

ANNUAL REPORT 2024

Safety & Rights

Promoting Safety, Enforcing Rights

ANNUAL REPORT 2024

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 Safety and Rights Society

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Statement from the Chairperson



As the Chairperson of the Safety and Rights Society (SRS), I am proud to reflect on a year of impactful progress. In 2023-2024, SRS remained dedicated to advancing labor rights, gender equality, and social justice, with a particular focus on empowering women and addressing gender-based violence (GBV). These issues are integral to our mission, as we strive for sustainable, community-driven change.

Globally, rapid economic, climate, and technological shifts have created new vulnerabilities, particularly for informal and gig economy workers. In Bangladesh, marginalized communities especially women, youth, and low-wage workers face these challenges acutely. SRS has been a leading advocate for labor rights, pushing for recognition, protection, and justice for these groups. Our work empowering women and advancing gender equality has made a tangible difference, with women emerging as community leaders and economic contributors. Our expanded efforts to combat GBV ensure survivors have access to justice and support, while we challenge societal norms that perpetuate violence.

Youth development is another core priority. Through our Youth Leadership and Youth Support programs, we have engaged and trained hundreds of young people, equipping them to lead and drive positive societal change. These youth are key to building a future where justice and opportunity are accessible.

SRS's success is built on strong partnerships with local communities, civil society, and international allies. As we align our work with Bangladesh's national development goals, we remain connected to global movements for labor rights, gender justice, and climate action.

Looking forward, we are motivated to build on our achievements and deepen our impact. Though the challenges ahead are complex, SRS remains committed to fostering a fairer, more inclusive society, with the continued dedication of our team, partners, and supporters.



Khushi Kabir

Chairperson, Safety and Rights Society (SRS)

Statement from the Executive Director



I am pleased to present the Safety and Rights Society (SRS) annual report for 2023-2024, underscoring our commitment to promoting labor rights, workplace safety, and social justice in Bangladesh. Since 2009, SRS has focused on enforcing laws to protect workers and improve workplace conditions across sectors like construction, tanneries, and ready-made garments (RMG). This past year, SRS's advocacy, campaigns, training, and legal aid initiatives have worked towards creating safer, more equitable work environments through collaboration with workers, employers, and government agencies. This report highlights the SRS's magnificent team effort, achievements, and ongoing initiatives in various issues, including occupational health and safety, youth development, climate action, prevention of gender-based violence, and budget democracy. By improving labor rights and empowering youth, we align with the mission of building an inclusive and sustainable future for Bangladesh. SRS's emphasis on justice, sustainability, and decent work empowers marginalized groups and promotes community engagement, fostering meaningful change through partnerships.

We are proud of the progress made and remain dedicated to ensuring decent, respectful working conditions for all. As we continue advocating for systemic change, I extend our gratitude to partners and stakeholders for their continued support, which is essential to driving our shared mission forward.

Looking ahead, SRS remains devoted to advocating for workers' rights, ensuring safer workplaces, and addressing new challenges posed by the transition to a green economy, all while prioritizing the needs of marginalized communities and youth. We invite you to explore SRS's splendid work and achievements in this annual report, which stands as a testament to our enduring mission and future aspiration.



Md. Sekender Ali Mina
Executive Director, Safety and Rights Society (SRS)

Executive Summary

The Safety and Rights Society (SRS) worked tirelessly to champion marginalized communities and improve Bangladesh's youth, environmental, and labor rights. SRS showed its dedication to transformative social change through inclusive, gender-balanced, youth-centered, and ecologically sustainable programs. Particular attention was given to disadvantaged youth, especially from Dalit, second-language communities, and gig workers through imparting soft skills training, career mentoring, and capacity building. Impacting a significant number of youths, ten youth-led grassroots organizations were also empowered to promote inclusion.

SRS highlighted addressing environmental challenges through youth participation by its Youth Volunteers Team. This team headed campaigns on environmental sustainability and ecological conservation by adopting sustainable practices in the office and while involved in the community, thus providing a safer and greener environment.

SRS took a step in the right direction over gender-based violence (GBV) and workplace harassment. SRS supported establishing and functioning Complaint Committees in factories to address GBV through the project titled "Strengthening Capacity in the Bangladesh Garment Industry." SRS also offered legal aid to victims of workplace accidents, obtaining financial compensation for injured employees and their dependents. SRS launched the Child Care Support Center for working women, especially in the garment and domestic worker sectors, to help them access their job market. The center operates in the field of early childhood development (ECD), gives daycare to children, and contributes to children's integrated growth while strengthening women workers.

In addition, through the Democratic Budget Movement (DBM), SRS's work amplified democratic participation, proposing and seeking a unique role for citizens in national budgeting processes. The People's Budget Assembly 2024 highlighted budget issues such as tax justice, protecting people and the planet over profit, and equitable access of marginalized communities to social services. The work of SRS contributes towards a more transparent, accountable, and inclusive governance framework.

This annual report articulated SRS's contribution to advocate for marginalized groups, ensuring their rights are protected and contributing to inclusive development and sustainable growth across Bangladesh.

