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FORWARD

Samadhan prepared 2nd Strategic Plan in 2018 by contributing different level of stakeholders. It was developed through practicing different tools and techniques. Already we have analyzed SWOT and PEST and organized FGD an extended participatory process involving key stakeholders. Considering these we have articulated and formulated to identify and finalize strategies, priorities, mission of sectors, approaches and interventions for achieving outcomes and outputs to contribute and achieve organizational goal and objectives. Samadhan strongly feel that without Strategic Plan, it would not achieve organizational goal and objectives properly. So based on organizational capability all level staff of Samadhan involved and developed this Strategy Plan for the period from 2017 to 2022 with an ambitious target achieve.

It was covered four main thematic areas including economic empowerment & opportunity, quality of life, food security, environment & disaster and civil empowerment. Samadhan will strive to follow this fifth year strategic plan. Based on our core values, we strive for a gender, caste and class equal environment friendly poverty free society in a sustainable environment.

The overall directions and priorities identified in that strategy have now been translated and broken down by the different branches and units across Samadhan. This process seeks to ensure consistency of direction and approach, as well as in the methodology of how each branch and unit will organize, plan and assess its work. The Strategic Plans are outlined in slightly greater detail for the programme/project units. However an effort has also been made by the supporting units to identify priorities and outcomes.

These long-term strategies are of course subject to development, adaptation and further elaboration over time, as circumstances change. Samadhan will be producing both a 3-year operational plan for the two three-year periods of the overall strategic plan and also its regular Annual plan and Budgets to guide day-to-day operations. Also Samadhan will be developed its result framework to measure the strategic progress.

All praises are to almighty Allah who enables us to prepare this Strategic Plan 2018 of Samadhan in a sound way with hard labor at the end of year. I would like to express our deepest gratitude to organizational team who were committed and continuous efforts to develop it.

I thank to Executive Committee members, senior and all level of staffs and beneficiaries who were involved to finalized and prepare this long-term planning.

I would like to take an opportunity to express our heartfelt gratitude to our colleagues of different branches and units for their cordial cooperation and continuous support for developing this strategic plan and sincere gratitude also goes to the SMT and other colleagues who demonstrated a sense of commitment and wholeheartedly provided constructive comments and suggestions during preparation of this plan, which have enabled us to finalize this Strategic Plan.

Md Rezaul Karim

Executive Director, Samadhan.

SAMADHAN STRATEGIC PLAN 2018-2022

1. ABOUT SAMADHAN

Samadhan is a Non-government, Non-political, Non-religious multidimensional development service oriented local level voluntary organization. It has been working in south-western part of Bangladesh since October 14, 1987 for sustainable socio-economic development of the poor and marginal inhabitants of river basin areas under Jessore, Satkhira and Khulna districts and it may will have extend other district. The mentioned areas are highly disaster prone by the hazard as like that Tornado, Hailstorm, Flood, Water logged, Drought, Arsenic contamination in water etc. These were occurred here several times in the year; out of that water logging is the common phenomenon. 80% families are directly or indirectly depended on traditional agriculture systems but agro based modern technologies are very difficulties to apply in this disaster prone areas. Locally don't have sufficient job opportunities for the people. As a result the people face un-employment situation over the year. More than 50% people go outside seasonally for searching alternative jobs. The numbers of extremely poor families are more than 30%, most of them are not considered to involve in development activities. The women are deprived as the victims of traditional male leading social management. Unequal behavior & attitude among men and women in family & community is exists. Basic service like Education, Health & Nutrition, Agriculture, Banks and other supports are providing un-adequately. People of the areas are remaining un-aware & illiteracy, facing famine situation, becoming poorest of the poor. As a result the social & national liability is increasing gradually. By considering the painful situation Samadhan is implementing multi-dimensional development program very intensively with the technical and financial support given by National & International level different donor agencies. **"Samadhan "The English version of the Bengali words is organizations for solutions of problems for human being, emancipation of the people i.e. the people are free from poverty, disparity and exploitation.**

2. ORGANIZATIONAL GOAL AND OBJECTIVES

Goal:

Sustainable Socio-economic development of the target groups of its working areas.

Objectives:

- To make organization and its beneficiaries self-reliant by providing need based technical and financial support.
- To create employment opportunities for the poor and ultra poor people both rural and slum areas on both farming and off-farming activities by providing technical and financial support.
- To create access to services available in local level for poor and marginal people.
- To establish dignity and respect of the women, adolescent, children, people with disability and Ethnic.
- To develop long-term strategic plan for sustainable socio-economic development.
- To develop networking with international, national, and local level agencies in respect of local issues of wellbeing through advocacy.
- To prevent early marriage, polygamy, dowry and violence against women and children.
- To provide essential preventive and curative service on health, population and nutrition
- To establish water and sanitation facilities in communities, especially arsenic free safe water.
- To prevent RTI/STD/HIV-AIDS by providing adequate education & knowledge.
- To increase organic farming practice and forestation to reduce environment pollution.
- To make people aware about democracy, rights and good governance.
- To establish rights of the children by protection of child labor.
- To operate micro finance program by local or foreign individual or institutional donation or credit.
- To reduce loss of life and wealth in pre, during & post disaster.

3. THEORY OF CHANGE

Vision	Samadhan envision is a gender, caste and class equal environment friendly poverty free society		
Mission	Promotion of socio-economic status of the underprivileged through institution building, conscientization, human resource development, education, environment friendly local resource management, establish peace, justice, dignity and fraternity in the society.		
Core Values	<ul style="list-style-type: none"> • Trust and confidence among each other • Mutual trust and respect • Transparency and accountability • People's participation • Gender Sensitivity 		
Outcomes	Organizational		
	1: Enhanced organizational capacity 2: Improved organizational sustainability 3: Good Governance 4: Gender Equality		
	Programmatic		
	1. Protected and expanded the income and assets of targeted families sustainable financial services 2. Increased income generation through enterprise activities to support Samadhan development activities and employment creation. 3. Reduced maternal mortality rate. 4. Improved living conditions of visually challenged people. 5. Reduced communicable and non-communicable diseases. 6. Improved access to and higher rate of completion in primary and vocational education. 7. Greater resilience of disaster risk and climate change affected communities. 8. Increased food security and nutrition at household level. 9. Empowered communities assert their rights and claim justice. 10. Increased accountability and responsiveness of elected local bodies. 11. Created employment opportunities for youths. 12. Reduced gender gap, violence against women & children, conflict and injustice.		
Strategies	Effectiveness and Efficiency	Innovation	Quality Assurance and Organizational Learning
	Integrity and Commitment	Accountability and Transparency	Effective external engagement
Mainstream Programs	Economic Empowerment and opportunity		
	Quality of life	Food Security and Environment	Civil Empowerment

