

BNSK ANNUAL REPORT 2024



BNSK

বাংলাদেশ নারী শক্তিক কেন্দ্র



A grassroots alliance of workers, activists, researchers, and policy-makers committed to building a society where all women workers are ensured their rights, treated with dignity, and recognized for their contributions.

Message from Executive Director

Since its founding, Bangladesh Nari Sramik Kendra (BNSK) has stood alongside the most vulnerable workers of our society—those **whose contributions often go unseen, whose labor remains uncounted, and whose voices are seldom heard.** In 2024, we deepened that commitment, walking beside women migrant workers, returnees, domestic workers, trafficked survivors, and internally displaced women, as they fought for dignity, recognition, and livelihood.

This year's theme for BNSK has been **“Reclaim, Rebuild, Resist”**—a reflection of the fierce resilience we witnessed in the women we serve. Despite reduced funding, political instability, and systemic gaps, BNSK reached new milestones through **crisis interventions, grassroots advocacy, reintegration support, and mental health services.**

Our work expanded beyond the borders of migration, reaching adolescent girls and young women in rural communities, building their confidence, teaching them to say “no,” and preparing them to advocate for themselves and others. Through every story of return and reintegration, we were reminded: **it is not just enough to rescue—it is essential to restore.**

None of this would have been possible without the tireless dedication of our field teams, counselors, trainers, and volunteers, and the unwavering support of our donors, partners, and allies. To every woman who trusted us with her story and her struggle—your courage fuels our mission.

As we move forward, we carry with us the wisdom of those we've served and the responsibility to ensure that **no woman worker is invisible, and no labor is without value.**



Sumaiya Islam, Executive director
Bangladesh Nari Sramik Kendra (BNSK)

About BNSK

“ An organization standing for workers while being built further by the workers themselves ”

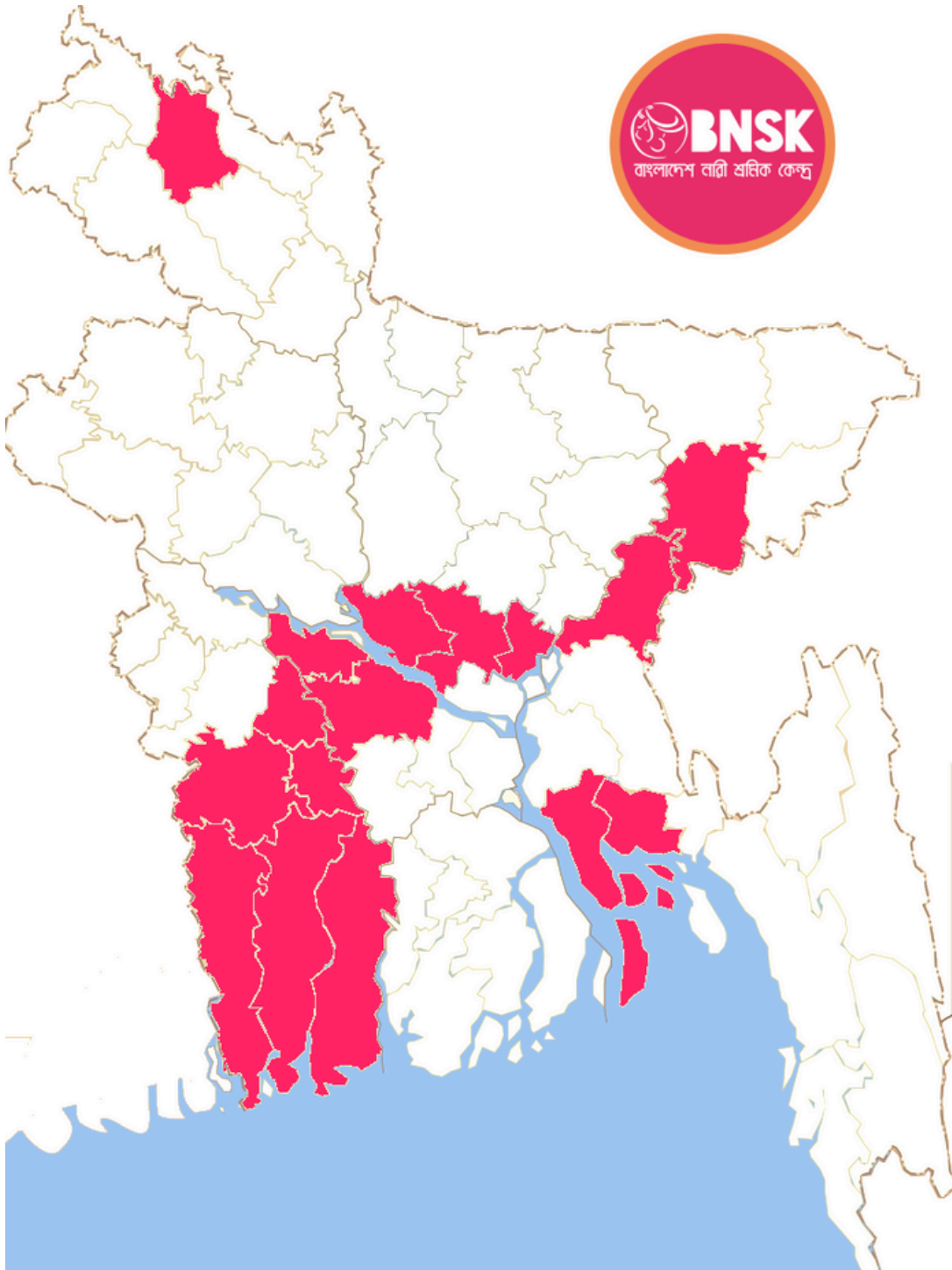
Bangladesh Nari Sramik Kendra (BNSK) is a women-led grassroots organization dedicated to empowering women workers across all walks of life—from domestic workers and migrant returnees to trafficked survivors and adolescent girls. What began as a small initiative in two slum communities over a decade ago has grown into a national movement spanning 17 districts across Bangladesh.