List of Acronyms

BELA	:	Bangladesh Environmental Lawyers Association
BLA	:	Bangladesh Labour Act
BLWF	:	Bangladesh Labour Welfare Foundation
BTUC	:	Bangladesh Trade Union Centre
CARE	:	Cooperative for Assistance and Relief Everywhere
CSO	:	Civil Society Organizations
DIFE	:	Department of Inspection Factories and Establishments
DLAC	:	District Legal Aid Committee
DoL	:	Department of Labour
ECD	:	Early Childhood Development
EET	:	Engaged in Education, Employment, or Training
GBV	:	Gender-Based Violence
ICC	:	International Chamber of Commerce
INSUB	:	Imarat Nirman Sramik Union Bangladesh
MoLE	:	Ministry of Labour and Employment
NEET	:	Not in Education, Employment, or Training
OSH	:	Occupational Safety and Health
PBA	:	People's Budget Assemble
RMG	:	Ready -Made Garments
SDG	:	Sustainable Development Goals
SKOP	:	Sramik Karmachari Oikya Parishad
SRHR	:	Sexual and Reproductive Health and Rights
SRS	:	Safety and Rights Society
ToT	:	Training - of -Trainers
UNCITRAL	:	United Nations Commission on International Trade Law
WPC	:	Workers Participation Committee
YLO	:	Youth -Led Organizations
YSO	:	Youth Support Organizations

About Safety and Rights Society (SRS)

Established in 2009, Safety and Rights Society (SRS) is a non-profit organization **committed to make workplaces safer, protect labor rights, and ensure the health and safety of workers** across Bangladesh. Through initiatives such as research, education, training, legal aid, and advocacy SRS actively pushes for meaningful improvements in workplaces and promotes broader public safety and consumer rights. In line with its commitment to social justice and sustainability, SRS is also converging on the Just Energy Transition in the labor sector, securing the existing jobs, compelling the stakeholders to create new employment opportunities, and enhance workers' skills in building a green economy. By raising awareness among workers, employers, civil society, and government officials, SRS ensures that the RMG industry complies with legal regulations and government guidelines to operate efficiently. Moreover, SRS's unwavering effort to youth development is apparent, as it is motivated to empower the marginalized young people by equipping them with required skills and opportunities. This includes programs that enhance job readiness, promote entrepreneurship, and ensure that youth are equipped to participate in the evolving labor market. By fostering an environment that supports both the current and future workforce, SRS contributes to building a resilient, skilled, and inclusive society where young people can thrive and lead in the green economy. This combined focus on labor rights, good governance, sustainability, and youth development demonstrates SRS's holistic approach to promoting equitable growth and social well-being.



Our Mission:

Ensuring workers' and public rights through enforcing laws and regulations.



Our Vision:

Workplaces compliant with the law and providing workers decent conditions.

Strategic Goals

- Improving Workplace Health and Safety and ensuring compensation rights.
- Contributing SRS initiatives towards development of decent workplace and economic growth.
- Reducing all forms of discrimination and violation against women, children and other marginalized groups.
- Actively supporting freedom of association, social security and wellbeing of workers.
- Standardize the institutional capacity.

Cross Cutting Issues



Gender and Diversity, Rights of Minority, Justice for All, Climate and Conflict Sensitivity, Humanitarian Support .SRS operates in collaboration with workers, employers, and the government to foster safe, inclusive, and empowered societies, and is registered under multiple regulatory bodies for its efforts.

www.safetyandrights.org

SRS's Programmes

Achievement Highlights



Labour Rights

Promotion of Labour rights and decent work place is one of the key working areas of Safety and Rights Society. It works closely with trade unions of different sectors such as Construction, Tannery, and Garments. It maintains an effective relationship with local and national trade unions federations who play crucial roles in advocating on human and labour rights issues. One of the strategies of the organization is to work closely with workers as well as the mid-level management of the sectors. Furthermore, it has been endeavoring to make the Workers Participation Committee (WPC), Safety Committee and complaint committee functioning and effective. SRS is concerned about deteriorating health and safety situation faced by workers. Consequently, it is ensuring appropriate compensation for the dependent family members of the deceased and injured workers following workplace accidents through lawsuits. Since its foundation, SRS has been engaged in promoting integration of labour rights and international standards into its policy advocacy programmes. The organization has a tremendous contribution in formulating the National Occupational Health and Safety (OHS) Policy; the amendment of the Bangladesh Labour Act, 2006 and the Bangladesh Labour Welfare Foundation Act, 2006; and updating of Bangladesh National Building Code, 2006.



- A total of 17 cases have been filed for workers' compensation and recovery of dues. Out of which 8 cases are related to compensation and remaining 9 are related to industrial disputes.
- Assisted families of 6 deceased and 3 injured workers in securing total BDT 910,000 as compensation from the Labor Court Lawsuits.
- Facilitated the process of receiving financial assistance from the Bangladesh Labor Welfare Fund. 11 injured workers and families of 4 deceased workers have applied for financial assistance. 1 family of deceased worker and 1 injured worker have received total financial assistance of BDT105,000 from the Labour Welfare Fund.
- Resolved 1 dispute over workplace death securing BDT 100,000 in compensation from employers with the cooperation of INSUB.
- Provided legal counseling to a total of 73 workers in the RMG, tannery, and footwear industries, including 65 female and 8 male.

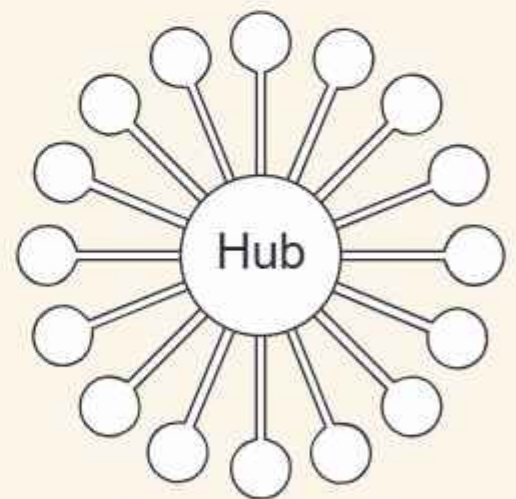


Youth Development



Youth are the driving force behind a nation's strength, confidence, and innovation serving as a beacon that reflects the collective aspirations of the country. SRS is committed to empowering youth and protecting their rights, aiming to unlock their full potential through a transformative five-year initiative. This program, rooted in a Positive Youth Development Approach, equips young individuals with the knowledge and resources necessary for future job markets.

