members and 28 (F-7, M-21) participated in Dhaka
- 2 quick responses on concerned project issue during emerging situation
- 19 events to develop space/folk center for analysing and developing efforts for social transformation, promoting peace and harmony and 609 (F-254, M-351) participated

Engaging Youth & Students

Youth group at district levels



Sensitizing youth to address social issues using ICT

Youth are the potential workforce for family, society and country. They possess zeal, willpower, inspiration, and a deep desire to contribute to societal progress. However, many young people lack access to the necessary opportunities, guidance, platforms, and training to realize their aspirations. As a result, their talents often remain unexplored and untapped, depriving the nation of the full benefits of its youth population.

Recognizing this, IED has placed special emphasis on youth and students in the design and implementation of all its programs. Young people have been actively engaged in a wide range of interventions across working areas. Through participation in IED organized seminars, workshops, rallies, human chains, dialogues, debates, cultural and sports events, and training sessions, youth have developed vital skills in communication, leadership, social engagement, and ICT, while also gaining self-confidence.

Youth groups have also played an active role in organizing Janaudyog activities at the district level, contributing to grassroots advocacy and civic engagement. In addition, IED has provided specialized ICT training, equipping youth with the skills to access government services via

digital platforms and to critically engage with social media. These trainings have enabled them to identify and counter disinformation, fake news, and misinformation—empowering them to promote truth, accountability, and social transformation in their communities.

Highlights

5 youth groups formed at 5 JU district levels associated with JU platforms and members are 100

5 trainings on information and communication technology (ICT) at JU district levels

5 self-defense and confidence building skill trainings for youth girls and adolescents

C. Indigenous Peoples (IP) Youth Empowerment and Livelihood Development

The project will contribute for achieving SDG 16.

Empowerment of Ethnic Minorities

The lives and livelihoods of Indigenous Peoples (IPs), particularly those residing in the plains, remain under persistent threat due to their heavy reliance on day labor. Most IP individuals are landless and possess limited skills beyond agricultural work, making it difficult to sustain a decent living through wage labor alone. Their income generation is largely dependent on physically demanding tasks, leaving them vulnerable to economic instability.

In response to this situation, the IED has undertaken some initiatives to diversify income opportunities and empower IP youth to advocate for their rights and entitlements. These efforts aim to strengthen community engagement and improve overall well-being. IED has implemented two major interventions for Indigenous communities:

1. Formation of IP Human Rights Defenders (HRDs):

IP youth have been identified and trained to become Human Rights Defenders. These HRDs are now equipped to raise their voices, articulate community demands, and drive positive change in their daily lives.

2. Technical and Vocational Skills Training:

Hands-on training has been provided to IP youth in various trades, including automobile repair, refrigerator and mobile servicing, sanitary fitting and plumbing, beautician and electrician skills, and other market-relevant technical skills.

Capacity Building and Advocacy

During the reporting period, IP HRDs received comprehensive training in leadership development, gender awareness, and other soft skills. These sessions enhanced their inner strength, capacity, and confidence. As a result,

they actively organized and participated in human chains, campaigns and rallies, advocacy and lobbying efforts, workshops, seminars, meetings, and community dialogues.



Advancing IP youth by involving themselves in diversified income areas

Impact and Outreach

Skills Training Reach:

This year, 15 IP youth received direct vocational training. Additionally, previous trainees independently trained 10 more youth, demonstrating a ripple effect of knowledge sharing.

Market Integration:

These practical, market-driven skills have enabled IP youth to access new employment opportunities, diversify their income sources, and gradually integrate into the mainstream economy and society.

Social Cohesion:

Increased interaction between IP communities and mainstream society has fostered mutual understanding and improved social relations.

Community Engagement

Bi-monthly meetings brought together IP HRDs, youth, and community members to discuss critical issues such as: Rights and entitlements, gender equality, health and hygiene, early marriage, child education and Indigenous rights.

In some cases, these meetings were organized collaboratively by IP youth, skill trainees, workshop owners, guardians, and other community stakeholders, reflecting a growing sense of ownership and collective responsibility.