Founded on the belief that every woman’s labor matters, BNSK champions the rights of women in the informal, migration, and care economies—sectors where women are often the most exploited and least protected. Through our survivor-centered approach, we provide direct support, legal aid, counseling, skills training, reintegration assistance, and grassroots advocacy to ensure that women are not only protected, but empowered to lead change in their communities.

Our work now touches thousands of women workers—whether it’s rescuing a trafficked domestic worker from overseas, linking a returnee to sustainable livelihood, helping a young girl resist early marriage, or building safe spaces for women and girls to heal and organize.

BNSK is not just an organization—it is a collective of women rising. From the margins to the mainstream, we are building a future where women’s work is visible, valued, and justly rewarded.

GEOGRAPHIC COVERAGE



- (1) Dhaka
- (2) Manikganj
- (3) Rupganj
- (4) Rajbari
- (5) Khulna
- (6) Narail
- (7) Jessore
- (8) Faridpur
- (9) Brahmanbaria
- (10) Sylhet
- (11) Nilphamari
- (12) Noakhali
- (13) Lakshmipur
- (14) Magura
- (15) Bagerhat
- (16) Satkhira
- (17) Madaripur

BNSK Current Project Work Area

VISION

A Bangladeshi society which collectively upholds the rights of Bangladeshi women workers within their families, communities, tribes, and nations, realizes their works, respects them with dignity and justice while on the job, and recognizes their contribution to their families, communities, and the nation.

MISSION

We are devoted to advancing the status of Bangladeshi women workers within their families, tribes, and nations. We are dedicated to creating an atmosphere that is supportive and free from exploitation, unfairness, and prejudice in the workplace. Establishing networks at the local, state, and international levels to further BANK's purpose; advocacy for improved working conditions, skill development for employees, particularly women, on their rights under the law and business management; Our beliefs include reduce violence against women and children (VAWC), stopping the trafficking of women, defending the rights of those who have already been victims, preventing irregular migration, and cooperating with GOB and NGOs.

AIM

By 2025, contribute to creating an enabling environment for women workers, here individual women workers, their family members and the organizations can consistently uphold their rights, promote economic well-being, and to cooperate with relevant stakeholders.

OBJECTIVE

- To empower women workers working as domestic work, day-labor, construction work & informal business owners.
- To ensure dignity and uphold the rights of women workers in both the formal and informal sectors
- To build resilience of formal and informal migrant's low skilled women workers by providing social and economic reintegration support and advocacy.
- To advocate for improved, protective recognition and legislation of women workers in both the formal and informal sectors.
- To ensure Social Protection of formal and informal women migrant workers, migrated due to climate change and disaster

STRATEGIC DIRECTION

In 2024, BNSK focused on deepening its work across the migration cycle—rescue, reintegration, and resilience—by expanding services to 17 districts. Through key projects like BARIm, supporting internal migrants, and RAISE, aiding returnee reintegration, BNSK provided livelihood training, financial literacy, and psychosocial support to vulnerable women.

With grassroots initiatives like the Capacity Building and Advocacy Programme and policy-focused interventions under AKOTA, BNSK centered women's voices in community advocacy. This year's strategy, under the theme "Reclaim, Rebuild, Resist," aimed to make recovery sustainable and rights-based for all women workers.

GOVERNANCE AND MANAGEMENT

The Executive Committee is the highest policy making body of BNSK consisting of the 9 Members that represents the social worker, well-wisher, doctor, migrant workers from a cross section of people, professionals and social workers. The EC makes organizational policies, approves annual budget and audit reports, appoints auditors and elects the Executive Director to run this organization.

List of Executive Committee members

President:	Prof. Dr. Kamrun nahar
Vice President:	Monjushree Saha
Treasurer:	Anika Rahman Lipy
Secretary:	Sumaiya Islam, ED
Joint Secretary-	Dr. Khaleda Muheb
Members:	Ad. Shipra Goswami Shilpi Shaha Nurunnahar Begum Niharika Akter

PARTNERS IN DEVELOPMENT

- External migrant workers (Male and female)
- Government of Bangladesh
- Donors from abroad
- Like-minded organizations, forums and networks both national and international
- Media
- Local Govt.

Areas of specialisation in 2023

Bangladesh Nari Sramik Kendra (BNSK) continued to expand and deepen its commitment to protecting and empowering migrant women and vulnerable workers through a diverse portfolio of projects in 2024. These projects reflect BNSK's evolving expertise across multiple thematic and programmatic areas:

SAFE AND ETHICAL LABOUR MIGRATION

BNSK provides support across the entire migration cycle—pre-decision, pre-departure, in-service, and post-return.

Key Specialisations:

- Pre-decision orientation and awareness at community level
- Pre-departure training support at government TTCs
- Digital and hotline-based outreach to in-service migrants
- Coordination with embassies, CSOs, and IOM for rescues
- Post-return support, including referrals, legal aid, and economic reintegration

2024 Projects: Crisis Support & Reintegration Programme, France Embassy Reintegration Project, AKOTA

LIVLIHOOD DEVELOPMENT OF VULNERABLE WOMEN:

BNSK has developed an integrated model for returnee profiling, skills training, business planning, group-based entrepreneurship, and cash/in-kind assistance. Key Specialisations:

- Returnee data management and profiling
- Financial literacy and entrepreneurship training
- Referral to vocational and government training programs
- Group/Cooperative business development support
- Partnerships with RAISE, WEWB, IOM, and MJF

2024 Projects: RAISE, MJF, France Embassy Reintegration Project, Crisis Support Programme

PROTECTION AND SUPPORT FOR TRAFFICKED AND UNDOCUMENTED MIGRANTS:

BNSK delivers crisis rescue, legal redress, counseling, and reintegration for migrants in trafficking, undocumented migration, and exploitation situations.

