**Devoted for Revolution in Health, Education, Agriculture & Environment.**

Green The Environment

শ্রীণ দি ইনভাইরনমেন্ট

# Green The Environment (GTE)

## STRATEGIC PLAN 2024-2028



SCAN ME

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# Introduction

Green The Environment (GTE) is a non-sectarian, non-political, non-profit, voluntary social organization, founded in July 1997 with the core mission of improving the socio-economic conditions of the most vulnerable and marginalized communities in Bangladesh. With a deep commitment to addressing the inequities faced by these communities, GTE aims to foster inclusive and sustainable development through a multifaceted approach that combines capacity building, education, health awareness, environmental protection, and economic empowerment. Bangladesh, being an agro-based country in South Asia, faces a range of challenges, particularly in rural areas where approximately 80% of the population depends on agriculture. These communities often grapple with limited access to modern farming tools, insufficient knowledge about agricultural techniques, and the exacerbating effects of climate change. Additionally, farmers face barriers in marketing their goods due to the dominance of middlemen and the lack of effective governance in agricultural markets. It is within this context that GTE was established, with the goal of addressing these issues and improving the livelihoods of disadvantaged communities, especially those in remote and rural areas, including the Chittagong Hill Tracks and Haor regions. The vision of Green The Environment is to create a society that is free from inequalities and discrimination, where all individuals, regardless of their background, enjoy equal opportunities. The organization's mission is to foster a democratic and equitable environment, where underprivileged people, especially women and children, have access to essential services such as education, health, sustainable livelihoods, and infrastructure. GTE works towards achieving these goals by focusing on marginalized and excluded populations and implementing rights-based, need-oriented development programs in collaboration with government bodies, civil society organizations, and international communities. GTE's core values include equal opportunities for all individuals, freedom of expression, and the belief in the power of the poor and rural communities to drive their own development. The organization also advocates for social harmony, free from communal bias, and supports initiatives that enhance human rights, education, and the recognition of marginalized groups. These guiding principles underline GTE's belief in the transformative potential of marginalized communities and its commitment to fostering an environment that allows them to thrive. Green The Environment takes a holistic and community-driven approach to development, focusing on empowering individuals and groups through education, skill development, and active participation in decision-making processes. The organization prioritizes the use of local resources and knowledge, ensuring that its interventions are context-specific, culturally sensitive, and sustainable.

GTE's program areas are diverse and reflect its multifaceted approach to development. These include:

1. **Children and Women Education and Sports:** GTE works to enhance the educational opportunities for children, especially girls, and empower women through access to education, vocational training, and skills development.

2. **Adolescent Girls' Health and Rights:** The organization raises awareness about adolescent health, gender-based violence, and sexual and reproductive health rights (SRHR), while also combating issues such as child labor, trafficking, and abuse.

1. **WASH (Water, Sanitation, and Hygiene):** GTE implements WASH programs that aim to improve access to clean water, sanitation facilities, and hygiene practices, thereby reducing the risk of waterborne diseases.

2. **Modern Agriculture and Sustainable Fisheries:** GTE provides training and support for modern agricultural practices, sustainable fishing methods, and the promotion of eco-friendly and organic farming techniques.

3. **Disaster Management and Climate Adaptation:** In a country prone to natural disasters, GTE plays a critical role in disaster risk reduction, climate change adaptation, and providing rapid responses to calamities. The organization also focuses on supporting climate-vulnerable communities through capacity building and providing resilience strategies.

4. **Livelihoods and Economic Empowerment:** The organization implements programs aimed at improving the livelihoods of rural communities, with a particular focus on women and youth. This includes providing support for alternative livelihoods, skill-building programs, and creating income-generating opportunities.

5. **Women Empowerment:** Empowering women to take leadership roles and make decisions that affect their lives and communities is a central aspect of GTE's mission. Programs focus on women's rights, gender equality, and political participation.

6. **Good Governance and Accountability:** GTE advocates for transparency and accountability at local, state, and national levels, supporting the creation of mechanisms for ensuring the rights of vulnerable populations are upheld.

A key pillar of GTE's work is its rights-based approach to development. This approach centers on empowering individuals and communities to claim their rights and engage in processes that promote justice, equality, and accountability. By prioritizing the voices of marginalized groups, especially women, children, and indigenous populations, GTE aims to reduce socio-economic vulnerabilities and help these communities lead dignified, self-reliant lives. In line with Bangladesh's national commitments to the Sustainable Development Goals (SDGs) and Vision 2030, GTE has strategically aligned its efforts to contribute to the achievement of these global goals at the local level. The organization works on various SDG-related programs, including poverty eradication, gender equality, quality education, climate action, and decent work and economic growth. Its approach ensures that development interventions are sustainable, inclusive, and responsive to the needs of the communities it serves. Green The Environment's programs target vulnerable populations, including adolescent girls, women, children, indigenous communities, and marginalized groups. By focusing on these populations, GTE ensures that its interventions address the most pressing issues faced by these communities, empowering them to overcome barriers and improve their living conditions.

GTE works in close collaboration with various stakeholders, including local communities, government institutions, NGOs, development partners, and international organizations. This collaborative approach

ensures that the organization's initiatives are integrated into broader development frameworks and that the impact of its programs is maximized.

As Green The Environment looks to the future, it remains committed to continuing its work to enhance the lives of marginalized communities in Bangladesh. With a strong emphasis on local participation, rights-based approaches, and sustainable development, GTE aims to expand its reach and deepen its impact. Through ongoing capacity building, advocacy for policy change, and community-driven initiatives, GTE envisions a society where all individuals, especially the vulnerable, have access to the resources, opportunities, and rights they deserve.

In conclusion, Green The Environment is a pivotal player in the development landscape of Bangladesh, focused on transforming the lives of its most vulnerable populations. By working across multiple sectors and embracing a holistic, inclusive, and sustainable approach, GTE continues to make significant strides in building a just, equitable, and resilient society.

## Bangladesh Country Context

Bangladesh, a country of approximately 170 million people in South Asia, has witnessed remarkable transformations in various sectors over the past few decades. From overcoming periods of political instability and natural disasters to making strides in human development indicators, Bangladesh has experienced both extraordinary successes and persistent challenges. This essay explores the country's socio-economic situation and challenges between 2014 and 2024, particularly in the context of development, governance, gender equity, poverty reduction, and the role of the informal sector. Despite significant progress, the country still grapples with deep-rooted issues such as inequality, governance deficits, and socio-economic vulnerability.

**Economic Growth and Development**

One of Bangladesh's most significant achievements over the last decade has been its economic growth. From 2014 to 2024, the country's Gross Domestic Product (GDP) growth rate has remained robust, averaging between 6% and 8%. This growth trajectory was driven by the expansion of key sectors, including agriculture, manufacturing, and services. Bangladesh's emergence as the world's second-largest garment exporter is one of its most notable economic successes, a sector that has supported millions of jobs, particularly for women, and generated substantial foreign exchange.

The economy's expansion can be attributed to targeted government policies, especially those focusing on infrastructure, investment in human capital, and social safety nets. The country has also improved its poverty indicators, with the poverty headcount ratio declining from around 60% in the early 1990s to 23.5% in 2016. By 2020, the poverty rate was expected to fall further, demonstrating the success of poverty alleviation programs.

However, despite these achievements, economic inequality remains a significant challenge. Although the overall poverty rate has decreased, the poverty gap between urban and rural areas, as well as between different regions, persists. Rural areas, particularly in the northern and coastal regions, continue to experience higher poverty rates. Furthermore, the economic benefits have not been equally distributed, and a substantial portion of the population remains vulnerable, especially the hardcore poor, who earn less than $3 per day.

**Social Development: Education, Health, and Gender Equality**

Bangladesh has made significant strides in human development, particularly in health and education. The country has achieved one of the highest reductions in infant and maternal mortality in the world, thanks to improvements in healthcare infrastructure, access to primary healthcare, and the successful implementation of immunization programs. Life expectancy in Bangladesh has steadily increased, from 61 years in 2000 to 72 years in 2020, reflecting improvements in healthcare services and sanitation.

Education has also seen notable advancements, particularly for girls. Programs that provide stipends to girls and incentivize their education have contributed to a marked increase in female literacy rates. Female enrollment in schools has surpassed that of males in certain regions, and women's participation in the workforce has increased. Nevertheless, gender inequality remains a serious concern. Women still face challenges such as wage disparities, high levels of child marriage, and gender-based violence.

Bangladesh has one of the highest child marriage rates in the world, with 29% of girls married before the age of 15 and 65% before 18, according to UNICEF. These practices hinder women's educational and economic opportunities, perpetuating cycles of poverty and gender discrimination. Moreover, women in Bangladesh earn, on average, 21% less than men per hour, with the situation worsened by wage gaps in rural areas.

**Challenges of Governance and Accountability**

While Bangladesh has made significant strides in socio-economic development, the country continues to face substantial challenges related to governance, accountability, and corruption. Despite ongoing efforts to improve public sector performance, inefficiencies in governance remain a persistent issue. A lack of transparency, corruption, and weak institutional frameworks undermine the effectiveness of government policies and services. One of the most significant concerns is the lack of proper targeting in poverty alleviation programs, often due to a lack of accurate data and the misallocation of resources. Vulnerability monitoring systems to track poverty and food insecurity remain underdeveloped, leading to inefficient use of resources.

The absence of effective local governance exacerbates the problems faced by marginalized populations, including ethnic minorities, women, and the rural poor. Furthermore, administrative bottlenecks in implementing programs at the grassroots level often lead to delays in service delivery, further contributing to the sense of disenfranchisement felt by vulnerable communities. Local Government Institutions (LGIs) continue to struggle with responsiveness and accountability, hindering their role in community-based development.

**Role of NGOs and CBOs**

Non-governmental organizations (NGOs) and community-based organizations (CBOs) play an essential role in Bangladesh's development landscape. With over 28,000 NGOs registered in the country, Bangladesh has one of the highest concentrations of civil society organizations globally. These organizations are critical in providing services that the government cannot reach, particularly in remote and underserved areas. NGOs have made significant contributions to areas such as education, healthcare, microfinance, and disaster relief.

However, there is a growing need for greater coordination among these organizations. Many NGOs and CBOs operate in silos, leading to inefficiencies and duplication of efforts. The lack of a central data bank and proper communication channels among different stakeholders hinders the potential for collaborative impact. Additionally, while these organizations contribute significantly to poverty reduction, their activities often remain fragmented and may not be sustainable without more

substantial government support and a more cohesive development strategy.