Activating youth to address IP related digital disinformation

Highlights

3 reorganizing IP human rights defenders (HRD) and its members are 60

6 six monthly meetings of IP HRDs at districts level and participated 120

3 leadership development trainings and participants 60

18 bimonthly sensitization session of IP community people on child education, gender issues, rights, early marriage, health and hygiene, and hands on skill training

3 gathering/rally/ press conference on IP issues

3 advocacy events with union parishad and paurasava

1 diversity cultural program

2 IP network meetings at national level

1 defenders yearly coordination meeting

Skill training on automobile-3

Skill training on beauty parlor-5

Skill training on chef-1

Skill training on sanitary and plumbing-1

Skill training on electrician-1

Skill training on tailoring-1

Skill training on saloon -2

Skill training on welding -1

Case

IP HRDs stood beside flood affected people

On Tuesday, October 1, 2024, in the scorching heat of the morning, there started heavy rainfall that continued for longtime and submerged the Jhinaigati and Nalitabari Upazilla, Sherpur.

It was just rain and rain. It feels like someone is

pouring water from a machine that caused a terrible flood. In this time, the HRD members communicated themselves and thought about their responsibility to stand beside the flood affected people who are very poor and have no



Extending support to flood victims

other ways to earn. They communicated with IED, local elites, civil society members, local administration and other organizations and media personnels.

They mobilized people and collected dry food, water, and medicine and cash money to provide immediate and emergency support.

They distributed food, and medicine to 400 affected families. And also distributed cash money to 300 families amounting TK. 1000/- (one thousand) per family.

Many houses were destroyed. They made a list of the affected houses and sent to the concerned Upazila Nirbahi Officers, for taking necessary supportive actions immediately.

Media have also distributed some construction materials to 15 IP families. In this way, the HRD members of Sherpur district stood beside the affected families, playing their role in dealing with the floods.

2. Creative Learning with Scratch under Equitable Creative Coding Resource (ECCR) Project

Scratch is a high-level, block-based visual programming language and website aimed primarily at children as an educational tool, with a target audience of ages 8 to 16.

Scratch is the world's largest coding community for children where projects are shared under open source license and remixed! Scratch promotes computational thinking and problem solving skills; creative teaching and learning; self-expression and collaboration; and equity in computing.

Scratch Foundation: Scratch is developed by the Scratch Team at the Lifelong Kindergarten group at MIT Media Lab in October 2003. The latest version of Scratch is designed, developed, and moderated by the Scratch Foundation, a nonprofit organization. By the year 2023 more than 100 million people have registered on the Scratch website. As of 15 February 2023, community statistics shows that more than 123 million projects shared by over 103 million users, and more than 95 million monthly website visits. Overall, over 1 billion total projects have been created with the site reaching its 1,000,000,000th project in April 2024.

Creative Learning with Scratch: Through this project a comprehensive collection of training materials, tutorials, activities, ideas, and strategies to facilitate the integration of Scratch and Scratch Jr into classrooms will be developed. The materials will cover an introduction to Scratch, its applications, and a series of example projects with accompanying discussions. Localization of Scratch and Scratch Jr will be a key component of this project. Scratch is always free and is available in more than 70 languages.

Considering the reality, IED has implemented this project.

Project Objectives: The main objective of this project is to introduce Scratch to a larger audience. As Scratch programming has been included in the national curriculum for Class 3-5 more and more people are becoming interested. But unfortunately there is not much resources available in Bengali language.

Through his project we will develop a series of learning resources. We will spread these resources via website, social media, and popular online and offline new media.

There will be tutorials and study materials as well as different types of example projects.



Sensitizing children for developing skills on programming language

Duration: January – August 2025

Working Area: Dhaka Metropolitan (North & South City Corporation)

Funded By: Scratch Foundation, USA

Target Audience: Students from Class 3 to Class 10, Educator, Parents, and Guardians

Activities

Activity 1: Graphic Design (Develop social media content)

Activity 2: Printing and Publication (IEC materials and Project Capitalization report)

Activity 3: Kits and materials (ex: Arduinos, robots, hardware, 3D printers, etc.)

