

ORGANIZATIONAL PROFILE

(Latest)



April' 2026



COME TO WORK (CTW)

Manmathapur, Chaklabazar, Parbatipur, Dinajpur

Mobile: 01865-094001, 01712-041915.

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ORGANIZATIONAL PROFILE

1. **Name of Organization** : **COME TO WORK (CTW)**
2. **Address** : Vill: Manmathapur, Post: Chaklabazar
Upozila: Parbatipur, Post Code: 5250
Dist. Dinajpur, Bangladesh.
Mobile # :01712-041915, 01865-094001
Office # 01727-024034.
E-mail : info@cometowork.org/ctwdinaj08@gmail.com
Web: <https://cometowork.org>
3. **Name of Head of the Organization** : **Mostafa Khurshid Alam**
Chairperson
4. **Name of the Chief Executive** : **Md. Matiur Rahman**
Executive Director.
5. **When the organization was established** : The organization was established on 05 January'1983.

6. **Legal Status** :

Come to Work (CTW) is registered with the Government of the People's Republic of Bangladesh under the Department of Social Services, and the Registration No.168/84 dated 14.10.1984, with the NGO- Affairs Bureau: Registration No FDO/R-238/1987, dated 05.10.1987, Latest renewed on 05 July, 2017 with the Directorate of Family Planning, Registration No. 07/85 dated 25.02.1985, renewed on 27 January, 2000, with the department of Juba Unnayan : Juba / Dinaj-124/Parbati-10/2017 dated 31-12-2017, with the Joint Stock Company & Firms : S-4314(416)/04 dated 09-12-2004, MRA : 00512-00608-00217/0000219 dated 16-04-2008 & Income Tax Certificate from National Revenue Board of GOB. TIN No. 778128327175 dated 26-05-2015, Pador Reg. No. ID is BD-2012-CKQ-0502398382 dated 06-02-2012, VAT Registration from NBR Central on-30-07-2018-BIN: 001301342.

7. **Background of Come to Work (CTW) :**
(History of the Organization)

After the independence of Bangladesh, much national & International voluntary organization took part in rebuilding the country through relief rehabilitation & other development activities of the downtrodden people. In this continuation the activities are solidarity by people's group organization and empowerments. In 1983 CTW is started itself and aim to activate the existing group & to increase the group members. It is unwise to say that though at the preliminary stage CTW has been implementing the functional education, agricultural rehabilitation, house repairing, income generating activities, health & family planning, tree plantation, credit program, gender awareness, legal aid program etc. in a different way but at present for smooth implementation CTW has confined its total activities in two major programs.

In the socio-economic perspective of that time the unemployment, illiteracy, prejudices, injustice, torture & degradation of social convention or custom become prominent day by day. Particularly the landless, daily wage earner, various trader/ professionals, unemployed youth & the female become impatient with various types of torture & injustice.

8. **CTW's GOAL:**

To bring a positive change in the sustainable socio-economic development of the destitute and downtrodden people in its target area through a participatory way.

9. **Vision:**

A Bangladesh free from all discrimination where every person has the right to lead, innovate, and build a resilient and equitable future.

10. **Mission:**

To empower underprivileged children, youth, women, and rural communities through inclusive education, health services, climate action, and community development, creating sustainable change in their lives.

11. **CTW Strategic Objectives**

1. Enhance Access to Inclusive Education

Increase access to inclusive and equitable learning opportunities for marginalized children and youth, including those with disabilities, and under privileged communities

2. Enhance access in Health & Nutrition services

Ensure accessible health & nutrition education and link to available services, especially for children, mothers and persons with disabilities in rural areas.

3. Champion Climate Resilience

Educate and engage communities in sustainable practices to address climate change impacts and to be resilience.

4. Support Youth Empowerment & Entrepreneurship

Accessible market demand skills for young people and engage them in income and employment

5. Strengthen Women's empowerment

Empower women through local level leadership practices, enhance their financial capacity for contribution in family, make available economic opportunities through IGA, entrepreneur development

6. Foster Local Development through Partnership

Collaborate with stakeholders to influence policies and improve access to basic services in rural areas.