THE MAINSTREAM PROGRAMS AND THEIR THEMATIC PRIORITIES ARE

<p>Economic Empowerment and Opportunity Priorities 1: Income Generation, Capacity Building and Entrepreneurship Development</p> <ul style="list-style-type: none"> • Access to financial services • Entrepreneurship development and strengthening market linkage • Inclusive and sustainable economic growth • Employment creation and reduce seasonal unemployment • Safe Migration • Technical and vocational education and training 	<p>Quality of Life: Priorities 2: Health, Education and Training</p> <ul style="list-style-type: none"> ❖ Addressing communicable and non-communicable diseases ❖ Access to basic health care services ❖ Improve reproductive ❖ Safe water, sanitation and hygiene ❖ Quality education for children and adolescents ❖ Lifelong education and skills development
<p>Food Security & Environment Priorities 3: Food, Environment & Disaster Resilience</p> <ul style="list-style-type: none"> 🌱 Climate change adaptation and mitigation 🌱 Disaster risk and vulnerability reduction 🌱 Emergency response 🌱 Sustainable agriculture, food security and nutrition 🌱 Access to livelihood resources, skills and technologies 🌱 Natural resource conservation and management 🌱 Value chain and market development 	<p>Civil Empowerment Priorities 4: Active Citizens, Civil Society, Gender & Governance</p> <ul style="list-style-type: none"> ▪ Strengthening CBOs/CSOs and empowerment of citizens ▪ Good Governance ▪ Gender justice & rights, equality and women empowerment ▪ Child rights protection and youth development ▪ Inclusion and conflict resolution ▪ Partnership with CBOs/CSOs and likeminded organizations. ▪ Community led approach ▪ Research and knowledge management.

GLOBAL GOALS AND SAMADHAN RESPONSIBILITIES

Sustainable Development Goals	Samadhan Responsibilities
SDG 1 <ul style="list-style-type: none"> • End poverty in all its forms everywhere SDG 17 <ul style="list-style-type: none"> • Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development 	Samadhan
SDG 8 <ul style="list-style-type: none"> • Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all SDG 12 <ul style="list-style-type: none"> • Ensure sustainable consumption and production patterns 	Samadhan, Microfinance/ Enterprise and Agriculture
SDG 2 <ul style="list-style-type: none"> • End hunger, achieve food security and improved nutrition, • Promote sustainable agriculture SDG 13 <ul style="list-style-type: none"> • Take urgent action to combat climate change and its impacts SDG 15 <ul style="list-style-type: none"> • Protect, restore, promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt, reverse land degradation; halt biodiversity losses. 	Samadhan, Environment & Disaster and Agriculture
SDG 3 <ul style="list-style-type: none"> • Ensure healthy lives and promote wellbeing for all at all ages SDG 6 <ul style="list-style-type: none"> • Ensure availability and sustainable management of water and sanitation for all SDG 4 <ul style="list-style-type: none"> • Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all 	Samadhan, Community Health, Microfinance and Education/Training
SDG 16 <ul style="list-style-type: none"> • Promote peaceful and inclusive societies for sustainable development. SDG 14 <ul style="list-style-type: none"> • Provide access to justice for all, build effective, accountable and inclusive institutions at all levels SDG 5 <ul style="list-style-type: none"> • Achieve gender equality and empower all women and girls SDG 17 <ul style="list-style-type: none"> • Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development SDG 10 <ul style="list-style-type: none"> • Reduce inequality within and among countries 	Samadhan Social Organization, Gender and Justice and Microfinance

A. ECONOMIC EMPOWERMENT & OPPORTUNITY (IGA AND EMPLOYMENT)

a. MICROFINANCE PROGRAMME

1. Aims and Objectives

Samadhan Microfinance strives to make financial and other related services (savings, credit, member welfare fund and skill training) accessible to the poor and disadvantaged in order to increase their income and employment opportunities for them with special emphasis on women physically disabled, minorities, senior citizens, backward youths to

- ensure better microfinance services to programme participants
- create sustainable employment opportunities for the disadvantaged poor
- increase client-outreach through geographical expansion and enrollment
- sustain 125% financial self-sufficiency in Microfinance operations

2. Strategic Priorities and Themes

- Access to financial services
- Entrepreneurship development and strengthening market linkage
- Productive employment, inclusive and sustainable economic growth
- Employment creation and reduction of seasonal unemployment
- Technical and vocational education and training
- Enabling social responsibility

Samadhan Microfinance programme deals with poor and disadvantaged people. During the Strategic Plan period (2018-2022), the programme will be addressed the following specific themes as emerging priorities:

- Skill training and technical support to programme participants Up-scaling/graduation of ultra poor clients.
- Support to reduce seasonal unemployment addressing the *crisis in the southwest*
- More focus on micro-enterprise and introduction of small and medium enterprise loans.
- Introducing new savings product to accumulate more savings(FDR of program participant
- Introducing services (financial and non-financial) for the senior citizen, physically challenged and youths

The programme will increasingly address the marginalized people with special attention to those who remain as isolated vulnerable class. Many of them live in char areas (sandbars), river-sides and as temporary roadside-shelters. Slow industrial growth in the southwestern region together with seasonal employment in agriculture creates an almost annual major hardship for the rural poor during the lean season when employment, food and income are scarce. So, seasonal crisis is also a priority to be considered.

The poorest of the poor are the important focus and priority of Samadhan Microfinance programme. Easy and flexible loans will be provided to them and seasonal crisis victims to boost employment and self-employment. In addition, small and micro-enterprise loans will be strengthened and expanded among the economically graduated members in order to improve job opportunities for the poor people

3. Implementation Approach/Operational Modalities

The Samadhan Microfinance programme will be implemented following the Savings and Credit Operational Manual and guidelines issued by management. Money handling is a major day-to-day activity of the branch-level staff. Thus, strict monitoring and close supervision by the supervisor will have to be ensured. Staff at all levels will be responsible for efficient operations. MF staff will maintain good relations with programme participants and must ensure transparent record-keeping. As a development catalyst, MF staff will also strive to increase the

confidence and assertiveness of the clients. As service delivery by nature, the programme will be directly implemented by Samadhan Microfinance programme staff.

Microfinance programme during the strategic period 2018-2022 will emphasize the following issues:

- Major programme focus on increasing the outreach and diversify products to improve the livelihood of the poor and disadvantaged.
- Deliberate emphasis is to be given to women and youths, pro-poor interventions, decentralized operations and flexibility.
- The MF programme is committed to offer better and more competitive services to the clients.
- MF wishes to increase financial sustainability through cost-effective operation in order to cover more poor participants and maintain programme viability.
- Microfinance clients are also the programme participants of other Samadhan development activities so we will seek to capitalize fully on this interlinked credit-plus approach to make balance between financial and social performance.