Activity 4: Workshop on content development

Activity 5: Monitoring, programmatic movement, communications

3. IP Disadvantaged Students Scholarship Program

IED a nonprofit, non-government and development organization has started new project titled IP Disadvantaged Students Scholarship Program aiming to provide financial support to disadvantaged and meritorious indigenous students of plain land. Initially the project is for one year but could be extended further subject to the availability of fund and successful continuation of study by the IP students. Now these indigenous students are continuing their higher studies free from economic hardship. Apart from their studies, the students are maintaining healthy relation and communication with own and other

indigenous community people, inspiring indigenous students and youth to pursue higher education so that their community people could prosper in future. They also interact among each other via whatsapp group, discuss and share views and ideas on indigenous peoples' rights, entitlements, empowerment of women, girls and other youth. They also send monthly progress report containing academic achievement, community engagement, and co-curricular activities to IED. They are highly grateful to IED for this scholarship program, and it helps them immensely to support their studies.



Inspiring disadvantaged IP students for higher education

Duration: February 2025 -January 2026 (1 year).

Number of assisted students: 10 (7 Female and 3 Male)

Number of ethnicity covered: Santal, Oraon, Kurmi Mahato, Dalu, Koch and Singh (Bhumij).

Types of Students: University, College and Nursing Institute Level.

D. Environment Development and Climate Change

Balanced and sustainable environment is conducive for all living beings. It promotes biodiversity, sustains ecosystem and ecology and builds human nature necture through which our mother earth become liveable for generation to come. However, unplanned urbanization & industrialization, emission of

greenhouse gas, destruction of natural forest and high mass consuption cause to climate change in globa scale. In country context, occupying and filling river, canals, marshland, pond, mass usage of plastic, pollution of water, destruction forests. It causes detrimental effects on nature result in biodiversity loss.



Participating students in environmental development activities

IED laid emphasis to protect, preserve and promote the sustainable environment and ecology to address climate change issue. As Bangladesh is the low lying riverine country and delta in nature, it is highly in danger due to geographical landscape stem from climate change cause of global warming. Though the country contributes less to global warming, yet it is one of the worst sufferer of climate change effects. Climate change and global warming are critical issues for the planet due to their far-reaching impacts on ecosystems, human health, economies, and social stability. It destroys and disrupts ecosystem that ramp up biodiversity loss. Extreme weather creates natural calamities like droughts, heatwaves, flood and tidal surge. Health related risks are direct and indirectly link to it. Apart from that it also adversely affects agriculture such crops yield that impacting food security. To sensitize people for the importance to protect and promote environment development and fight climate change, IED formed Janaaudyog-

people's initiatives, a civil society platform active and engage in mobilizing and sensitizing people, community, youth, women, academicians, journalists and elected representatives for sustainable environment development. Platform members and youth group members organized and attended different programs like meeting, human chain, rally, campaign, mass gathering, environment day observation and seminar to sensitize community people on environmental issues. Women group, male, adolescent group, women forum, cluster committee, youth and cultural forum and community are also inolved and active to make their surrounding areas neat and clean, vocal against land grabbers and river polluters. They along with Janaaudyog platforms placed memorandum to district authority to save river, marshland, drive campaign event, institute tree plantion, and sensitize the common people to preserve and promote sustainable environment.

Some basic information

- 8 Janaudyog platform in 8 districts to address environment issues and organize movements for environment protections.
- About 47,015 beneficiaries are sensitive and active for environment development and save river, save green, save forest, protect air pollution, improving cleanliness, develop drainage system, reexcavation of rivers and ponds, tree plantation and protection.
- Organized 106 women groups, 14 community forums, 2 women forums are directly involved in development of environment at the local level.

Comments

- It is becoming quite hard to protect rivers due to the high influence of land grabbers and power elites.
- Air pollution of Bangladesh is very worst. It would be addressed with high importance.
- The environment situation is less improving due to less sensitization and participation of people in the environment protection movement.
- IED is highly experienced in organizing campaign, advocacy, lobbying, and mobilization for movement and activating people's participation,
- IED's target beneficiaries and students are very sensitive and active to take part in environment development related activities. Debates, sports and cultural events and social gathering organized to sensitize people on environment and climate change issues.