12. CTW APPROACH:

❖ Target people & Community based.

13. CTW Core Values:

- ❖ Equality – We believe everyone deserves the same opportunities to thrive.
- ❖ Transparency – We operate with honesty, clarity, and accountability.
- ❖ Innovation – We embrace new ideas and creative solutions to drive impact.
- ❖ Empathy – We listen, understand, and act with compassion.
- ❖ Participation – We work with—not just for—communities to co-create change.
- ❖ Resilience – We empower people to overcome challenges and build lasting progress.

14. Name of the Executive Committee members:

Come to work (CTW) has a 7-member Executive Committee (EC) and members of the Executive Committee are as follows:

Sl. #	Name	Sex	Designation	Profession	Relationship among them
01	Mostafa Khurshid Alam	Male	Chairperson	Retired school teacher	No relation with any of the EC members.
02	Md. Matiur Rahman	Male	General Secretary	NGO Worker	As above
03	Sree. Gobinda Lal Cowhan	Male	Treasurer	Development Worker	As above
04	Pinke Begum	Female	Member	Development Worker	As above
05	Md. Nurol Hoque	Male	Member	Social Worker	As above
06	Md. Abdur Rashid	Male	Member	Retired school teacher	As above
07	Mst. Hosne Ara Begum	Female	Member	Entrepreneur	As above

15. Presents other Projects/Programs: (This might be given briefly in a table)

Name of Projects	Major focuses of the project /Program	Measurable/ demonstrable output/outcome	Working areas of project	Partner's	Duration of the project
Micro Finance Program (MFP)	Group formation, savings accumulation, credit support for IGAs, employment creation, Micro enterprise Develop & Market Extension.	Total groups 941, total member 19388, Total Outstanding- 47,76,21,906.00, Savings Tk. 13,66,11,017.00 Members undertook 16 different IGAs with the credit support of Tk. 6,217,001,500.00 Since October' 1993. Total Budget- 9,92,76,071/-	Parbatipur, Chirirbandar and Sador upazila in Dinajpur, Taragonj, Badorganj in Rangpur, Saidpur and Kishorgonj in Nilphamari Districts.	PKSF, BNF, Bank	From July, 2024 to June, 2025. (1 Years).

<p>The Meaningful Participation and inclusion of children and youth with Disabilities in all domain of CBR”</p>	<p>Children and Youths with disabilities will be supported in five domains – Health, Education, Livelihood, Social Inclusion and Empowerment.</p>	<p>1000 Children and youth with disabilities and their family member will get supports as needed -Assistive device -Home modification, - Medical treatment, medicine, therapy etc. - Education steepen, admission fees, EDU-materials - Business support, materials as capital, training -counselling, training, awareness etc. 5 years project 6 core above</p>	<p>Parbatipur Upazila in Dinajpur District.</p>	<p>Liliane Founds Through CDD</p>	<p>1st January, 2025 to 31 December, 2029 (5 Years).</p>
<p>Meaningful youth participation (MYP) for the children & youth with disabilities/affected with leprosy</p>	<p>Children and Youths with disabilities /affected by leprosy will be supported in five domains – Health, Education, Livelihood, Social Inclusion and Empowerment.</p>	<p>30 Children and youth with disabilities/affected by leprosy and their family member will get supports as needed -Assistive device - Medical treatment, medicine, therapy etc. - Education steepen, admission fees, EDU-materials - Business support, materials as capital, training -counselling, training, awareness etc. Total Budget of 3 Years- 86,30,874/-.</p>	<p>Parbatipur Upazila in Dinajpur District.</p>	<p>Liliane Founds Through CDD</p>	<p>1st January, 2025 to 31 December, 2027 (3 Years).</p>
<p>Cow rearing program</p>	<p>Increase their living status a little bit high from present situation.</p>	<ul style="list-style-type: none"> ❖ 68 family will get this opportunity. ❖ Get WATSAN facility. ❖ Courtiers will be clean. ❖ Cattle and goat farming. <p>Budget Amounts.Tk=4,00,000/-</p>	<p>Khorakhai village of Parbatipur Upozila in Dinajpur District.</p>	<p>Bangladesh NGO Foundation (BNF)</p>	<p>From July’ 2025 to July’ 2026.</p>

