



**IMPACT STUDY REPORT ON  
YOUTH DEVELOPMENT INITIATIVES  
OF GOOD NEIGHBORS BANGLADESH**

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# **Impact Study Report on Youth Development Initiatives of Good Neighbors Bangladesh.**

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***HV Associates Limited***

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## EXECUTIVE SUMMARY

This report presents the findings of the Impact Study of Good Neighbors Bangladesh (GNB) Youth Development Initiatives, assessing how structured youth engagement contributes to leadership development, civic responsibility, protection awareness, employability, and community transformation. The study was conducted across 17 project areas in 13 districts of Bangladesh, where GNB implements integrated youth development interventions through platforms such as sponsored youth groups, volunteers, youth clubs, Youth Councils, interns, and Nature and Peace Clubs. These platforms provide youth with opportunities to participate in leadership, training, community service, and social awareness activities, enabling progressive personal and social development.

A mixed-method, quasi-experimental design was applied, combining quantitative and qualitative approaches. The quantitative survey covered 635 youth, including 474 participating youth (treatment group) and 161 non-participating youth (comparison group), allowing comparative analysis of programme impact. The qualitative component included Focus Group Discussions (FGDs), Key Informant Interviews (KIIs), and In-Depth Interviews (IDIs) with youth, community leaders, and employed graduates. This approach ensured strong evidence on behavioral, social, and economic outcomes.

The findings show strong and consistent youth engagement in GNB activities. Nearly half of the youth participate weekly, while most others remain involved monthly, reflecting regular and meaningful connection with programme platforms. Importantly, 73.5% of youth participate in multiple activities—including training, volunteer work, awareness campaigns, and leadership roles—indicating broad exposure and comprehensive skill development. This continuous engagement has enabled youth to gradually build confidence, leadership ability, and responsibility, strengthening their readiness to contribute to community and professional environments.

One of the most significant impacts observed is the transformation of youth into confident, capable, and socially responsible individuals. Participating youth demonstrate substantially higher levels of confidence, communication ability, and leadership readiness compared to non-participants. Youth actively contribute to group planning and decision-making, reflecting strong ownership, initiative, and leadership. They demonstrate improved discipline, accountability, and teamwork, which are contributing to improved academic performance, employment readiness, and leadership roles within their communities.

The programme has also generated significant protection and social outcomes. Participating youth demonstrate strong knowledge of child protection systems and gender-based violence prevention, including correct identification of reporting mechanisms and appropriate response actions. Youth actively contribute to preventing early marriage, discouraging child labour, and promoting education through awareness and community engagement. These actions have strengthened community protection systems and increased responsiveness to protection risks. Communities increasingly recognize youth as trusted and responsible contributors to child protection and social wellbeing.

Clear behavioral and social improvements are evident among participating youth. Engagement in structured activities has contributed to reduced involvement in drug use, illegal activities, and other risky behaviors. Youth demonstrate stronger discipline, positive peer relationships, and productive engagement in education, volunteer work, and community service. These changes have contributed to safer and more socially responsible community environments.

The programme has also strengthened employability and livelihood readiness. Skills gained through GNB—including leadership, communication, teamwork, and problem-solving—have supported youth in accessing employment and professional opportunities. Many youth have successfully transitioned into employment in healthcare, education, banking, private sector, and development organizations, while others have established small businesses and income-generating activities. These outcomes demonstrate the effectiveness of GNB initiatives in preparing youth for professional and economic success.

Community-level transformation is one of the most important outcomes of the programme. Youth-led awareness campaigns, protection initiatives, and environmental actions have strengthened social awareness, environmental responsibility, and civic engagement. Nature and Peace Club members have actively led tree plantation, afforestation, and environmental awareness campaigns, contributing to improved environmental practices and community participation. Youth are increasingly recognized as environmental advocates and community leaders.

The programme has also strengthened youth identity, confidence, and social recognition. Youth report increased self-belief, sense of purpose, and pride in contributing to community development. Families, schools, and community leaders increasingly recognize youth as role models and positive agents of change. This reflects a shift in youth roles—from passive recipients of support to active contributors driving social progress.

