

ANNUAL REPORT

2020



Bangladesh Disabled Development Trust-BDDT

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1. Profile of Bangladesh Disabled Development Trust-BDDT

1.1 The Organization

BDDT is a non-governmental voluntary organization, has been working in the line with its objective for developing the lives of vulnerable people e.g., Persons Living with Disabilities (PLWDs) by providing training, generating employment, promoting human rights and good governance, rehabilitation services, educational support, capacity development, Income Generating Activities (IGAs) and emergency response during disasters or any humanitarian emergency since 2007. The organization is registered with the NGO Affairs Bureau of Bangladesh Government and Trusts Act. The organization is managed by a board of trustees. This board is functioning as an apex policymaking body.



Figure:

1.2 Mission

The mission of BDDT is to improve the lives and livelihoods of rural and marginalized PWDs by integrating with non-disabled people, raising awareness, emergency

response, advocating for their rights, creating opportunities for participation, and contributing to the creation of a barrier-free environment for all.

1.3 Vision

The vision of BDDT is to ensure the rights of persons with disabilities, access to work and services, and equal opportunities to participate in nation-building activities.

1.4 Philosophy

BDDT believes that persons with disabilities are not isolated from society as they can contribute equally to the process of social development with non-disabled people.

1.5 Guiding Principles and Core Values

- Empowering People with disabilities
- Respect for human rights & dignity
- Gender equality
- Concern for the poor and disadvantaged
- Respect people's rights & dignity (PLWDs, Disadvantaged and older people)
- Inclusive Development
- Innovation & Professionalism
- Adaptive learning
- Networking & Partnership
- Good governance
- Accountability & Transparency

1.6 Legal Status/Registration

Bangladesh Disabled Development Trust-BDDT has achieved two registrations. It is registered with NGO Affairs Bureau under the Foreign Donation (Voluntary

Activity) Regulations Rules 1978 vs. Registration no: 2429 dated 28-04-2009 and Trusts Act 1882. Registration No: IV -22 dated 26 July 2007.

1.7 Historical Overview

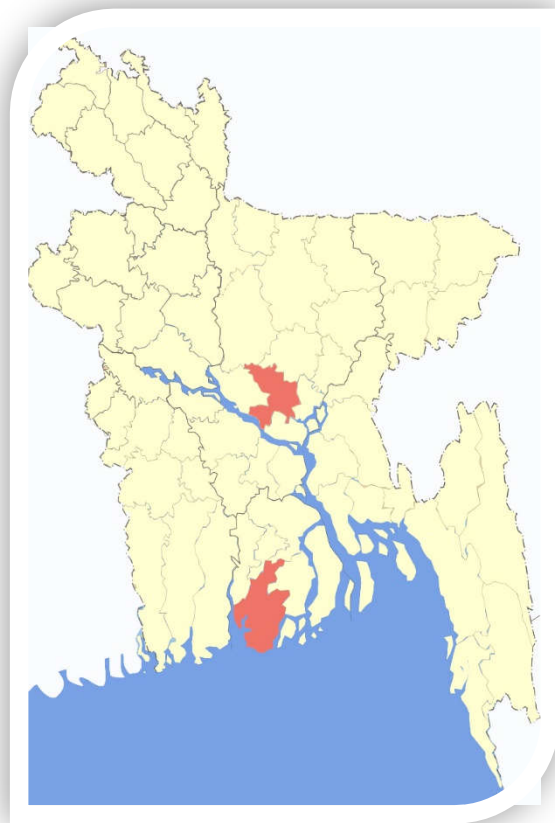
Bangladesh is one of the poorest developing countries in the world. It is continuing with poverty, illiteracy, lack of health facilities, and other fundamental human rights, which mark our national life adversely. Therefore, it has become the responsibility of all to build an infrastructure of a prosperous Bangladesh. So, most of the people are struggling against their poverty. This is the general condition of non-disabled people. So, what is the condition of people with disabilities?