<p>“Voices, Opportunities, and Inclusive Climate Engagement for Indigenous Women in Northern Bangladesh (VOICE)”</p>	<p>The working area will be selected considering</p> <ol style="list-style-type: none"> 1. Flood risk, flood frequency and other extreme weather events, 2. The presence of minority religious groups and tribes, and 3. Being underserved by local government and NGOs. 4. The women will be selected from the segment of extreme poor and minority background. 	<p>Output 1.1 100 women farmers trained (min 1/3 minority women, min ½ below 28 yrs.)</p> <p>Output 1.2 3 village resource persons developed (Women)</p> <p>Output 1.3 5 Climate adaptation technologies (1. Vermicompost, 2. Hanging Nurseries, 3. Rooftop Gardens, 4. Grafted sapling in elevated garden beds and 5. Climate-resistant high-value vegetables) with a business potential, introduced through experimental learning</p> <p>Output 1.4 3 village networks formed and linked to local government</p> <p>Outcome Increased capacity of poor female farmers to apply mindset of climate adaptation, business, rights and responsibilities when they plan their agricultural production, interact in their groups, and meet with local government</p> <p>Outcome indicator-1 # of women that continue 2 or more climate adaptation technologies after the project ends.</p> <p>Outcome indicator-2 # of times the networks have been in contact with local government after the project.</p>	<p>Parbatipur, Chirirbandar Upazila under Dinajpur district.</p> <p>Budget Amounts.Tk =1,03,01,800/-</p>	<p>Africa-Asia Impact (AAI)</p>	<p>8th April, 2026 to 8th June, 2027 (14 Month).</p>
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16. Past other Projects/Programs: (This might be given briefly in a table)

Name of Projects	Major focuses of the project /Program	Measurable/ demonstrable output/outcome	Working areas of project	Partner's	Duration of the project
<p>Vulnerable Women Benefit (VWB)</p>	<p>Strengthening of target group, Producer group formation and development.</p>	<p>Counseling, regular meeting & organize Personal Hygienic and Cleanlines & Refreshers & HIV/AIDS training support.</p>	<p>Birjol & Bochagonj Upazila in Dinajpur District.</p>	<p>Ministry of Women and Children Affairs</p>	<p>From October, 2023 to 31 December, 2024.</p>

<p>International Citizen Service (ICS)-2</p>	<p>The project is seeking assistance to improve the youth skill, knowledge, participation, engagement in decision making process to ensure livelihood and reproductive health rights in working area.</p>	<p>1. Youth have increased income and enjoy their sexual reproductive health in project targeted villages in Parbatipur Upazila under Dinajpur District.</p> <p>2. Youth become advocates on livelihoods and health issues in VSO working area of Parbatipur Upazila under Dinajpur District.</p>	<p>Parbatipur Upazila under Dinajpur District.</p>	<p>Voluntary Service Overseas (VSO)- Bangladesh</p>	<p>From July, 2018 to June, 2019.</p>
<p>Vernarable Group Development (VGD)</p>	<p>Strengthening of target group, Producer group formation and development.</p>	<p>Counseling, regular meeting & organize Personal Hygienic and Cleanlines & Refreshers & HIV/AIDS training support.</p>	<p>Pirgonj Upazila in Rangpur District.</p>	<p>Ministry of W/A</p>	<p>From February, 2017 to December, 2018.</p>
<p>EHCLB</p>	<p>To able reading and writing and counting of our target children. To develop the target children in skill manpower. Introduce micro finance activities with parents to become less dependent of their working children.</p>	<ul style="list-style-type: none"> ❖ Reduced hiring of child labour. ❖ 570 children enrolled in non formal school. ❖ Decreased dropout rates (%) in the area. ❖ 570 children receive training on mobile servicing, block print, embroidery, beauty parlor, hair dressing, driving, masson & plumbing, radio TV mechanic, tailoring/ dress making, rickshaw van cycle mechanic etc. 	<p>Tetulia Upazila in Panchaghar District.</p>	<p>MOLE</p>	<p>From July, 2012 to June, 2014</p>
<p>Making Markets Work for Small-Holder Farmers & Rural Producers. (SHAMPORKA)</p>	<ul style="list-style-type: none"> ➤ Strengthening of target group ➤ Producer group formation and development. ➤ Skill and capacity building of business and service provider ➤ SPF formation and of their service ➤ Product development & promotion. ➤ Regional network establish. 	<ul style="list-style-type: none"> ➤ Enhanced capacity of partner NGO to create demand for business and extension services, stimulating a sustainable market system for poor and disadvantaged providers. ➤ Business and extension service providers have improved skills and capacity to deliver a range of affordable services to poor producers. <p>Producer group, regional network and other collaborations inherence the business environment.</p>	<p>Dinajpur sadar, Parbatipur, Birampur Bochagonj and Birol, Upazila under Dinajpur district.</p>	<p>Practical Action Bangladesh</p>	<p>From April, 2007 to September, 2012.</p>