The findings confirm that Good Neighbors Bangladesh Youth Development Initiatives have generated significant and multi-dimensional impact at individual and community levels. The programme has successfully created pathways for youth to develop leadership, life skills, civic responsibility, and employability competencies. These outcomes contribute to stronger protection systems, improved social cohesion, enhanced environmental stewardship, and more inclusive community development.

The evidence clearly demonstrates that structured youth engagement can produce lasting and meaningful change by enabling youth to become confident leaders, responsible citizens, and key contributors to community development.

### Key Impact-Level Findings of Good Neighbors Bangladesh Youth Development Initiatives

The impact assessment confirms that Good Neighbors Bangladesh (GNB) Youth Development Initiatives have generated significant, measurable, and sustained changes at individual, social, and community levels. These changes extend beyond immediate program participation and demonstrate long-term transformation in youth capacity, community protection systems, social norms, and employability outcomes.

**1. Transformation of Youth into Confident, Capable, and Responsible Individuals:** Participation in structured youth platforms has significantly strengthened youth confidence, communication ability, and personal identity. Survey results show that 86.9% of participating youth reported substantial improvement in self-confidence, compared to only 28.0% among non-participants. Youth demonstrated greater ability to speak publicly, express opinions, and participate actively in group discussions and decision-making processes. Qualitative findings further confirm that youth developed stronger discipline, self-belief, and emotional resilience, enabling them to manage personal, academic, and professional responsibilities more effectively. This transformation has positioned youth as confident and capable individuals prepared for leadership and professional engagement.

**2. Development of Strong Youth Leadership and Decision-Making Capacity:** Youth engaged in GNB initiatives have developed strong leadership skills and decision-making ability. Nearly 89.7%

of participating youth expressed confidence in planning or leading activities, and 86.1% actively contributed to planning and decision-making discussions. Youth have assumed roles as volunteer leaders, facilitators, peer mentors, and community mobilizers. These leadership experiences have strengthened their initiative, accountability, and organizational skills. At the community level, youth are increasingly involved in organizing awareness campaigns, facilitating meetings, and supporting community initiatives, demonstrating their emergence as capable local leaders and change agents.

**3. Strengthened Community Protection Systems and Reduction in Harmful Practices:** GNB youth engagement has significantly strengthened child protection systems and preventive community actions. Participating youth demonstrate strong knowledge of child protection mechanisms, with 83.8% correctly identifying the national child helpline (1098) as the appropriate response to child protection incidents. Youth actively contribute to promoting education (91.1%), preventing child labour (89.9%), and stopping or delaying early marriage (88.6%). Qualitative findings confirm that youth have intervened in real cases of early marriage, provided counselling to families, and supported vulnerable adolescents. These actions have contributed to stronger community vigilance, increased awareness, and reduced acceptance of harmful practices such as early marriage, child labour, and violence.

**4. Increased Civic Engagement and Positive Community Contribution:** Youth engagement has strengthened civic responsibility and active community participation. Participating youth are actively involved in awareness campaigns, peer education, community mobilization, and social protection initiatives. Youth contribute to identifying community problems, supporting vulnerable households, and promoting social development activities. Communities increasingly recognize youth as reliable and responsible contributors. This has strengthened youth voice, improved community coordination, and enhanced youth participation in local decision-making processes, contributing to inclusive and participatory community development.

**5. Reduction in Drug Use, Illegal Activities, and Risky Behaviors among Youth:** Youth participation in structured GNB activities has contributed to positive behavioral transformation and reduction in harmful behaviors. FGD and KII findings confirm that youth engaged in volunteer activities, awareness campaigns, and leadership roles are less likely to engage in drug use, illegal activities, and anti-social behavior. Instead, youth remain engaged in productive activities such as education, volunteer work, skill development, and community service. Community members reported visible improvements in youth discipline, responsibility, and social behavior, contributing to safer and more socially stable community environments.