Using a hub-and-spoke model, the initiative pilots innovative approaches to enhance youth contributions to national inclusive development and economic growth. It also strengthens national youth systems by supporting key government youth organizations. The program targets 3,600 NEET and EET youth, focusing on those from Dalit, second language communities, and gig workers, as well as 10 grassroots youth-led organizations (YLOs). These efforts are concentrated in four strategic hubs across Dhaka, Chattogram, Khulna, and Rangpur, with 17 spokes at the district level. Expected outcomes include improved soft skills, and creating job opportunities for 80% of trained youth, strengthened capacities of marginalized YLOs, and ongoing youth engagement in national development strategies.



Hub-and-spoke model

Achievement Highlights

- Completed community mapping of Dalit and Second Language communities.
- Empowered 5 youth-led and youth-serving organizations on inclusion.
- Enrolled over 500 youth learners from marginalized communities and gig workers for capacity building.
- 120 NEET youth from marginalized communities participated in soft skills and career development mentoring; 10% secured decent employment.
- Developed a policy advocacy agenda to ensure recognition of gig work as formal sector labour.

Environment and Climate Action



Addressing environmental challenges by empowering youth and communities through its Youth Volunteers Team, SRS's one of the core commitments. This team plays a vibrant role in promoting sustainable practices and environmental awareness, particularly within the workplace. SRS organizes activities like tree plantations, cleanliness campaigns, and leaflet distributions to foster a culture of environmental responsibility. Additionally, SRS actively engages communities through awareness sessions & campaigns, and by observing significant environmental days, encouraging collective action for ecological preservation. Through these initiatives, SRS ensures that both workers and communities are equipped to contribute to a safer and greener environment.

Achievement Highlights

- Youth Volunteers Team: SRS has established an Environmental Network Team called the Youth Volunteers Team, which advocates for improved working conditions and environmental practices.
- Bridging Worker-Environment Gap: SRS focuses on creating safer, fairer workplace conditions through advocacy, legal aid, training, and workshops, while facilitating dialogue between employers and employees.
- Women's Cafe Program: SRS promotes leadership and negotiation skills among workers, especially women, through the Women's Cafe, providing training and platforms for dialogue and advocacy.
- Community Environmental Advocacy: SRS engages in environmental advocacy through awareness activities such as tree plantation programs, leaflet distribution, and awareness raising campaigns to promote ecological preservation.
- Awareness Campaigns: Supported by the Youth Volunteers Team, SRS conducts community level awareness campaigns to educate residents on important issues and encourage participation in community development.
- Safe Climate Promotion: SRS promotes a safe climate through various strategies including handbill distribution, poster presentations, cleanliness campaigns, and the creation of video content on environmental standards.
- Healthy Workplace Environments: SRS ensures healthy workplaces by implementing effective monitoring, ergonomic assessments, and health and hygiene workshops to maintain compliance and overall worker well-being.
- Climate awareness sessions were conducted for workers.

Good Governance



Endorsing Good governance is at the heart of SRS initiatives, which aims to empower local Civil Society Organizations (CSOs), YSOs, and YLOs, alliances, networks, and multi-actor platforms to engage in meaningful policy dialogue and effectively influence authorities. The initiative focuses on supporting 133 grassroots CSOs, and YLOs that currently lack the capacity or enabling environment to serve as strong advocates for good governance and development. By fostering an environment conducive to open and productive dialogue, these CSOs and their networks will be better positioned to influence domestic policies and safeguard civic space. With enhanced skills and competences, these organizations will be empowered to defend human rights and promote a more democratic society, while collaboratively designing strategies to influence institutional policies for the protection of fundamental rights. Expected outcome is to build a CSO alliance with the private sector, strengthen the capacity of grassroots CSOs, and establish a pro-bono advisory group with experts in governance, child rights, youth empowerment, civic engagement, and gender-based violence.

Achievement Highlights

- Identified 15 district-level grassroots CSOs for CS program (FSTP).
- Released press statements and petitions advocating for CSOs' inclusion in policy drafting/revision.
- 38 CSO members participated in the One Billion Rising program to raise awareness about gender-based violence.
- Organized a PBA to promote transparency and accountability in budget discussions.
- Sensitized District Legal Aid Committee (DLAC) on legal aid services and justice access for marginalized groups.



Gender-Based Violence (GBV)

SRS implemented the project "Strengthening Capacity in the Bangladesh Garment Industry to Ensure Workplaces are Safe from Gender-Based Violence and Harassment" to provide participating factories with dedicated support in establishing and strengthening Complaint Committees. Through this project, SRS delivered a structured training program designed to empower factory management and workers to effectively address gender-based violence and workplace harassment. The training not only assisted in setting up Complaint Committees where they did not already exist, but also ensured their continuous functionality and growth, helping to prevent and resolve disputes at an early stage.

The sessions were tailored to meet the needs of factory management, middle management, committee members, and workers, promoting the development of an inclusive, safe, and respectful work environment. Based on the factory size, SRS conducted three training sessions at no cost to the factory. Additionally, follow-up trainings were arranged in consultation with the factory to ensure the Complaint Committee remains operational and effective in safeguarding workers' rights.