<p>LEAF Phase- 3 (SAMRIDDI)</p>	<p>* Value Chain Development (VCD). * Service Market of SPAs. * Enterprise development. * HID development of the community platforms. * DRR mainstreaming in the community planning process.</p>	<p>Outcome: 1. Market and value-chain development PEP men & women • Use of improved employment & income generating opportunities through value-chain and enterprise development • Sustainable access to quality services (information, skills, technology, etc.), both private and public. 2. Community organization and governance PEP men & women • Define, manage, and lobby for their own development priorities • Able to secure access to a more enabling environment for their livelihood improvements</p> <p>Output: • To Product competitiveness at producer level is enhanced. • The VC performance of specific sub-sectors is strengthened. • The business management capacities & social responsibility of MSEs are strengthened. • HID capacities of the Community Platforms (CP) are built to represent & advocate for the interests of all segments of the community, giving special attention to PEP and minority group. • Coordination & exchange between CP and relevant development partners (UP, LA, UDMC, BMO etc) are strengthened. • Capacity and awareness of communities in disaster prone areas to tackle disaster risks improved.</p>	<p>Parbatipur and Fulbari Upazila in Dinajpur. Badargonj & Taragonj in Rangpur and Saidpur in Nilphamary Districts</p>	<p>Helvetas Swiss Inter Co-operation (HSI)</p>	<p>From August 2010 to July 2013</p>
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<p>“Capacity Strengthening on Community Managed Disaster Risk Reduction (CMDRR) and Climate Change Adaptation” Project</p>	<p>Awareness & capacity building of beneficiaries</p>	<ul style="list-style-type: none"> ➤ Awareness building through group meeting, day observation. ➤ Capacity building by the training. ➤ Grant support to the beneficiaries like taka, rich, vegetable seed, sapling etc. 	<p>Dinajpur District.</p>	<p>Concern Universal</p>	<p>From February to December 2013.</p>
<p>Adibashi (Mushuar) Samaj unayan Project (MSUP)</p>	<p>1. Increase their living status a little bit high from present situation.</p>	<ul style="list-style-type: none"> ❖ 68 family will get this opportunity. ❖ Get WATSAN facility. ❖ Courtiers will be clean. 	<p>Khorakhai village of parbatipur Upozila in Dinajpur District.</p>	<p>Bangladesh NGO Foundation (BNF)</p>	<p>From January’ 2010 to December’ 2012.</p>
<p>Promoting Pro-Poor Policy Reforms and Public Services for All (PPPPRAPSFA)</p>	<p>Facilitators Training /Seminar/ Discussion on Budget & Economic Literacy campaigners. Mobilization on International Women’s, Poverty, World food other day celebration at district level.</p>	<ul style="list-style-type: none"> * Grass Roots Workshop with elected representatives of local government bodies on participatory budget and governance accountability. * Training module on Budget & Economic literacy will be developed through the participation of grass roots actors to be used as a campaign facilitation and mobilization. * Grass roots campaigners organize campaign and advocacy on Pre/ Post-Budget discussion and local issues focusing/ day celebration. * Mobilization at grassroots and Districts level will be held to raise the demands for women rights. * Performance monitoring/ social audit of primary health care and primary mass education. * Seminar on findings of monitoring/Social audit on primary health care and education. 	<p>Dinajpur District.</p>	<p>SUPRO</p>	<p>From January, 2010 to December 2012.</p>