The condition of PWDs is very poor. They are ultra-poor and spending inhuman life. As a result, they are facing exclusion, negative attitude, barriers not only from their family but also from the community, society, and local government levels because they are not aware rights of PWDs. Thus, PWDs are deprived of all social, political as well as basic human needs. They are considered as 'helpless' or 'incapable', 'pity' and 'sympathy'. For this reason, reaching service to them remains as the prior agenda, their rights as humans, or as women stay ignored. So, they are invariably among the poorest; most oppressed, and excluded members of society.

The government has initiated different programs for our national development. But it is very difficult for the government only to achieve ultimate success alone. As such, initiative and cooperation from both the public and private sectors are essential.

In response to the above circumstances, Bangladesh Disabled Development Trust (BDDT) is established in 2007 by joint initiatives of some persons with disabilities and relative/guardian with disabilities with the aim to ensure equal rights for grassroots level marginalized People with Disabilities - PWDs in all the development activities. BDDT is an Organization, working in the community to uphold the basic rights of PWDs. Our main focus is to improve the ultimate living condition of People with disabilities.

Bangladesh Disabled Development Trust - BDDT is a non-governmental voluntary organization, has been working to ensure the human rights and employment rights of PWDs. BDDT is managed by a board of trustees, consisting of 7 members, and of the 6 are PWDs, functioning as an apex policymaking body. BDDT is working for developing the lives of Persons with Disabilities - PWDs, underprivileged children, and disadvantaged groups by providing training, rehabilitation services, education support, employment, raising awareness, advocacy, and emergency response.



1.8 Working area

According to the registration and constitution, BDDT has the authority to work all over Bangladesh. Now BDDT is working at Barguna, and Dhaka district in Bangladesh.

1.9 Projects of BDDT at a Glance

SL	Project title and donor	Major focus area	Period
1	Braille book production and distribution Donor: Md. Golam Mostafa GMS Composite Knitting Industries Private Limited	Braille books distribution among Visually Impaired	August 2007 to October 2007
2	Relief distribution for Cyclone SIDR affected PWDs at Barguna	Distribution of relief among SIDR affected PWDs	December 2007 to January 2008

	<p>Donor: Christoffel Blinden Mission –CBM, Germany through Bangladesh Protibondhi Kallayan Somity-BPKS</p>		
3	<p>Rehabilitation of Cyclone SDR affected PWDs at Barguna through IGA Donor: Khondaker Shahadat Hossain, Trustee BDDT</p>	Rehabilitation through IGA and house repair - construction.	February 2008 to July 2008
4	<p>Assistive devices Distribution and recreation for PWDs Donor: Khondaker Shahadat Hossain, Md. Moniruzzaman Khan, Dr. Shajahan</p>	Assistive devices distribution among PWDs	January 2009 to October 2009
5	<p>ICT training for persons with disabilities-PWDs and rehabilitation through ICT Business center Donor: Abilis Foundation, Finland</p>	ICT training and IGA through the business center	1st January to 31st December 2010
6	<p>Capacity building and networking among grassroots level PWDs to sustain their IGAs activities at Barguna Donor: Khondaker Shahadat Hossain, Genuity sys.</p>	Capacity building of PLWDs	1st January to 31st December 2011
7	<p>Global Disability Rights Library Donor: United States International Council on Disabilities, Washington DC 20005, USA</p>	Digital Library	From January 2012 to fill date
8	<p>To enhance networking and advocacy</p>	Networking and advocacy	1st January to 31st