**Agriculture, Food Security, and Vulnerability**

Bangladesh's agriculture sector remains a cornerstone of its economy, with millions of people dependent on farming for their livelihoods. The country has made impressive strides in food security, increasing its agricultural production and reducing hunger. Since independence, food production has more than tripled, despite a shrinking land area due to urbanization and climate change.

However, challenges remain, especially regarding land rights and agricultural productivity. Ethnic minorities and women in rural areas often face barriers in accessing land and agricultural support services. Additionally, climate change poses a significant threat to food security, with rising sea levels and more frequent natural disasters impacting the agricultural sector, particularly in coastal areas. The need for sustainable agricultural practices and adaptive strategies to mitigate climate risks is crucial to ensuring long-term food security in Bangladesh.

Moreover, the low productivity trap persists in many rural areas, contributing to persistent poverty. This trap is exacerbated by a lack of access to credit, poor market linkages, and inadequate infrastructure. Despite the success of micro-credit programs, many farmers and small-scale entrepreneurs struggle to access flexible loans and markets for their products. The government and NGOs must focus on diversifying livelihoods in these areas, supporting skills development, and creating better market access for agricultural and non-agricultural products.

**Moving Forward**

Bangladesh has made extraordinary progress over the past decade in terms of economic growth, poverty reduction, and human development. However, the country still faces significant challenges, especially regarding governance, gender inequality, rural poverty, and vulnerability to environmental changes. Moving forward, the country needs to focus on building a more inclusive and equitable society by addressing the root causes of poverty and inequality, strengthening institutions, and fostering a more transparent and accountable governance structure.

To sustain economic growth, Bangladesh must prioritize investments in education, skill development, and infrastructure, ensuring that its youth population can capitalize on the demographic dividend. Additionally, tackling gender inequality and ensuring the rights and opportunities of marginalized groups should remain a key focus of both government and non-governmental efforts.

Ultimately, for Bangladesh to transition from a low-productivity economy to a more prosperous and equitable society, targeted policies aimed at addressing these challenges must be implemented. By leveraging the strengths of civil society, improving governance, and focusing on sustainable development, Bangladesh can continue its trajectory of progress and achieve greater socio-economic equity for all its citizens by 2024 and beyond.

# Our Mission, Vision & History

**VISION**

Green The Environment are committed to creating strong and independent society without inequalities and discrimination, and where everybody enjoys equal opportunities.

**MISSION**

To Foster Democratic & Equitable Living, Environment, where all Vulnerable people  especially underprivileged, women and Children must access to Education, Health, Sustainable Livelihood opportunity and essential infrastructure services irrespective of  their economic and social status.

• To work for the people and with the people irrespective of religion, caste, ethnicity, creed, belief, age and sex who are in any form of marginalization and exclusion.

 • To implement appropriate, need based, result oriented and right based development programs among government, civil societies, NGOs, and international community.

• To enhance capacity of personnel, institutions and groups who are involved in development and welfare activities.

• To strengthen organizational sustainability for rendering services to the people.

## HISTORY OF GTE

Bangladesh is an agro based developing in the south Asia and here almost 80% of the people ae dependent on agriculture and live in the rural area. Lack of education, proper knowledge of fruitful cultivation, and limitation of modern agricultural tools is the prime impediment of the farmer in our country. In addition, the extreme power of middlemen and less governance in marketing of agricultural good as well as frequent natural calamities disgraced the condition of the farmer. In this context, Green The Environment (GTE) was founded in July,1997 with a view to improving the livelihood status of the society through capacity building, awareness creation regarding education, health, nutrition and sanitation issues, improving cultivation, environment protection and various social issues as mass development. Besides, GTE specially concerns the development of agricultural system, disaster management, group based agricultural goods marketing, linkage between the farmers group and large chain shops or departmental stores of the country. GTE also provides training on agro-based substitute products like jam, jelly, sauce, pickle etc. AS a Non-Government Organization, we design and conduct such program with root level of the society. GTE provides assistance for seeds, fertilizer, compost and organic food cultivation and production and plays a supportive role in natural disaster and calamities. We also play a significant role in making linkage between farmers and their households and various government and non-government development organizations.

Green The Environment (GTE) believes that the path towards conquering economic poverty is through enhancing the livelihood capability of the poor and giving them access to sustainable income-earning opportunities. In the process, the poor must be enabled to break free from their past, develop an alternative vision of their future and set achievable goals. They must be equipped with technical, organizational, negotiating and networking skills that will facilitate the fulfillment of their goals.

Today, some 220 professionals under GTE with the network of 5 branch offices are working in the remote rural areas of Bangladesh in which Chittagong hill tracks and haor area are noticeable

## Our Values & Principles

**Transparency**

We believe in honesty and openness in all our actions. We strive to ensure maximum visibility of our work, offering accessible information regarding resource management and the impact of our initiatives. This transparency fosters trust and encourages collective participation, ensuring social and economic accountability.

**Social Commitment**

We are dedicated to building an equitable society based on fairness, human dignity, and solidarity. We aim to bridge divides among people, cultures, and nations by promoting values of justice and inclusivity. Our focus is on empowering vulnerable groups, especially women, children, and marginalized communities.

**Participation**

We uphold the importance of collective decision-making, involving all stakeholders, particularly the underprivileged, ethnic minorities, and women. We prioritize the participation of children and adolescents, ensuring their voices are heard in all decisions that affect them. Our organization fosters a culture of inclusivity and collaboration.

**Equity & Equality**

Our actions are guided by a commitment to social justice. We aim to eliminate inequalities and enable all individuals, regardless of their background, to enjoy their fundamental freedoms. We are dedicated to ensuring equal opportunities and resources for marginalized and vulnerable groups.

**Non-Discrimination**

We believe in the inherent worth and dignity of every person, and advocate for the right of all individuals to fulfill their potential, irrespective of race, ethnicity, gender, religion, or socio-economic status. We actively work to prevent discrimination and exclusion in all forms.

**Respect**

We recognize and celebrate human diversity as a vital component of social harmony. We are committed to respecting the dignity and rights of all individuals, advocating for peaceful coexistence, and fostering understanding across different communities.

**Integration**

Our approach promotes holistic development, working in tandem with other development actors to improve the lives of underprivileged communities. We focus on sustainable solutions that integrate environmental, social, and economic factors for long-term growth and stability.

**Commitment & Dynamic Spirit**

We approach our work with dedication, creativity, and a strong desire to achieve our vision. We are committed to innovation, adapting to emerging challenges, and delivering quality outcomes through dynamic and resourceful actions.

**Sustainability & Environmental Stewardship**

We are devoted to promoting a balanced relationship with the environment. We advocate for ecologically sustainable practices that respond to climate change and ensure the protection of natural resources for future generations.

**Empowerment**

We empower communities, especially women and youth, through capacity building, education, and skill development. We work to ensure these groups have the tools and knowledge necessary to secure a dignified livelihood and contribute to societal progress.

**Inclusivity**

We value inclusion as a cornerstone of our work. We believe in providing equal opportunities for all, particularly for vulnerable groups such as women, children, and minorities, ensuring no one is left behind.

**Accountability & Integrity**

We maintain the highest standards of integrity, ensuring that all our actions are transparent, effective, and efficient. We hold ourselves accountable to the communities we serve and to our partners, striving for continuous improvement and trust in all our dealings.

**Solidarity**

We stand in solidarity with the poor, powerless, and excluded individuals and groups. We work together with communities to tackle their most pressing issues, reinforcing a spirit of mutual support and collective responsibility.

**Innovation & Creativity**

We encourage creative and innovative approaches to problem-solving. By embracing new ideas and solutions, we aim to create lasting, positive changes that improve the lives of those we serve.

**Human Rights for All**

We advocate for the recognition and protection of human rights for every individual. We believe in the power of marginalized communities to be active participants in their own development and strive to create opportunities for them to thrive.

# Governance

Green The Environment (GTE) follows a structured and inclusive governance model to ensure transparency, accountability, and effective decision-making in all its operations. The governance framework is designed to ensure that all key stakeholders, including the executive committee, staff, and community members, are actively engaged in the organization's activities and development processes.

**General Body & Executive Committee (EC)**

GTE is governed by a **General Body** that elects a **7-member Executive Committee (EC)**. The General Body holds overall responsibility for the strategic direction of the organization, while the Executive Committee provides policy guidelines to ensure that the organization's mission and vision are consistently pursued.

The **Executive Committee** is responsible for high-level decision-making, including setting priorities, approving major plans and budgets, and guiding the organization's operations. Key decisions are made during regular meetings where the issues and concerns of the community participants, gathered from the field, are discussed.

**Role of Executive Director & Member Secretary**

The **Executive Director**, as the **Member Secretary** of the Executive Committee, plays a crucial role in managing the day-to-day operations of GTE. The Executive Director organizes monthly meetings where the team and staff members gather to discuss ongoing activities, challenges faced by participants, and areas for improvement. These meetings ensure that both **top-down** and **bottom-up** communication channels are maintained, fostering a participatory and responsive organizational culture.

**Decision-Making & Communication Process**

A core principle of GTE's governance is the **two-way decision-making process**, ensuring that feedback and insights from the field level (bottom-up) are integrated into the organization's decisions and policies. At the same time, the Executive Committee (top-down) provides the strategic direction and decision-making guidelines that are then executed at the grassroots level. This system ensures that the decisions taken are well-informed, relevant, and responsive to the needs of the communities GTE serves.

**Annual General Meeting (AGM)**

GTE organizes an **Annual General Meeting (AGM)** at the end of each financial year, where all members of the General Body gather. During this meeting, the Executive Committee reviews the progress of the organization, including the status of ongoing projects, financial matters, and sector-specific activities. Each sector head, on behalf of the Executive Director, presents a comprehensive report on their respective areas, detailing achievements, challenges, and responses to any issues raised by the General Body members. Additionally, the **yearly budget** is reviewed, and the budget for the upcoming year is approved during the AGM.

**Management & Planning**

GTE places a high priority on effective **planning, monitoring, and evaluation** (PME) to ensure that its projects and activities achieve the desired outcomes. The organization has initiated internal reforms to strengthen its planning and management processes, with a focus on standardizing planning procedures, building the capacity of staff, and ensuring results-based planning.

The organization's human resources, finance, and administrative management are under continuous development to ensure that the systems are efficient and capable of supporting GTE's growing needs. Although progress has been made in these areas, there is an ongoing commitment to improve the planning and evaluation systems, generate lessons learned, and establish best practices for better decision-making and impact measurement.

## Legal Status

- Registered with the Department of Social Service in 1999, Registration No. DHA/04/594
- Registered with the NGO Affairs Bureau in 1999, Registration No: 1419
- Green The Environment EU PADOR Number: Bd-2024-ABH 2809295896
- Green The Environment UEI Number: EHDPWQJL3Q45, N-CAGE Code: SSDU0
- Tax Identification Number (TIN): 387696797943, Circle-93
- Value Added Tax Registration Certificate: 17081030855, Area Code: 170202.