Organization's Other Interventions

IED provides support and cooperation to other initiatives undertaken by academicians, youth, activists, students for driving social change. These initiatives bring together people from all

walk of life that includes senior citizen, different occupational groups, writers, photographers, artists, film maker that contribute for social transformation.

Jeevanjayee - is a term that indicates to sensitize students or youth for involving him/herself immerse with positive thinking

Jeevanjayee, a platform founded by Dhaka University professor Dr. Shannu Majumder, has taken the initiative involving university students to create joyful content online so that away from hatred. Its aim is to help people find positive writings, pictures, videos, etc. online, beyond the myriads of negativities. To this end, they exchange ideas and collaboration with the people's platform Janudyog. Jebanjayee and Janudyog organized two joint workshops on March 15 and April 24, 2025 at the Folk Center in Mohammadpur, Dhaka. Number of participants were 32. They have many stories of experience. Today, they mentioned, "we have sat with Jeevanjayee. We will listen to the stories they

have. The work of Jeevanjayee is underway. We will also create positive content for our YouTube channel. Besides, the audio will include poems, fairy tales, etc. We will collect content from various media. A heartwarming picture will also be at our site. Another initiative of Jeevanjayee is to bring two completely strangers get to sit together to tell story. We will record the full experience after hearing from both of them later. The way IED and Janudyog helped today has further increased our motivation for work. We hope that we will always have them by our side in the future."

Folk Center

In the dynamic landscape of urban and metropolitan life, folk centers play a vital role as cultural sanctuaries that preserve, nurture, and reinterpret traditional knowledge systems. Amid the concrete sprawl and digital acceleration of city life, these centers offer a grounding presence—spaces where oral traditions, crafts, music, and rituals are not only archived but lived and shared. They serve as bridges between generations, allowing elders to pass on stories and skills to younger audiences, while also inviting reinterpretation through contemporary artistic forms. For migrants and long-time residents alike, folk centers provide a sense of rootedness and identity, fostering belonging in environments often marked by anonymity and flux.

IED has taken the initiatives to manage a space for making gathering of development thinkers, senior citizen, youth, writers, cultural activists, students, women. It is a place where the above-mentioned sections of people sit together to think, discuss, interact, share their views and ideas regarding issues on development, social transformation, mindset, country context, women empowerment, environment, rights of ethnic and religious minorities, hateism, and other issues as they desire.

720 people are sensitized, active and motivated to promote civic engagement, women rights, support senior citizen, mobilize youth for action.

E. Organizational Capacity Development and PME

The activities will contribute to achieve SDG 1, 3, 5 and 16.

Networks and linkages

IED places strong emphasis on building and sustaining durable networks with organizations

that share similar goals, values, and visions. These strategic linkages play a vital role in



Coordinating likeminded organizations and persons to address human rights issues

fostering organizational growth and enhancing development outcomes. By identifying and engaging with like-minded institutions and platforms, IED facilitates the exchange of resources, information, and best practices, thereby improving operational efficiency and enabling collective responses to complex challenges.

Since its inception, IED has nurtured robust and constructive relationships with a wide range of organizations and platforms. It firmly believes that joint efforts and mutual cooperation within networks and alliances yield positive, long-lasting impacts particularly in driving policy changes that benefit target communities. IED has cultivated and streamlined partnerships with several prominent alliances, including: Sampritee Mancho, Sammilito Samajik

Andolon, Samajik Protirodh Committee, Poribesh Bachao Andolon, Social Action Committee, Haor Bachao Andolon, Amar Adhikar Foundation, Governance Advocacy Forum, ADAB, Adivasi Adhikar Andolon, and Health Rights Movement.

At the regional level, IED maintains warm and collaborative ties with platforms such as SAAPE and SANGAT.

In addition, IED continues to engage closely with various indigenous communities and their representative platforms across the country. Through these relationships, it actively advocates for indigenous rights, promotes peace and harmony, and works toward building a diverse and pluralistic Bangladesh rooted in social cohesion and mutual respect.