Achievement Highlights

- Conducted 20 group discussions with women to address workplace issues, Sexual and Reproductive Health Rights (SRHR), menstrual hygiene and promote gender equality.
- Observed 16 days campaign on violence against women in Dhaka Uddyan, Kallyanpur, and Hajaribag area.
- Participated in the One Billion Rising program alongside CSO members. A total of 38 participants, comprising 29 females and 9 males, joined the event. The program served as a platform to raise awareness about gender-based violence and promote solidarity and empowerment among participants.
- Observed International Women's Day 2024 with National Women Worker Trade Union Center & Shommilito Garments worker Federation.
- Selected and conducted training in 10 factories.
- SRS contributed to eliminating workplace violence by establishing Complaint Committees and delivering targeted training, resulting in a safer work environment in these factories.

Occupational Health & Safety and Decent Work Place



SRS places a strong focus on Occupational Safety and Health (OSH) and promoting decent workplaces. The organization works to improve respect for workers' rights in Bangladesh, ensuring safer and healthier work environments while addressing issues like gender-based violence and harassment. SRS supports worker organizations to better train, represent, and advocate for labor rights, with a focus on OHS. Key activities include developing training materials, conducting Training-of-Trainers (TOT), refresher courses, and direct training for workers on labor rights and safety. SRS also assists in investigations related to worker compensation.

Achievement Highlights

- 60 leaders from the construction sector were trained on Occupational Safety and Health (OSH) and shared their knowledge with general workers.
- 372 workers received awareness and knowledge on OSH.
- 63 construction workers were trained in Occupational Health and Safety (OSH) through a one-day training.
- 10 members from different construction companies were sensitized on OSH and labor rights.
- 170 stone-crushing workers gained awareness on OSH through awareness sessions.
- A campaign was organized to promote decent work in the stone-crushing sector, with almost 300 people in attendance.



Budget Democracy Initiative

In collaboration with the Democratic Budget Movement (DBM) network, SRS unites concerned individuals, civil society, and grassroots organizations to focus on decentralizing the national planning and budgeting system. This initiative recognizes the critical role that the national budget plays in fostering economic growth and its direct impact on the lives of grassroots communities. The movement advocates for citizens' direct participation in shaping the national budget and aims to delegate more power to local governments with necessary autonomy and capacity. Through popular campaigns such as 'District Budget,' 'Tax Justice,' 'Green Economy,' and 'Universal Social Protection,' they promote public dialogue, economic literacy, budget tracking, and policy advocacy related to national development strategies. This year, SRS organized a day-long event "People's Budget Assembly (PBA) 2024" which brought the civil society representatives from 40 districts, along with policymakers, academics, youth, and individuals from various sectors together, to enhance budget transparency and public participation in the national budgeting process during both preparation and implementation phases. The PBA 2024 event, along with the ongoing efforts of DBM and SRS, is expected to drive significant reforms in Bangladesh's budgeting process. By engaging a wide array of stakeholders and amplifying grassroots voices, the assembly strengthens democratic participation in national planning and fosters a more inclusive and accountable budgeting framework.



Key Issues addressed at PBA 2024

- Address inflation and financial stress, with targeted support for women.
- Promote economic resilience and subsidies for smallholder farmers, startups, and CSMEs.
- Ensure equitable access to education, healthcare, and services for marginalized communities (women, Dalits, indigenous, disabled).
- Push for wealth, corporate, and green taxes; reduce tax burdens for low/middle-income groups and combat tax evasion.
- Allocate funds for climate mitigation, renewable energy, and environmental protection.
- Prioritize clean energy transition for vulnerable communities.
- Fund youth-led green entrepreneurship in renewable energy, eco-tourism, and waste management.
- Promote afforestation, wetland restoration, and sustainable agriculture.
- Address exclusion of marginalized groups in planning and budgeting processes.
- Strengthen decentralized and participatory governance systems.

Child Care Support Centre

SRS has taken a significant step in 2023 by initiating a Child Care Support Center through its own contributions, with an ambitious plan to gradually expand into a sponsorship program. This center aims to provide better access to the job market for underprivileged individuals, particularly working women, by offering a safe and nurturing space for their children. Through the community-based daycare approach, the center ensures holistic development for children by meeting their ageappropriate needs and providing proper care. It focuses on improving early childhood development (ECD) services, especially for children of mothers working in the RMG sector and as domestic workers, empowering women workers, and offering high-quality daycare services for children aged 05 years.



Achievement Highlights

- A child-friendly, well-decorated Child Care Support Center has been established near the workers community.
- Two caregivers have been appointed, and they have completed Early Childhood Development (ECD) training.
- 38 CSO members participated in the One Billion Rising program to raise awareness about gender-based violence.
- 20 children are enrolled, with 15 attending regularly.
- A strong monitoring system has been set up to track the center's progress.



Achievement at a Glance

(2023 July - 2024 June)

Training Summary by Category



Sensitization Efforts on Decent Workplaces and Labor Rights



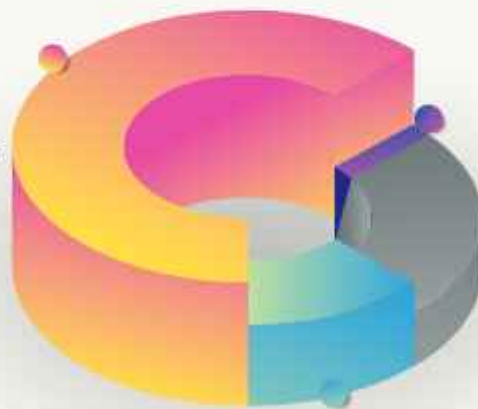
Training Impact by Type



Women's Empowerment Initiatives

6000

women workers from RMG, leather, footwear, and tannery industries accessed two women cafes for education, problem-solving, and recreation.