	<p>programme to develop organizational capacity Donor: Khondaker Shahadat Hossain, Genuity sys.</p>		December 2012
9	<p>Installation of a Braille printer for printing Al-Quran in Braille system for Blind people Donor: GMS Composite garments Ltd.</p>	Braille printer installation and printing Al-Quran in Braille system for Blind.	1st January to 31st December 2012
10	<p>Capacity Building and Income Generating Activities for People with Disabilities Donor: Abilis Foundation, Finland.</p>	Capacity building and IGA.	1st April 2013 to 31st March 2013
11	<p>Economic Development of Women with Disabilities through marketing of RMG and training for enhancement of skills Donor: Australian High Commission to Dhaka; Under DAP 2015-16 programme.</p>	RMG training and employment	January 2016-Dec 2017
12	<p>Al-Quran Learning in Braille system Donor: Rakh Saani Trust</p>	Al- Quran Learning in Braille system.	April 2016- March 2017
13	<p>Braille print of Textbook Donor: Government of Bangladesh</p>	Textbook braille print	2016, 2017, 2018, 2019 and 2020
14	<p>Special education for the Children with Autism and neurodevelopment disorder' Donor: Mr. Lindraci Lacerda de Souza Barros, Director of School of the State Network of the State of São Paulo Dr. Prudente</p>	Proposed Special school	Feb 2019 to Jan 2020

	de Moraes, 90 - Vila Julia Poá - São Paulo. Brazil		
15	i2i Project Donor: FCDO (Former DFID) Through a consortium of partners led by Leonard Cheshire. Other members of the consortium are- BBDN, CBM, European Disability Forum (EDF), International Labour Organization (ILO), London School of Hygiene and Tropical Medicine (LSHTM), Global Disability Innovation Hub (GDIH), Plan International and the World Bank.	to improve access to employment in the private sector for people with disabilities.	January 2020 till to date Running project
16	Braille newsletter Donor: Bangladesh Bank (Central bank of Bangladesh) through all commercial banks	Braille newsletter	Oct 2017 till to date Running Project
17	Braille print of Textbook Donor: Government of Bangladesh Through NCTB, Ministry of Education	Textbook braille print	January 2021 Running project
18	TVET project Donor: BDDT own fund	To spread technical education	January 2021 Running project
19	Computer Training for PLWDs Donor: BDDT own fund	To increase computer knowledge	January 2021 Running project
20	Intern development project. Donor: BDDT own fund	To develop skilled manpower	January 2020 Running project

2. Programme Areas of BDDT

- To provide Garments Training to Women with Disabilities.
- To provide educational materials, books for people with disabled students.
- Arrange school meetings with school teachers, school committee, guardian, and educational institute relevant authorities on inclusive education, the disabled-friendly environment in school, disabled-friendly infrastructure in the school, positive attitude to PWDs students.
- To ensure income generates activities for PWDs through enhancing their capacity and skills by advocacy Youth Development Department, Social Welfare Department, Vocational Institute and non-government training Institute.
- To provide the assistive device to ultra-poor women with disabilities, students, old PWDs, and others who need an assistive device to involve in IGAs.
- To arrange treatment and rehabilitation services for PWDS from community Hospital, Treatment complex, Government Hospital, NGOs Hospital, and private Clinic through advocacy with them.
- To arrange to talk and watch the library for the PWDs.
- To arrange sports, culture, and games for PWDs with mainstream cultural organizations, schools, and with local programs.
- To implement programs to promote awareness of community people on disability and development issues, education and socio-economic development of the most disadvantaged, vulnerable groups of the community, the disabled people;
- Advocacy and lobbying with the policymakers, stakeholders, local government, local authority, civil society, the elite groups, and common people from the local level to the national level to ensure the rights of the people with disabled children, young, old both men and women.
- To promote awareness programs for integrating the disabled persons into mainstream development of the community;
- To publish newsletters, Leaflet, on PWDs rights to increase awareness among common people.
- Arrange Seminars, Workshops, sharing meetings, Roundtable meetings with government representatives, NGOs, Civil Society, PWDs and their family members, journalists on disabilities issues, their rights, violence with WWDs, child rights, etc.

- Arrange human chain, display drama on street, and stage, press conference, etc. to make positive attitude to PWDs
- Observe various Days – International Disability Day, National Disability Day, Human Rights Day, Women Rights Day, Labor Rights Day, White Cand Day, etc.