17. Staff of the Organization:

SL #	Level	Sex		No. of staff
		Female	Male	
01	Management level	01	11	12
02	Mid level	07	16	23
03	Field level	16	60	76
04	Service Delivery level	01	10	11
Total		18	96	122

Executive Director, Micro Finance Coordinator, Project Coordinator, Area Manager, Trainer, Auditor, Asst. Auditor, Head of Admin & HR, Head of Finance & Accounts, Head of Training & Procurement, Program Officer (PO), Branch Manager, IT Manager, Program Manager, FT, Mediator, Focal Person, PT, Volunteer, Micro Finance Officer, Ayah, Cook, Guard, Driver & Caretaker.

18. Working area:

District	Upozila	Number of Union	Number of villages
Dinajpur	Parbatipur	11	64
	Chiribandar	10	52
	Phulbari	03	22
	Dinajpur Sador	08	26
	Khanshama	05	25
	Kaharol	02	06
	Birol	12	85
	Bochagonaj	06	72
Rangpur	Badorgonj	07	31
	Taragonj	06	46
Nilphamari	Saidpur	06	44
	Kishorgonj	05	15
	Nilphamari Sador	06	23
03	13	87	511

19. Total Groups:

Group : 941 (Female-939 & Male-02)
Members : 19388 (Female-19379 & Male- 9)

20. TOTAL SAVINGS: Tk. 13,66,11,017/-

Female Tk. 13,53,31,841/- **Male** Tk. 12,79,176/-

21. Number of Beneficiaries (Including Secondary ben):

<u>Female</u>	<u>Male</u>	<u>Child</u>	<u>Total</u>
19388	9	1030	20427

22. CTW's MAJOR STRENGTHS:

SI #	Strength
01	Experience of implementing different program activities since 1983.
02	Competent & Committed team of staff & trainers' team.
03	Good interpersonal relationship among staff and staff ownership development towards CTW.
04	Good interpersonal relationship among the staff & beneficiary and community acceptability.
05	Organization possesses its own Vehicles, Generator, E-mail, Digital Camera, Computer, Laptop, Mobile & Microbus facilities.
06	The organization is Govt. affiliated & registered by NGO- Affairs Bureau, Social Service & Family Planning Department, Juba Unnayn Department, Joint Stock Company & Firms and Micro Credit Regulatory Authority & Pador. Members of other forums like- ADAB, BSAF, ALRD, CCHRB, NFOWD, Credit Development Forum (CDF), SUPRO, Ganosakkhorota Avayjan & STI/AIDS Network.
07	The organization possesses own Personnel Procedure, Finance Manual, Credit Policy, Monitoring Policy, Motor Cycle higher purchase Policy, Gender Policy, Environment Policy, Staff Recruitment Policy, Vehicle Policy, 5 Year Strategic Planning, Staff Welfare Fund Policy & Potential Gender Balance Executive & General Committee.
08	Organization has its own landed properties, administrative infrastructure, Ponds & Fruit Garden.
09	Training Center (including dormitory, guest room, dinning room with kitchen facilities) & Training Materials (including Multimedia, OHP, TV, CD, Slide Projector, Xerox, Popular theater team & Recreational Instrument etc.)
10	In due time auditing system, all the project by internal & external auditors.
11	Yearly staff evaluation system.