## VISION 2028
**By the year 2028,**
**Reach 10 million vulnerable people directly in 64 districts of Bangladesh**

# Target Group and Geographical Location of Operational Plan:

Green The Environment (GTE) is dedicated to working with vulnerable and marginalized communities, particularly focusing on empowering women, children, ethnic minorities, and other disadvantaged groups. GTE believes in the potential of these communities to lead their own development, and as such, the organization strives to respond to their needs while fostering sustainable change. Below is a detailed outline of the target groups and geographical locations where GTE operates:

**Target Groups:**

1. **Adolescent Girls**
GTE focuses on empowering adolescent girls by promoting education, health, and social rights, helping them navigate challenges such as child labor, gender-based violence, and limited access to opportunities. GTE works to raise awareness about adolescent girls' health, including sexual and reproductive health and rights (SRHR), and the barriers they face due to gender inequality.

2. **Vulnerable Women**
The organization places a strong emphasis on the empowerment of women, especially those from marginalized communities, through skill development, economic independence, and leadership opportunities. GTE aims to reduce gender disparities by promoting women's participation in decision-making processes and improving their access to resources such as education, healthcare, and economic opportunities.

3. **Children & Youth**
GTE works to improve the lives of children, particularly those living in poverty or facing abuse, trafficking, and child labor. The organization promotes children's rights, health, and education, ensuring that the younger generation is provided with opportunities to thrive. Additionally, youth are engaged in skill development and leadership programs to build their capacity for future roles in society.

4. **Farmers/Fishermen**
GTE provides support to farmers and fishermen, particularly in climate-vulnerable areas, by introducing sustainable agricultural and fishing practices. The organization promotes modern farming techniques, climate-resilient crops, and eco-friendly practices to enhance productivity while protecting the environment. GTE also works on improving food security and livelihood sustainability for these groups.

5. **RMG Sector Workers**
In Bangladesh, a significant portion of the population works in the ready-made garment (RMG) sector. GTE advocates for improved working conditions, fair wages, and labor rights for RMG workers, especially women. The organization helps workers in this sector access legal support, improve their working environment, and gain financial independence through skill development.

6. **Seafood Processing Workers**
GTE focuses on improving the livelihoods of seafood processing workers, ensuring that they have access to better working conditions, fair wages, and safe environments. The organization

also works to enhance the health and safety standards in seafood processing industries and promote environmental sustainability in fisheries.

1. **Indigenous Communities**

GTE works with indigenous communities to protect their rights, preserve their cultural heritage, and improve their access to basic services. The organization supports indigenous people in gaining equal opportunities in education, healthcare, and economic development while respecting their traditions and ways of life.

2. **Community Health Workers / Traditional Birth Attendants (TBA) / Village Health Workers (VHW)**

GTE supports community health workers, TBAs, and VHWs in improving the health outcomes of rural and underserved communities. The organization provides training, resources, and ongoing support to these essential service providers to enhance the delivery of maternal, child, and reproductive health services at the grassroots level.

3. **Policy Makers / Local, State, and National Level Authorities**

GTE works closely with policymakers at the local, state, and national levels to advocate for policies that promote social justice, human rights, environmental sustainability, and gender equality. The organization engages in policy dialogues and capacity-building initiatives to influence systemic change that benefits marginalized communities.

## Geographical Location of Operational Plan

GTE operates with a broad geographical focus, reaching communities across various regions with an emphasis on the most vulnerable areas.

1. **National Coverage**

GTE aims to expand its reach across the country, ensuring that its interventions cover both urban and rural areas. The organization has a special focus on **climate-vulnerable** regions, including those prone to flooding, droughts, and other environmental hazards, where communities face heightened socio-economic challenges.

2. **Specific Focus Areas:**
   o **Urban Slums & Char Dwellers:** GTE targets disadvantaged communities living in urban slums and flood-prone areas (char lands), who often face exclusion from basic services, poor living conditions, and limited economic opportunities.
   o **Rural & Remote Areas:** The organization also focuses on rural and remote areas, where access to services like healthcare, education, and livelihood opportunities can be limited.
   o **Coastal Areas & Fisheries Communities:** Given the organization's focus on environmental sustainability and climate resilience, coastal areas where fishing communities live are a priority. GTE works with these communities to promote sustainable fishing practices and climate-resilient livelihoods.
   o **Indigenous Areas:** The organization is committed to supporting indigenous communities across various regions, working to preserve their land rights, culture, and access to resources.

## 1. Local, State, and National Collaboration

GTE works closely with **local, state, and national** government bodies to align its interventions with public policy priorities. This collaboration ensures that GTE's activities are integrated into broader development goals and contributes to systemic change. The organization also engages in grassroots mobilization and advocacy at all levels to foster a culture of participatory governance and sustainable development.

**Green The Environment Working Area**



**Area Mark**

Head Office

Divisional Hub

Local Hub
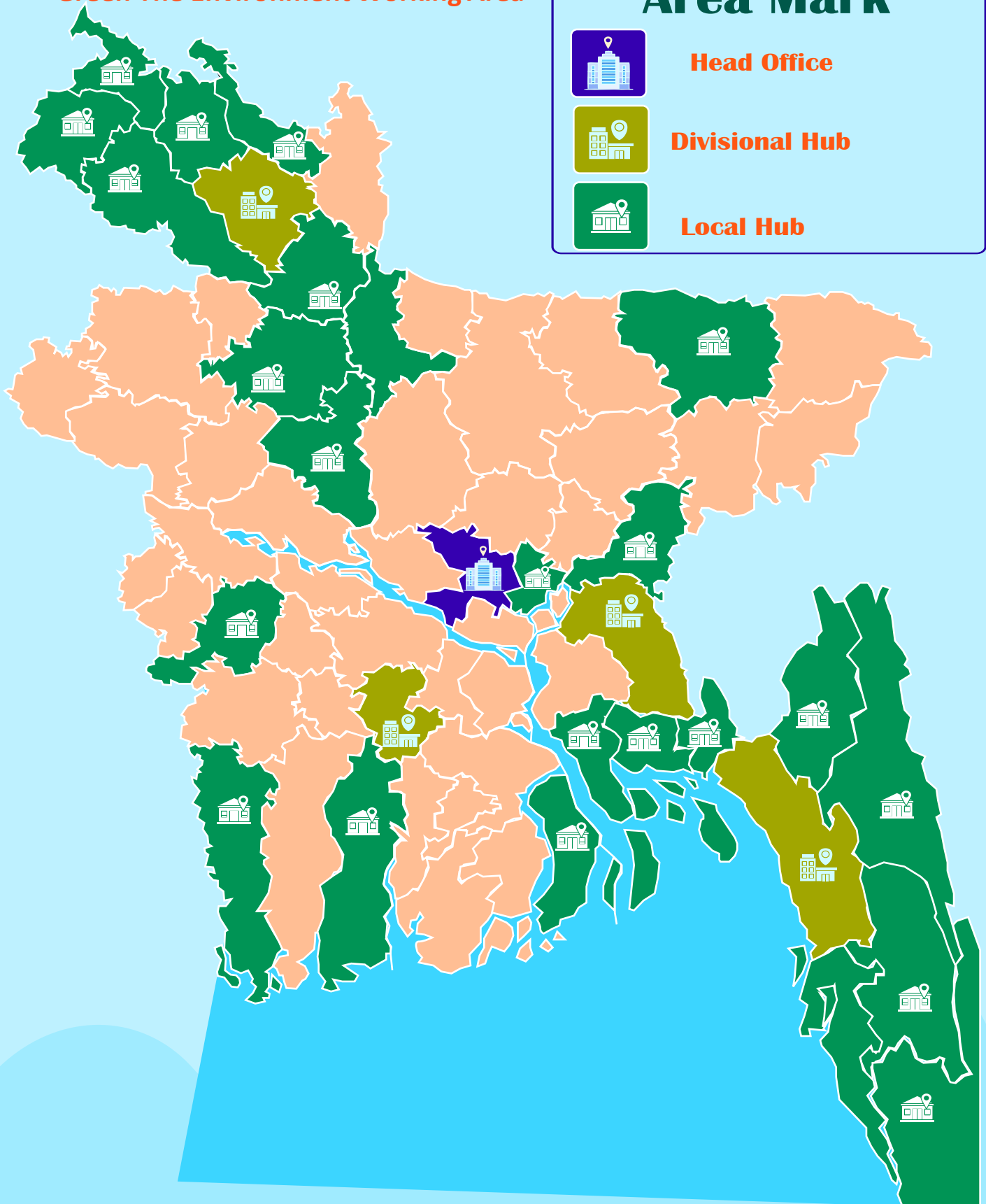
# Green Then Environment NETWORK (Up to December 2023)

| Activity / Program |
|---|
| Activity / Program Name: Integrated Disaster Risk Management and Community Resilience, Year: 2024, Location: Noakhali, Feni, Cox's Bazar, Satkhira, Sunamgonj, Jamalpur, Gaibandha, Source of Fund: GTE Own Fund & CSR Fund. |
| Activity / Program Name: Strengthening Resilience Against Flood Risks, Year:2024, Location: Kurigram, Gaibandha, Jamalpur, Sirajganj, Sylhet, Noakhali, Feni, Source of Fund: GTE Own Fund & CSR Fund. |
| Activity / Program Name: Eradication of Hazardous Child Labor in Bangladesh, Year: Ongoing (2020-2024), Location: Nationwide (various districts and upazilas), Source of Fund: Ministry of Labor & Employment, GOB |
| Activity / Program Name: Out of School Children Project (OoSC), PEDP-4, Year: Nov 2020 - June 2024, Location: Various districts (Specific areas of focus), Source of Fund: IFAD & GOB |
| Activity / Program Name: Farmer Agricultural Training on "Postharvest and Primary Processing", Year: Feb-Jun 2021, Location: Bamna, Barguna     IFAD & GOB |
| Activity / Program Name:  Farmer Agricultural Training on "Business Management Skills" (PHP P 14: Bamna-50)    Feb-Jun 2021  Bamna, Barguna, Source of Fund: IFAD & GOB |
| Activity / Program Name: 100 Batch Farmer Agricultural Training on "Business Management Skills", Year: Jan-Jun 2020, Location: Bamna, Barguna, Source of Fund: GoB & World Bank |
| Activity / Program Name: Climate Resilient Livelihoods for Vulnerable Farmers. Year: 2015-2019, Location: Noakhali, Feni, Cumilla, Laksmipur, Sonagazi, Dagonbhuiya, Source of Fund: Harvest Plus Bangladesh (Agriculture Research Project) |
| Activity / Program Name: Vulnerable Group Development (VGD) Program, Year: 2009-2024, Location: Bhola District (Monpura, Tazumuddin), Source of Fund: GOB, ADB, SDC |
| Activity / Program Name: Post Literacy and Continuing Education for Human Development Project (PLCEHD-II), Year: 1999-2003, Location: Satkhira, Noakhali, Gaibandha, Rangpur, Source of Fund: GOB, World Bank |
| Activity / Program Name:  Adult Education, Year: 1999-2000 & 2008, Location: Noakhali District (Senbag, Begumganj), Source Of Fund: NGO Forum & Bangladesh NGO Foundation |
| Activity / Program Name: Water & Sanitation, Year: 2002-2004, Location: Dhaka City Corporation, Source of fund: Dhaka City Corporation |
| Activity / Program Name: Health and Family Planning, Year: 2004-2005, Location: Noakhali District (Senbag Upazila), Location: MOST & CT (GOB) |
| Activity / Program Name:  Management of Rice Stem Borers Using Medicinal Plants of Bangladesh, Year: Ongoing, Location: Nationwide (focus on rice-producing areas), Source Of Fund: GTE Own Fund & CSR Fun |