4. Programme Intervention:

1. Loan disbursement to MF members
2. Enrollment of clients to enhance the coverage
3. Increase outreach through enrollment of the youths and others (service holder, fishermen, entrepreneur etc.) as appropriate
4. Savings mobilization from MF members (Normal savings, VS, MSDS and FDR)
5. Skill & Vocational training and awareness building for program participants
6. Technical support and follow-up
7. Establishment of client friendly and feasible IGAs
8. Market linkage and marketing channel development
9. Loan recovery from borrowers
10. Climate change adaptation related activities (plinth raising, alternative power, plantation, climate friendly IGAs support)
11. Render insurance services to the borrowers
12. Provide Health care services (awareness, general treatment, specialized health camp, linkage, referral, ANC & PNC services)
13. Services for the Geriatrics (aged people) and Physically challenged
14. Staff development training

Outcome and Output	Indicators
Outcome 1: Income and Assets of the targeted families protected and expanded through sustainable financial services	<ul style="list-style-type: none"> • The family income of 60% MF clients increased by 50% • Self-employment opportunities created for 50% of women members • Off-farm employment opportunities increased by 20% during lean season • 75% of MF clients maintain regular savings • 70% IGA established • Employment opportunities created for 25% youth of 50% of ultra-poor clients • Operational self-sufficiency rate 125% sustained • The family income of contract growers, small entrepreneurs Increased by 25%

Output-1: Income, assets and Family consumption of poor families increased	Family income of 50% MF Clients/ families increased by 60% 30% client received ME loan and 5% of total ME client will receive SME loan Self-employment opportunity created for 50% women of total clients and 25% youth family members of 50% ultra-poor clients 70% IGA established 75% MF clients maintained regular savings and asset acquisition by families increased by 20% of 80% clients.
Output-2: 50% of the Ultra poor come out from extreme poverty line	Access to 3 times meal ensured for 80% ultra-poor (food intake and quality of food) 60% client provided primary health care services.
Output-3: Borrowers interest protected	100% borrowers covered by loan insurance
Output-4: Self-sufficient and strengthened Microfinance operation	Operational self-sufficiency (OSS) 125% sustained Portfolio at risk maintained below 5%

5. Constituency Coverage

At present Samadhan MF programme has been covering ultra-poor, landless/marginal farmers, tribal/ethnic (উপজাতি/জাতিগত) minorities and small farmers.

During the plan period more emphasis will be given to include specially disadvantaged groups including physically disable, minorities, senior citizens, and backward youths and also special attention will be given to small entrepreneurs.

6. Geographical Coverage

During 2018-2022 the Microfinance programme will pursue a modest geographic expansion. The operation will be extended to some new 4 districts. And a number of branches will be expanded.

7. Risks and Assumptions

Increasing competition among MFIs	During last several years, a number of MFIs/NGOs have started microcredit operations in northern districts creating a serious challenge to all. Around 25%-30% of clients have access to credit from more than one organization creating the risk of over-indebtedness cannot be overruled. Steps will be taken to reduce overlapping and duplication during enrollment.
Meeting the required sufficient revolving fund	Presently we are managing required fund from PKSF, RAKUB, Bangladesh Bank, Commercial Banks and Collected Savings Money from Programme participants. In our plan period these sources will be continued with further intensification. Our emphasis will be to accumulate more savings and maintain current loan recovery rate above 99% which will reduce our dependency on borrowed money. Besides hopefully we will try to manage likeminded donors to be partner as diversified source of fund.
Natural disaster including severe effects of lean season crisis	During natural or any unforeseen disasters, repayment may be adversely impacted leading to increase in overdue loans. A disaster management fund (MDF) may be created from 1% service charge as

		per organizational capability and income should continue. Voluntary savings withdrawal for affected poor will continue to combat its effects. A project 'No Lean Season (NLS)' is being implemented in support of seasonal crisis affected peoples employment and will be continued further in a large scale.
Controversial regulation	Government	Samadhan will take part in advocacy with other NGOs/MFIs to intensify dialogue with GOB to encourage a more supportive and pragmatic regulatory framework and withdrawal of interest rate capping imposed by PKSF/GOB.

Manage required revolving fund with convenient condition is a challenge to microfinance programme in years to come as the clients requirement is increasing rapidly and NGO competition is intensifying day by day. Government regulations regarding MF programme are being attributed and PKSF is capping service charge. Moreover, microfinance operations in the southwest are also vulnerable due to extreme poverty and recurring natural disasters. To overcome the above-mentioned risks, Samadhan MF programme will consider the following risk management strategies:

8. Risk management by Samadhan Microfinance programme

9. Sustainability

Sustainability refers to the viability of the programme as well as programme participants. Since 2005, Samadhan Microfinance programme has been operating on self-sustainable basis. That means operational sustainability is already achieved. Financial sustainability of more than 100% was achieved in 2010. It is expected that through efficient and effective programme operation, microfinance performance will be improved further and operational cost will be reduced.

During this plan period, the cost of loans at programme participant level will be further reduced. Skills training will be provided to increase capacity of programme participants which should help reduce borrowers' risks and costs of operation. Sustainability for borrowers and programme will depend on programme participants being aware of their own capacities and the viability of their micro enterprises. Samadhan microfinance will thus strive to enhance the confidence and to develop necessary skills and knowledge of participants to help achieve long-term sustainability.

b. Samadhan Enterprises and Private limited

1. Mission of the sector:

Samadhan Enterprise development Programme strives to facilitate the poor and their organizations to develop enterprising skills and competence and promote access to alternative employment and commercial opportunities by and for the poor and landless through promoting and running viable enterprises keeping the profit of Samadhan Enterprises.

2. Strategic Priorities and Themes

- Alternate employment generation for ultra-poor, small and medium farmers entrepreneurs
- Enterprise and market linkages
- Strengthening Samadhan enterprises (various)
- Commercialization of enterprise activities for financial sustainability

3. Implementation Approach:

- The enterprise programme works mainly with landless and small farmers and distributors /dealers without discrimination with respect to religion, gender and cultural identity.
- The programme aims to increase creation through production and marketing.

- Enterprise development program wishes to contribute to private sectors, development in helping to address unemployment.
- Enhance the financial capacity of the organization.
- Earn profit and full fill the commitment of the society.

