

Healthy Childhood Development Program (HCDP) Report

Report for the period: January to December 2025

Introduction:

Normisjon Bangladesh has been implementing various developmental activities for a long time and one thing it has importantly noticed that there is need to adequately intervene in some subtle issues in the relationship between parents and their children. Many children in Bangladesh grow up with a huge lack of emotional support from their parents /carers. Many parents do not see their children as human beings, they do not think that their child is an individual who has his/her own needs, feelings and inner thoughts. Thus, sadly children are seen as an object and it is thought that one day when they grow up will become a perfect human being.

It is universally acknowledged that a child's mental and emotional growth will be hampered if he or she does not have a caring / loving caregiver who will teach him / her the love and necessary life skills, social behaviour and morality.

Target population of the project: The target population of the project is the families living in the low-income society of Dhaka city, especially the children of all the mothers who have been or are still at risk of human trafficking and the poor and marginal families of the village (mainly Parbatipur, Dinajpur). We also want to reach out to children who are orphaned and growing up in different institutions.

Overall Objective:

The overall objective of the project is: Children grow up in a safe and caring environment

Outcome 1: Caregivers have a good interaction with their children in their care

Outcome 2: ICDP is financially sustainable program led by NB in cooperation with ICDP-BAC

Outcome 3: Partner organisations (POs) staff identify sexual misconduct and speak up on behalf of a victim

Outcome 4: Victims of GBV receive adequate support from PO staff

Major interventions of the project are planned to achieve the following objectives:

Provide ICDP Facilitators and Trainers training to different organizations' (GO and NGO) staff to give the ICDP training to caregivers.

Build ICDP Network Forum by organizing annual ICDP trainers and facilitators' gathering to ensure the implementation of ICDP training in the field.

Build awareness of the importance of positive parenting in caregivers and ensure children's healthy childhood development

To Build a Core Team of skilled, qualified and specialized team members who will take the lead of implementing ICDP Bangladesh. The existing core team will be reshaped into ICDP- Bangladesh Advisory Committee (ICDP-BAC) during this new phase project period. This ICDP-BAC unit will uphold the quality, guide the various implementations and ensure that ICDP in Bangladesh reaches out to the target population.

Target and Achievement:

#	Activities	2025		Explanation
		Target	Achieved	
1	Training of Trainers (TOT)	6	4	Two will complete their training in next year
2	Number of Facilitators Trained	80	28	Most staff members of the partner organizations had already completed the facilitator training in previous phases. As a result, they were unable to nominate new staff for this training. Some participants who enrolled in the facilitator training left their organizations before completing the process
3	Caregiver group conduct	171 groups	67	Facilitators from UNICEF were inactive due to internal challenges, including organizational changes in July and a funding crisis. Some facilitators also left the organization. As a result, it was not possible to reach the targeted number of caregiver groups.
4	Number of Caregiver Trained in ICDP	1221	466	Facilitators from UNICEF were inactive due to internal challenges, including organizational changes in July and a funding crisis. Additionally, some facilitators left the organization. As a result, the targeted number of caregivers could not be reached.
5	Number of Children touched by ICDP	2586	1178	Facilitators from UNICEF were inactive due to internal challenges, including organizational changes in July and a funding crisis. Some facilitators also left the organization. As a result, the targeted number of children could not be reached.
6	Facilitator Gathering	2	2	N/A
7	ICDP Bangladesh Advisory Committee (BAC)	6	2	The Bangladesh Advisory Committee was formed in October 2025 with 10 members. One meeting was conducted on 26 October 2025, and another meeting was held online on 18 December 2025.
8	Gender Based Violence (GBV): training for helpers	1	1/14	A three-day workshop was held from 17–19 August 2025 with 14 participants.
9	Facilitator Training (TOF) conduct	5	5	Five facilitator trainings were conducted in three different locations: two in Dhaka, two in LAMB, and one in Chattogram.