# Fund-raising strategy

Green The Environment (GTE) recognizes that effective fundraising is essential for sustaining its programs and ensuring the long-term impact of its mission. The organization is committed to diversifying its funding sources through a range of strategies that build relationships with individual donors, institutions, and the private sector, while also generating income through innovative social enterprises. Below is an outline of a comprehensive and effective fundraising strategy for GTE:

1. **Community Fundraising and Individual Giving**

GTE will focus on building a strong and engaged community of individual and retail donors, both from within Bangladesh and internationally. This strategy will offer a variety of giving options to encourage ongoing support and deepen relationships with donors.

- **Donor Engagement**

    GTE will engage individual donors by creating compelling narratives about the organization's work and its impact on vulnerable communities. By showcasing success stories, outcomes, and the tangible difference that donations make, GTE will inspire both one-time and recurring donations. This can include:
    - **Online fundraising platforms:** Implementing user-friendly donation platforms for one-time or monthly contributions.
    - **Fundraising campaigns:** Creating targeted campaigns (e.g., child education, women's empowerment) that resonate with donor interests.
    - **Donor recognition:** Acknowledging and celebrating donors' contributions through newsletters, social media shoutouts, and special events.

- **Donor Communication**

    Regular communication is key to keeping individual donors informed and involved. GTE will:
    - Send personalized updates on the impact of their contributions, including reports on the specific projects they supported.
    - Host donor appreciation events, either virtually or in person, to foster deeper connections with supporters.

- **Engagement of Overseas Donors**

    Expanding its donor base to international supporters will be a key strategy. GTE will:
    - Partner with overseas-based organizations and communities to raise awareness about its mission.
    - Provide opportunities for diaspora communities to connect and contribute through cultural or awareness events.


    **2. Grant Fundraising**

    Grant funding will remain a core component of GTE's financial sustainability. This strategy will focus on strengthening relationships with current donors while also seeking new opportunities for support.

- **Strengthening Existing Relationships**

    GTE will continue to nurture and strengthen relationships with its current donors, ensuring they feel valued and informed about the progress of the projects they are funding. This will include:
    - Regular progress reports, impact assessments, and meetings with donors to discuss ongoing projects.

Engaging in joint initiatives with existing partners to maximize impact and reach.

- **Expanding Donor Networks**
  GTE will actively seek new grant-making opportunities from national and international foundations, government agencies, and development organizations. The key steps will include:
  - Conducting thorough research to identify grant opportunities that align with GTE's mission and strategic goals.
  - Applying for both restricted (project-specific) and unrestricted (general operating) grants, ensuring flexibility in funding sources.
- **Unrestricted Funding**
  In addition to project-specific grants, GTE will target unrestricted funding to support its operational costs and long-term sustainability. This will allow the organization to have more flexibility in implementing its activities and responding to unforeseen challenges.

### 3. Corporate Social Responsibility (CSR)
The private sector plays an important role in supporting nonprofit initiatives through donations, partnerships, and expertise. GTE will develop strategic partnerships with companies to encourage corporate giving and collaboration.

- **Developing Corporate Partnerships**
  GTE will reach out to corporations, particularly those with a social impact focus, to create mutually beneficial partnerships. These partnerships can include:
  - **Financial support:** Encouraging companies to donate a percentage of their profits to GTE's work.
  - **Employee volunteering programs:** Developing opportunities for companies to engage their employees in volunteer activities, creating a direct connection between the company and the community GTE serves.
  - **Matching gift programs:** Partnering with companies to set up matching gift initiatives where employee donations are matched by the company.
- **Corporate Products**
  GTE will develop **corporate products** that incentivize donations. For example, GTE can create branded merchandise or develop cause-related marketing campaigns where a portion of proceeds is donated to GTE's initiatives.
- **In-kind Support**
  Beyond financial contributions, GTE will seek in-kind donations of products, services, or expertise. This can include support for events, provision of materials for training or community programs, or pro bono professional services.

### 4. Social Enterprise
GTE will explore the creation of social enterprises as a sustainable way to generate income and support its work. These initiatives will align with GTE's values and mission, promoting both financial self-sufficiency and social impact.

- **Identifying Revenue-Generating Activities**
  GTE will develop income-generating initiatives that provide products or services with a social or environmental impact. These initiatives will be designed to support GTE's work while also providing long-term sustainability. Potential opportunities could include:

**Sustainable agriculture products:** Producing and selling organic products from GTE's

- o   farming projects to generate income while promoting sustainable agriculture.
  - o   **Eco-tourism initiatives:** Offering eco-tourism experiences in local communities that also support GTE's environmental programs.
  - o   **Skills training and consultancy:** Offering capacity-building services or training in areas such as sustainable development, women's empowerment, and climate change adaptation.
- **Social Impact Measurement**
  The success of social enterprise initiatives will be measured not only by financial returns but also by the social impact created. This will ensure that GTE's enterprises align with its mission to empower marginalized communities and promote environmental sustainability.
  - **5. Digital Fundraising**
    In addition to traditional fundraising methods, GTE will incorporate **digital fundraising** strategies to reach a broader audience, including:
- **Crowdfunding campaigns:** Utilizing platforms like GoFundMe, Kickstarter, or local crowdfunding initiatives to support specific projects or needs.
- **Online events and auctions:** Hosting online fundraising events, such as virtual galas, webinars, or silent auctions, to engage donors and raise funds.

## Theory of Change

Green The Environment (GTE) envisions a world where marginalized and vulnerable communities are empowered to lead their own development, drive sustainable change, and ensure social justice. With a core belief in the power of communities to transform their circumstances, GTE follows a Theory of Change that focuses on fostering community-led initiatives, promoting social inclusion, enhancing resilience, and driving systemic change. This approach is grounded in the principles of equity, participation, and sustainability, aiming for a long-lasting and profound impact across the communities it serves.

## Fundamental Beliefs and Guiding Principles

GTE holds a firm conviction that systemic and enduring change is possible when local communities are at the heart of development efforts. These communities must not only have the ability to identify and address their own needs but also be empowered to access basic rights and services, harness their resources, and collaborate with other actors, including governments and organizations. In line with these principles, GTE focuses on building the capacity of communities, empowering them to drive their own development agenda, while working within the broader frameworks of human rights and sustainable development.

GTE's Theory of Change is informed by the belief that true transformation can only occur when people themselves, particularly those from marginalized and underprivileged backgrounds, take ownership of their development. This approach leads to tangible, long-term outcomes where communities not only meet their immediate needs but also build resilience and adapt to future challenges. At the heart of GTE's work are its commitment to advancing the United Nations Sustainable Development Goals (SDGs), ensuring no poverty, zero hunger, good health, quality education, gender equality, and sustainable environmental practices.

**Key Focus Areas and Goals**

GTE's focus areas are aligned with global sustainability frameworks, particularly the SDGs. The organization works in the following strategic areas, each with its own specific goals and approaches:

1. **No Poverty & Zero Hunger**

GTE is committed to eradicating poverty and hunger through community-driven solutions. By addressing the root causes of poverty and enabling local communities to access sustainable food systems, GTE works to build resilient communities. A major focus is on promoting sustainable agriculture and improving food security. However, challenges such as poor delivery of development aid, limited skills, and inadequate access to resources can hinder progress. GTE seeks to address these by improving resource management, building local capacity, and fostering collaborative efforts between community members, governments, and other stakeholders.

2. **Good Health & Education**

Good health and education are foundational to the development of individuals and communities. GTE believes that access to quality healthcare and education is a right for every individual, especially for women and children. GTE works to improve healthcare access, promote health awareness, and ensure better delivery of services. In education, the organization focuses on enhancing the quality of learning and promoting vocational and technical training for youth, especially girls. However, challenges like poor service delivery, non-responsive traditional practices, and underfunded institutions must be addressed through community-led initiatives and engagement with stakeholders to improve responsiveness.

3. **Promotion of Rights and Empowerment**

The promotion of human rights, particularly the rights of marginalized groups such as women, children, and ethnic minorities, is central to GTE's mission. GTE believes in a rights-based approach to development that includes capacity-building, advocacy, and promoting leadership in vulnerable communities. The organization emphasizes the need for effective leadership, quality governance, and citizen participation. However, barriers such as weak civic engagement, low capacity in leadership, and unequal distribution of resources often obstruct progress. GTE tackles these issues through participatory governance, strengthening local institutions, and encouraging collective action at the community level.

4. **Sustainable Communities & Resilience**

GTE's vision of a sustainable community involves fostering resilience to both environmental and socio-economic challenges. Communities must not only adapt to the impacts of climate change but also be capable of managing natural resources sustainably. GTE works on climate change adaptation, mitigation, disaster risk reduction, and sustainable livelihood programs, including sustainable fisheries and modern agriculture. The ultimate goal is to create communities that are adaptive, resourceful, and capable of responding to emerging risks and hazards. However,

challenges like limited resource availability and unsustainable resource use must be overcome by scaling up community-driven initiatives and ensuring the sustainable utilization of local resources.

**Pathways to Change**

GTE's Theory of Change is built on several key pathways that work together to create systemic change:

**Community-Led Capacity Building:** The core of GTE's approach is empowering communities to lead their own development. This includes providing training and education, improving technical skills, and building leadership capacity. Through capacity-building, communities gain the tools and knowledge needed to manage their own resources, solve local problems, and take an active role in shaping their future. These efforts aim to build self-sufficiency and reduce dependency on external aid.