Monitoring and Evaluation

IED employs a robust set of participatory monitoring and evaluation (PM&E) tools to systematically track and capture changes, results, outcomes, effects, and progress toward goals. As a dynamic development organization, IED has developed its own distinctive PM&E methodologies for analyzing, assessing, and documenting project journeys. The organization views comprehensive PM&E tools as essential for knowledge documentation and learning dissemination—critical drivers of future growth and development.

Over time, IED has continued to innovate and design new tools and refining existing ones to meet evolving needs. These tools include customized questionnaires, formats, checklists, and techniques tailored to capture data, document changes, and extract insights. Staff at both field and central levels received training and orientation to ensure effective application and management of these tools.

During field visits, staff monitored ongoing activities, observed changes, engaged with beneficiaries, and documented findings in a

structured manner. These reports were then shared with senior management, who provided feedback and took appropriate action based on the insights received. Field staff also conducted regular monitoring to ensure continuous learning and adaptive management throughout the project lifecycle.

Highlights

29 internal monitoring and evaluation by central office

360 internal monitoring and supervision by local management

Organizational Capacity Building

In the evolving world, IED remains committed to organizational growth and development, recognizing that its staff are the torchbearers of this vision—capable of shaping and transforming the organization from within.

In alignment with organizational needs, it provided staff with numerous opportunities for learning and development. During this reporting period, staff participated in a wide range of trainings, seminars, workshops, dialogues, events, meetings, and



Developing capacity for playing more active role in development works

programs all of which contributed to enhancing their knowledge, skills, and capacity. Specific skill-based trainings were also offered, yielding direct benefits for individual staff members.

To ensure effective implementation of interventions, staff at both the central and center levels collaboratively designed action plans and monitoring frameworks. Central office staff based in Dhaka conducted regular field visits to monitor program activities and shared their findings with the central team. Field staff also carried out routine monitoring at the center level to ensure alignment and progress.

In Dhaka, staff held monthly meetings and convened a Capacity Development Forum each month. These forums served as platforms for exchanging ideas, sharing updates, and discussing techniques to strengthen staff capacity. Similarly, center level staff organized their own monthly meetings to maintain coordination and momentum.

Staff from both central and center levels participated in biannual review workshops and planning sessions held in Dhaka, reinforcing a shared commitment to reflection, learning, and strategic growth.

Highlights

- 12 capacity development forums conducted
- 2 half yearly review meeting held
- 12 coordination meetings held at central office
- 48 coordination & staff development meetings held at both 2 centers
- IP Network 2 meeting at national level
- IP Defenders 1 Yearly Coordination Meeting
- 1 training provided by MDF and participated 22 partakers
- 2 Staff participated in 2 training/workshops on conflict sensitivity and conflict transformation organized BfdW Germany held in CCDB-Hope Center, Savar, Dhaka

Documentation and Publications

IED also publishes various documents and publication issues working for. Covering the reporting period it has published 1 Calendar, 6 stickers, 2 newsletters, 1 notebook, 1 annual report and 2 Booklets.

Calendar



Stickers



Newsletters

পরিবেশ ও ক্ষমতায়ন

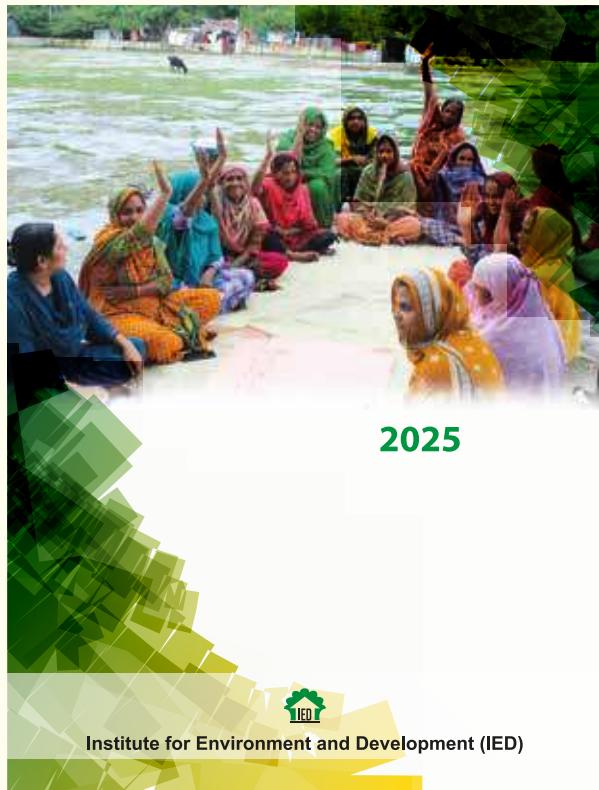
আইডি'র সামাজিক বর্কপেগ (জুন-জুলাই ২০২৪)