23. Present & Past sources of fund & Partner's:

Present

I. PKSF, BNF, BANK

II. Liliane Founds Through CDD &

III. Africa -Asia Impact (AAI).

Past

i. CARITAS

viii. BPHC

xv. SDC

xxi. BRAC

xxviii. MOLE

ii. SAP-BD

ix. BHC

xvi. NGO- Forum.

xxii. Article 19 /SUPRO

xxix. Concern Universal

iii. ADAB

x. OXFAM-GB/UK/ Hong Kong

xxiii.VERC.

xxx. SUPRO.

iv. VHSS

xi. PLAN-Int.

xvii. HASAB

xxiv. ROSC/Govt. Project

xxxi.VSO- Bangladesh.

v. APHD

xii. BNWLA

xviii. MLAA

xxv. PAB

vi. UNICEF

xiii. IVS- Inc.

xix. Clean Network/ MJF

xxvi. BLAST

vii. UNDCP

xiv. PROSHIKA

xx. NDDF

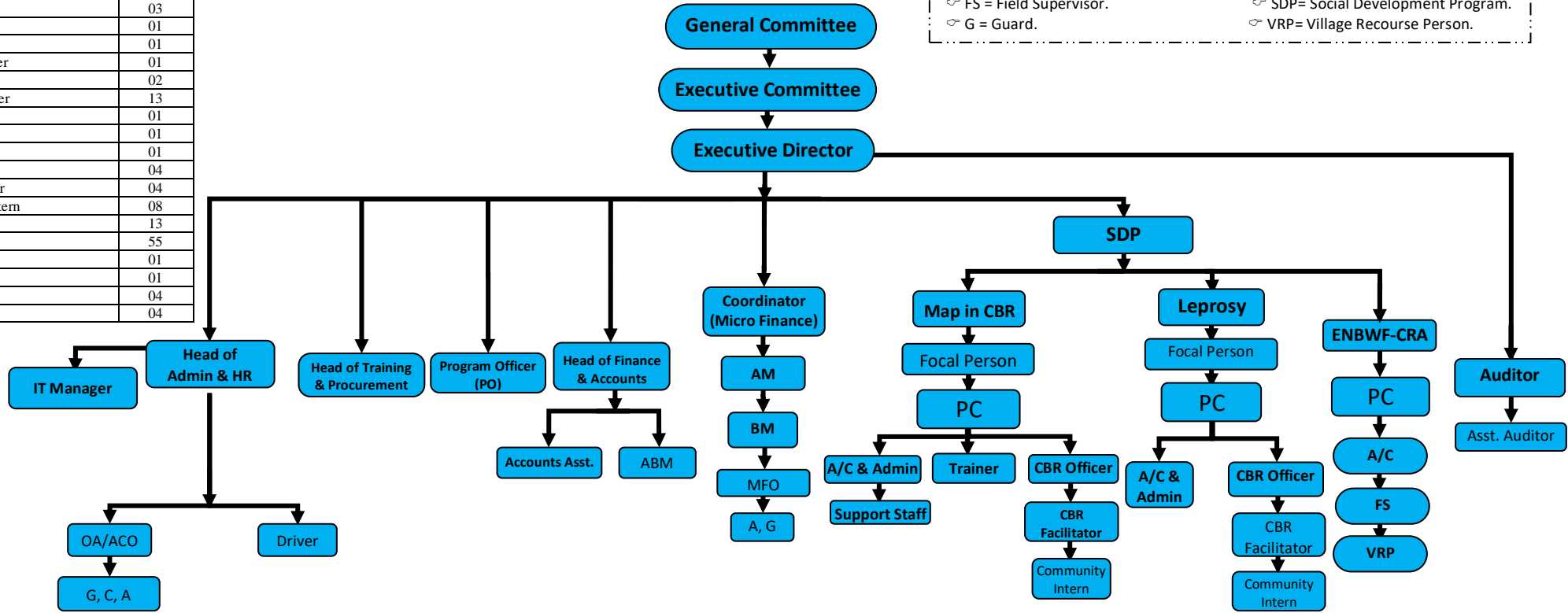
xxvii. Helvetas Swiss Inter Co-operation (HSI)