Key Specialisations:

- 24/7 hotline and digital rescue referrals (IMO, WhatsApp, Telegram)
- Coordination with embassies, IOM, NHRC, and CSOs for transnational rescue
- Legal redress with partners such as BLAST
- In-country crisis support for vulnerable and trafficked women

2024 Projects: BNSK Crisis Support and Reintegration Programme

MENTAL HEALTH AND PSYCHOSOCIAL SUPPORT FOR RETURNEES:

BNSK places special emphasis on the emotional and psychological well-being of returnees, especially survivors of abuse, trafficking, and failed migration. Key Specialisations:

- Individual and group counseling (Monobondhu network and external partners)
- Trauma recovery and psychosocial reintegration
- Awareness building around mental health at community level
- Integration of mental health into reintegration programming

2024 Projects: RAISE, MJF, Crisis Support Programme

ADVOCACY FOR DOMESTIC WORKERS' RIGHTS AND SOCIAL PROTECTION:

BNSK continues to champion the rights of women domestic workers, advocating for policy implementation and public awareness at all levels. Key Specialisations:

- Awareness workshops and storytelling-based campaigns
- Advocacy with employers, police, and policymakers
- IEC material development and hotline promotion
- Legal literacy and support for domestic workers

2024 Projects: AKOTA Project (OXFAM & EU), BNSK Capacity Building and Advocacy Programme

MINORITY RIGHTS AND YOUTH-FOCUSED ADVOCACY (PILOT AREA):

Through volunteer-led initiatives, BNSK began a grassroots advocacy model for minority and vulnerable groups, starting with young women and girls in 2024. Key Specialisations:

- Empowerment and consent education
- Safe space facilitation for adolescent girls
- Local leader sensitization and digital protection
- Phase-wise inclusion of new minority groups in future cycles

2024 Projects: BNSK Capacity Building and Advocacy Programme

PARTNERSHIP-DRIVEN REINTEGRATION ECOSYSTEMS:

BNSK plays a key facilitation role in building collaborative reintegration ecosystems through MOUs and local coordination.

Key Specialisations:

- MOUs with NHRC, DELACs, local NGOs, TTCs, WEWB, and CSOs
- Multi-stakeholder dialogue facilitation (govt., banks, legal aid)
- Service delivery improvement for returnees

Cross-cutting across all 2024 Projects

A beacon of hope and resilience

Meet Rina Apa, a returnee migrant woman from Jordan. Throughout her time abroad and upon her return amidst COVID with minimal savings, she is proof of the unwavering strength of migrant women who are the backbone of our economy.

Even after constant shocks and struggle, Rina's resilience was wonderous. With the support of BNSK Team members, she embarked on her reintegration journey, training at BNSKWomenCafe and participating in the Entrepreneurship Development Programme.

Today, she proudly owns a thriving food business in Narail, with ambitious plans to delve into livestock rearing. Rina's journey underscores the invaluable contributions of migrant women, both abroad and upon their return, as they forge new paths as entrepreneurs and pillars of our economy.



BNSK Implementation Strategy

The activities implementation strategy is defined by the word LEADS. And the meaning is as follows-

LISTENING living the stories of joy and bringing eyes to the ones of hidden and unhidden plan

EDUCATING on the fight against systemic information and less empowered women, we provided over

ADVOCATING standing up for women and workers' rights everywhere from grassroots to national and UN assemblies

DEVELOPING looking, analyzing and evaluating existing human rights, existing services and existing mechanisms to develop them to be better for underserved women

SUPPORTING whatever, whenever and wherever there are crises, we provide crisis support for everyone facing them.



Projects and Activities

AKOTA ANNUAL REPORT 2024

PROJECT COMPONENT	DETAILS
Full Project Name	AKOTA - ACQUIRING KNOWLEDGE ON TRANSFORMATIVE LEADERSHIP ACTION (For life & leadership of domestic workers)
Donor Name	European Union & Oxfam in Bangladesh
Funding Amount	45,00,000 BDT
Project Duration	July 2024 - June 2025
Project Target Beneficiaries	Women Domestic workers in Dhaka (Geneva Camp & Kallyanpur Porabosti), Savar & Chonpara Bosti in Narayanganj

The AKOTA project, launched in July 2024, is a capacity strengthening project by BNSK to support women domestic workers in Bangladesh. The project is being implemented in Dhaka (Geneva Camp & Kallyanpur Porabosti), Savar & Chonpara Bosti in Narayanganj, being funded by European Union and supported by Oxfam In Bangladesh.

KEY OBJECTIVES:

- Contribute to enhance Rights and Recognition of Domestic workers
- To establish AKOTA women's forum: women's forum establishment and strengthening their voices to claim their rights and demands.
- Action Research: Preparing and sharing policy brief paper through Action Research to understand the present situation of women domestic workers.
- Lobby and Advocacy initiatives: To ensure strong policies and laws for the domestic workers through lobby and advocacy activities with relevant stakeholders.

KEY ACHEIVEMENT (JUNE - DECEMBER 2024):

- 400 Households of WDW visited in the project areas and 1750 data of WDW collected in the project areas.
- 272 WDW engages in campaigns and other story telling sessions under awareness raining for 16days of activism 2024.
- 695 WDW and community people are reached and shared knowledge through courtyard meetings.
- 40 flat owners and their committee/ association members are aware about the Domestic workers Protection and Welfare policy 2015.
- 4 AKOTA women's forums established in project areas with 120 leaderships of domestic workers and capacitated.
- Policy-advocacy initiatives involved stakeholders from Govt.& CSOs.

PROJECT IMPLEMENTATION AND EXPECTED IMPACT

Output 1.1: Increased participation of CSAs, alliances, and platforms to influence and advocate for workers' rights and social protection

- 45 stakeholders from Govt., NGOs, and other agencies were engaged in policy advocacy to push for the legal recognition of domestic workers and inclusion of the Domestic Workers Protection & Welfare Policy 2015 in the labor law and international labor standards ILO Conventions 189 & 190.
- 272 Women Domestic Workers (WDWs) participated in campaigns and storytelling sessions during the 16 Days of Activism 2024. These sessions provided WDWs with confidence in sharing their personal struggles and advocating for their rights, fostering a sense of collective strength and solidarity among domestic workers.
- 2 referral cases of WDWs were registered, along with 45 individual cases. Through these registrations, WDWs facing abuse, wage theft, or exploitation were able to access legal or social support, increasing their ability to seek justice and receive necessary intervention.