4. Major Interventions:

- Guest House
- Training Center
- Medical Services
- Mini Garment Services
- Seed Enterprise
- Grain Stock Business.
- Weaving and Stitching (Handicraft)

5. Strategic Outcomes, outputs and Indicators:

Outcome and Outputs	Indicators
Outcome 2: Samadhan secured resource mobilization through enterprise activities to support development activities and employment creation	Annual returns on capital from REPL increased by 10% Guesthouses turnover/profitability increased by 10% annually Training opportunities and turnover increased by 10% annually
Output-1: Alternate employment opportunities for poor (mat, weaving and stitching)	Contract growers increased 10 % per year
Output-2: Sales of quality product (Seeds, mat, stitching, bag etc.) enhanced	1. Customer increased by 15 % per year
Output-3: Guesthouse and training center income increased	1. Training opportunities and turnover increased by 10% annually

B. *QUALITY OF LIFE (HEALTH, EDUCATION AND TRAINING)*

a. COMMUNITY HEALTH

- 1. Mission of the Sector:** Samadhan will extend its support to provide promotional, preventive and limited curative services and to facilitate in strengthening government health service unit that help reduces overall health vulnerability of the people.
- 2. Thematic and sectoral Priorities:** The mission is to improve the quality of life of the people especially the poor and the vulnerable (women, children, elderly and the disabled) in its working area. Samadhan will extend its support to provide promotional, preventive and limited curative services to facilitate in strengthening government Primary Health Care services.
- 3. Implementation Approach:**
 - Samadhan will continue grassroots level advocacy work and referral linkage to increase access to health services and will address limited health services to community people in its working area.
 - For maternal care services, Samadhan will continue to its role from service delivery to rights-based approaches seeking to improve governance of governmental health and family planning programme for safe motherhood through health monitoring at local (union) level and advocacy at local, regional and national levels.

- If funds permit, Samadhan will take initiatives to strengthen local government health service through capacity-building and motivating government health officials.
- A safety net or social protection component for ultra-poor women e.g. voucher schemes for EOC (emergency obstetric care) will be extended at a limited scale.
- Samadhan will continue eye care services through its eye camp and work with visually impaired children.
- Samadhan will promote safe water, sanitation and hygiene promotion in partnership with community, local group, club and local NGOs.
- The approach will rely on co-operation from other Samadhan programme components such as Microfinance, Environment and Disaster preparedness.

4. Major Interventions:

Eye Care: 2 sub-district (Keshabpur and Manirampur) in Jessore district. Depending upon need and availability of resources, Eye Care service will be expanded to other Samadhan working areas.

Reproductive Health: Samadhan will continue ANC services to pregnant mothers in 2 Unions and provide life skill training to youth forum members from 5 Unions of Keshabpur and Manirampur sub-districts. .

Safe water and sanitation: Samadhan has been working in its working area for raising awareness and motivation for safe water, sanitation and hygienic practices. Samadhan will work together with government so that with joint effort sanitation coverage increases to 70% in its working area.

5. Strategic Outcomes, outputs and Indicators:

Outcome/Output	Indicators
Outcome-3: Reduced maternal mortality rates	<ul style="list-style-type: none"> • 75 % of pregnant and lactating women avail ANC and PNC services at least four times • 1st pregnancy before age 20 reduced from 33% to 30%
Output 1: Pregnant women are aware of their reproductive health rights	1. 30% of pregnant women availed facility based delivery
Output 2: Referral system functional	1. Union Health standing committee meetings held regularly
Outcome-4: Improved Living condition of the Physically challenged people	<ul style="list-style-type: none"> • Restore eyesight to 2,000 people per year • Access to Government safety net programme increased by 10% for physically challenged people
Output 1: Visually disabled children screened	1. 2,000 children screened per year
Output-2: Access to Government safety net programme of physically challenged people increased	1. Increased by at least 10% accessibility to Government safety net programme of physically challenged people
Outcome-5: Reduced communicable and non-communicable diseases	<ul style="list-style-type: none"> • 75% of smear +ve TB cases identified & treated under DOTS • Grade-II deformity of leprosy patient to be reduced less than 5% • 70% of Federation GC members are aware of non-communicable diseases (hypertension, diabetes etc.)
Output 1: Burden of TB cases reduced	1. TB Treatment success rate 95(%)
Output 2: Burden of leprosy reduced	1. Leprosy prevalence rate less than 1 per 10,000 population
Output 3: Access to safe water and improved sanitation increased	1. Increase by 10% with utilizing safe water 2. Increase by 10% households with access to improved sanitation

6. **Constituency Coverage:** Samadhan health programme will cover and concentrate of different health interventions will depend on donor funding availability and agreements between Samadhan and related resource partners.
7. **Risks and Assumptions:** Samadhan health programme is largely dependent on donor funding. At present Maternal Care, Eye Care service; HIV/AIDS awareness; rehabilitation service for the visually-impaired are operated with support from different donors funding

As the health programme moves away from service delivery, it faces the need to invest in capacity development in order to fulfill the new roles envisaged. The attitudes and practices of government towards healthcare are in need of serious improvement.

b. EDUCATION AND TRAINING

1. **Mission of the Sector:** The Samadhan Education program seeks to improve the quality of non formal primary and vocational education by extending early childhood development, lifelong education and improving retention or dropout rates among vulnerable children and adolescent & youth practical knowledge and skill on ICT.
2. **Strategic Priorities: Quality of Life**
 - Quality education for children, adolescents and youth
 - Lifelong education and skill development
3. **Sectoral Priorities**
 - Increase access to quality of primary education
 - Extend opportunities for pre-primary education
 - Create safe and child-friendly environments at school
 - Increased access of student to hygiene and nutrition
 - Promote opportunity to knowledge and skill development
 - Enhance local democratic civic ownership and influence over school management
4. **Implementation Approach :**
 - Community engagement.
 - Teacher's capacity building.
 - Staff Capacity building .
 - Participatory monitoring.
5. **Major Interventions:**
 - Preprimary School and Parenting.
 - NFPE School.
 - Community learning Center.
 - Supplementary Reading material.
 - Vegetable Gardening.
 - Nutrition support and hygiene.
 - Community Reading camp.
 - Reading Instruction Change and Assessment.
 - Service provide action and governance.

6. Strategic Outcomes, outputs and Indicators

Outcome/Output	Indicators
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Outcome-6: Improved access to and higher rates of completion in primary and vocational education	<ul style="list-style-type: none"> Increased by 15% enrollment of ethnic minority children at mainstream primary education Increased by 10% retention rate at primary school Increased by 20% the number of technical courses and participants
Output 01: Retention rate at primary education cycle increased	<ol style="list-style-type: none"> Retention of ethnic minority children Increase by 10 % No. of schools used supplementary reading materials No. of school demonstrate vegetable garden and hygiene practice
Output 02: Vocational and Non-formal opportunity increased	<ol style="list-style-type: none"> No. of non-formal education center operated No. of children received non-formal Education and Training No. of adolescent and youth received certificate on computer knowledge and ICT.