নামানুর প্রাচীন সমাজে আনোয়ে পরিবর্তন

পরিবেশ ও ক্ষমতায়ন

বিভিন্ন ভাষাবৰ্তী ও জাতিমোচী নিকার্মীদের অংশগ্রহণে বৈচিত্রের এককান

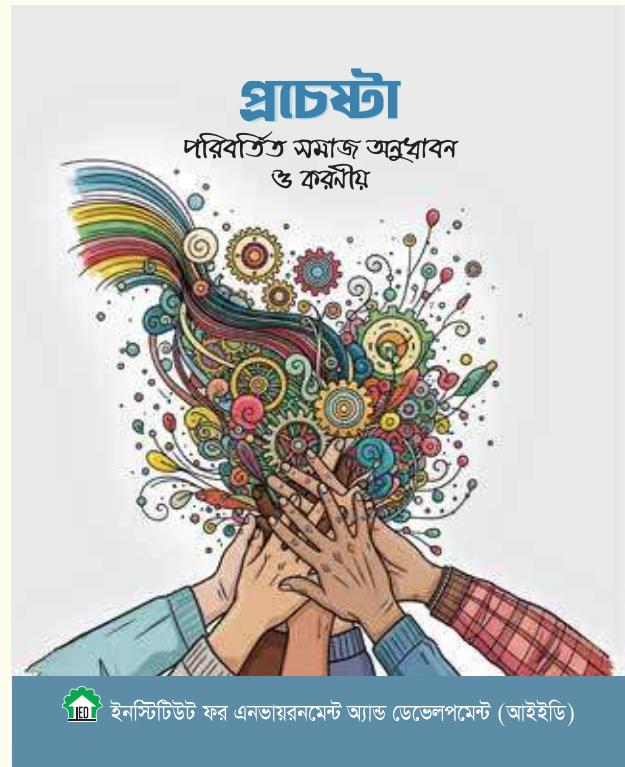
Notebook



Annual report



Booklet



Executive and General Committee

Executive Committee

Effective from 4 May 2024-3 May 2027

Sl.	Name	Occupation	Designation
1	Prof. Dr. Rashid-E-Mahbub	Academician, Physician and Social Activists	Chairman
2	Shantanu Majumder PhD	Academician Associate Professor, DU	Vice Chairman
3	Numan Ahmed Khan	Environmental Excluded group activist	Secretary
4	Dr. Laila Arjumand Banu	Social Worker, Development Activist	Treasurer
5	Nazneen Begum	Social Worker and Development Activist	Member
6	A.K.M. Zahidul Mostofa	Artist and Development activist	Member
7	Jahangir Hossain Sharif	Researcher and Activists	Member

Institute for Environment and Development (IED)

General Committee

Effective from 4 May 2024-3 May 2027

Sl.	Name	Designation
1	Dr. Rashid-E-Mahbub	Chairman
2	Shantanu Majumder PhD	Vice Chairman
3	Numan Ahmed Khan	Secretary
4	Dr. Laila Arjumand Banu	Treasurer
5	Nazneen Begum	Executive Member
6	A.K.M.Zahidul Mostofa	Executive Member
7	Jahangir Hossain Sharif	Executive Member
8	Dr.Habiba Shamim Sultana (Daizy)	General Member
9	Zinat Fatema Nur (Luna Nur)	General Member
10	Sohrab Hasan	General Member
11	Julekha Begum	General Member
12	Kazi Abdur Rahman	General Member
13	Shahana Syed	General Member
14	Shahida begum	General Member
15	ATM Zillur Rahman	General Member
16	Mehedi Banu	General Member
17	Abdul Mannan	General Member
18	Maj. (Rtd.) Mustafa Najib	General Member
19	Md. Hasanuzzaman	General Member
20	Tandra Barua	General Member
21	Dr. Fatema Yesmin	General Member