**Inclusive Participation & Multi-Stakeholder Engagement:** GTE emphasizes the importance of participatory governance, where all community members, especially marginalized groups, are actively involved in decision-making. By fostering collaboration between local communities, governments, civil society organizations, and the private sector, GTE creates an environment where all stakeholders work together towards common goals. This approach strengthens accountability, ensures that interventions meet the needs of the communities, and creates more sustainable outcomes.

**Rights-Based Advocacy & Social Accountability:** Advocacy for human rights and social justice is central to GTE's work. The organization promotes policies and practices that protect the rights of vulnerable groups, particularly women, children, and marginalized communities. Through advocacy campaigns and legal support, GTE strengthens civic engagement and promotes social accountability at the local and national levels. This approach ensures that the needs of marginalized communities are heard and addressed, and that communities are equipped to hold duty-bearers accountable.

**Sustainable Resource Management & Environmental Justice:** GTE works towards creating communities that are resilient to climate change and capable of managing their natural resources in a sustainable manner. Through initiatives such as climate adaptation and mitigation programs, sustainable fisheries, and green energy projects, GTE empowers communities to mitigate environmental risks and reduce their dependence on external resources. By promoting sustainable agriculture and eco-friendly practices, GTE ensures that environmental justice is at the heart of its development model.

**Addressing Challenges and Negative Influences**

While GTE is committed to achieving sustainable development and social justice, it acknowledges that several challenges can impede progress. These include:

**Poor Delivery of Development Aid**: GTE works to ensure that aid is used effectively by focusing on capacity building, accountability, and local ownership.

# Summary of the Strategic Plan

GTE's strategic plan directly contributes to several SDGs, with particular emphasis on:

**No Poverty & Zero Hunger (SDG 1 & 2):** GTE works to eradicate poverty and hunger by enhancing the socio-economic status of marginalized people, particularly in rural and climate-vulnerable areas. Through sustainable agriculture programs, innovative farming practices, and agro-based product development (e.g., jams, pickles), GTE ensures food security and promotes income-generating opportunities for farmers.

**Good Health and Well-being (SDG 3):** GTE addresses health disparities through awareness campaigns and providing access to nutrition, healthcare services, and WASH (Water, Sanitation, and Hygiene) programs. It also focuses on maternal and child health, as well as climate-based health issues affecting women and children.

**Quality Education & Lifelong Learning (SDG 4):** GTE promotes inclusive education for children and youth, particularly adolescent girls, to foster social mobility and reduce vulnerability. Additionally, GTE provides vocational training and skill development to women and youth, empowering them to engage in economic activities and enhancing their employability.

**Gender Equality (SDG 5):** GTE's programs emphasize women's empowerment, increasing access to education, healthcare, and economic opportunities. It works to eliminate child labor, trafficking, and gender-based violence, while fostering the leadership and participation of women in community governance, decision-making, and climate change actions.

**Clean Water & Sanitation (SDG 6):** Through its WASH programs, GTE works to ensure access to safe drinking water, sanitation, and hygiene services in rural communities, improving public health and reducing the burden on women and children who often collect water.

**Affordable and Clean Energy (SDG 7)**: GTE supports women-led initiatives in the renewable energy sector, focusing on affordable, reliable, and sustainable energy solutions, thus contributing to climate change mitigation while empowering women.

**Decent Work and Economic Growth (SDG 8)**: GTE fosters sustainable livelihoods by providing training in modern agriculture, fisheries, and skill development. It supports farmers and fishers by linking them to markets and improving their production techniques, creating pathways for decent work and sustainable economic growth.

**Industry, Innovation, and Infrastructure (SDG 9)**: The organization promotes innovation through new agricultural methods and sustainable practices, enhancing resilience to climate change and improving the infrastructure in rural communities, especially in remote areas such as the Chittagong Hill Tracts.

**Reduced Inequality (SDG 10)**: GTE works to reduce socio-economic inequalities by advocating for equal opportunities for all, particularly for women, children, and indigenous communities. The organization ensures that marginalized groups have access to essential services, economic opportunities, and a voice in local decision-making processes.

**Climate Action (SDG 13)**: GTE addresses the challenges posed by climate change through disaster management programs, climate adaptation, and mitigation strategies. It helps communities develop resilience to natural disasters, promotes sustainable agricultural practices, and engages in climate finance awareness.

**Life on Land (SDG 15)**: GTE promotes environmental protection and sustainable agricultural practices to maintain ecological balance. Its programs in sustainable agriculture and natural resource management aim to protect biodiversity and ensure the long-term viability of farming systems.

**Key Objectives and Actions**

GTE's objectives are design to achieve a sustainable and inclusive socio-economic development for disadvantaged groups, with a focus on:

- **Women Empowerment**: Building women's capacity through skill development and promoting leadership roles in both community governance and the renewable energy sector.
- **Children and Adolescent Health**: Increasing awareness of health and nutrition, while ensuring the rights of children and adolescent girls, particularly in climate-vulnerable regions.
- **Climate Resilience**: Promoting climate adaptation practices, sustainable agriculture, and disaster risk reduction strategies to safeguard vulnerable communities.
- **Good Governance and Accountability**: Encouraging active citizenship, enhancing transparency, and ensuring the rights of marginalized communities through participation in local decision-making processes.

# GREEN THE ENVIRONMENT STRATEGIC GOALS: 2024-2028

Green Then Environment Network (GTE) has set a bold and comprehensive vision for 2024-2030 to drive sustainability, resilience, and social equity. The strategic goals focus on eradicating poverty and hunger by promoting sustainable agriculture and providing economic opportunities to marginalized communities. GTE aims to improve public health through access to clean water, sanitation, and hygiene while enhancing education and vocational training to empower youth and adults with skills for better livelihoods. A strong commitment to human rights, gender equality, and child protection will ensure equal opportunities and justice for all. GTE will further promote climate action and the adoption of renewable energy solutions, fostering sustainable communities. Innovation will be central to organizational development, ensuring GTE adapts to emerging challenges through technology, improved efficiency, and scalable solutions. These goals are designed to create lasting change, improving the quality of life for vulnerable populations while advancing environmental sustainability and climate resilience.

## Strategic Goal:  01:  No Poverty & Zero Hunger

As on December 2023, the existing some remarkable programmes of GTE have been aligned with SDG 1 **End poverty in all its forms, everywhere** and SDG 2 **End hunger, achieve food**

**security and improved nutrition and promote sustainable agriculture.** Through these projects (SDG wise implemented/ongoing GTE projects), GTE has been always focusing on access to social safety, MFI, promoting cultivation of highly prospective commodities, introduce technology to the participants, create diversification of income opportunities,  provide various IGA and skill trainings, conduct different nutritional activities, encourage savings, linkage, coordination and collaboration with GO and NGOs, provide various seasonal loan, capacity building of root level farmers, resilience building on lean period, promote lead farmers, financial assistance to the urban poor, build up and foster micro-entrepreneurship for self-employment for rural people, ensure employment of women in Monga period and many others issues that has been already kept a vital role to meet up SDG1 and SDG 2. For the upcoming years and decades, GTE have been considering the following strategic outcomes intensifying to reach the target of SDG 1 and SDG 2 till the 2028.

### Outcomes
- Improved access to social safety nets programs and others basic services to poor and vulnerable households and groups.
- Increase sustainable productivity and economic assets of the targeted people.
- Improved access, ownership and control over livelihoods resources by the poor and vulnerable people.
- Improved access to financial services    and appropriate technologies to the poor households;
- Improved nutrition status of the targeted mother and child.
- Targeted households employed by diversified and resilient livelihood practices.
- Improved significant level of livelihood by lagging behind people and deprived Ethnic minority and lower caste within GTE working area.
- Improved household food and income security by the targeted beneficiaries.
- Developed small and micro level enterprise in intensifying and increased engagement of Youths in diversifying productivity and marketing of both farming and off-farm sectors.
- Established effective & strong linkage, networking and advocacy for ensuring access to safety net program support for the vulnerable communities.

### Targets to be achieved by 2028
- Inclusion and participation of the disadvantaged and vulnerable poor people and
- communities in social, political, service delivery and administrative institutions is ensured;
- Improving Livelihood status of the disadvantaged and vulnerable poor people sustainably through diversified and resilient livelihood practices.
- Vulnerable people have accumulated tangible economic assets as a result of substantial increase in their productivity.
- Improving Food and nutrition security of the disadvantaged and vulnerable poor people through sustainable change in economic and livelihood status.
- Introducing Research and innovation on locally relevant techniques and technologies for increasing productivity and crop diversity.

- Undertaking Advocacy and policy lobbying with GOs-NGOs in best effective ways for more people-friendly services and activities;
- More intensive networking and collaboration activities with network partners, GO and other stakeholders for addressing the most urgent needs of disadvantaged people.
- Diversifying productivity ensured through focusing on value chain crops functioning input and supply chains as well as capacity enhancement of the agriculture extension services.
- Promoting fair price devices enabling the producers to get justified return from the sale of products in the in-country and international markets.
- Partnership development with green economy and safe food campaigns to develop and integrated approach for sustainable agriculture.

**Strategies and approach to achieving the targets and outcomes**
- Create access to assets, access to external support (safety nets, etc.) and livelihood strategies, for the Disadvantaged and vulnerable poor households.
- Create increased access to financial services for disadvantaged and vulnerable poor households.
- Create improved access to livelihood resources for vulnerable households and have control over livelihood options.
- Introducing modern equipment and technologies for increased productivity of vulnerable households.
- Access to micronutrient rich food for the Disadvantaged and vulnerable poor households.
- Establish networking and advocacy with GOs and NGOs, local government bodies and community forums on developing resilient pathway for vulnerable communities;
- Develop and implement innovative programs based on learning from current and past activities,
- Establish effective linkages with GO-NGO level service providing agencies for inclusion of larger number of vulnerable people under social safety nets.
- Introduce knowledge sharing on resilient livelihood and sensitization for sustainable use of natural resources.
- Encourage local level innovation and replication of best practices for increasing agricultural and economic productivity of vulnerable households.
- Ensure extensive sharing of information at all levels to bridge information and communication gaps for ensuring food and Nutrition security, improved livelihood practices and better management of disasters and climate shocks.