7. Constituency Coverage:

Category	2012-17	2018-2022
Students	3000	5000
Teachers	500	600
SMC	200 Committee	300 Committee
Education Officials (Govt)	100	150
Communities	1200	1500
Education Forum	15	20
Local Government (UP + Upazilla)	50	75

8. Risks and Assumptions:

- Natural Calamities
- Illiteracy of Parents
- Seasonal Migration
- Quality of Teachers and role of government in Managing education
- Donor depends fund
- Children's are involved in income
- Poverty

C. FOOD SECURITY, ENVIRONMENT AND DISASTER

1. Introduction/Mission of the Sector

a) Agriculture:

The Samadhan Agriculture Programme works with the rural poor farm households to build their awareness, knowledge and analytical skills through partnership with stakeholders to promote sustainable agriculture for increasing food and nutrition security in context of climate change; and encourage access to govt. services and resources to improve their livelihoods and resilience.

b) Environment & Disaster

The Samadhan Environment and Disaster Programme strive to encourage and facilitate community managed climate and disaster related risk reduction and promote appropriate and sustainable environment improvement and bio-diversity conserve on behalf of the rural poor and their organizations.

2. Thematic Priority: Food, Environment & Disaster Resilience

- Climate change adaptation and mitigation
- Disaster risk and vulnerability reduction, emergency response
- Sustainable agriculture, Food security and nutrition
- Access to livelihood resources, skills and technologies
- Natural resource conservation and management
- Value chain and market development

3. Sectoral Priorities

- Strengthen research-extension-farmer linkages for sustainable agricultural development
- Enhance community capacity to adapt to and mitigate the effects of climate change
- Community based disaster risk reduction and planning
- Environment protection and bio-diversity conservation
- Transfer of appropriate climate smart agricultural practice through partnership with stakeholders (eg, Govt., NGOs, private sector)
- Promote nutrition sensitive agricultural practices
- Youth involvement in agriculture and ICTs
- Establish market linkage and ensure fair price of agricultural products

4. Implementation Approach

- The Agriculture & Environment program will work with poor farm families of disaster and climate change affected communities by the formation of community level groups, Village Disaster Management Committee (VDMC) etc at community level.
- The community group will be managed and facilitated by community level group and existing others farmers' organization/club etc.
- Strengthening capacity of Farmers Forum/Farmers Hub/Farmers Center for better input and output market linkage for agricultural products.
- Emphasis on transfer of information and improved technologies to farmers in collaboration with Govt/NGO/private sector.
- Participation of farmers' organization in decision making process for improving food security governance.
- More emphasis on community based disaster risk reduction and planning
- Improving community coping mechanisms to adapt to and mitigate climate change with structural and non-structural development.
- Advocate for and implement environmental development and natural resource conservation activities seeking both micro- and macro level benefits
- Acknowledges that environmental development and climate risk management interventions are not on-off events, and that these need to be sustained and repeated to have the intended effect

5. Major Interventions

1. Capacity building training to community peoples and Disaster Management
2. Farmer training & demonstration establish on small scale fish culture in seasonal pond
3. Demonstration establish on alternative cropping pattern to address food insecurity and weather variability
4. Promoting floating garden
5. Home stead space planning through vegetables, fruits, timber, ornamental and medicinal plant.
6. Rearing poultry and livestock through improved and modern technology
7. Establish community seed hut with training on seed production, preservation and storage
8. Farmer training & demonstration establish on stress tolerant crops (like flood & saline tolerant rice) cultivation to adapt climate change
9. Promote vermin composting through engaging community peoples by practicing modern technology.

10. Promote improve cooking stove and solar panel at HH level
11. Re- excavation pond, channel and repairing & maintaining road.
12. Installation deep tube-well and latrine
13. Emergency response
14. Tree plantation in roadsides/block
15. Conservation of natural forest and resources through community based management

6. Strategic Outcomes, outputs and Indicators

<i>Outcome/output</i>	<i>Indicators</i>
Outcome 7: Greater resilience of disaster risk and climate change-affected communities	<ul style="list-style-type: none"> ▪ Households involved in climate smart agricultural practice increased by 30% ▪ Households having access to environment-friendly and renewable energy increased by 10% ▪ Households of flood-prone areas protected from flood increased by 20% ▪ Humanitarian assistance mobilized to disaster affected communities
Output 1: Community based adaptation capacity to climate change increased	<ol style="list-style-type: none"> 1. Community based adaptation plans established in 80% of working communities 2. Households involvement in stress tolerant crop (flood& drought tolerant rice) cultivation increased by 30% 3. Household involvement in cultivation of early and late varieties of crop to adapt with adverse situation increased by 10%
Output 2: Community capacity to mitigate the effects of climate change strengthened	<ol style="list-style-type: none"> 1. Households involvement in resource saving agricultural practice increased by 10% 2. 10% of the program participants used at least one renewable energy system 3. 80% program participants use organic manure(compost) in home gardening
Output 3: Program participants protected from the effect of disaster (e.g. flood, drought, cyclone etc.)	<ol style="list-style-type: none"> 1. 80% VDMC have disaster risk reduction plan and well equipped for early warning dissemination 2. 20% households raised homestead plinth above flood level 3. 30% households accommodated in save place during any natural disaster
Outcome 8: Increased food security and nutrition at household level	<ul style="list-style-type: none"> • Agricultural productivity Increased by 25% through improved/new technologies • Nutritious food consumption Increased by 10% through three meals per day • Access to government extension service, food and nutrition scheme increased by 20%
Output 1: Food production at households level increased	<ol style="list-style-type: none"> 1. 50% targeted program participants adopted new/improved technologies 2. At least 20% farmers (60% women and youth) involved in agricultural value chain activities 3. Cropping intensity and productivity increased by 30%
Output 2: Access to, and utilization of nutritious food increased	<ol style="list-style-type: none"> 1. At least 30% targeted program participants adopted nutrition sensitive agricultural 2. 20% households increased uptake nutritious food 3. Access of 30% poor farm families to three meals a day increased by 30%

Output 3: Access to Govt. extension services, information and resources increased	<ol style="list-style-type: none"> At least 20% of poor households received farm information, training and demonstration from Govt. agricultural extension agencies Participation of farmers or farmers organization in scheme implementation process increased by 10%
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7. Constituency Coverage

a) Agriculture

Types of participants	Male	Female	Total
Poor and landless (50%)	2000	10000	12000
Marginal farmers (30%)	1200	7000	8200
Small farmers (20%)	800	4000	4800
Total	4000	21000	25000

b) Environment & Disaster

Types of participants	Male	Female	Total
Poor and landless (50%)	1000	2500	3500
Marginal farmer (30%)	500	1800	2300
Small farmer (20%)	400	1200	1600
Community leader	300	1000	1300
Students	1300	1500	2800
Total	3500	8000	11500