**6. Improved Employability, Career Progression, and Economic Independence:** Youth development initiatives have significantly improved youth employability and workplace readiness. Skills gained through training, volunteer engagement, internships, and leadership roles—such as communication, teamwork, ICT skills, reporting, and professional conduct—have supported youth transition into employment. IDI findings confirm that former participants are now employed in NGOs, private companies, banks, schools, development organizations, and government services. Youth reported improved job performance, career progression, and financial independence. These outcomes demonstrate that GNB youth initiatives effectively prepare youth for professional roles and contribute to economic empowerment and household stability.

**7. Strengthened Environmental Protection and Climate-Responsible:** Engagement in Nature and Peace Clubs has enabled youth to actively contribute to environmental protection and climate awareness. Youth organized tree plantation, afforestation campaigns, and environmental awareness

activities in schools and communities. These actions have increased environmental awareness, strengthened community responsibility for environmental protection, and contributed to improved environmental practices. Youth are increasingly recognized as environmental stewards and advocates for climate resilience and sustainable development.

**8. Strengthened Peer Trust, Social Recognition, and Youth Role Modeling:** Youth participating in GNB initiatives have gained strong social recognition and peer trust. Nearly 79.3% of youth reported regular appreciation from community members, and 74.7% reported that peers often seek their guidance and support. Youth are now recognized as role models, advisors, and responsible community members. This recognition has strengthened youth motivation, leadership ambition, and continued civic engagement. Youth serve as positive influencers, contributing to behavioral change among peers and strengthening social cohesion within communities.

**9. Strengthened Youth Self-Reliance, Resilience, and Long-Term Social Contribution:** Youth engagement has strengthened independence, resilience, and long-term community contribution. Participating youth demonstrate greater confidence in managing personal challenges, planning careers, and contributing to community development. Many graduated youth continue supporting communities through voluntary actions, awareness activities, and mentoring younger youth. This indicates that youth development outcomes extend beyond program duration and continue contributing to sustained community development and social transformation.

**10. Creation of Sustainable Youth Leadership and Community Development Pathways:** The overall findings confirm that GNB youth development initiatives have created a sustainable pathway for youth transformation—from supported children and volunteers to confident professionals, community leaders, and responsible citizens. Youth have developed leadership capacity, professional competence, civic responsibility, and social commitment. These outcomes contribute to strengthened protection systems, improved social norms, enhanced environmental stewardship, and sustainable community development in GNB working areas.

## Conclusion

The findings demonstrate that GNB Youth Development Initiatives have contributed to meaningful changes in youth development and community engagement. Youth have transitioned into more confident, responsible, and capable individuals with improved skills, awareness, and participation in social and community activities. At the same time, communities increasingly recognize and value youth contributions, leading to greater inclusion and engagement of youth in local processes. The evidence indicates that structured youth engagement under GNB has supported both individual development and community-level changes, contributing to more aware, responsible, and participatory communities.



# CHAPTER 01

## INTRODUCTION

*Understanding the study and its purpose.*



# CHAPTER-01: INTRODUCTION

## 1.1 Background of the Study

Bangladesh is experiencing a significant demographic transition, with a large proportion of its population consisting of young people. This youth population represents both a critical opportunity and a major responsibility for national development. When provided with appropriate education, skills, and opportunities for participation, youth can become productive, responsible, and innovative contributors to economic growth, social development, and community resilience. However, many young people in Bangladesh continue to face multiple challenges, including limited access to leadership opportunities, lack of employability skills, exposure to harmful social practices, and inadequate platforms for civic engagement. These challenges often restrict their ability to realize their full potential and contribute meaningfully to their communities and society.

Recognizing the importance of investing in youth as key agents of change, Good Neighbors Bangladesh (GNB) has implemented comprehensive Youth Development Initiatives across multiple districts in Bangladesh. These initiatives aim to support youth through structured platforms such as youth clubs, volunteer programs, Youth Councils, Nature and Peace Clubs, internships, and Sponsorship Service Supporter roles. Through these platforms, youth receive opportunities to participate in leadership development, life skills training, community service, environmental protection activities, protection awareness campaigns, and professional exposure. These interventions are designed to strengthen youth confidence, leadership capacity, social responsibility, employability, and active civic engagement.