200

women group members from RMG and Construction workers sensitized on leadership, labour rights, SRHR, Gender, menstrual hygiene and Family rights.

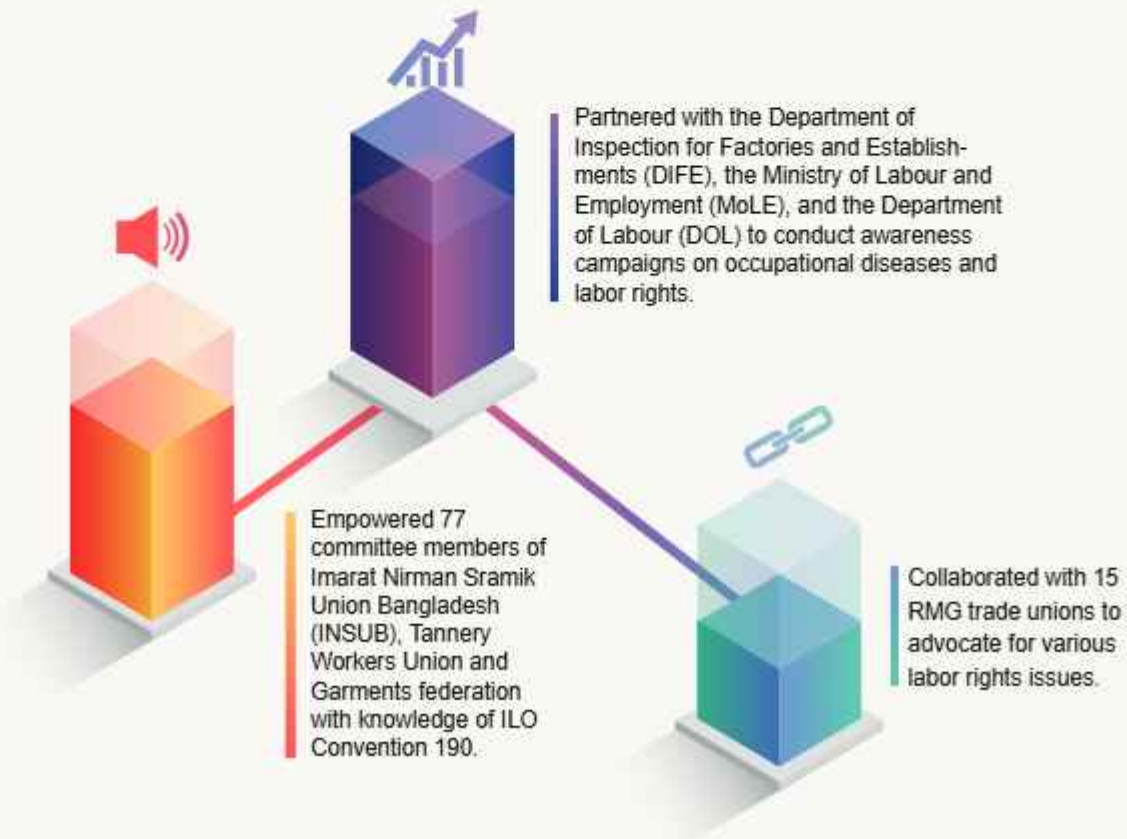
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women educated on menstrual hygiene and SRHR, provided with essential hygiene kits.