# Strategic Goal 02: Good Health and Clean Water & Sanitation

Aligned with **SDG 3 Ensure healthy lives and promote well-being for all at all ages;** & **SDG 6 Ensure availability and sustainable management of water and sanitation for all,** GTE has always focused on access to health service, institutional sustainability of urban primary health care services; created enabling environment for the poor people to get better services at

their door steps; increase awareness for health service accessibility of marginalized people including Ethnic Minority and Dalit's; provide quality neonatal care and child health services; arrange hygiene session within various levels; provide and encourage to install latrine & Tubewell; No of water point installation with platform by community initiatives; formation various committee related to WASH; create demand for WASH Related Product Business ; gradually scale up water supply, sanitation and hygiene promotion in low service coverage areas; facilitating adaptation of hand- washing and hygiene into school activities in the targeted districts; improving access to safe water, hygiene and sanitation in poorest communities; provide various training on health and WASH in different levels etc through the SDG 3 and SDG 6 related various GTE implemented and ongoing projects (SDG wise implemented/ongoing GTE projects). For the upcoming years and decades, GTE have been considering the following strategic outcomes intensifying to reach the target of SDG 3 and SDG 6 till 2028.

**Outcomes**
- Decreased rate of Child and maternal mortality of disadvantaged and vulnerable poor people.
- Improved quality of WASH in equity and sustainability perspective within GTE working area.
- Improved WASH service system through strengthening and functioning existing facilities/systems and practices.
- Increased access to health services from different government sectors by targeted communities.
- A significant number of people suffered less from various diseases within the GTE working area.

**Targets to be achieved by 2028**
**Health sectors:**
- Ensure essential service delivery (GTE) package for woman and children through field-based programs and institutional service (hospital, Floating Hospital
- , maternity centers, etc.)
- Providing service through e-health and medical technology (including tele-medicine) across GTE service areas.
- Expanding preventive and curative service for communicable diseases.
- Maintain and operate GTE's hospitals to provide quality health services.
- Activate Community Clinics and FWCs with the close collaboration of Government of Bangladesh.
- Expand Static Clinics and satellite clinics within the GTE Working Area.
- Extend inclusion of all components of the integrated health programme
- Grow the number of monthly Satellite Clinic Days
- Increase  Trained Community  Health Volunteers in both rural and urban setup
- Ensure effective linkages, collaboration and networking with government and other NGO private health service providers
- Special health program for Aged

**Limited Skills and Capacity**: Through training and educational programs, GTE aims to equip communities with the skills necessary for sustainable development.

**Inequality and Social Exclusion**: GTE's rights-based approach ensures that no one is left behind, particularly women, children, and marginalized groups.

**Weak Civic Engagement and Governance**: GTE strengthens leadership and governance structures, promoting inclusive decision-making and accountability.
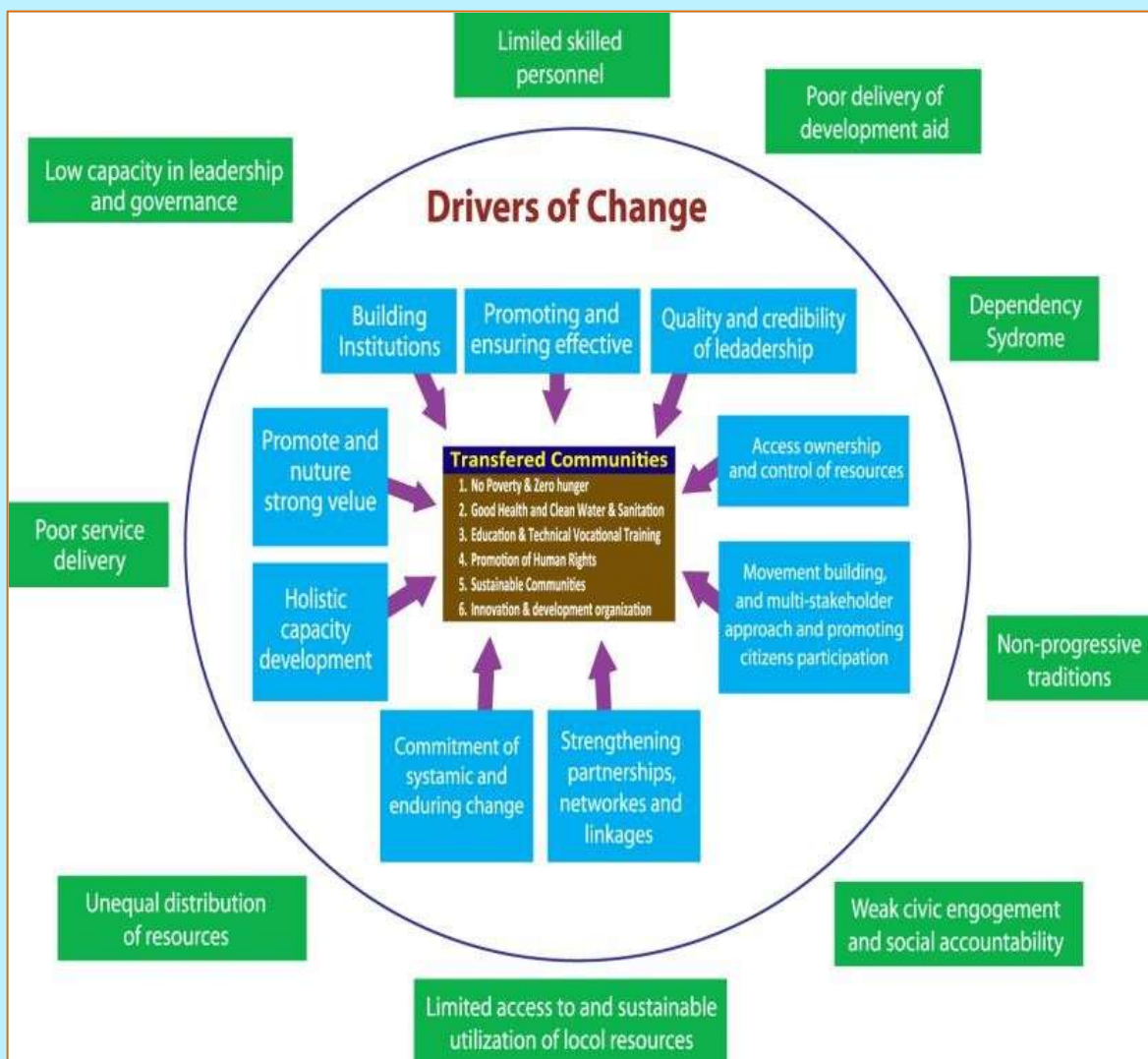
**WASH sectors:**
- Widen quality to coverage of WASH in rural, urban, slums, communities & Schools
- Promote Solid Waste Management &Facial sludge Management
- Providing increased access to safe water and sanitation for household use by diversifying hardware technology and promoting water enterprises at the local level.
- Intensifying hygiene promotion and cleanness campaigns in schools, communities and townships.
- Encouraging gradual expansion in WASH programs in new urban settlements, secondary towns and growth centers
- Expansion of SRH program activities

**GTE strategies and approaches to achieve the targets and outcomes**
- Close Collaboration with Government & LGIs
- Community based participatory service delivery approach.
- Using Rights based approach for access to health, SRH & WASH
- Coordinating advisory and consultation services to vulnerable people and consolidating existing linkages between them and service providers

## Strategic Goal:  03: Education & Technical Vocational Training

**SDG 4 Ensure inclusive and equitable education and promote life-long learning opportunities for all,** and **SDG 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all** and **SDG9 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation** are also aligned with some of existing Programs of GTE (SDG wise implemented/ongoing GTE projects) as on December, 2023. Through these projects, GTE have been trying to get the benefits from quality inclusive education for most marginalized and excluded students; assist to achieve universal primary education by improving access to basic education of school aged children living in poverty prone areas; reduce short time hunger as well as improving nutritional status of school going children through providing High Energy Biscuit (HEB); increase the enrollment in primary school; reduce dropout rate; improve life skill to cope with transition and change; increase community support for adolescent education and aspirations; withdrawn hazardous child; create conductive working environment; protect children to enter or re-enter into labour market; developed a model on child labour Monitoring system(CLMS), increase skill of rural youth; consult to business supports;  provide vocation and TVET training for empowering women and youth for building their careers  etc. For the upcoming years and decades, GTE have been considering the following strategic outcomes intensifying to reach the target of SDG 4, SDG 8 and SDG 9 till the 2028.

**Outcomes**
- Improved quality of education in equitable ways among boys and girls of targeted schools.
- Improved access to information and technologies for women and vulnerable groups;
- Enhanced technical and livelihood skills of the targeted men and women.

- Increased completion rate of pre-primary and public primary education by disadvantaged children
- Increased school enrollment and completion rate within the children of targeted HHS.
- Developed potentiality of children from the geographically & economically disadvantaged areas (like slums, chars and coastal areas)
- Diversified IT based earnings (IT Enabling Service) at the local level through skills enhancement and networking of services.
- Increased significant number of youth involvement with productive activities through market-based skill development training.
- Safe migration ensured for the aspirant youths from poor and middle-income group population and extending possible support.
- Ensure all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy within GTE working area.

## Targets to be achieved by 2028

- Teachers, school management and local authorities are capacitated and resourced to implement quality education within GTE's targeted communities.
- Increase enrollment and retention of students (especially children from socially and
- economically excluded families) in the schools of GTE targeted communities.
- GTE working communities are well equipped with information communication technologies to have access to livelihood information.
- Developing market-based livelihood skills for women and men from the disadvantaged and vulnerable poor Communities.
- Increased coverage of extended primary education of national standard by the children from disadvantaged groups of population in both rural and urban settings.
- Universal access of the parents and caregivers in the targeted family to literacy, life skills and market-oriented livelihood skills compatible with the Equivalency Framework and the National Technical Vocational Qualification Framework (NTVQF);
- Schools' improvement in terms of teachers' professional development, community engagement and providing competency based inclusive education to the children in the target areas.
- Standardization of all GTE courses in line with NTVQF and BTEB requirements.
- Diversifying TVET courses based on market needs (expanding to agriculture technology, information technology, etc.)
- Active engagement with GOs and NGOs, especially local government bodies for ensuring increased participation and inclusion of the most vulnerable communities in  program activities.

- Increase the Early Childhood Development Program
- Increase the number of after school follow-up centers for reducing dropout and providing quality education.
- Prepare schools to continue schooling during emergencies
- Ensure curriculum including awareness of Basic rights, Moral and ethical behavior & Basic hygiene and the need for environmentally friendly practices.
- Increase number of Adult Learning Centers

**GTE strategies and approach to achieve the targets and outcomes**
- Continuing capacity building and skill development of the staff members.
- Develop and implement innovative programs based on learning from current and past activities.
- Encourage the development of locally relevant technologies and contents.
- Maintain active engagement with grassroots people, especially social activists, teachers and students, civil society representatives and community leaders.
- Establish networking with relevant and like-minded individuals and organizations to improve the quality of services.
- Maintain advocacy and lobbying with local government bodies, GOs and NGOs.
- Encourage integration with ongoing GO-NGO activities in different regions; and
- Follow a bottom-up approach for ensuring more inclusive and socially responsible program interventions.
- Facilitate safe migration to the aspirant youths from poor and middle-income group population for overseas skills-based employment and extend possible support through networking for their living with dignity in the country of destination.
- Develop students' potential through quality education, teaching them character building and awareness of their rights and obligations, and also to provide functional literacy for adolescents and adults.