8. Risks and Assumption

Possible Risk	Mitigation strategy
High price fluctuation of agriculture products	<ul style="list-style-type: none"> Market linkage development Storage facilities improvement Access to public procurement system
Climate change/ climate variability	<ul style="list-style-type: none"> Community based adaptation planning Promotion of stress tolerant crops Livelihoods diversification
Availability of quality agricultural inputs and services	<ul style="list-style-type: none"> Awareness creation through learning session Establish community seed hut Utilization of Union Information and Service Centre (UISC), Agriculture Information and Communication Center (AICC)
Sustainability of community institutions like FFS, VDMC	<ul style="list-style-type: none"> Strong linkage with Union Federation, Union Parishad etc Community resource mobilization
Noncompliance of Govt. duty bearers	<ul style="list-style-type: none"> Maintain good linkage and cooperation Exposure and dialogue
	<ul style="list-style-type: none">

D. CIVIL EMPOWERMENT:

a. SOCIAL ORGANISATION

1. Mission of the Sector: The primary focus of the Civil Empowerment (Social Organization) component is on CBO across the rural areas of southern part of Bangladesh. Building social capital is vital for transforming the lives of disadvantaged communities and families. These community-based organizations of the rural poor provide, usually for the first time, an 'umbrella' for marginalized families and offer a civil platform for achieving sustainable improvements to their lives and livelihoods, and in utilization of local resources.

2. Strategic Priorities

- Strengthening CBOs, CSOs and empowerment of ordinary citizens
- Governance
- Gender justice, equality and women's empowerment
- Child rights protection and Youth development
- Inclusion and conflict reduction
- Partnership with Federations/CBOs
- Research and Knowledge management

3. Sectoral Priorities

1. Capacity-building of Community based organization, programme partners and local activists to perform watchdog and advocacy for empowerment and rights of the poor and marginalized communities
2. Strengthening youth and women forum and establish network at Union and Sub-district level, Capacity building of youth and adolescents.
3. Sharing the progress, enhance advocacy work, liaison with government line department, establish network with the Community based organization, club Inclusion and conflict reduction (minorities and disadvantaged)
4. Learning from other organizations and applying best practices of participatory, mobilization and advocacy approaches at local government level.

4. Implementation Approach

1. Encouraging an inclusive to CBOs/CSOs membership
2. Community lead Empowerment
3. Facilitation and Resource Mobilization
4. Partnership and Community Engagement
5. Two-way Learning and Sharing
6. Grassroots Monitoring and Evaluation
7. Networking and Alliance building

5. Constituency Coverage

Categories	2017	2018-22
Number of CBOs/CSOs	09	25
Number of ward CSOs Committees	09	25
Number of CSOs Sub-district Coordination Committees	1	1
Number of District CSOs Coordination Committees	0	0
Number of National CSOs Coordination Committees	0	0

6. Expected Output

Outcomes/outputs	Indicators
Outcome 9: Empowered communities asserting their rights and demand justice	<ul style="list-style-type: none"> Increased by 10% (at least 25% women) of federation general committee members in local government and other bodies Increased by at least 15% accessibility to government safety-net programs and other state resources by the poor people
Output-1: CBOs widen with diverse membership groups	1. 90% Federations expanded their membership including ultra-poor and socially excluded people
Output-2: Legal status of Federations attained	1. Number of registered (Govt.) Federations increased by 50%
Output-3: Federations maintained satisfactory governance	1. 95% Union Federations regularly hold Executive Committee, General Committee and Annual General meeting according to their bye-laws/constitutions
	2. 95% Federations/CBOs holding regular election (as per bye-laws) maintaining fair and democratic practice
Output-4: Federation networks and collaboration strengthened	1. Networking and coordination of Federations at sub-district, district and divisional level established
	2. At least 50% federations have advocacy networks
Output-5: Union Federations have mobilized resources	1. Number of Federations mobilizing funds from different sources (Government agencies, NGOs and others) increased by 50%
Output-6: Federation leaders' understanding and working ability on citizen rights enhanced	1. 60% Federations organized collective event to claim and establish at least one of their citizen rights (land, shelter, education, health service, safety net, disability rights, etc)
Outcome-10: Increased accountability and responsiveness by elected local bodies	<ul style="list-style-type: none"> At least 30% of Union Parishads practice follow up meeting of participatory planning and budgeting At least 30% of UPs disseminate information through open day regarding public services and resources
Output-1: Union Parishad standing committees activated	1. Number of Union Parishad standing committee's meeting held on regular basis (as per manual) increased by 30%.
Output 2: Union Parishad facilitated follow up for participatory planning and budgeting	1. At least 10% Federations actively participate in follow up meeting
	2. At least 30% targeted Union Parishad prepared budget accumulating ward-wise plan involving local poor in collaboration with CBOs/CSOs
Output-3: Transparency of UPs increased	1. At least 80% Union Parishads make safety-net related information available and open for community people and CBOs/CSOs
	2. 80% UPs set up billboard outlining their responsibilities and annual budget

Outcome-11: Promoted youth for empowerment and sustainable development	<ul style="list-style-type: none"> • At least 20% targeted youth placed in different Jobs • At least 30% targeted youth involved in different IGAs
Output-1: Youth received training on different IGAs and Trades	1. 80% targeted youth received training on IGA and Trade
Output 2: Established linkage with Job provider	1. Established linkage with Job provider at local, regional and national level
Output-3: Youth received services from financial institutes	1. At least 10% of youth received support from financial institutes

7. Risks and Assumptions

- Funding, especially core funding, constraints affect continuity and limit the scope for geographical expansion and replication
- Increased susceptibility to corruption by Federation leadership following government registration
- Exercise of political influence by local political leaders or muscle group seeking to politicize Federations
- Overall political situation in the country will remain relatively conducive.

b. WOMEN'S RIGHTS

1. Introduction/ Mission for Strategy:

The Samadhan Women's Rights strives to reduce exclusion and deprivation of, and discrimination against Women, and all kinds of gender-based violence through promotion and protection of women's rights, empowerment and gender equality.

2. Strategic Priorities: Active Citizens, Civil Society, Gender & Justice

- Gender justice, equality and women's empowerment
- Child rights protection and youth development
- Inclusion and conflict reduction

3. Sectoral priorities

- Enhance women access and control over resources
- Prevention of violence against women & children
- women participation in the power structure
- Policy Advocacy
- Reduction of gender discrimination at all level

4. Implementation Approach

The program will maintain a balance between direct and indirect facilitation:

1. Direct facilitation will include awareness-raising, legal aid support through Samadhan/ Govt. Legal Aid Fund, community education, capacity building, skill development training
2. Indirect facilitation will include facilitating or conducting grassroots and policy advocacy, fostering local-level activism, strengthening professional forum, sensitization of religious leaders, youth group and community, lobbying for effective use of govt. resources and facilities, activate existing govt. committees at different level, co-ordination with different network, media etc.
3. During 2018-2022, the programme will particularly emphasize a strong facilitation role, partnership with local actors, involvement of civic committees, monitoring and watchdog, information sharing and advocacy (local, regional and national level)
4. The programme will also strengthen partnerships with government, local government and like-minded organizations for a more coherent strategic approach, more work with the media and better monitoring and evaluation systems, particularly in relation to effectiveness and outcomes.