3. The Year in Review

3.1 Response to COVID-19

During the COVID-19 pandemic and country wide shut down in Bangladesh, BDDT has taken responsibility to provide food, medicine and medical support for disabled people associated with us across the country. BDDT has distributed relief to 810 people with disabilities in 64 districts across the country mainly in Dhaka, Sylhet, Barguna, Natore, Jhinadah, Jhalokathi, Manikganj, Barishal, Mymansingh etc. involving different Disabled People Organization-DPOs. BDDT provides relief, Cash grant through bKash (Online Mobile Banking), delivered food to disabled people's door, and distributed 10,000+ leaflets and conducted training to 400 PWDs to create awareness during the COVID-19 pandemic targeting the persons with disabilities. Besides that, under the title "Re-Launching of Small Business" of the project, the small traders in affected by Covid-19 are rehabilitated through financial and commodity assistance. In its activities, BDDT works directly in the 2 districts, Barguna and Jhenaidah. Besides that, the rehabilitation activities are conducted in another 5 districts through 5 partner DPOs. A total of 30 people has been rehabilitated under this project.

3.2 Rehabilitation Project

Since March 2020, the impact of the Covid-19 virus has caused severe damage in Bangladesh as well as around the world. People with disabilities are more affected by the virus than non-disabled people, because they are the most vulnerable community in the society. Considering this perspective, BDDT launched a project through personal funding to improve the living standards of these vulnerable people. The title of the Project is ***"Rehabilitation of people with disabilities severely affected by COVID-19 pandemic through re-launching of their business in Bangladesh"***.

a) Context of the project:

Before the COVID-19 pandemic, Persons with Disabilities-PWDs used to earn a living by doing several works. Some were shopkeepers, some were hawkers, someone used to do other small business and jobs. But for the COVID-19 pandemic, Bangladesh Government declared a shutdown for around 3 months. That is why all sources of their income have been closed. So, the small amount of capital that they had, they have spent in this shutdown. Now the Government has given the opportunity to work in short range to recover the loses of shut down, but the PWDs are not able to resume their business due to lack of capital. And even those who had small jobs could not rejoin. This is because employers have started to exclude PWDs workers in order to start work on a small scale. Also due to the lack of money, none of them can use PPE, hand rub and mask which is very important in the situation of COVID-19. This situation has been created due to COVID-19 pandemic.



COVID-19 Response

Re-Launching of Small Business

Jhenaidah Sadar, Jhenaidah

Project: "Rehabilitation of People With Disabilities severely affected by COVID-19 pandemic through re-launching of their business in Bangladesh"



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Figure: Standard signboard of "Re-Launching of Small Business"
COVID-19 pandemic was confirmed to have spread to Bangladesh on March 2020. On 22 March, Bangladesh Government declared a 10-day shut down effective from 26 March to 4 April, 2020. This was later increased to 30 May 2020. A series of hotline numbers, e-mail address and the Facebook page of the Institute

of Epidemiology, Disease Control and Research (IEDCR) are provided for people to contact if they suspect Covid-19 infection or need more information.

It's a big epidemic that has caused a lot of problems for all classes people, but Persons with Disabilities-PWDs are the most vulnerable. It is true that food is an important issue but PWDs are needed other services like regular medicines, therapy, special language support, Assistive devices support, technological support, special care and other special services. Some PWDs need regular therapeutic intervention for increasing their mobility. Due to the shut down for this the pandemic situation they cannot go for therapeutic service provider also cannot go to their home for providing therapeutic support. Almost all the PWDs are left out from the hygiene maintenance due this shut down. For lack of mobility the girls with disability are also at high risk of abuse including sexual abuse. There is no limit of suffering for people with disabilities for such shut down as they are the most vulnerable.