## Strategic Goal: 04: Gender Equality, Child Protection & Promotion of Human Rights

**SDG 5 Achieve gender equality and empower all women and girls** and **SDG 10 Reduce inequality within and among countries**, **SDG16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels** are aligned with some of remarkable existing programs of GTE as on December, 2023 (SDG wise implemented/ongoing GTE projects). Through these projects, GTE have been mainly focusing on gender equality and empowerment of women and promoting to create an enabling environment to get entitlement of human rights. Some of mentionable interventions are- awareness build up on child abuse and child marriage; established adolescent corner; taken initiatives for provision of available napkin facilities for girls at school hours; arrange school debate competition; improve adolescent health and well-being; deliver adolescent sexual and reproductive health, family planning, nutrition and life skill orientation to married and unmarried adolescents; assist to develop

gender responsive planning and budgeting; gender responsive media, instructions and laws; Village development committee meeting; Human rights protection committee meetings; functioning Value chain activities; arrange various workshop, events and intersection meetings with GO, NGO, INGO and others stakeholders and duty bearers; arrange legal aid session; lobbying and advocacy with various government and non-government institutions; arrange various training on capacity building, leadership, gender, laws, management, health education rights based awareness etc. For the upcoming years and decade, GTE have been considering the following strategic outcomes intensifying to reach the target of SDG 5, SDG 10 and SDG 16 till the 2028.

**Outcomes**
- Increased participation and inclusion of the poor and vulnerable in social and power structures.
- Strong networks and alliances developed to raise voices of children, women and marginalized people.
- Improved voices and rights of the women and marginalized groups in access to critical livelihoods resources.
- Improved Child rights situation among targeted children.
- Enabling environment created for extreme marginalized minorities e.g. Ethnic Minorities, Dalits through contextual right based approach.
- Human rights violation reduced among targeted women, in particular violence against women.
- Empowerment of disadvantaged and excluded people, and their organizations
- Women empowerment & reduction of gender disparity
- Legal/social justice significantly increased
- Caste disparity reduced
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

**Targets to be achieved by 2028**
- Network and alliances with other agencies, organizations and forums are built up that are actively supporting the concerns of children and marginalized people.
- Improve access to livelihood resources for women and marginalized people through greater inclusion and participation of these groups in various forums and networks.
- Reduction in child rights violation is encouraged, and vulnerable children are benefiting from improved child rights situation.
- Continuing GTE initiated Community based Child Rights Monitoring Mechanism & Human Rights Protection Mechanism.
- All of GTE's programs activities have a strong gender dimension which ensures the upholding of women rights.
- Gender will continue to play a crucial role in the planning and implementation of GTE's program activities.
- Violence and other forms of abuse against women are reduced and women are benefiting from improved women rights situation.

- Improve governance and increase community engagement in monitoring o f i n c l u s i v e public services to the poor and disadvantaged population.
- Promoting active citizenship in reduction of violence against women and children and increased access to public information.
- Community and institution-b a s e d services to the victims of violence and vulnerable people for sustainable livelihood and living with dignity.
- Conserve cultural heritage of socially marginalized people

**GTE strategies and approach to achieve the targets and outcomes**
- Consolidate and strengthen the community networks for raising concerns about human rights at the grassroots level, integrating them with the existing network of GTE.
- Sensitize local government bodies and civil society groups for implementing pro-poor human rights campaigns.
- Build capacity of network partners and stakeholders for carrying out pro-women, pro-marginalized and pro children program interventions.
- Conduct advocacy and policy lobbying at local, regional, national and international level for the protection of human rights, especially children, ethnic minorities and women rights.
- Raise social awareness on human rights issues among targeted groups of people through volunteers and opinion leaders targeting unfavorable social values and customs.
- Strengthen mass media, community information centers and local forums for highlighting locally relevant human rights issues and integrating them with mainstream human rights campaigns.
- Coordinate advisory and consultation services to vulnerable people and consolidate existing linkages between them and legal service providers.
- Develop voluntarism and leadership among community people to take up more community-run, self-managed programs.
- Collect reliable, up-to-date baseline data and community information on various indicators like health, nutrition, education, agriculture, human rights, etc. and proper documentation and reflection on those data.

# Strategic Goal: 05: Sustainable Communities

SDG7: Ensure access to affordable, reliable, sustainable and modern energy for all and SDG11 Make cities and human settlements inclusive, safe, resilient and sustainable. SDG12 Ensure sustainable consumption and production patterns, SDG13 Take urgent action to combat climate change, and its impacts are aligned with some of existing programs of GTE as on December,2017 (SDG wise implemented/ongoing GTE projects). Some of the major interventions of these projects are- installation and distribution of solar home system; ensuring customer supports and satisfaction; introduce new technologies; improve living condition of urban poor; carrying out waste management activities( collection, transportation, treatment and disposal), enhance the capacity of municipality; improve access to service and adaptation capacity of flood effected shocks for disadvantages and marginalized groups; sharing scenario of victimized people/community with various level government officials;

providing technical information on flood level, flood water velocity and erosion susceptibility; supplying, mobilizing and placing of slope protection materials; ensure access to safe water, basic sanitation and hygiene promotion for the flood affected people; ensure minimum standard of education facilities for boys and girls in flood affected primary schools etc. For the upcoming years and decades, GTE have been considering the following strategic outcomes intensifying to reach the target of SDG 5, SDG 10 and SDG 16 till the 2028.

**Outcomes**
- Increased adaptation mechanisms by climate change affected communities.
- Increased efficient management of risk by disaster vulnerable communities
- Increased resilience of vulnerable families and communities to mitigate the impact of natural disasters.
- Increased knowledge and skills of targeted vulnerable men and women to employ adaptation strategies in order to cope with natural disasters and the effects of climate shocks.
- Enhanced adaptation capacity of the communities.
- Strengthened mitigation measures; and
- Intensified disaster preparedness and rehabilitation schemes.
- Expanding Solar Energy, solid waste management in household and community level expanded.

**Targets to be achieved by 2028**
- Inclusion and participation of the disadvantaged and vulnerable poor people and communities in social, political and administrative institutions is ensured.
- Men and women from disadvantaged and vulnerable poor communities have the ability to adapt with the impacts of climate change and natural disasters by using the knowledge and skills received from GTE.
- Improving the livelihood status of the disadvantaged and vulnerable poor people sustainably through diversified and resilient livelihood practices.
- Increasing  adaptation to climate change vulnerabilities significantly within GTE working area.
- Promotion of disaster resilient activities
- Conservation of natural resources
- Access to life safety skills and technologies
- Provision of livelihoods, security and development
- Promotion of solar energy, Biogas, Solid Waste management, vermin compost  at household level, community level & scale up to the large scale.

**GTE strategies and approaches to achieve the targets and outcomes**
- Collect , analyze and monitor  data and  conduct impact assessment on a regular basis;
- Maintain intensive coordination and collaboration with stakeholders;
- Encourage more research and development activities by staff members and network partners, especially on local needs and priorities;

- Proper management of organizational knowledge through knowledge sharing, retention of skilled staff members, replication of best practices, job rotation, development of communities of interests, etc.
- Encouraging more research and documentation on climate shocks and the impacts of natural calamities with a strong local focus;

## Strategic Goal: 06: Innovation & Organizational Development

**Outcomes**
- Right organizational structure in place to achieve strategic objectives and sectoral priorities.
- Knowledge and learning documented and communicated to wider stakeholders.
- Larger poor and vulnerable communities benefited through collaboration, networking and partnership with diverse stakeholders.
- Enhanced capacity of GTE staff to deliver quality program.
- Updated all policies of GTE based on recently practiced /ongoing standard and adopted these policies by the GTE staff
- Significant progress in the automation system was achieved and security and accountability in all possible sectors of GTE developed.
- Promote staffs' diversity in GTE with greater inclusion of various persons like disabilities, women, ethnic and religious minorities, etc.

**Targets to be achieved by 2028**
- GTE staff members and project beneficiaries have forged a synergic relationship based on mutual trust and understanding and GTE has achieved its strategic objectives through a bottom-up approach and fully inclusive, transparent and robust organizational structure.
- Program and issue-based information materials both in Bengali and English are brought out and distributed among network members and stakeholders at home and abroad.
- GTE staff are more familiar with advanced ICT systems and implementing them through adaptation.
- Improving livelihood access to poor and vulnerable people through linkage and partnership with service providers and other social, political, legal, human rights and economic agencies.
- Improving efficiency of GTE staff members at all levels in planning, designing and implementing programs reflecting the real and felt needs of the larger cross-sections of people.

**GTE strategies and approach to achieve the targets and outcomes**
- Reorganize organizational structure as per sectors of programming and more focused initiative for developing and retaining quality staff;

- Develop staff capacities on tracking changes, measuring impact and efficient knowledge management.
- Establishment of an organization-wide knowledge management (KM) system with effective use of KM practices like knowledge audit and knowledge mapping, storytelling, mentoring and apprenticeship, etc.
- Conduct continued research and development for enhancing organizational learning and providing intellectual input to the staff members, network partners and other stakeholders.
- Encouraging innovative practices like job rotation and quality circles to bolster employee confidence and promote wider knowledge sharing in every stratum of the organization.
- Establishment of mechanisms for assessing the effectiveness of communication channels between vulnerable people and employers, market leaders and service providers.
- Strengthening of networking and collaboration activities with partner organizations and other stakeholders to identify emerging concepts and act together to face new challenges.
- Through adoption of ICT tools and techniques at every level of organizational activities for Ensuring effectiveness, transparency and accountability.

## Cross- cutting strategic issues

**1. Promote horizontal knowledge & learning:**
GTE believes in providing an atmosphere for its employees to reach their full potential and clearly grasp their roles in the organization. As a result, employees wholeheartedly take part in knowledge generation, knowledge sharing and knowledge promotion. Organizational learning practices have enabled GTE and its stakeholders to come up with new and innovative ideas, apply them in real life scenario and bring out new ways and means of performing their tasks. GTE will continue to focus on knowledge sharing and make effective use of knowledge management practices, so that it can cope with the diverse challenges of the near and distant future.