**Bakhtiar
Israfil & Co.**

INSTITUTE FOR ENVIRONMENT AND DEVELOPMENT (IED)
Consolidated Financial Account (CFA)
Statement of Financial Position

As at 30 June 2025

PROPERTY AND ASSETS:	Note	Amount in Taka	
		2024-2025	2023-2024
ASSETS			
NON-CURRENT ASSETS:		4,697,251	5,870,991
Property, plant & equipments	Note.-1	4,697,251	5,870,991
CURRENT ASSETS :			
Advance & Prepayments	Note - 2	25,000	43,302
Security Deposit (As per last account)	Note - 3	4,000	4,000
Advance office rent	Note - 4	51,000	51,000
Closing Cash & Cash equivalents	Note - 5	2,099,008	852,058
TOTAL NON-CURRENT ASSETS:		6,876,259	6,821,351
FUND AND LIABILITIES:			
EQUITY/FUND ACCOUNT:		6,543,577	6,241,698
Restricted fund (Unutilized donor Fund)	Note - 6	1,879,907	466,853
Unrestricted fund (General Fund Program)	Note - 7	(33,581)	(96,146)
Asset Fund Account	Note - 8	4,697,251	5,870,991
CURRENT LIABILITIES:		332,682	579,653
Loan Account -GPF and Gratuity and PF	Note - 9	212,400	469,653
Liabilities & Provision for expenses	Note - 10	120,282	110,000
TOTAL FUND AND LIABILITIES:		6,876,259	6,821,351

The annexed Schedules an integral part of these financial statements.

As per our Annexed report of even date


Head of Finance
IED


Executive Director
IED

DVC: 2511231538AS530356
 Dated : Dhaka, 23 NOV 2025


Bakhtiar Israfil & Co.
 Chartered Accountants
 Signed by:
 Maniruzzaman Sardar FCA
 Partner
 Enrollment No.: 1538





**Bakhtiar
Israfil & Co.**

INSTITUTE FOR ENVIRONMENT AND DEVELOPMENT (IED)

Consolidated Financial Account (CFA)