The situation is that they have no food in their house, no medicine, no means of cooking, no shop, no transportation, PWDs are soliciting for food, regular treatment, and medical support to survive. It seems power is meaningless and nature mourns in resulting cataclysmic coronavirus affect.

b) Objectives of the project:

Objective of the project is to resume small businesses and to create self-employed to people with disabilities affected by COVID-19 pandemic.

c) Budget:

SL	Particular	Total Cost (BDT)	Total cost (US\$)
01.	Rehabilitation grant to 1 disabled person to resume their small business or Self-employed	12000/-	139.53
02.	PPE, Hand rub and Mask for 1	500/-	5.81
03.	Personnel, Office and administrative cost	1250/-	14.53
	Total cost for one center	13750/-	159.87

d) Doner list of the project:

Various individuals and organizations have funded this project. A short list of them is given below-

Sl.	Name of the person/persons/organization
01	Swisscontact Bangladesh Employees
02	Dedar Mahmud
03	Kamal Kamruzzaman
04	Khondaker Shahadat Hossain
05	Md. Moniruzzaman Khan
06	Rahnuma Ara khan Majlis
07	Md. Amanur Rahman
08	S. Arefin
09	Mizanur Rahman
10	Marufur Rahman Khan Sharan
11	Md. Nazrul Islam
12	Maeve O'Reilly

The total direct beneficiaries of the project is 10000 but indirect beneficiaries is almost 40000. The cost spent behind per beneficiaries is about BDT 3030 which was justified in development aspects and indicated a good return on investment.

e) Approach and Method:

Since the outbreak of the COVID-19 pandemic, BDDT has distributed relief to 810 people with disabilities in 64 districts across the country mainly in Dhaka, Sylhet, Barguna, Natore, Jhenaidah, Jhalokathi, Manikganj, Barishal, Mymansingh etc. involving different Disabled People Organization-DPOs. The project was implemented by using this DPOs' channel. Under the title "Re-Launching of Small Business" of the project, the small traders in affected by Covid-19 are rehabilitated through financial and commodity assistance. In its activities, BDDT works directly in the 2 districts, Barguna and Jhenaidah. Besides that, the rehabilitation activities are conducted in another 5 districts through 5 partner DPOs. They are-

1. Bangladesh Protibandhi Unnayan Sangstha (BPUS)
2. Manikganj Disabled Person's Organizations to Development (MDPOD)
3. Mymansingh Disabled Person's Organizations to Development (Mymansingh DPOD)
4. Natore Zila Protibandhi Songstha (Nandon)
5. Protibandi Unnayan Sangstha (PUS), Jhalakathi

f) Activities of the project:

During the COVID-19 pandemic and country wide shut down in Bangladesh, BDDT has taken responsibility to provide food, medicine and medical support for disabled people associated with us across the country. BDDT has started to distribute relief among PWDs but it is much less than the actual demand. BDDT has considerable experience working during disasters with persons with disabilities which is gained from working in cyclone SIDR, Aila and Mahasen through a specialized crisis response team. Our similar previous experiences and current response has created a well experience relief distribution channel for the vulnerable community. We delivered food to disabled people's door, provided cash support through bKash (Online mobile banking), ready cash support, trained on rules what is to follow at the pandemic situation, distributed leaflets to create awareness during the COVID-19 pandemic targeting the persons with disabilities.

In the meantime (up to 20th May 2020), BDDT provided relief to the families of 482 PWDs, cash support through bKash (Online mobile banking) among 273 PWDs

across the country, distributed 10,000+ leaflets and conducted training to 400 PWDs. Links of the activities are as follows-

<http://www.bddt.org/>

http://www.bddt.org/covid_19.php

http://www.bddt.org/images/relief_receiver_list.pdf

These activities were very little compared to their demand. Whatever it is, we started to work again on a small range. We hope it will be fruitful for those who run small business. They can restart their business with our capital support. Our initiatives will play a crucial role in creating employment for those who have jobs, but currently have no jobs.



Figure: A Beneficiary of the “Re-Launching of Small Business” project.