Output 1.2: Increased engagement of duty bearers and policymakers to implement, revise, and review policy

- 25 local government representatives, community leaders, and other relevant stakeholders in Savar were engaged in policy advocacy initiatives. This engagement helped policymakers recognize gaps in enforcement of domestic worker protections and led to commitments for further discussions on revising policies and strengthening implementation strategies.
- 40 flat owners and their committee/association members were made aware of the Domestic Workers Protection & Welfare Policy 2015, with many verbally committing to sign contracts with their domestic workers. This awareness led to increased employer recognition of domestic workers' rights, contributing to a potential rise in formal contractual agreements for better job security.

Output 2.1: Increased awareness of domestic workers on their rights and entitlements

- 400 households in project areas were visited, collecting necessary data to assess the conditions of WDWs. This effort resulted in the creation of a database of domestic workers, enabling targeted interventions for awareness campaigns, legal aid, and support services.
- 695 WDWs and community members participated in courtyard meetings, where they learned about the Domestic Workers Protection & Welfare Policy 2015 and their rights. As a result, many WDWs became aware of their rights, started questioning unfair working conditions, and began demanding better treatment.
- Various IEC materials (mugs, bags, brochures, hotline stickers) were developed and distributed among project participants and stakeholders. The distribution of these materials increased the visibility of workers' rights information, ensuring sustained awareness and outreach beyond direct engagement activities.
- Three project inception workshops were conducted, engaging relevant government officials and CSOs in project areas. These workshops strengthened relationships with key institutional stakeholders, resulting in better cooperation for implementation and advocacy efforts.

Output 2.2: Capacitated domestic workers to create platforms in an organized way

- Four AKOTA Women's Forums were established across project areas, with 120 domestic workers taking leadership roles. These forums provided WDWs with a structured platform to voice their concerns, negotiate with policymakers, and lead advocacy efforts within their communities.
- 120 forum members were trained on gender discrimination, labor laws, and the Domestic Workers Protection and Welfare Policy 2015. Through these trainings, domestic workers gained legal knowledge and advocacy skills, enabling them to defend their rights and educate their peers.
- Women's forum members actively participated in different platforms and advocacy initiatives. Their involvement allowed them to be recognized as key stakeholders in labor rights discussions, increasing their engagement in decision-making processes at both community and national levels.

Projects and Activities

BARIm Annual Report 2024

Project Component	Details
Full Project Name	Building and Advancing Resilience of Internal Migrants (BARIm)
Donor Name	Migrant Resilience Collaborative (MRC) - PCI
Funding Amount	69,55,044 BDT
Project Duration	June 2024 - Ongoing (Expected to continue into 2025)
Project Target Beneficiaries	Vulnerable internal migrants, particularly low-skilled women workers in Sirajganj, Manikganj, and Dhaka South City Corporation

The Building and Advancing Resilience of Internal Migrant (BARIm) project, launched in June 2024, is a strategic intervention by Bangladesh Nari Sramik Kendra (BNSK) to support vulnerable internal women migrant workers, particularly low skilled women migrant workers in Bangladesh. The project is being implemented in Sirajganj, Manikganj and Dhaka south city corporation, with the support of People's Courage International.

KEY OBJECTIVES:

- Improve the socio-economic conditions of low-skilled internal migrant women.
- Enhance social security benefits, registration and awareness of gender-based violence.
- Provide skills training and job placement to increase economic resilience.
- Advocate for policy and systemic changes to protect internal migrants' rights.

KEY ACHIEVEMENT (JUNE- DECEMBER 2024):

- 594 vulnerable women accessed social safety net benefits.
- 1736 migrants were identified for safety net support.
- 914 applications submitted for various social security schemes.
- 35 internal migrants received mental health counselling
- 123 low-skilled women and girls were selected for skills training.
- Two Women's Entrepreneurship Cafe's were established.
- 20 Ward Development Committee meetings held to validate vulnerable lists.
- Policy Advocacy initiatives engaged 401 stakeholders, including government officials.

PROJECT IMPLEMENTATION AND IMPACT

SOCIAL SECURITY AND PROTECTION

→ ACCESS TO SAFETY NET PROGRAMMS:

- 594 beneficiaries received direct social security support, including old-age allowance, widow allowance, disability allowance, and food support.
- 1736 vulnerable women and households identified, 822 applications prepared for the vulnerable women benefit scheme (one-time 30kg rice support).

→ ADVOCACY & STAKEHOLDER ENGAGEMENT:

- 401 stakeholders (government officials, local leaders, NGOs) engaged.
- 20 ward committee meetings and 10 inception meetings conducted to strengthen collaboration with duty bearers.

ECONOMIC EMPOWERMENT AND SKILLS DEVELOPMENT

- 123 Vulnerable women selected for skill training and job placement.

→ ENTREPRENEURSHIP SUPPORT:

- Two Women's Entrepreneurship Cafes established in Dhaka and Manikganj for training and networking.
- 46 beneficiaries received entrepreneurship development

→ MASTER CRAFT PROGRAM:

- 6 master trainers identified, training 12 vulnerable women in income-generating activities.

MENTAL HEALTH & WELL-BEING

- 35 Women migrants received mental health counselling through trained counsellors (monobondhu).
- Counselling focused on family violence, depression and migration stress.

POLICY ADVOCACY & SYSTEM STRENGTHING

- Two policy adda sessions held, engaging Upazilla officials to discuss safety net challenges.
- Community-Level Engagement: Courtyard meetings (20), meetings with religious leaders (2), adolescent group discussion (3) were organized.
- Research & Data Collection: 3,873 internal migrant households mapped, 1200 additional data points to be collected in 2025.