Training of Trainers (ToT)

Two Training of Trainers (ToT) sessions were successfully conducted during the year. The first session took place on 16–17 June 2025 and involved a total of 16 participants, including two Trainers of Trainers, seven Trainers, and seven Assistant Trainers. The two-day training provided many valuable learning opportunities.

The second ToT session was conducted on 6–7 December 2025. Overall, four trainers successfully completed their trainers' training this year, with two from LAMB and two from NB.



International Trainer of Trainers, Dr. Gerd Eli Halaand, delivered a presentation and conduct a session on Adverse Childhood Experiences



Two assistant trainers Mr. Sujoy Sarkar & Dr. Karen sharing their experience of conducted Facilitator Training



Group photo of Training of Trainers



Graduation Ceremony of Trainers

Training of Facilitator (TOF)

A total of five (5) facilitator training workshops were conducted in 2025 across three different locations: Dhaka (2 workshops), LAMB (2 workshops), and Chittagong (1 workshop).

Participants were drawn from the following partner organizations: The Salvation Army, Faith in Action, Service in Ministry, Healing Heart, LAMB, BNELC, Shedboard, BTABC, ECC, Shekinah, Normisjon Bangladesh, and Integrity of Human Development Foundation.





Chittagong Batch





Caregiver Group

To ensure that children are nurtured in safe and caring environments, ICDP facilitators conducted caregiver group sessions across various regions of Bangladesh, including Dhaka, Dinajpur, Sylhet, Jessore, the Chittagong Hill Districts, and Rajshahi. Through their dedicated efforts and commitment, ICDP has reached a significant number of caregivers, equipping them with knowledge, skills, and confidence to provide better care and guidance for children.

These initiatives have contributed to strengthening positive caregiving practices, promoting children’s well-being, and fostering safer, more supportive family and community environments across the country



Facilitator Gathering in Dhaka and Dinajpur

Two full-day Facilitator Gatherings were successfully organized in Dhaka and Dinajpur. These events were designed to provide a structured and supportive platform for facilitators to reflect on and share their experiences in conducting caregiver group sessions.

The gatherings created an open environment where facilitators could discuss their achievements, challenges, and lessons learned from the field. Through guided discussions and experience-sharing sessions, participants highlighted the positive impact of caregiver groups, as well as the practical difficulties they encounter while mobilizing participants, maintaining engagement, and addressing diverse caregiver needs.

The primary objectives of the gatherings were to:

- Encourage facilitators to take greater initiative in planning and independently leading caregiver group sessions.
- Provide a safe space for facilitators to express their perspectives and field realities.
- Identify operational and contextual challenges affecting program implementation.
- Offer necessary technical guidance and support based on identified needs.

By dedicating a full day to listening, dialogue, and collaborative problem-solving, the program strengthened facilitators' confidence, leadership capacity, and sense of ownership. The gatherings also fostered peer learning, mutual encouragement, and stronger coordination among facilitators across locations.

Overall, the events reinforced our commitment to supporting facilitators as key drivers of caregiver group success and ensuring the continued quality and sustainability of the program.



Trainer of Trainer conducted the activity for the participants



Facilitators sharing their experiences



Token of love and encouraging the facilitator



Facilitators of Dhaka region



Overview of the Discussion on Strengthening ICDP Sustainability



Group activity during Facilitator Gathering in LAMB

Gender Based Violence-(GBV)

This is a training program, not a therapy manual. The training is designed for individuals who provide care, support, and assistance to people directly exposed to human rights violations and abuses, particularly sexual violence. It is also intended for workers who support other care providers involved in assisting survivors. The target participants include:

1. Staff working in primary healthcare centers
2. Humanitarian workers in emergency and crisis situations
3. Workers associated with refugee camps
4. Service providers from various organizations
5. Volunteer service providers associated with NGOs

Primary care providers attending this training are not expected to have any formal background or professional training as health workers (such as nurses, psychologists, or doctors). Participants are expected, however, to have prior experience working closely with survivors through their roles as helpers, humanitarian aid workers, or similar positions.