5. Major Interventions

- Capacity & leadership building
- Access to referral services
- Community mobilization
- Mainstreaming gender in Samadhan
- Networking and Policy Advocacy
- Rehabilitation center for women and girls recovering from violence
- Conflict resolution
- Gender and diversity sensitivity and community participation
- Men's involvement to reduce gender-based violence
- Working with government committees to ensure access to and use of government facilities

6. Strategic Outcomes, Outputs and Indicators

Outcome/Output	Indicators
Outcome-12: Reduce gender gap, violence against women & children, conflict and injustice.	<ul style="list-style-type: none"> • At least 25% increase in women's participation in local power structures (UP, UF, YF, WF, FF and SMC etc.) • Reduce by 30% child marriages • At least 80% reported cases successfully mediated and 20% court cases verdict in favor of victims.
Output-1: Women holding important position and take part in decision making process in different committees increased	1. Women holding important positions in different committees and engage in decision making (UP, Fed. SMC, Hat-bazar and religious) increased by 25%
Output-2: Domestic violence against women and adolescent girls reduced	1. Early marriage at community level reduced by 30% 2. Domestic violence reduced by 10%
Output-3 : Justice for women and girl child ensured	1. Successful mediation by Federations and Union Parishads increased by 80% 2. Access to govt. legal services and support increased by 10% 3. Justice in favor of women and girls victims increased by 20%

7. Constituency Coverage

Categories	2012-2017	2018-2022
Members of the Youth forum/school college students	350	500
Vulnerable women & girls	100	100
Civil Society Professionals	50	100
Religious leaders	100	150
Union Parishad Leaders	800	850
School/College Teachers	50	100
Government Officials	75	100

8. Risks and Assumptions

- Mainstreaming gender
- Changing deeply-rooted mindsets, attitudes and practices
- Proper initiative to reduce violence against women
- Ensure accountability of duty bearers
- Ensure marketing channel and linkage for rehabilitated women

In Context National Strategies and Samadhan Priorities

Samadhan Priorities	SDGs/BD2021/National Poverty Reduction Strategy(adapted to context)
Priorities 1: Income Generation, Capacity Building and Entrepreneurship Development	
Access to financial services Employment generation and reduction of seasonal unemployment and distress Market linkages	SDG 1: End poverty in all its forms, everywhere SDG 8: Promote sustained, inclusive and sustainable economic growth through productive employment for all SDG 12: Ensure sustainable consumption and production patterns BD 2021: Ensure skilled and creative human resources through quality education and vocational training
Enhance in-house enterprises, activities and market linkages	SDG 8: Promote sustained, inclusive and sustainable economic growth through productive and rewarding employment for all
Priorities 2:Health, Education and Training	
Enhanced quality of life through improved awareness and access to basic health care.	SDG 3: Ensure healthy lives and promote well-being for all at all ages BD2021: Build a nation of healthy citizens with access to basic healthcare, safe drinking water and hygienic sanitation
Reduction in communicable and non-communicable diseases	SDG 3: Ensure healthy lives and promote well-being for all at all age groups and communities
Quality education for children and Adolescents	SDG 4: Ensure inclusive and equitable quality education and promote life-long learning opportunities for all
Enhance skills and knowledge of program participants	BD2021: Skilled and creative human resources for improved education and vocational training
Priorities 3: Food, Environment & Disaster Resilience	
Climate change adaptation, mitigation and response,	SDG 13: Take urgent action to combat climate change and its impacts
Disaster risk and vulnerability reduction	SDG 15: Protect, restore and promote use of terrestrial ecosystems and so reverse land degradation BD 2021: Ensure environmental sustainability by reducing pollution through safe waste management and use of cost-effective alternate energy sources
Enhance food security & sovereignty	SDG 1: End hunger, achieve food security and improve nutrition and promote sustainable agriculture
Access to livelihoods resources, skills and technologies	NSAPR: Create food security and improve nutrition by enhancing people's purchasing power and ensure the needs of vulnerable groups (women, children, disabled people) are met by providing adequate and stable supplies of safe, nutritious food
Priorities 4: Active Citizens, Civil Society, Gender & Governance	
Informed and empowered active Citizens and CBOs/CSOs.	SDG1: End poverty in all forms SDG 17: Strengthen the means of implementation, revitalize partnership BD 2021: Participatory democracy and rights to information to create a vigilant and active civil society NSAPR: A strong and expanded social safety net program protect the poor from social, economic and natural shocks
Accountable, representative and responsive local government	SDG 17: Develop local-national-global partnerships for successful development programs BD2021: Accountable, transparent and decentralized governance
Accountable, representative and responsive local government	SDG 8: Promote sustained, inclusive and sustainable economic growth through productive employment for all
Gender equality and women's empowerment and children	SDG 5: Achieve gender equality and empower all women and girls

SDG – Sustainable Development Goals

BD - Bangladesh Vision 2021

NSAPR II - National Strategy for Accelerated Poverty Reduction 2009-1

E. SUPPORTING UNITS AND SERVICES OPERATION

a. Advocacy and Networking

The Advocacy and Networking will use the information generate from senior management team (SMT) and available in other organizations, which are especially relevant to the vulnerabilities of southwest Bangladesh, for dissemination through policy makers and development actors for effective advocacy and lobbying with other civil society actors. The specific priority areas are:

- Policy dialogue and press conference
- Developing issue based network/alliance at regional and national level
- Collaboration with existing networks at regional and national level
- Outsourcing resources for policy advocacy through projects

b. Finance and Accounts

Samadhan Finance and Accounts strives to achieve improved and effective financial discipline, efficiency, transparency, and control in strategic management and day-to-day operations of the organization and programme. Specific focus and priorities will be as follows:

- Improve financial discipline of the organization as a whole
- Avoid and reduce unwanted financial bureaucracy in internal operations
- Adapt to simple and user-friendly financial procedures
- Improve use of financial information and analysis by all managers
- Cost reduction, quality control, and efficiency development
- Recruitment of efficient accounts staff and reduction of staff turnover
- Make all accounts staff capable of using **gBanker+** accounting software.
- Trained Accounts staff gradually on effective use of all Samadhan Manual

Overall priorities

- Finance and Accounting Manual reviewed and updated
- Financial control improved.
- Reduced Overhead cost ratio of Core Programme.
- Reduced dependency on core fund.
- External audit observations show general improvements
- Fixed assets inventory is updated and published on an annual basis.
- Adapted to increasing demands of self-financing.
- Regular financial and efficiency analysis to guide management.

c. Internal Audit

The Samadhan Bangladesh Internal Audit unit supports management by providing independent advice on operations and performance and by assessing the effectiveness of internal controls. The function aims to add value, improve operational efficiency, economy and effectiveness on management process, risk management and internal control system.