Challenges	Way Forward
Political Instability led to delays in local government engagement.	Alternative implementation plans in place; stronger advocacy with government representatives.
Limited eligibility of internal migrants for social safety nets due to residence based restrictions	Lobbying for policy reform to remove geographical barriers for access to benefits.
Lack of awareness about mental health among internal migrants.	Scaling up mental health counselling and awareness campaigns in communities
Fundings limitations for expanded skill-building programs.	Mobilizing additional funding and partnerships to increase skills training and entrepreneurship support.

Projects and Activities

RAISE Annual Report 2024

Project Component	Details
Full Project Name	Recovery and Advancement of Informal Sector Employment (RAISE): reintegration of Returning Migrants
Donor Name	IOM
Funding Amount	24,479,225 BDT
Project Duration	June 2023- 10 April 2025
Project Target Beneficiaries	Both male and female migrant workers who returned in 2015 and late

The project Recovery and Advancement of Informal Sector Employment (RAISE): reintegration of Returning Migrants, launched in June 2023, is a strategic intervention by Bangladesh Nari Sramik Kendra (BNSK) to support vulnerable Both male and female migrant workers particularly who returned in 2015 and late. The project is being implemented in Noakhali with adjacent district lakshmiput, Khulna with adjacent district Satkhira and bagerhat, Jashore with adjacent Magura and Narail. This project is implementing jointly with Wage Earners' Welfare Board under the Ministry of Expatriate Welfare and Overseas Employment and by the support of World Bank. With the keen support of the International Organization for Migration (IOM) team.

KEY OBJECTIVES:

- To provide psycho-social counseling to the returnee migrant workers through the welfare center;
- To provide referral services for the welfare of returnee migrant workers by engaging concerned stakeholders;
- To promote livelihood opportunities through skill development, job placement and remigration;
- To provide cash incentives to the selected returnee migrant workers;
- To generate an effective database of returnee migrant workers

KEY ACHIEVEMENT (JANUARY-DECEMBER 2024):

- 25900 both male and female returnee migrants' workers registered under Welfare Center Noakhali, Khulna and Jashore.
- 22891 both male and female returnee migrants' workers were provided economic reintegration counseling support.
- 22842 both male and female returnee migrants' workers were provided referral support.
- 20248 received cash incentive
- 46 camp were organized for profiling returnee in different upazial Noakhali, lakshmipur, Khulna, Satkhira, Bagerhat, Jashore, Magura and Narail.
- 59 seminars were conducted with different service providers.

PROJECT IMPLEMENTATION AND IMPACT:

To provide psycho-social counseling for economic reintegration:

- 25900 both male and female returnee migrants' workers registered under WC Noakhali, Khulna and Jashore. Registration was operated in Welfare center and camp in field level with the support of union parishad. Profiling format was provided by IOM.
- 22891 both male and female returnee migrants' workers were provided economic reintegration counseling support. Counselor in each WC conducted counseling by one to one session and group counseling (who have same trade). IOM provided counseling training for the staff.

To provide referral services

- 22842 both male and female returnee migrants' workers were provided referral support for skill development, job placement and remigration, DEMO services, document i.e. NID, Trade license/ deriving license/loan application

To provide skills development training

- 20248 received training on entrepreneurship, livestock development, agriculture, fisheries.

To provide cash incentive

- 20248 received cash incentive BDT 13,500.

CHALLENGES & RECOMMENDATIONS:

Challenges	Way Forward
Political Instability led to delays in organizing seminar/meetings.	Alternative implementation plans in place; continue communication and government offices and visit service providers office
Insufficient document for loan from Probasi Kollyan Bank	Lobbying for smooth cooperation from them.
Lack of document for registration	Supported for document i.e. NID
No response from returnee and off the cell no provide during registration	Continue to contact
Less interest to have training after receiving cash incentive money	Continue to contact

The Recovery and Advancement of Informal Sector Employment (RAISE): reintegration of Returning Migrants has made significant impact on improving the livelihood of vulnerable migrant workers (both male and female). Counseling for economic reintegration, refer to service providers by referral service, Cash incentive and returnee data bank (MIS) are the core pillars of the intervention. Returnee who received cash incentive were satisfied with the Welfare center service provided for them for their psycho-social reintegration.

Projects and Activities

RRMW Annual Report 2024

Project Component	Details
Full Project Name	Reintegration of Returnee Migrant Workers in Bangladesh
Donor Name	Manusher Jonno Foundation (MJF), BRAC, SDC
Funding Amount	4,882,156 BDT
Project Duration	February 2023 – March 2026
Project Target Beneficiaries	Female migrant workers returned in 2020 and then

The Reintegration of Returnee Migrant Workers in Bangladesh project, launched in February 2023, to support women migrant workers who returned in 2020 during Covid-19 pandemic. The project is being implemented in Narail and Savar with the support of Manusher Jonno Foundation and SDC. Bangladesh Nari Sramik Kendra (BNSK) is implementing this project to serve for the returnee female workers.

KEY ACHIEVEMENT (January- December 2024):

- A total 229 attended in awareness meeting
- A total of 49 community, returnee attended the International Migrants Day (18 December 2024)
- Total of 48 attended district-based Planning meeting of Nirapad Ovibashan Forum-NIOF' (MWSF)
- A total of 80 returnee were profiled under the project.
- A total of 172 attended in the Courtyard meeting
- 95 returnees were linked with the RAISE project
- One lobby meeting with bank where 10 bank officials attended
- One Local Treaded & Business associates where 12 local traders attended
- A total of 418 returnee and their family members were served with psycho Social consoling support.
- A total of 222 returnee attended entrepreneurship training.
- One dialogue with district legal aid committee, lawyers and law enforcement agencies where 11 lawyers attended
- A total of 36 returnee received skill development training

PROJECT IMPLEMENTATION AND IMPACT

Returnee migrant workers are well informed, with having easy access to adequate information, regarding better investment of their savings:

- A total 229 migrant workers are well informed, with having easy access to adequate information, regarding better investment of their savings through Awareness meeting
- A total of 49 community and migrant workers are well informed about the International Migrants Day (18 December) and services available for returnee and migrant workers
- A total of 172 migrant workers and their family, community well informed, with having easy access to adequate information, regarding better investment of their savings through Courtyard meeting.