Following activities were performed in the project to rehabilitate very poor people with disabilities in Bangladesh those have lost their business and job for COVID-19 outbreak-

- Finalized list of PWDs for resume small business and self-employment through DPOs;
- Finalized list of PWDs small business and self-employment;
- Finalized the items that need to be done to restart the business;
- Finalized beneficiary wise self-employment schedule;
- Procured items for small business, and self-employment;
- Procured PPE, Hand rub and Mask;
- Distributed several product items for small business through DPOs among PWDs;
- Distributed of items for self-employment through DPOs among PWDs;
- Reported to the government and the donors.

A total of 30 people has been rehabilitated under this project.

g) Results:

The problem of regular income for livelihood was minimized that has given them a way to survive.

h) Emergency Response in Covid-19 (Relief Distribution)

BDDT distributed Cash grant through bKash and relief among 810 people along with person with disabilities all over the country up to the June 20, 2020 as a part of COVID-19 Response. Of the relief recipients, 478 were men, 332 were women and 530 were physically challenged. Among the disabled, 203 were visually impaired (VI) and 77 people had other types of disabilities. Direct cash grants were given to 273 people and relief was distributed among 537 people. This Relief Distribution covered all 64 districts.

3.3 Innovation to Inclusion (i2i) Project

Innovation to Inclusion (i2i) is a three-year technology-based program aimed at creating employment for people with disabilities in the private sector. The project

is being implemented with the financial support of UK Aid and a consortium led by the British Pan Disability charity Leonard Cheshire. The project has created "i2i Career Advisor", an accessible online portal for free online training, career advice, and decent job search to create waged employment for 7,000 women and men with disabilities in Bangladesh and indirectly benefit up to 35,000 families and community members. Under the Innovation to Inclusion (i2i) project, the Centre for Disability in Development (CDD) and Bangladesh Disabled Development Trust-BDDT entered into a Memorandum of Understanding (MoU) aiming to implement an Advocacy Plan with support from a small grant scheme. Register today at 'www.i2i.net.bd' to avail of the mentioned benefits and help other disabled women and men to register.

i) Some activities of i2i project:



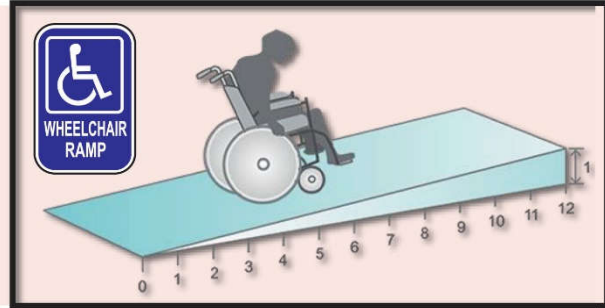
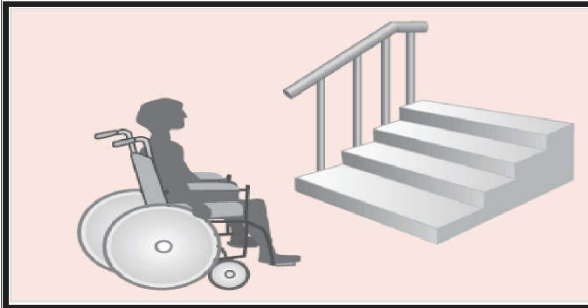
Figure: Picture of National Consultation on Role of Social Protection to Generate Employment of Persons with Severe Disability (ABF part of the project).

প্রতিবন্ধী ব্যক্তিদের অধিকার, উপযুক্ত হবে সকল প্রতিষ্ঠানের প্রবেশদ্বার।

প্রতিবন্ধী ব্যক্তিদের প্রবেশগম্যতার অধিকারসমূহ:

- সরকারি, সংবিধিবদ্ধ ও বেসরকারি সংস্থা বা প্রতিষ্ঠান এবং তাদের দ্বারা প্রদত্ত সুবিধা ও সেবাসমূহে প্রতিবন্ধী ব্যক্তির প্রবেশগম্যতা ও যাতায়াতের সুযোগ সৃষ্টির ব্যবস্থা করা।
- তথ্য, যোগাযোগ, তথ্য ও যোগাযোগ প্রযুক্তি, চিকিৎসাসেবা, ব্যাংকিং সেবা এবং বৈদ্যুতিক ও জরুরী সেবাসহ সকল সেবায় প্রতিবন্ধী ব্যক্তির প্রবেশগম্যতা যাতায়াতের সুযোগ সৃষ্টির ব্যবস্থা করা।
- প্রকৌশল বিদ্যা পাঠ্যক্রমে 'প্রতিবন্ধী ব্যক্তির প্রবেশগম্যতা' প্রত্যয়টি অন্তর্ভুক্তির লক্ষ্যে পদক্ষেপ গ্রহণ করা।

প্রতিবন্ধী ব্যক্তিদের প্রবেশগম্যতা নিশ্চিত করি, চলাচলের বাধাসমূহ দূর করি।



বাংলাদেশ প্রতিবন্ধী উন্নয়ন ট্রাস্ট-বিডিডিটি

বাসা # ২০ (২য় তলা), ফ্ল্যাট # ১/সি, বড়বাগ, মিরপুর-২, ঢাকা-১২১৬।

Web: www.bddt.org, E-mail: info@bddt.org, Mobile: 01819116055

Figure: Public awareness posters and stickers made by BDDT to ensure accessibility of persons with disabilities under this project (CDD part).

প্রতিবন্ধী মানুষের উন্নয়নে কাজ করি, একটি সম্মিলিত সুখম সমাজ গড়ি।



সকল পরিবহনের প্রবেশদ্বার, প্রতিবন্ধী ব্যক্তি প্রবেশের উপযুক্ত করা দরকার।



বাংলাদেশ প্রতিবন্ধী উন্নয়ন ট্রাস্ট-বিডিডিটি
বাসা # ২০ (২য় তলা), ফ্ল্যাট # ১/সি, বড়বাগ, মিরপুর-২, ঢাকা-১২১৬।

Web: www.bddt.org, E-mail: info@bddt.org
Mobile: 01819116055

Figure: Public awareness posters and stickers made by BDDT to ensure accessibility of persons with disabilities under this project (CDD part).

3.4 BDDT Braille activities

BDDT is operating a braille section where we perform all of our braille transcription, printing, and embossing located at the Dhaka Office. BDDT has a list of a number of Visually Impaired people and organizations who are working for them. There are about 2500+ Visually Impaired people who are capable and strongly interested to read Braille Quran and other texts. There are huge demands for Braille Quran all over the country but its supply is limited. BDDT has a computerized modern Braille printer and working for visually impaired education, so we should respond to the demand for visually impaired people. BDDT Braille section is enriched with two Everest-D V4 and one V5 modern Braille printing machines. Under the Braille section, BDDT publishes a monthly Newsletter named 'Dristy Bijoe' in both Braille and Ink version for the Visually Impaired people, and distributes among them totally free of cost.



The Government of Bangladesh provides free textbooks for primary and secondary level students every year as well as Braille versions of textbooks for visually impaired students. Since 2016 BDDT has been produced and supplied a large volume of braille textbooks to Government Bangladesh in co-operation with NCTB. BDDT also prints the Holy Quranul Karim in braille for visually impaired persons. Braille Printing services make printed materials translated into Braille. If any person or organization simply email us their menus, poems, brochures, or other documents, BDDT will do the rest and have their Braille copies ready.



Figure: BDDT Braille section

3.5 Human Resources Development

BDDT's most valuable asset is its competent and skilled staff which is the driving force of the organization. To enhance the competency and skill of its working force BDDT takes different initiatives emphasizing the prime focus of the Disabilities and Technical education sector. Different pieces of training, workshops, conferences, exchange visits, and knowledge sharing events were organized taking into account the professional concern of its staff.

The year 2020 can be termed as a starting of a transition towards excellence in Managing Human Resources and Organization Development. BDDT believes to

create a gender-sensitive, harassment-free working environment. It prepared Safeguarding Policy to ensure a congenial working environment where mutual respect is inevitable. To ensure women's participation in the organizational decision-making process, several committees have been formed involving female representatives of the organization.