GNB's youth development approach emphasizes progressive engagement, enabling youth to move through structured pathways—from supported children and volunteers to youth leaders, interns, and eventually professionals and community leaders. Through sustained participation, youth gain practical experience, develop critical life skills, and contribute to community development initiatives such as child protection, education promotion, environmental conservation, and social awareness campaigns. This approach aligns with national development priorities and global frameworks that emphasize youth empowerment, social inclusion, and sustainable development.

Over the years, GNB youth development initiatives have expanded across diverse geographic contexts, including urban, rural, peri-urban, and coastal areas. While program monitoring and routine reporting indicate positive outcomes, there is a need for systematic assessment to understand the extent and nature of changes generated among youth and their communities. In particular, it is important to assess how participation in GNB youth development initiatives contributes to improvements in youth confidence, leadership, employability, protection awareness, civic engagement, and community-level social transformation.

In response to this need, this impact study was conducted to generate evidence on the effectiveness and long-term impact of GNB Youth Development Initiatives. The study examines both individual-level outcomes—such as confidence, leadership, employability, and social responsibility—and community-level outcomes, including strengthened protection systems, environmental stewardship, and improved social cohesion. The findings of this study provide valuable insights to support program learning, strengthen youth development strategies, and inform future scaling and sustainability of youth initiatives implemented by Good Neighbors Bangladesh.

## 1.2 The specific purposes of the study

- To systematically assess the effectiveness of Good Neighbors Bangladesh Youth Development Initiatives in achieving its intended outcomes and broader impacts on the personal, educational, and socio-economic development.
- To capture measurable outcomes and context-specific factors that influence the program's impact
- To enhance the program's ability to empower and support youth in their journey towards positive and sustainable development
- To assess how Good Neighbors Bangladesh stands out positively from other organizations in youth development
- To disseminate the results to key stakeholders in order to scale up for future project initiatives.

## 1.3 GNB Youth Groups

The primary beneficiaries of the project are local youths involved in Good Neighbors Bangladesh's development initiatives, including pre-volunteers, volunteers, urban volunteers, Nature and Peace Club members, ex-Dream School teachers, Sponsorship Service Supporters, interns, and youth club (CBO) members. Secondary beneficiaries include child council members, Community Development Committees (CDCs), local representatives, educational institution staff (such as SMC members and teachers), government officials, like-minded organizations, and project staff. These diverse groups contribute to and benefit from the youth development efforts aimed at fostering leadership, skills, and community engagement.

## 1.4 Study Area

The study was conducted across 13 districts covering urban, peri-urban, rural, and coastal contexts where GNB youth development initiatives have been implemented. The target population included young people aged 15–29 years who participated in GNB-supported activities such as youth clubs, volunteering, skills training, civic engagement, and livelihood initiatives.

For comparative analysis, a control group of youth with similar demographic and socio-economic characteristics but without direct exposure to GNB youth initiatives was included in selected districts.



CHAPTER

# 02

## METHODOLOGY

*Approach, design and methods used for the study.*



## CHAPTER-02: METHODOLOGY

The Impact Study of Good Neighbors Bangladesh (GNB) Youth Development Initiatives adopted a mixed-methods approach, combining quantitative and qualitative techniques to generate comprehensive evidence on program outcomes, impact, and sustainability. The methodology was designed to capture both measurable changes among youth participants and contextual insights from communities and institutions engaged in youth development.

### 2.1 Study Design and Approach

The study followed a cross-sectional, quasi-experimental design, comparing youth participants (treatment group) who directly engaged in GNB-supported youth development initiatives with a youth comparison (control) group from similar socio-economic and geographic contexts where such initiatives were not implemented. A convergent mixed-methods framework was applied, whereby quantitative and qualitative data were collected concurrently and analyzed together to strengthen interpretation through triangulation.

#### 2.1.1 Quantitative Sampling Strategy

The quantitative component consisted of a structured youth survey administered to a total of 635 respondents, comprising 474 youth participants (treatment group) and 161 youth comparison (control group). District-wise allocation was determined based on program coverage, youth population size, and feasibility of identifying suitable comparison groups. In districts where comparable non-participant youth were not available, only treatment samples were collected.