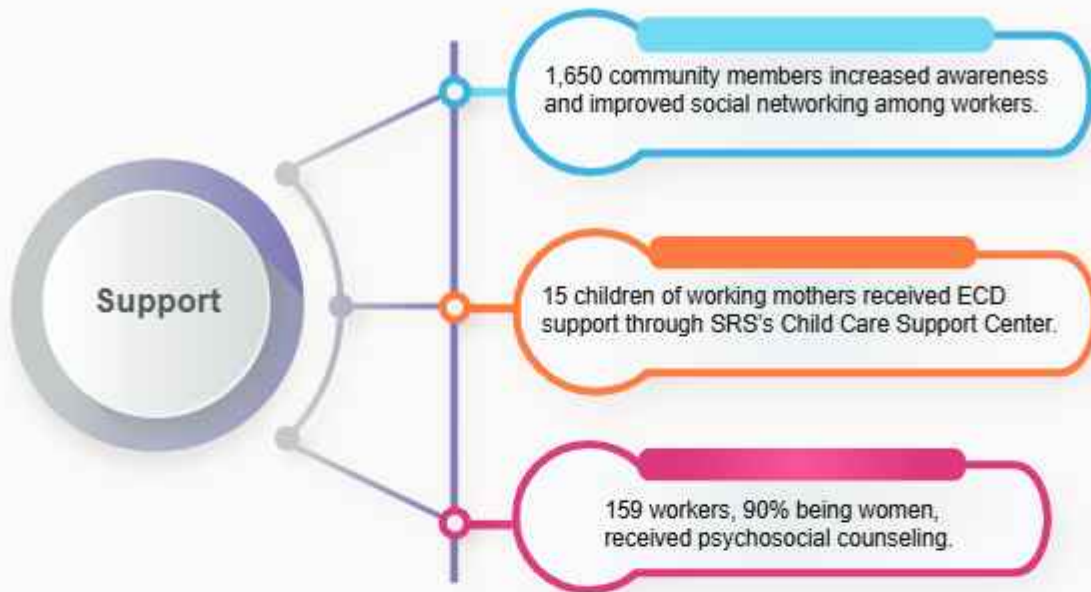
Legal Support



Collaboration and Governance



Community and Family Support



Others



Development Partners

act:onaid

People
Change
Our World
Diakonia

giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH

 **USAID**
আমেটিকার জাতিসংঘে পক্ষ নেতা

 **care**



Collaborative Partners

act:onaid

 **AIHA**

 **OXFAM**

 **Terre des hommes**
Proteggiamo i bambini insieme

Social Media Campaigns



Key Publications

The State of Labour 2023



The Annual Death Report 2023



Project Summary

Project Name	Donors	Project Duration	Reporting Period	Total Budget (BDT)	Reporting period Budget (BDT)	Total Number of People Covered in the Reporting Period					Total Reach
						Male	Female	Children	LGBTQ	Person with Disability	
Sustainability in the Textile and Leather Sector in Bangladesh (STILE)	GIZ	January 2022 to June 2024	July 2023 to June 2024	6,245,300	2,725,903	864	3456				4320
Workplace Safety, Compensation and Accountability (WCA)	Diakonia	January 2021 to December 2025	July 2023 to June 2024	24,833,454	5,177,547	1330	570	0	0	0	1900
Supporting the Unity and Sustainability of Civil Society Organizations (CSOs) to uphold Human rights, National Integrity and rule of Law in Bangladesh (SUSHIL)	ActionAid Bangladesh	August 2023 to December 2026	August 2023 to June 2024	5,545,563	684,300	68	97	0	1	0	166
Ensure violence free RMG Sector in Bangladesh	Fair Wear	April 2023 to May 2024	July 2023 to June 2024	616,000	607,460	30	100	0	0	0	130
Improving respect for workers' labor rights, including occupational safety and health and a world of work free from gender-based violence and harassment, in Bangladesh	The Solidarity Center	October 2022 to October 2026	July 2023 to June 2024	-	-	167	50	0	0		217
USAID Bijoyee Project	CARE Bangladesh	September 2023 to March 2028	September 2023 to June 2024	65,407,040	4,203,365	114	186	0	0	-	300
Child Care	Sponsorship Programme	July 2023 to continue won Program	July 2023 to June 2024	-	290,149	-	-	15	0	0	15
SRS	Own	December 2009 to continue	July 2023 to June 2024	-	4,497,050						

Advocacy and Strategic Influence



SRS recently launched an advocacy effort called “Advocacy Strategy for Policies in Favor of Gig Workers in Bangladesh.” The goal is to assist gig workers, like those who work in ride-sharing, food delivery, and freelancing, be recognized as part of the formal workforce. This recognition would give them access to legal protections and rights under a structured policy. In response to this need, SRS created an advocacy strategy and is partnering with CARE Bangladesh to work together on this important task. This initiative focuses on influencing policy change to ensure gig workers can benefit from better working conditions, rights, and protections, similar to other formal sector employees. By forming this strategy, SRS aims to drive long-term improvements in how gig workers are treated and supported in Bangladesh’s labor market. Through joint efforts, SRS and CARE Bangladesh are working to push for necessary changes in policies and raise awareness about the importance of securing gig workers’ rights. This work highlights SRS’s commitment to advocating for fair and inclusive labor policies that benefit a growing segment of the workforce.



Youth Lead Organizations (YLO) and Community Platform approach has helped build stronger local leadership and involvement, enabling communities to stand up for worker's rights and improve their living conditions. This approach has brought people together and made sure underrepresented groups have a louder voice in important decisions.

We've made good progress in pushing for gig workers to be recognized under Bangladesh's labor law. Through awareness programs and policy advocacy, we're working to ensure gig workers are seen as formal employees, with proper rights and protections.

Empowering women financially has been a major success, with various programs helping women gain independence. These efforts have boosted their confidence and allowed them to take decision of their finances, improving their role in their families and communities.

The monitoring system has been upgraded to better track program progress, allowing for quicker actions and smarter decisions. This has improved our ability to evaluate and enhance program results.

Programmatic Strategy

In early 2023, SRS made a plan to take a new and emerging approach to engaging in Youth Development initiatives. This plan aims to expand our activities, helping SRS to contribute more to reaching its global fundraising goals. The next five-year strategic plan will introduce some additional direction, focusing on a strong commitment to youth development, especially for NEET (Not in Education, Employment, or Training) youth from marginalized communities.

This new approach aligns with the government's 8th Five-Year Plan and the Perspective Plan for 2021-2041. It will help increase the visibility of SRS's work and raise awareness about our development solutions among important audiences and decision-makers. This strategy ensures that SRS's efforts will continue to grow sustainably, making a positive impact on youth development and contributing to long-term national goals.

In 2025, SRS will begin the first year of its new five-year strategic plan, focusing on three additional priorities:

- (a) Securing long-term funding, by building strong, sustainable partnerships with a selected group of bilateral and foundation donors.
- (b) Strengthening Youth Leaders Organizations (YLO) and Youth-Serving Organizations (YSO), at the local level by providing training and development opportunities, particularly for those from marginalized communities, and engaging in policy advocacy with the government to support youth focused programs and improve the overall youth system.
- (c) Promoting a just transition, by addressing climate change, and social and environmental justice, through engagement with relevant stakeholders across various working sectors.

Our People

Members of Governing Body

Khushi Kabir

Born on December 17, 1948, is a renowned Bangladeshi social activist, feminist, and environmentalist. She graduated in Fine Arts (Painting and Drawing) from the Faculty of Fine Arts at the University of Dhaka. For over 30 years, Khushi Kabir has been a driving force for the socioeconomic empowerment of women, peace, and democracy in Bangladesh. She has worked closely with rural working-class communities, advocating for their control over resources and challenging policies that harm their interests. Her efforts have been crucial in building strong national civil society coalitions and fostering global networks for human rights, gender equality, and democracy. Since the inception of SRS in 2009, she has served as the Chairperson of the honorary board, providing leadership and guidance.