Training programs on Fundraising, Proposal Writing, Advocacy were organized taking into account the professional concern of the staff. Different knowledge-sharing sessions were organized as regular initiatives over the year to be updated on relevant programmatic issues for better performance and efficient management.

The organization prioritized on Efficient Performance Appraisal System to establish a result-oriented evaluation process that will simultaneously determine reward and punishment and ensure the employee's career growth as well as greater organizational efficiency. During the year number of recruitment was made for various positions including Assistant Programme Officer, Coordinator, Project Proposal Consultant which supported BDDT to select competent candidates irrespective of race, religion, sex, etc. which is the core value of BDDT recruitment policy.

3.6 Resource Center

BDDT Computer Training Center

BDDT focuses on promoting pathways into decent work for people with disabilities in Bangladesh. Technical and Vocational Education and Training (TVET) is provided through the BDDT Computer Training Center for job placement and raising awareness of trained graduates. BDDT works specifically to ensure access and rights for children and women in education, training, and employment. TVET courses are comprised of both 3 and 6 months and also customized shorter courses as per industrial needs of trained and skilled employees. These courses are affiliated with Bangladesh Technical Education Board (Code: 38043).



Figure: Classroom of BDDT Computer Training Center

South Bangla Polytechnic institute (TVET)

BDDT also offers a 4-years diploma program through its South Bangla Polytechnic Institute (SBP), College Code: 38074, which is currently operates in Barguna.



Figure: South Bangla Polytechnic

It is a paid program for non-disabled students but there are special discounts for persons with disabilities. We encourage donors to provide scholarships to those who cannot afford to study at SBP.

4. Governance and Management

4.1 Organogram

Grades	Designation
Special	Managing Trustee
I	Director
II	Deputy Director
III	Project Manager/Coordinator / Program Officer/Personnel Officer/Monitoring, Research and Development Officer/ Accounts Officer/ Internal Audit Officer
IV	Assistant Program Officer/Accountant/Field Supervisor/ Secretary (to DD)/ Secretary (to MT)
V	Junior Program Officer/ Junior Accountant/ Asstt-cum-Telephone Operator/Field worker
VI	Office assistant, Driver, Dispatch Rider, Security In-charge, Guard, Peon, Gardener, Cook and Cleaner

4.2 Board of Trustees

The highest body in BDDT's governance structure is the Board of Trustees. The Board works to provide the overall guidance to the activities of BDDT. Board members, in 2020, were:

1. Dr. Hemayet Hossain
Chairman
2. Md. Moniruzzaman
Founder and Managing Trustee
3. Rahnuma Ara Khan Majlis
Treasurer
4. Shahinur Mirza
Trustee
5. Ranu Begum
Trustee
6. Mark Rupayan Ghosh
Trustee
7. Khondaker Shahadat Hossain
Trustee

4.3 Meeting of the Board of Trustees

The Board of Trustees met **once/twice** in 2020, in **Month name** and **Month name**.

4.4 Human Resource

During the year, **X** staff had been working with BDDT. Among them, **X** were working as regular staff while **X** were working as project staff. Among them, **X** were male and **X** were female.

Staff Recruitment

In 2020, BDDT recruited a total of X staff comprising of X regular and X project staff. Among them X were male and X were female. Staff Development to strengthen the capacity and competence based on the organizational need BDDT organized different training courses during the year. Personnel of BDDT participated in different training, workshops, conferences covering the areas of Disability, Social Protection for PLWDs, Human Rights, Fundraising, Financial Management, Capacity Development, Rights-based approach, Safeguarding, Monitoring and Evaluation, and so on.

5. Donors and Partners



People's Republic of Bangladesh



Bangladesh Bank



Christian Blind Mission (CBM)



Abilis Foundation



Australian Aid



Leonard Cheshire



USICD

UKAID



FCDO

6. Financial Position of the organization