Reintegration of Returnee Migrants:

- A total of 95 female returnees were linked with the RAISE project at Jashore Welfare center for cash incentive support with BDT 13,500/-. BNSK conducted camp at Narail where collected data and documents from returnee for listed them for Cash incentive support.
- A total of 222 returnee attended entrepreneurship training where they know about entrepreneurship, small business, financial literacy.

Psychosocial support

- A total of 418 returnee and their family members were provided Psychosocial counseling by the professional counselor from Living with wellness agency. It was one to one session and few returnees needed for sit 2 times for counseling session. Psychosocial counseling service enable the returnee to reintegrated with their family and society.

Skill Development for create the scope of decent job for female migrant workers

- A total of 36 returnee received skill development training on Livestock Development and financial literacy. Upazial livestock officer provided the training and we used the training room of livestock department without any cost.

CHALLENGES & RECOMMENDATIONS:

Challenges	Way Forward
Political Instability	Alternative implementation plans in place; stronger communication with local government and local community
Profiling returnee who returned in 2020	Continuing door to door visit at Narail and shifted activities to Savar.
Insufficient document	Returnee who have not enough document to prove their return from abroad and work over there. They are not listed under this project
Lack of awareness about mental health among the community, returnee migrants and their family.	Providing psychosocial counselling to returnee and their family members. Besides, creating awareness on psychosocial counselling in the courtyard and awareness meeting.

The Reintegration of Returnee Migrant Workers in Bangladesh project has made impact on the life and livelihood of vulnerable female returnee migrants. Awareness, entrepreneurship training, economic reintegration, psychosocial support and skill development intervention contributed to empower the female returnee to turn their life and reintegrated with the family and society. However, structural barriers, including implementation policy, introduce reintegration policy, lack of awareness on mental health of female returnee migrants, social stigma continue to challenge progress.

Moving forward, BNSK will strengthen its support for the female returnee migrants, expand skills training initiatives, continue psychosocial counseling support, linked with the social SafetyNet services, and push for proper implementation of reintegration policy to ensure female returnee migrants have access for economic reintegration, social protections and psychosocial counseling services.

Projects and Activities

RIMSRB Annual Report 2024

Project Component	Details
Full Project Name	Reducing Irregular Migration & Supporting Returnees in Bangladesh (RIMSRB)
Donor Name	Italian Ministry of Foreign Affairs and Cooperation through IOM Bangladesh
Funding Amount	55,252,561 BDT
Project Duration	September 2024 – Ongoing (Expected to continue into 2025)
Project Target Beneficiaries	110 returnees (Libya), vulnerable internal migrants, and 40 climate-displaced populations in Madaripur and Sylhet

The Reducing Irregular Migration & Supporting Returnees in Bangladesh (RIMSRB) project, launched in September 2024, is implemented by Bangladesh Nari Sramik Kendra (BNSK) in collaboration with IOM Bangladesh and the Italian Ministry of Foreign Affairs and Cooperation. The project focuses on supporting returnees from Libya, female returnee migrants, and climate-vulnerable populations in Madaripur and Sylhet.

The project's key objectives are:

- Raising awareness on safe migration to prevent irregular migration and trafficking.
- Providing sustainable reintegration support for returnees through psychosocial, financial, and vocational interventions.
- Promoting climate-resilient livelihoods for displaced and vulnerable communities.

Key Achievements (September - December 2024)

- Staff orientation conducted for project teams, equipping them with migration management, reintegration, and social protection knowledge.
- Monthly project staff meetings held, ensuring effective planning, coordination, and implementation strategies.
- 3-day psychosocial counseling training for BNSK staff, improving their ability to provide mental health support to returnees.
- 5-day Training of Trainers (ToT) on Financial Literacy and Remittance Management, enabling project staff to train returnees on economic stability.
- District-level project inception meetings in Madaripur and Sylhet, engaging local government and stakeholders in migration management efforts.
- Union-level project inception meetings conducted in 16 unions, fostering community awareness and collaboration.

PROJECT IMPLEMENTATION AND IMPACT

1. Project Orientation and Capacity Building

- A 3-day staff orientation was conducted in Srimangal (October 28-30, 2024), organized by IOM, covering safe migration, reintegration, economic, social, and psychosocial support strategies.
 - Impact: The training enhanced project staff's understanding of migration dynamics, ensuring better service delivery for returnees and vulnerable communities.
- Monthly virtual project staff meetings were held to review progress, discuss challenges, and coordinate activities.
 - Impact: Improved team coordination and operational efficiency, ensuring smooth project implementation.

2. Psychosocial Support and Mental Health Training

- A 3-day psychosocial counseling training was conducted by IOM, with four BNSK staff trained on trauma counseling, active listening, empathy, and survivor-centered mental health support.
 - Impact: Strengthened BNSK's capacity to deliver mental health support to returnees, addressing migration-related trauma and psychological distress.

3. Financial Literacy and Remittance Management

- A 5-day Training of Trainers (ToT) on Financial Literacy and Remittance Management was conducted from November 11-15, 2024, led by IOM.
 - Topics covered: Financial planning and savings strategies
 - Safe remittance management
 - Household budgeting and investment analysis
 - Entrepreneurial skills for returnees
- Impact: Project staff gained the skills to train returnees in financial management, promoting economic stability and informed financial decision-making.

4. Stakeholder Engagement and Community Awareness

- District-level project inception meetings were held in Madaripur (December 2, 2024) and Sylhet (December 4, 2024) with participation from Deputy Commissioners, government officials, and local stakeholders.
 - Impact: Strengthened government collaboration in returnee support, facilitating policy discussions and service coordination.
- 16 Union-level project inception meetings were conducted, involving local elected representatives, school teachers, business leaders, and migrant communities.
 - Impact: Increased community awareness and stakeholder involvement, promoting local-level support for migration and reintegration programs.