Beside this, Free and unhindered flow of information is an important prerequisite for transforming an organization into a learning organization, encourage creativity and constructive leadership and make it capable of working in a progressive manner. In view of this, GTE has always promoted free flow of information for horizontal learning and improvement of knowledge across the organization and also among partners and stakeholders. This has enabled GTE to build an open system of communication and collaboration and involve project beneficiaries and network partners with GTE activities on the basis of mutual respect and understanding.

**2. Utilization of ICT:**
Unprecedented advances in the fields of Information and Communications Technologies (ICTs) have fundamentally changed the ways in which we perform various tasks. ICTs have

tremendously increased productivity while bringing effectiveness and ease of use to different activities. GTE has made gainful use of ICTs in its various activities by building up a robust ICT infrastructure across the organization. ICT has enabled the organization to achieve greater transparency and accountability. It will continue to play a vital role in the planning, designing, implementation and evaluation of GTE activities to make them more effective.

**1. Local ownership of projects and programs:**

Sustainability of any program or endeavor depends largely on the active participation and involvement of the beneficiaries and local populace. Keeping it in view, GTE has always strived to make the beneficiaries conscious about the background and the rationale of program interventions. GTE motivates them to take part in the implementation of the programs so that ownership of the programs could be transferred to the local people and its sustainability could be ensured. This has been facilitated by free exchange of ideas between GTE and its stakeholders, mutual respect, development of voluntarism and leadership among local populace, etc. Transferring the ownership of program interventions to the beneficiaries and local people will remain a key focus of GTE's strategy directives as always.

**2. Research and documentation:**

Without continued research and development, no new ideas or techniques could be brought forth and implemented. In view of this, GTE has maintained a robust R&D program with particular emphasis on local level innovation, knowledge-based decision making and systems thinking. At the same time, GTE's strong emphasis on documentation and sharing of its learning outcomes has made it possible to design programs and processes which could be effectively implemented in real life settings. Therefore, research and documentation will remain two of 's core strategies for ensuring wider replication of best practices and sustainable program interventions.

**3. Social accountability:**

GTE has an unfaltering commitment towards social good and expresses its social accountability through its programming activities. This sense of social good and social accountability will always be given the highest priority because GTE greatly emphasizes the importance of involving people from larger cross-sections of society to its program activities by following an inclusive and holistic program approach. GTE will carry on with this strategic focus by encouraging active participation of grassroots people, especially the most marginal and underprivileged people with the planning, designing, organization, implementation, evaluation and promotion of program interventions.

## STRATEGIC OPERATION PRIORITIES for 2022-2028

For this five-year period, our strategic priorities will be to strengthen our programmatic focus while strengthening our institutional base. We have identified four strategic priorities:

**I.      Focusing and strengthening on program direction**

During 2024-2028, GTE will focus on program direction while continuing to strengthen and expand collective action and learning. Collective action and learning have been and will continue to be at the heart of what the GTE is and does.

• Objective 1: Strengthen GTE's effectiveness to impact selected community-focused initiatives
• Objective 2: Strengthen and expand collective action and learning
• Objective 3: Create systems and processes through which to more effectively disseminate GTE initiatives.

**II.      Raising our profile**

We will communicate our expertise to a broader and more diverse audience and disseminate our state-of-the-art products nationally & globally.

• Objective 1: Strengthening branding of GTE and build our outreach capabilities
• Objective 2: Implement a communications strategy in support of program priorities and initiatives

**III.      Growing and diversifying our funding base**

We will use our enhanced marketing, outreach, and communications capacity to raise knowledge of our organization's accomplishments and key competencies and to strengthen our competitive position for grant and contract funding. We will pursue traditional paths of grant-raising from traditional sources, while also exploring new funding sources and avenues.

**IV.      Strengthening our capacity to achieve organizational goals**

The organization functioned well within a framework in which institutional change occurred incrementally rather than in response to a unifying long-term strategic vision. However, the 2024-2028 Strategic Plan calls for some bold steps that will require not just increases but also shifts in institutional capacity.

• Objective 1: Develop the Board to meet the governance needs and requirements of the future
• Objective 2: Acquire the necessary staff and Working Group leadership competencies to achieve program, fundraising, and communications goals

## Monitoring, Evaluation and Learning (MEL) system of GTE

GTE followed the Monitoring, Evaluation and Learning (MEL) system is used as a  management tool to track GTE inputs process, outputs and activities to monitor whether these are being in line within the operational guideline and expectation of the GTE management. Moreover, GTE has in-house MIS unit to track project progress effectively and efficiently.

**GTE M&E planning Matrix**

| Technique of M&E | Data to be collected | Data collected instrument | Frequency | Responsibility |
|---|---|---|---|---|
| Process Monitoring | Choose observation of all project activities | FGD, Impact Diagram, Process documentation and PRA techniques | Monthly note for records, quarterly process monitoring reports, occasional case studies | GTE Monitoring Team |
| Documentation of Lesson Learnt and Good Practices | Capture learning and documented success story | Field visit observation | Continuous process | GTE Monitoring Team |
| Beneficiary Assessment | Beneficiaries attitude about the project services, bottlenecks, reason for 7success or failure, remedy measure required | Workshop, Formal and Informal consultative meeting, group discussion | Quarterly | MIS Coordinator |
| Impact Evaluation | Baseline survey, Socio-Economic condition, Rural Institutional development, Impact of Accessibility of the Rural poor to service providers | Survey and PRA techniques | Yearly basis | GTE Evaluation Team/ External Evaluation Team |
| Special Studies | In-depth information about a specific issue | Sample study, FGD, PRA, Group discussion, Observation, Workshop | As per requirement | GTE Evaluation Team/ External Evaluation Team |
| Field visit and Spot checking | Activity of GTE's ongoing programmes | Checklist, group discussion and observation | Continuous process | GTE Monitoring Team |
| Monthly Progress Review Meeting | Monthly progress report | Prescribe reporting format | Monthly | Executive Director |
| Quarterly Monitoring Workshop | Quarterly status of the different programmes, problems confronted, | Discussion, prescribed reporting formats, | Quarterly | ED, PC, DPC, APC& Monitoring |

| Technique of M&E | Data to be collected | Data collected instrument | Frequency | Responsibility |
|---|---|---|---|---|
| | lesson learnt and revision of work plan | work plan | | Team |
| Quarterly Progress Report | - | Prescribed reporting formats | Quarterly | GTE MIS and Monitoring Team |

Learning Mechanism of GTE:

(i) Learning sharing workshop

(ii) Exchange visit

(iii) Field visit

(iv) Presentation of monitoring findings

(v) Monthly and quarterly report

(vi) Monthly staff coordination meeting

(vii) Yearly learning reflection workshop

(viii) Preparation of case study

(ix) Evaluation report.

GTE Community-Based Monitoring System (ECBMS): GTE ensured organized process of data collection and processing at the local level and of integration of data in local planning, program implementation and impact-monitoring. Through this way, we ensured evidence-based program implementation while empowering communities to participate in the process. GTE implementing the ECBMS on the following way:

Data collection and field editing

►Data encoding and map digitizing

► Data consolidation and poverty mapping

►Data validation and community consultation

► Database management

►Plan formulation

► Implementation and monitoring

► Advocacy. We have 85 efficient &

professional M&E personnel continuing their tasks and assignments.

# GTE SWOT ANALYSIS 2023

| PRIORITY STRENGTHS | PRIORITY WEAKNESSES |
|---|---|
| • Teamwork<br>• Strong management team<br>• Positive donor relations<br>• Pleasant work environment, and Transparency<br>• Qualified and dedicated staff, and donor need<br>• Multiple donors, and high-quality services<br>• Staff loyalty<br>• Performance-based promotions<br>• Non-political identity<br>• Established and experienced organization<br>• Well known organization among stake-holders | • Limited  core funds<br>• Manual  M&E systems<br>• Limited  knowledge management system<br>• Lacks diversity in expertise<br>• Insufficient  documentation  of  success stories and lessons learned |
| OPPORTUNITIES<br>• Qualified staff easily available<br>• Donor interest<br>• Continued International community interest<br>/ involvement<br>• Donor trust<br>• Extensive on-line publicity and networking opportunities<br>• Increase in community demand<br>• Tendency of the government and donors for contracting out projects | THREATS<br>• Political environment<br>• Short-term funding<br>• Programs driven by donor priorities<br>• Donor reluctance to provide institutional funding support |

# Risk analysis and mitigation strategies

| EXPLANATION OF RISK | POTENTIAL IMPACT High/Medium/Low | PROBABILITY High/Medium/Low | MITIGATION MEASURES |
|---|---|---|---|
| EXTERNAL RISKS | | | |
| Political, economic and social instability. | Medium | Medium | Monitor closely with local offices  and keep donors informed. Scale down operations periodically as required without losing implementation capacity. |

| EXPLANATION OF RISK | POTENTIAL IMPACT High/Medium/Low | PROBABILITY High/Medium/Low | MITIGATION MEASURES |
|---|---|---|---|
| Availability of Long term fund | Medium | Medium 42 | Continue to document our work and have credible independent evidence that our model is highly effective. For further partnerships with likeminded organizations for joint initiatives. |
| Despite high poverty levels, Bangladesh has moved to status as ( developing country ). This is naturally a very positive development, though it may lead to donors cut their funding, diminishing our resources. | Medium | Medium | Gather evidence proving there are still vast pockets of poverty that require attention, and that our programs are effectively designed to support these people to work their way out of poverty. |
| Material unforeseen events affecting the funding (e.g. natural disaster, humanitarian crises). | Medium | Medium | GTE have already developed Disaster Management policy and disaster management funds to bridge the need to cover short-term bad |
| EXPLANATION OF RISK | POTENTIAL IMPACT High/Medium/Low | PROBABILITY High/Medium/Low | MITIGATION MEASURES |
| | | | debts/additional disaster financing. |
| INTERNAL RISKS | | | |
| Corruption, impacting the running of programs reputation/fundraising for many years. | Medium | Low | Ensure strong financial controls and audits (internal and external). Maintain constant vigilance through board representation. |
| Reduced ability for GTE to mobilize resources for the programs it wishes to support. | High | Low | GTE to stay up to date with the most effective fundraising practices. Continuously investing in evaluations, bringing out evidence for the effectiveness of programs supported. |

| | | | |
|---|---|---|---|
| Decrease in peer-to-peer introductions | Medium | Medium | Strategic selection of board members; recruitment of fundraising; strengthening donor relations management and communications to increase retention. |
| Reputation shock as a result of devolved network | Low | Low | HR policies with zero tolerance for corruption; operational audits by reputable firms; training of staffs in crisis communications skills. |