This three-day workshop was conducted from 17–19 August 2025 with 14 participants representing partner organizations, including:

1. The Salvation Army
2. Normisjon Bangladesh
3. Healing Heart
4. LAMB
5. Society for International Ministry
6. Evangelical Christian Church
7. Bangladesh Northern Evangelical Christian Church



ICDP-Bangladesh Advisory Committee (BAC)

As ICDP continues to expand, establishing a central ICDP unit will be essential to uphold program quality, provide guidance for diverse implementation processes, and ensure that ICDP in Bangladesh effectively reaches its target population. Since 2021, a core team has served as advisors to HCDP. In 2025, this core team will be restructured into the ICDP–Bangladesh Advisory Committee (ICDP-BAC).

In partnership with HCDP, ICDP-BAC will work to build a national network of organizations and individuals trained in ICDP, fostering connection, collaboration, and inspiration. The committee will play a key role in identifying needs and opportunities at the national level. This network will serve as an important platform for organizations to partner and collaborate for the maximum benefit of the target population.



As planned, the ICDP-BAC was formally established on 26 October 2025 with a total of 10 members. Ms. Sajeda Akter Boby (former HCDP Project Coordinator and National Trainer of Trainers) was selected as the Chairperson of the Committee for a two-year term.

Testimony of caregivers:



My name is Anjali Daring. I am the mother of a 15-year-old boy named Utsho Daring. He studies in Class 9. I have received **ICDP caregiver training**, and through this journey I have become a committed and confident member of ICDP. Before this training, I had never received such meaningful learning about children and parenting. Now I feel grateful and proud that I had the opportunity to be part of this training.

Earlier, I was not able to behave well with children because I did not truly understand them. I lacked proper knowledge about children's feelings, needs, and behavior. I used to order my child to do his work. When he replied, *"I will do it later,"* I would scold him and say, *"Do it now, or I will beat you."* Out of fear, he would do the work, but he was not willing or happy.

After receiving the ICDP training, I learned many positive techniques such as appreciating children for their small efforts, encouraging their initiatives, doing some work together with them, speaking in a soft voice, and giving clear explanations instead of threats. Most importantly, I learned how to make my child listen to me with love and understanding, not fear

One day, when my son's school was closed, I asked him to wash his school shoes because they were very dirty. At that time, he was watching something on mobile phone and, as usual, replied that he would do it later. Instead of scolding him, I said calmly, *"Let's do it together. I will wash one shoe, and you wash the other."* Immediately, he stopped watching the mobile and happily joined me.

While washing the shoes together, I slowly moved on to another household task. Later, I noticed that my son had washed both shoes properly by himself and placed them in the sun to dry. This made me feel very happy and proud.

Now, I truly understand how to care for my child and how to guide him positively so that he can become a responsible and well-established person in the future. ICDP training has changed my way of thinking, my behavior, and my relationship with my child.



My name is **Lipy Roy**. I am a mother, and my son's name is **Jonash** (7).

For a long time, I was going through very difficult challenges in my family. I was suffering from depression, and because of that, I was not always able to behave well with my children. Deep inside, I felt pain and guilt, but I did not know how to change myself.

Everything started to change after I joined the **ICDP caregiver training**. Through the four sessions, I learned how to understand my children better, how to control my emotions, and how to care for them with patience, love, and respect.

After completing the training, one day some of my relatives visited our home. After observing my son's behavior, they said, *"Jonash Babu has changed a lot. He does not get angry easily anymore. He is no longer bossy; instead, he looks cheerful and well-behaved."*

I smiled and replied, *"Actually, it is not my son who has changed — it is me."*

I explained to them that after receiving the ICDP training, I changed my own behavior toward my child, and that positive change in me brought positive change in my son. I shared my experience with them and encouraged them to take part in the ICDP training as well.

Today, I feel confident and hopeful. I believe that I am now capable of raising my children in a healthy and loving way. I trust that, with this learning and understanding, my children will grow up well and have a bright future.

Thank You!

Rumi Zengcham
Project Coordinator, HCDP
Normisjon Bangladesh