Notes to the Accounts

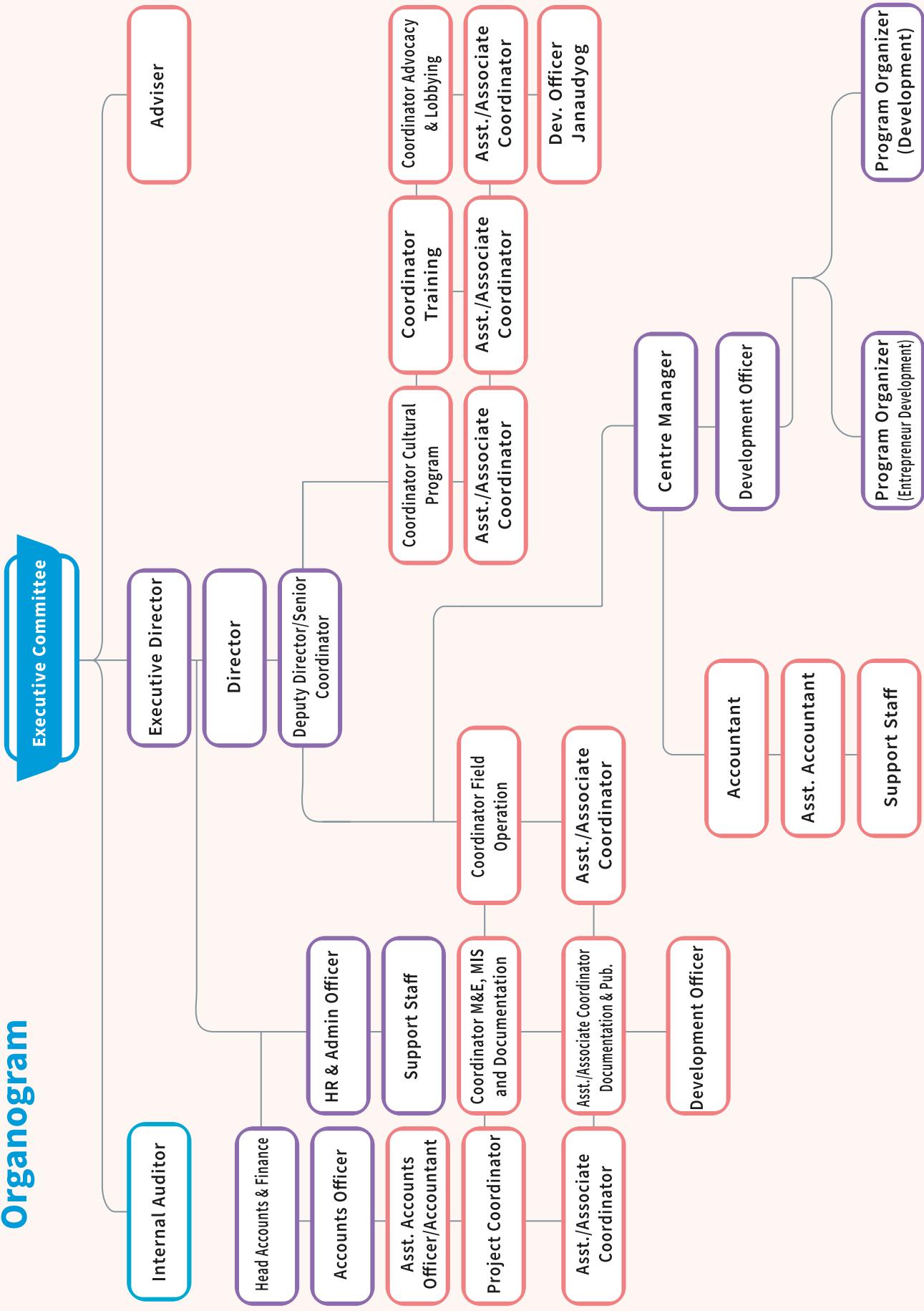
As at 30 June 2025

6. RESTRICTED FUND (UNUTILIZED DONOR FUND):

SL.No	Name of Fund	Opening Balance (in Tk.)	Received during the period	Contribution & Loan receipts	Excess of income over exp.	Total Received (Tk.)	Fund Utilized cost this period	Provision for Expenses	Closing Balance 30.06.2025
1	2	3	4	5	6	7 (3 to 6)	8	9	10
1.	Promoting Rights & Empowerment through Initiative of People (PREIP)-Bftw [2020-23]	(54,089)	-	-	-	(54,089)	-	-	(54,089)
2.	Promoting Rights & Empowerment through Initiative of People (PREIP)-Bftw [2023-26]	688,984	36,974,702	333,000	41,825	38,038,511	37,020,272	75,000	943,239
3.	Sensitizing People on Harmful Effects of Digital Disinformation to Promote Peace and Harmony in Bangladesh-TAF Dhaka: diversity nor re-ace to promote peace, solidarity and harmony & Festival of Tolerance with PTIB Project of UNDP Bangladesh	(241,857)	234,253	-	3	(7,601)	609	-	(8,210)
4.	Creative Learning with Scratch under Equitable Creative Coding Resource (ECCR)	70,564	370,000	-	2,386	442,950	517,615	-	(74,665)
5.	IP Students' Education Continuation Scholarship 2025-26	-	1,785,000	-	8,264	1,793,264	1,068,518	5,282	719,464
6.	Various Fund Balance- Funded Project	3,251	-	600,000	30,000	25	630,025	279,885	350,140
	Total :	466,854	39,963,955	366,304	52,730	40,849,843	38,889,654	80,282	1,879,907



Organogram







Institute for Environment and Development (IED)

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