Tahera Yasmin

Born on 29 January 1959, is a feminist for whom challenging and changing social and gender norms is a lifelong goal. She earned a Master's in International Relations (University of Dhaka) and later a Masters in Development Studies (Institute of Social Studies, The Netherlands). Tahera's career started in 1985 with Saptagram Nari Swanirvar Parishad. Since then she has worked on strengthening women's empowerment and leadership through activism, advocacy and women-centric approaches through coalitions, and in national and international development agencies. Tahera was the first Bangladeshi woman to head Oxfam-GB in 1997. Since then she has worked in different capacities in agencies such as, CIDA, GIZ, and others on poverty, good governance, rule of law and legal reform. She is currently working as an independent consultant on gender and inclusion, governance and management.



Tanim Hussain Shawon

Born on July 28, 1987, is a Barrister and Advocate of the Supreme Court of Bangladesh. He has served as counsel in international commercial arbitrations under various rules, including UNCITRAL and ICC, as well as the Arbitration Act of Bangladesh. His expertise extends to large-scale cross-border mergers, acquisitions, and divestments in sectors like telecommunications, pharmaceuticals, and electronics. Additionally, Mr. Tanim has played a role in assisting companies with stock exchange listings in Bangladesh, Singapore, and Hong Kong. He currently serves as the Honorable Secretary of SRS, bringing his legal acumen to the board.



Safi Rahman Khan

Born on July 11, 1969, is a seasoned expert in NGO management and social entrepreneurship. He currently serves as the Director of the Education, Skills Development, and Migration Program at BRAC and has been instrumental in shaping strategic initiatives, including the social enterprise wing. With extensive experience in the social sector, Mr. Khan has held key leadership roles, including Executive Director of the Bangladesh Freedom Foundation and Country Representative for Ashoka Innovators for the Public in Bangladesh. Since 2009, Mr. Khan has been a guiding force for SRS, serving as its Treasurer.



Dr. Wajedul Islam Khan

Born on 15 February 1945, has been a labor rights leader since before Bangladesh's independence. He is a founding member of the Bangladesh Trade Union Centre (BTUC), a national trade union federation. Mr. Wajedul played a key role in leading the country's trade union movement and helped establish the Sramik Karmachari Oikya Parishad (SKOP) in 1982, leading it for many years. He has always been at the forefront of fighting against labor rights violations and advocating for workers' rights. Since 2009, he has served as an active member of the honorary Executive Board of SRS.



Syeda Rizwana Hasan

Born on January 15, 1968, is a prominent Bangladeshi lawyer and environmentalist. She currently serves as an adviser to the interim government of Bangladesh and holds the position of Minister of Environment, Forest, and Climate Change. Her environmental advocacy has been particularly focused on regulating the shipbreaking industry in Bangladesh. In recognition of her work, she was awarded the Goldman Environmental Prize in 2009 and the Ramon Magsaysay Award in 2012 for her courageous leadership in judicial activism, affirming the people's right to a healthy environment. Syeda Rizwana Hasan is also the chief executive of BELA and has been an esteemed member of SRS since its inception.



Engr. Asma Huque

Born on February 21, 1954, has extensive experience in managing renewable energy projects across both rural and urban sectors in Bangladesh. Her expertise spans conducting feasibility studies, socio-economic surveys, and technology assessments in renewable energy technologies (RET). She has played a key role in designing, implementing, and supervising programs in the rural energy and environmental sectors. Engr. Huque has also conducted technical training on Solar Home Systems (SHS) for rural use. Her work includes analyzing both grid and off-grid rural electrification services, exploring alternative supply options, and developing institutional models for credit-based and pay-for-service SHS programs, collaborating with private sector organizations, NGOs, and public entities like the REB/PBSs, and has been an esteemed member of SRS since its inception.



Human Resources

In the reporting period, SRS had a committed team of staff. As of June 30, 2024, there were 27 employees working across the head office and project offices. Of the total workforce, 45% were women, creating a good gender balance with 55% male staff. Notably, 57% of the leadership positions were held by women, showing strong female representation in key roles. Over the year, SRS welcomed 12 new staff members to the team. Meanwhile, 3 staff members left the organization, resulting in a few transitions. As part of its effort to support young people, SRS continued its Youth Volunteer Program in 2023. During this year, 2 paid interns (Youth Volunteers) and 10 other Youth Volunteers took part in the program. Additionally, many youth leaders were actively involved in different projects, contributing to the programs while learning valuable lessons from their work in the community. This initiative not only helped the youth gain practical experience but also strengthened their connection with local communities, further promoting youth development.

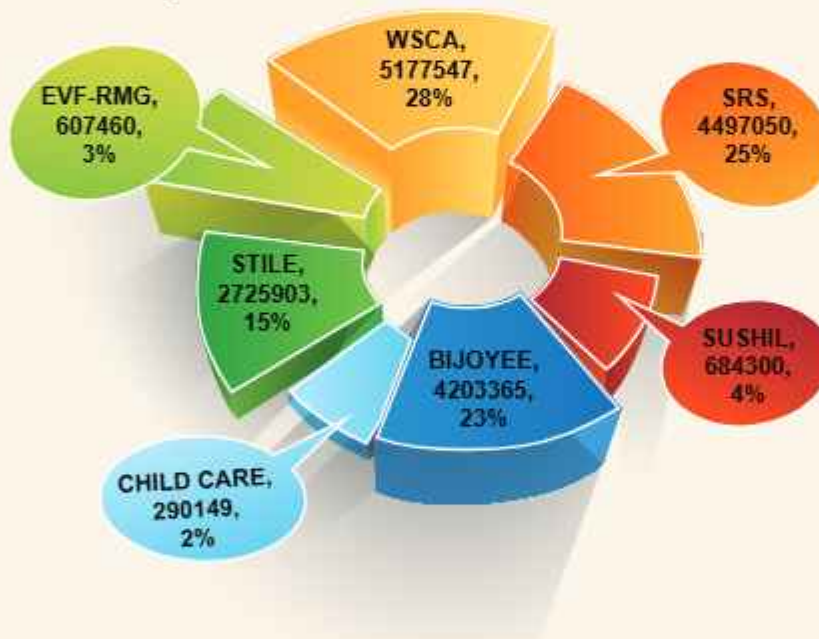


Financial Summary (July 2023 to June 2024)