Gender balance was actively promoted in the sampling process. Female participation was intentionally emphasized in treatment areas to reflect GNB's strategic focus on girls' empowerment and inclusive youth leadership.

#### 2.1.2 Qualitative Methods

To enrich and contextualize the quantitative findings, the study incorporated a strong qualitative component using multiple tools.

**In-Depth Interviews (IDIs):** A total of **30 IDIs** were conducted with youths who are currently engaged in jobs or income-generating activities and who previously received support through GNB youth development initiatives. These interviews explored individual life trajectories, transitions from participation to employment, skill utilization, income changes, leadership roles, and perceived sustainability of outcomes.

**Focus Group Discussions (FGDs):** A total of **12 FGDs** were conducted with youth participants and, where relevant, youth from comparison communities. Each FGD included 8–12 participants and examined collective experiences related to participation, education, digital literacy, gender norms, health and SRHR awareness, climate action, civic engagement, and livelihood aspirations.

**Key Informant Interviews (KIIs):** A total of **17 KIIs** were conducted with a range of stakeholders, including **project staff, local leaders, government officers, and teachers**. These interviews focused on program relevance, coordination with local institutions, observed changes among youth, alignment with national priorities, sustainability of youth structures, and recommendations for scaling up youth development initiatives.

### 2.2 Overall Assessment Focus

The assessment was conducted to understand the impact of Youth Development Initiatives implemented by Good Neighbors Bangladesh. The study was structured into two complementary components. The first component focused on assessing outcomes among existing youth participants (treatment group) in comparison with a non-participant youth group (control group). The second component focused on youth who are currently engaged in employment or income-generating activities and who previously participated in GNB youth development initiatives, in order to understand longer-term outcomes, transition pathways, and sustainability of impacts.

## CHAPTER

# 03

## RESULTS AND FINDINGS

*Key findings across youth development and community impact areas.*



### Key Findings

- ✓ Increased community participation
- ✓ Improved local governance

## CHAPTER-03: RESULTS AND FINDINGS

### A. YOUTH DEVELOPMENT OUTCOMES

#### Youth Development Process by Good Neighbors Bangladesh (GNB)

The youth development approach of Good Neighbors Bangladesh (GNB) follows a structured and progressive pathway that enables young people to gradually build their capacity, leadership, and employability through continuous engagement and practical experience.

The process begins with youth joining as Pre-Volunteers and Volunteers, which serves as the entry point into the development pathway. At this stage, youth are introduced to program values, basic awareness activities, and community engagement. They develop initial exposure to teamwork, social responsibility, and volunteerism.

Following this, youth actively engage in different community-based platforms, including Youth Clubs and Nature & Peace Clubs. Through these platforms, they regularly participate in meetings, awareness campaigns, and social initiatives related to child protection, early marriage prevention, health, environmental conservation, and community development. This stage strengthens their communication skills, teamwork, discipline, and civic awareness while fostering active community participation.



Figure 1: Youth Development Structure

As youth gain experience and demonstrate commitment, they progress to the role of Sponsorship Service Supporters (SS Supporters). In this stage, they take on more structured responsibilities such as facilitating activities, supporting program implementation, coordinating with peers and communities, and contributing to awareness and protection initiatives. This phase significantly enhances their leadership skills, decision-making ability, accountability, and organizational capacity.