CHALLENGES & RECOMMENDATIONS:

Challenges	Way Forward
Limited awareness among returnees and communities on safe migration practices.	Enhance community-based awareness campaigns on legal migration pathways.
Psychosocial challenges faced by returnees due to trauma and reintegration stress.	Expand mental health support services and access to trained counselors.
Need for stronger collaboration between government agencies and civil society for reintegration efforts.	Continue policy discussions and strengthen institutional linkages for long-term support.
Challenges	Way Forward

FUTURE PLANS (2025)

All planned activities for 2025 will follow the original project documents and implementation strategy. The project will continue with financial literacy programs, livelihood support, and reintegration efforts for returnees and vulnerable migrants.

CONCLUSION

The RIMSRB Project has made important progress in staff training, mental health capacity building, and stakeholder engagement to support returnees and vulnerable migrants. The initial orientation, financial literacy training, and stakeholder discussions have laid the foundation for effective reintegration programs in 2025.

Moving forward, BNSK will focus on expanding awareness, strengthening reintegration services, and advocating for stronger migration policies. Collaboration with government agencies, financial institutions, and civil society will be essential to ensuring long-term impact and sustainability.

Projects and Activities

Crisis Support and Reintegration Programme Annual Report 2024

Project Component	Details
Full Project Name	BNSK Crisis Support and Reintegration Programme
Donor Name	Internally Generated Activities (IGA) and project-based cost sharing
Funding Amount	Per need with max limit of 10 lachs
Project Duration	Ongoing
Project Target Beneficiaries	Women migrant workers in crisis (documented, undocumented, trafficked) and vulnerable women in-country (especially internally migrated women)

The BNSK Crisis Support and Reintegration Programme in 2024 remained a critical safety net for women in crisis, including documented and undocumented women migrant workers, trafficked victims, and vulnerable women workers within Bangladesh, particularly those internally migrated.

Despite a 23% funding reduction compared to 2023, BNSK successfully supported 354 women through direct interventions—ranging from rescue coordination and emergency support to reintegration and referrals. This year, a notable expansion included responding to crises of women within Bangladesh, especially those affected by migration-related vulnerabilities in urban and rural settings.

Key Achievements (September - December 2024)

- 354 women migrant workers and vulnerable women supported through rescue coordination, legal aid, post-rescue counseling, and reintegration services.
- 8 trafficked victims rescued from police custody, and 3 rescued from transit points such as Dhaka, Teknaf, and Jessore.
- All 354 women received psychosocial counseling; 183 were referred to government support services (RAISE project, social protection programs, and vocational referrals).
- 21 women successfully placed into jobs; 2 initiated small businesses with training and capital support.
- MOUs signed with NHRC, DELAC offices (Madaripur, Sylhet, Sirajganj), and local women-focused NGOs, enhancing referral pathways and response coordination.

PROJECT IMPLEMENTATION AND IMPACT

Rescue and Crisis Support

- BNSK continued to operate its rescue hotline and digital communication networks (Telegram, IMO, WhatsApp) to support women in crisis abroad and in-country.
- Coordination with Bangladesh embassies, local CSOs, and IOM facilitated effective rescue operations.
- New outreach methods, such as integrating crisis support promotion into other BNSK project sites, helped extend reach to internally migrated and in-country vulnerable women.
- Expanded scope included domestic abuse rescue and support within Bangladesh.

Impact: Despite constrained resources, BNSK maintained swift response capability and broadened its geographical and demographic scope to support women in crisis beyond international migration contexts.

Reintegration and Economic Recovery

- Trade skill training options expanded to include:
 - Sewing
 - Grocery shop operations
 - Clothing sales
 - Nursery management (under the Ostad-Shagred master crafts model)
- Post-training, women were supported to either start small businesses or secure jobs.
- Reintegration coordination was significantly aided by referrals to the government-led RAISE Project.

Impact: Although reintegration funding was limited, expanded trade options and external referrals ensured that supported women had viable economic recovery pathways.

Mental Health and Counseling

- All 354 supported women received counseling, though only two full sessions per person were possible due to staffing constraints.
- Due to budget limitations, counseling was supplemented by donated hours from counselors working under other BNSK projects.

Impact: Women in high-risk emotional distress were prioritized, though the program acknowledges the gap between need and availability in mental health support.

CHALLENGES AND WAY FORWARD

Challenge	Response/Outcome
Increased demand due to inclusion of vulnerable women in-country	Strategically integrated outreach through other BNSK project areas to identify and support at-risk women.
Lengthy reintegration process	Referred most women to the government's RAISE project, improving timeliness and coverage of post-rescue services.

Projects and Activities

Capacity Building and Advocacy Programme (Pilot Programme for Minority Rights Awareness and Advocacy)

Project Component	Details
Full Project Name	BNSK Capacity Building and Advocacy Programme
Donor Name	BNSK Domestic Worker’s Rights Awareness and Advocacy Programme
Funding Amount	BNSK IGA Fund, BNSK Core Fund, and BNSK Staff Volunteering
Project Duration	February 2024 – Ongoing
Project Target Beneficiaries	Young Women, Teenage Girls, and Girl Children in vulnerable communities

Launched in February 2024 as a pilot grassroots advocacy initiative, the BNSK Capacity Building and Advocacy Programme marks a strategic shift in BNSK’s rights-based work. Funded through internally generated resources and voluntary staff engagement, this programme seeks to advocate for minority and vulnerable groups across Bangladesh—starting at the local level and gradually moving toward national and regional platforms.

In its first operational year, the focus was placed on young women, teenage girls, and girl children, aiming to strengthen their capacity for self-advocacy and build community support systems to protect their rights. A total of 12 grassroots interventions were conducted to engage beneficiaries, duty bearers, and community stakeholders.

Key Achievements (September - December 2024)

- 3 Prevention of Sexual Harassment & Bullying Workshops conducted, targeting girls from three age groups, focusing on empowerment and awareness—how to say NO, how to seek help, and basic legal literacy.
- 4 community-level advocacy meetings with local leaders and businesspersons to raise awareness and commitment toward protecting girl children from harassment, child labor, and early marriage.
- 2 advocacy meetings with law enforcement (ward-level) on digital protection and cyber safety for teenage girls, including the sharing of anonymous digital abuse cases.
- 3 Safe Space Club Days organized for girls of different age groups, integrating entertainment, creative expression, and peer empowerment in a judgment-free environment.