Come to Work (CTW) ORGANOGRAM

Particular	Number
General Committee Member	21
Executive Committee	07/21
Executive Director	01
Coordinator (Micro Finance)	01
Head of Training & Procurement	01
Head of Admin & HR	01
Head of Finance & Accounts	01
Area Manager	03
IT Manager	01
Auditor	01
Program Officer	01
Asst. Auditor	02
Branch Manager	13
PC	01
A/C & Admin	01
Trainer	01
CBR Officer	04
CBR Facilitator	04
Community Intern	08
ABM	13
MFO	55
Accounts Asst.	01
OA/ACO	01
G.C.A,Driver	04
Volunteer	04

- ☞ AM = Area Manager.
- ☞ ACO= Assistant Computer Operator.
- ☞ ABM= Assistant Branch Manager
- ☞ A/C= Assistant Accountant.
- ☞ A = Ayah.
- ☞ BM= Branch Manager.
- ☞ B. A/C= Branch Accountant.
- ☞ C = Cook
- ☞ CEP= Child Empowerment Program.
- ☞ FS = Field Supervisor.
- ☞ G = Guard.
- ☞ IT = Information Technology
- ☞ MFP= Micro Finance Program.
- ☞ MFO= Micro Finance Officer.
- ☞ MFC= Coordinator (Micro Finance)
- ☞ OA= Office Assistant.
- ☞ O = Officer.
- ☞ PC= Project Co-ordinator.
- ☞ PO = Program Officer.
- ☞ SO = Senior Officer.
- ☞ SDP= Social Development Program.
- ☞ VRP= Village Recourse Person.



Organogram

- Total Number of Staff & Volunteer Come to Work (CTW): 125.

24. Branch Offices:

DINAJPUR DISTRICT:

- | | | |
|--|--|--|
| i) Come to Work (CTW)
Manmathapur Branch (01)
Manmathapur,
Post Code : 5250
Parbatipur, Dinajpur. | ii) Come to Work (CTW)
Chirirbandar Branch (02)
Chirirbandar,
Post Code : 5240
Dinajpur. | iii) Come to Work (CTW)
Ranirbandar Branch (03)
College More,
Chirirbandar,
Post Code: 5240, Dinajpur. |
| iv) Come to Work (CTW)
Parbatipur Branch (06)
Puratun Bazar Parbatipur,
Post Code : 5250,
Parbatipur, Dinajpur. | v) Come to Work (CTW)
Dinajpur Branch (07)
Medda Paramor,
Balubari, Parbatipur Road,
Dinajpur- 5200. | vi) Come to Work (CTW)
Boro Pukuria Branch (08)
Vill: Madhay Durgapur,
Post Code : 5250
Parbatipur, Dinajpur. |
| vii) Come to Work (CTW)
Jashaihat Branch (09)
Jashaihat,
Post Code : 5250,
Parbatipur, Dinajpur. | viii) Come to Work (CTW)
Sikdarhat Branch (10)
Village: Saidpur,
Post : Sikdarhat, Upazila : Sador,
Post Code : 5200, Dinajpur. | xiv) Come to Work (CTW)
Basherhat Branch (11)
Village: Subra,
Post : HSTU, Upazila : Sador,
Post Code : 5200, Dinajpur. |

RANGPUR DISTRICT:

- | | |
|---|--|
| i) Come to Work (CTW)
Taragonj Branch (04)
Taragonj (Dangapara),
Post Code: 5420.
Rangpur. | ii) Come to Work (CTW)
Taxerhat Branch (13)
Vill: Taxerhat, Post: Rahmotpur,
Upazila: Badargonj,
Post Code : 5430, Rangpur. |
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NILPHAMARI DISTRICT:

- | | |
|--|---|
| i) Come to Work (CTW)
Saidpur Branch (05)
Puraton Babupara,
House # 26, Road # 1/1
Saidpur, Post Code : 5310
Nilphamari. | ii) Come to Work (CTW)
Kazirhat (EPZ) Branch (12)
Village: Kazirhat,
Post: Kazirhat, Upazila: Sador,
Post Code : 5300, Nilphamari. |
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25. Yearly Budget: Approximately almost Tk. **17,09,89,643.00** in an average only.

Name & Signature of the head of the Organization:
Fast Week of April'2026.



(Md. Matiur Rahman)
Executive Director.