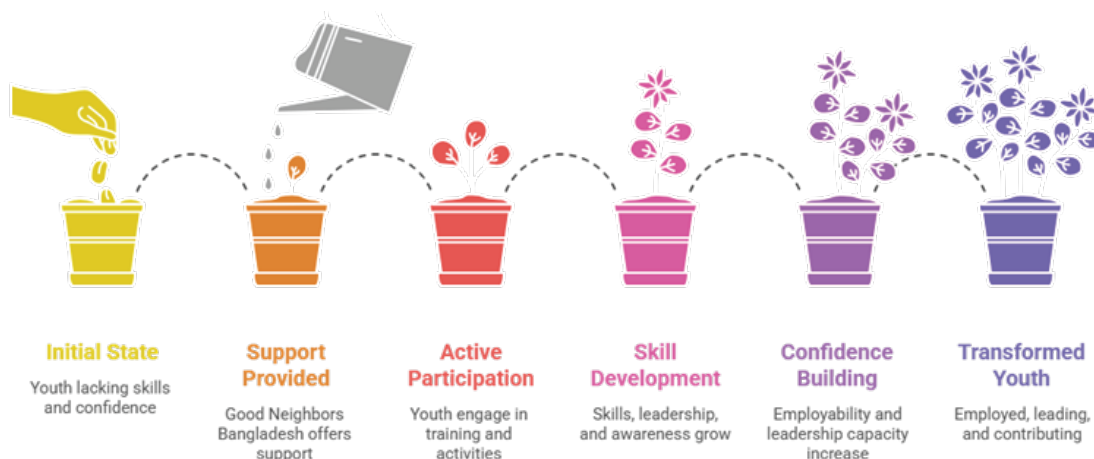
Youth who further demonstrate leadership and facilitation skills are engaged as Dream School Teachers, where they support educational activities, conduct learning sessions, and mentor younger children. This role strengthens their leadership confidence, communication ability, and sense of responsibility while enabling them to guide others effectively.

In the final stage, selected youth are provided opportunities to work as Interns (Head Office recruited). This stage offers practical exposure to professional environments, administrative systems, and organizational operations. It enhances their employability skills, professionalism, workplace discipline, and readiness for future careers.

### Change Process of Youth Development Initiatives by Good Neighbors Bangladesh

The impact evaluation findings demonstrate that the Youth Development Initiatives implemented by Good Neighbors Bangladesh have contributed to meaningful and progressive changes in the lives of participating youth through a structured pathway of support, engagement, and leadership

development. The provision of education support, life skills and leadership training, youth club participation, mentorship, and internship opportunities created an enabling environment where youth were able to build essential skills, gain practical exposure, and develop their personal and professional capacities. These interventions ensured that youth were not only recipients of support but also active participants in structured platforms that encouraged responsibility, leadership, and community engagement.



**Figure 2: Change process of Youth Development Initiatives by GNB**

As a result of their sustained involvement in youth clubs, volunteer activities, and development programs, participating youth demonstrated significant improvements in communication skills, leadership ability, teamwork, and social awareness. Youth reported increased confidence in expressing their opinions, participating in decision-making processes, and taking leadership roles within their communities and program activities. Engagement in structured roles such as volunteer leaders, Sponsorship Service Supporters, teaching assistants, and interns provided

practical experience that enhanced their professional readiness and strengthened their sense of responsibility and self-worth.

The evaluation further found that these changes translated into improved employability and economic outcomes for many youth. Participation in training, mentorship, and professional exposure helped youth develop workplace skills, improve their career aspirations, and access employment or income-generating opportunities. Many youth transitioned into formal employment, teaching roles, internships, and other professional engagements, enabling them to contribute to their household income and achieve greater financial independence. This economic empowerment also enhanced their social status and decision-making capacity within their families and communities.

In addition to economic improvements, the initiatives contributed to increased civic engagement and social responsibility among youth. Participating youth became actively involved in community awareness activities, including promoting education, preventing child marriage and child labour, and supporting social development initiatives. Their leadership roles within youth clubs and communities positioned them as role models and change agents, contributing to positive behavioral and social changes at the community level. The evaluation confirms that the Youth Development Initiatives facilitated a clear pathway of change, beginning with capacity development and structured engagement, leading to increased confidence, leadership capacity, employability, and civic participation, and ultimately resulting in employment, financial independence, and sustained community leadership. These changes demonstrate the effectiveness of the initiatives in empowering youth and contributing to sustainable individual and community development.

## **Impact Assessment Findings**

### **3.1 Self-Development and Personal Growth among Youth**

The impact assessment findings demonstrate substantial and widespread positive behavioral change among youth participating in Good Neighbors Bangladesh (GNB) youth development initiatives. One of the most significant changes observed is the improvement in discipline, responsibility, and social behavior. A large majority of youth (70.3%) experienced multiple positive changes, including becoming more respectful, helpful, confident, and responsible, while the remaining youth also reported at least one form of positive behavioral improvement. Notably, no youth reported an absence of positive change, indicating a consistent and strong influence of GNB youth engagement on shaping positive attitudes and behaviors.