PROJECT IMPLEMENTATION AND IMPACT

1. Empowerment Workshops on Sexual Harassment & Bullying

- Conducted with girls aged 8–11, 12–15, and 16–18, each workshop tailored to age-specific experiences and comprehension levels.
- Sessions focused on:
 - Understanding boundaries and consent
 - Recognizing inappropriate behavior
 - Role-play on how to respond in crisis
 - Knowing where and how to report incidents

Impact: Participants reported increased confidence in recognizing unsafe situations and showed improved knowledge on legal and social support systems.

2. Advocacy with Local Duty Bearers and Influencers

- 4 meetings held with local leaders and business owners to raise awareness on child protection responsibilities and community vigilance.
- Focus areas included:
 - Ending informal child labor (especially for girls)
 - Stopping child marriage
 - Reporting harassment at workplaces or in marketplaces

Impact: Local leaders committed to passing on awareness in their circles, and several businesses agreed to display anti-child labor posters developed by BNSK.

3. Law Enforcement Engagement on Digital Harassment

- 2 structured meetings with ward police officers and digital crime cells focused on:
 - Reporting mechanisms for cyberbullying and stalking
 - Confidentiality and protection for survivors
 - Preventing misuse of social media

Impact: Officers agreed to designate a contact person for adolescent girls' cases and to conduct follow-up visits to schools and clubs if needed.

4. Socialization and Empowerment Club Days

- Held for three distinct age groups, each club day included:
 - Group games and bonding activities
 - Storytelling circles around confidence, fear, and resilience
 - Art therapy and journaling for emotional release
 - Dialogue on dreams and future goals

Impact: Created a safe and expressive space where girls could share experiences, build friendships, and feel part of a protected community.

CHALLENGES & LESSONS LEARNED

Challenges	Lessons Learned / Way Forward
Limited budget and reliance on voluntary staff time	Resourceful planning and prioritization of impactful, low-cost activities were essential
First-time expansion to broader minority groups	A phased approach helps in customizing interventions and building trust
Lack of parental engagement in some areas	Future efforts should include parent sensitization alongside girls' empowerment

Projects and Activities

Financial Literacy and Reintegration planning

Project Component	Details
Full Project Name	Reintegration Support for Europe & Middle East Returnee Migrants
Donor Name	Embassy of France in Dhaka
Project Duration	January 2024 – October 2024
Project Target Beneficiaries	Khulna, Narail, and 5 TTCs (Dhaka, Shariatpur, Madaripur)

This pilot reintegration initiative, funded by the France Embassy in Dhaka, was implemented by Bangladesh Nari Sramik Kendra (BNSK) between January and October 2024 to support socioeconomic reintegration of returnee migrants from Europe and the Middle East.

The project addressed two critical needs:

- In-depth profiling and in-kind support for returnee migrants to foster cooperative/group-based entrepreneurship.
- Proactive reintegration planning for 750 outbound migrant workers through training at key Technical Training Centers (TTCs) across Bangladesh.

The initiative not only supported individual returnees but pioneered group-based reintegration models, laying a foundation for long-term self-sufficiency and community-level resilience.

Key Achievements (September - December 2024)

- 750 outbound migrants trained at 5 TTCs on financial literacy, entrepreneurship development, and reintegration planning.
- 12 returnee migrants profiled for reintegration.
- 6 returnees selected and supported with in-kind support, organized into two self-help groups for cooperative livelihoods in Khulna and Narail.
- 1 national-level service mapping and stakeholder consultation conducted with duty bearers and service providers.
- Crisis support and counseling provided via BNSK's hotline and referral system to documented and undocumented returnees in need.

PROJECT IMPLEMENTATION AND IMPACT

1. Reintegration Planning Training for Outbound Migrants

- BNSK conducted day-long sessions for 750 outbound workers at five TTCs:
 - BKTTC (Dhaka)
 - German TTC (Dhaka)
 - Keraniganj TTC
 - Shariatpur TTC
 - Madaripur TTC
- Trainings focused on:
 - Financial planning before migration
 - Entrepreneurship concepts for post-return livelihood
 - Building a reintegration fund and action plan
- IEC materials and BNSK's exclusive module were used in each session.

Impact: Outbound migrants became more aware of how to prevent financial mismanagement, plan reintegration early, and reduce re-migration or trafficking risk.

2. Returnee Profiling and Group-Based Reintegration

- 12 returnee migrants (from Europe and the Middle East) were profiled to assess needs, capabilities, and reintegration potential.
- 6 returnees were selected to receive in-kind support and were organized into two enterprise groups.
- Group members received:
 - Demonstration-based training (learning by doing)
 - Support in cooperative business planning
 - Continuous technical mentoring for 8 months

Impact: The cooperative model increased peer support, strengthened local visibility of returnees, and helped reduce stigma and social isolation during reintegration

3. National-Level Service Mapping and Advocacy

- A consultation meeting was held with government and non-government service providers to:
 - Identify existing reintegration services
 - Outline a delivery mechanism for returnees
 - Promote coordinated referral and support
- Stakeholders included TTC representatives, MoEWOE officials, financial institutions, and CSOs.

Impact: A reintegration service map was created, and referral pathways for returnees were strengthened across multiple districts.

4. Crisis Support and Counseling

- BNSK extended emergency support and psychosocial counseling to returnees (both documented and undocumented) via its 24/7 hotline.
- Cases were referred to:
 - RAISE project
 - District Social Services
 - Probashi Kallyan Bank
 - Women & Children Affairs Department

Impact: Migrant workers in distress received timely support and access to government mechanisms, even if they were not direct beneficiaries of in-kind assistance.

LISTENING

EDUCATING

ADVOCATING

DEVELOPING

SUPPORTING