Source of Fund from July 2023 to June 2024

Particular	BDT	Percentage
Child Care Support Center (Sponsorship Programme)	319,994	1.74%
Donation & Contribution	297,534	1.62%
Grants Received	14,432,087	78.57%
Partnership Fund	3,319,066	18.07%
Total	18,368,681	100%

Project wise expenditure



Contribution to the Government Exchequer

Forms of Contribution	Amount in BDT	
	2024 January to June	2023 July to December
Withholding Tax-Salary	25,000	
Withholding Tax-Suppliers	80,682	61,240
Withholding VAT	159,314	116,240
Total	264,996	177,480

SAFETY AND RIGHTS SOCIETY

STATEMENT OF COMPREHENSIVE INCOME
(INCOME AND EXPENDITURE ACCOUNTS)
FOR THE YEAR ENDED 30 JUNE 2024

PARTICULARS	NOTES	2023-2024	2022-2023
Surplus/(Deficit) of Income over Expenditure	7.00	1,898,121	(359,077)
Total Taka:		19,124,401	13,347,399

1.00 Figures have been rounded off to the nearest taka.

2.00 Annexed notes form part of the accounts.


(Sekender Ali Mina)
Executive Director


(Mr. Safi Rahman Khan)
Treasurer


(Ms. Khushi Kabir)
Chairperson

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

Toha Khan Zaman & Co.
Chartered Accountants
Registration No.4/52/ICAB-73


(Md. Waliuzzaman, FCA)
Senior Partner
Enrolment No.264
(DVC: 2411170264AS537638)

Dated, Dhaka
30 October 2024



SAFETY AND RIGHTS SOCIETY

STATEMENT OF FINANCIAL POSITION
(BALANCE SHEET) AS AT 30 JUNE 2024

PARTICULARS	NOTE	30-06-2024	30-06-2023
PROPERTY AND ASSETS:			
FIXED ASSETS	4.00	851,662	143,586
CURRENT ASSETS:			
Advance, Deposit & Prepayment	5.00	140,000	169,700
Cash and Bank Balances	6.00	2,994,022	1,844,277
Total Taka:		3,985,684	2,157,563
FUND AND LIABILITIES:			
FUND ACCOUNT	7.00	3,962,684	2,064,563
CURRENT LIABILITIES:			
Provision for Expenses	8.00	23,000	93,000
Total Taka:		3,985,684	2,157,563

1.00 Figures have been rounded off to the nearest taka.

2.00 Annexed notes form part of the accounts.

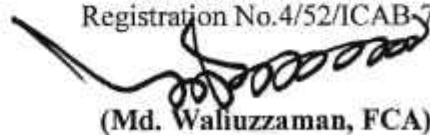

(Sekender Ali Mina)
Executive Director


(Mr. Safi Rahman Khan)
Treasurer


(Ms. Khushi Kabir)
Chairperson

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

Toha Khan Zaman & Co.
Chartered Accountants
Registration No.4/52/ICAB-72


(Md. Waliuzzaman, FCA)
Senior Partner
Enrolment No.264

(DVC: 2411170264AS537638)

Dated, Dhaka
30 October 2024



SAFETY AND RIGHTS SOCIETY

STATEMENT OF COMPREHENSIVE INCOME
(INCOME AND EXPENDITURE ACCOUNTS)
FOR THE YEAR ENDED 30 JUNE 2024

PARTICULARS	NOTES	2023-2024	2022-2023
INCOME:			
Grant from Diakonia		5,275,928	4,750,735
Grant from Asia Foundation		715,314	2,145,459
Grants from AAB for CROMIC Project		1,377,328	1,904,668
Grants from GIZ		2,179,502	2,594,490
Fund from BLAST		0	877,457
Fund from PRAN		0	50,000
Fund Received from -Earth Society		0	50,000
Fund Received from CARE		5,137,246	300,000
Fund from Clean		0	50,000
Fund for Child Care Project		319,994	50,000
Grant from UNDP		1,090,100	0
Fund for AIHA Project		347,083	0
Fund Received for FAIR WEAR		482,546	0
Fund from TASSSR		254,555	0
Fund from AAB & CARE For PBA		250,000	0
Fund from AAB for Shushil		695,956	0
Loan Refund from Donnor Project		482,184	50,000
Utilities Charge Received		24,000	52,000
Office Rent Received from Project		136,000	0
Donation Received		140,734	152,024
Contribution		156,800	300,000
Bank Interest	9.00	59,131	20,566
Total Taka:		19,124,401	13,347,399
EXPENDITURE:			
Salary & Allowance	10.00	1,181,000	1,146,200
Office Expenses	11.00	97,972	37,963
Activity Cost	12.00	15,491,620	12,207,669
Audit Fee		140,000	120,000
Tax at Source		11,980	4,403
Bank Charge		62,666	23,120
Provision for Expenses		23,000	93,000
Depreciation	4.00	218,042	74,121
Total Expenditure Taka:		17,226,280	13,706,475





Promoting Safety, Enforcing Rights

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