Implementation Strategies:

- Random verification of financial transactions and operational activities.
- Separate Internal Audit team for MF Program is operated.
- Equal priority assigned to Samadhan core, bi-lateral and partnership projects.
- Introduce performance Audit for Program and Support units.
- Review operation, efficiency of Accounting Manual, Procurement Manual, Personnel Manual and Operational manual.
- Audit Program, Working Paper and Reports are conducted and prepared in accordance with the required professional standards.

- All staff undertakes training to maintain professional development.

d. Human Resources

The objective of Samadhan HRD unit is to seek efficient and effective management and capacity development of human resources to accomplish the organizational mission, vision and strategic goal.

At present the HRD unit is supporting the program through acquisition, development, retention and replacement of staff as per organization Personnel Manual. Staff assessment is conducted every year. Although the staff turnover rate is reducing but still it is high in Microfinance program. Staff recruitment time reduced compared to the situation of previous years.

Strategic Outcome of HRD Unit

Followings are the strategic outcome for 2018 -2022:

- Reduce staff turnover rate by 5%
- Women staff ratio increased by 5%
- Job satisfaction enhanced

Strategic Priorities and focus area

To accomplish its mission the HRD Unit will cherish the underneath areas:

- Functioning HRMIS
- Performance based appraisal system
- Harmonious working condition
- Positive discrimination in recruitment and capacity development will be offered to women, underprivileged, physically challenged incumbents in suitable positions
- Equal opportunity in all level will be continued
- Give emphasis to develop and utilize organization's own workforce as resources
- HR strategy for emergency response
- HR strategy for talent management

e. Monitoring and Evaluation

The Monitoring & Evaluation Unit performs a key role in keeping Samadhan management, development partners, associated government agencies and program participants informed about the progress and impact of Samadhan -implemented projects and programme on a regular basis.

Major Activities:

- Develop Strategic result framework
- Develop programme and project result framework and align with strategic result framework
- Web-based planning, monitoring, evaluation and reporting system
- Facilitate preparation of annual plan of operation in consultation and participation with key stakeholder and in accordance with strategic plan
- Conduct baseline, evaluations, programme audit and case studies/success stories
- Prepare periodic and annual progress reports involving sectoral and other contribution
- Organize six monthly outcome survey for tracking results of Samadhan development interventions
- Organize Bi-annual impact survey and produce reports for tracking impact of Samadhan development interventions
- Disseminate the findings from monitoring, evaluation, programme audit and case studies with relevant stakeholder.

f. General Services.

Samadhan General Services Section is overviewed by the finance department and its main objectives are to ensure all sorts of logistic support for operating the program activities both, at the normal situation and also in

emergency time period to achieve the mission and vision of the Organization. Mainly, these are the services and program activities are being performed by the general service section. Apart from these, the general service section also performs some other program activities as and when demanded for operating the program activities during any emergencies or any disaster time period.

Main Activities:

1. Ensure security and cleanliness services.
2. Timely transport support for program activities operation.
3. Guest House services to the staff, donors and partners officials.
4. Emergency services (water supply and electricity support with generator)
5. Timely procurement and auction sale.
6. Storage facilities for keeping materials goods and also provides stationeries materials supply to the staff as and when required.
7. Looks after the estate and management facilities and fixed assets of Samadhan.
8. Repair, renovation and maintenance of Samadhan properties.
9. Supports design, construction works and storage facilities.

g. Government Relations

Samadhan Government Relations carries the challenging responsibility of ensuring all registrations, approvals, reporting and other aspects of compliance with government rules and regulations is maintained to ensure the programme and organization can function effectively. The SMT relates to the NGO Affairs Bureau in Dhaka and advises Samadhan field level branches and units on interactions with the local administration.

h. Estate and Facilities Management

The Estates & facilities management support provided by Samadhan Finance Department. Samadhan programme operations by ensuring efficient and cost-effective management of Samadhan premises (both owned and rented), campuses and sites. The following priorities will be followed

- Ensure effective and intensive utilization of land at all Samadhan office/training campuses (seeking to income to defray costs from office/meeting room rental).
- Ensure effective planned preventive maintenance of building assets, completion of infrastructure work
- Ensuring effective security of office campuses, fencing and construction of office accommodation will be continued depending upon the availability of funds and need)
- Develop and apply low-cost high quality designs
- Ensure timely payment of appropriate taxes and utility bills

i. Legal Affairs

The Legal Affairs will assist Samadhan SMT by providing independent advice on legal affairs and ensuring legal support as needed to protect, uphold and advance the organization's interests, through:

- Maintaining evidential portfolio of ongoing court cases updated.
- Effective and timely handling of court cases
- Support provide to victim considering VAW
- Scrutinize relevant documents, information and lodging/file
- Preparing and producing written statements in response to the cases
- Prepare different Deed and Agreements
- Preparing legal notices and written reply to legal notices.
- Maintenance and management of land purchase; preserving land documents

j. Information Technology

The IT Unit will assist Samadhan by ensuring its extensive IT assets and systems are effectively upgraded, maintained and utilized, in line with the following priorities:

- Ensure continued efficient IT support for Samadhan programme operations through planned investment and upgrading, repair and troubleshooting arrangements (browsing, LAN, WAN connections including Wi-Fi, Smart phone, PABX, GPS, GPRS, dial-up etc.)
- Promote organizational productivity and cost-effectiveness through improvements in IT practices, introduction of appropriate software and processes (gBanker+, management software, software etc).
- Installing, Maintaining and configured Active Directory, Mail Server, DHCP, DNS etc.
- Web based programming.
- Strengthen staff capacity to utilize IT effectively
- Maintain IT security
- Acceptance use of IT
- Development of Software and APPs
- Identify the IT prevention
- Periodic maintenance and Monitoring (System and Broadband network)

Conclusion:

Samadhan aimed and tried to sustainable by implementing income generating activities and others activities. Project or development issues are needed for Samadhan for its expansion, efficiency building, staff development as well as social beneficiaries growing demand fluffiness. Samadhan have yet not got adequate supports on project activities. Organization fund is not enough to sustainable process. In global situation, funding donors support has been decreasing day by day which is somehow a threat for sustainability. Group people are not enough conscious about their development also.

Besides all the constraints, Samadhan is trying to uplift meant with some degree advance for achieving its goal and purposes. The structure planning reveals that within 2018, Samadhan will be reach at reasonable stages, where donors support may have less need. Samadhan reach her goal in realistic and researchable process we are assuming this in believes.

Samadhan believe that people themselves have latent power to change overall development scenario and will continue its initiatives in the upcoming days by dint of the stretched supports of the financial partners. We also hope that the government agencies and local government as well as the communities will also remain supportive in future.