Qualitative evidence further highlights a clear shift in youth lifestyles and social conduct. FGD participants described how youth have become more disciplined, avoiding harmful behaviors such as substance use and unproductive activities, and instead actively engaging in meetings, awareness campaigns, and community service. Community members observed that GNB-engaged youth demonstrate greater respect toward elders, show responsibility in assigned tasks, and contribute constructively to community initiatives. KII findings with GNB staff and community leaders also confirm that youth are increasingly viewed as reliable and responsible individuals who uphold community norms and values.

A key significant change is the transformation of youth from passive or less-engaged individuals into disciplined, responsible, and socially active contributors. Youth are now managing their time more effectively, demonstrating accountability in their roles, and actively participating in social development activities. This behavioral transformation has strengthened their social acceptance and positioned them as positive role models for their peers and community members.

## Impact Story-1: From Uncertainty to Confidence: Payel Rani Roy's Journey of Growth and Leadership



*Because of Good Neighbors Bangladesh, I could continue my education without interruption. Now I dream of becoming a teacher and helping others build a better future.*

- Payel Rani Roy



Payel Rani Roy has been engaged with Good Neighbors Bangladesh (GNB) Bochaganj CDP from 2023 to 2025 under youth development initiatives. Growing up in a financially struggling family in Ishaniya Village, Bochaganj Upazila of Dinajpur, her father's limited income as a farmer made it difficult to ensure uninterrupted education and proper learning opportunities. Due to economic hardship, continuing her studies was uncertain, and her confidence and exposure to personal development opportunities were limited. Through consistent sponsorship support, educational materials, stipends, and emergency assistance, Payel was able to continue her education without interruption. Alongside financial support, her participation in youth meetings, community activities, and awareness programs played a transformative role in her personal development. Gradually, she developed discipline, responsibility, and confidence. She became more punctual, accountable, and actively engaged in group initiatives and volunteer activities.

Active involvement in GNB youth development initiatives strengthened her leadership and communication skills. She began participating more confidently in discussions, awareness campaigns, and community service activities. Community members observed noticeable changes in her behavior—she became more respectful, socially responsible, and cooperative. Like many other youth engaged with GNB, Payel demonstrated positive behavioral transformation, shifting from limited participation to becoming an active and reliable contributor within her community.

Motivated by the skills and confidence gained through GNB, Payel successfully progressed in her academic journey and is currently pursuing her Bachelor's degree (3rd Year) in Political Science at Dinajpur Government College. In addition to her studies, she now serves as a volunteer in Bochaganj CDP, supporting youth and community development initiatives. Her journey reflects how sustained sponsorship and youth engagement not only ensure access to education but also foster self-discipline, leadership, and social responsibility among young people.

Today, Payel is recognized as a confident, disciplined, and responsible young woman in her community. She aspires to become a teacher and contribute to building a better future for underprivileged children. Her transformation demonstrates how GNB's youth development initiatives nurture positive behavioral change, empower young individuals, and position them as constructive and self-reliant contributors to society.



### 3.1.1 Positive behavior change among youth (discipline, responsibility, cooperation)

The results show that positive change among youth is both widespread and multi-dimensional, with 70.3% experiencing multiple improvements simultaneously in behaviour, respectfulness, helpfulness, and confidence. A further 20.0% showed improvement mainly in behaviour, while smaller shares experienced a single dominant change, such as being more respectful (4.6%), more confident (2.7%), or more helpful (2.3%). Notably, no youth reported an absence of positive change, underscoring the strong perceived influence of GNB youth engagement

FGD Participants consistently described youth becoming more disciplined, avoiding negative behaviours such as drug use or spending time idly, and using their time more productively in meetings, community service, and awareness activities. Community members in FGDs noted that GNB youth are now seen as more respectful and responsible compared to other non-engaged youth. KII findings with GNB staff and community leaders confirm these observations, highlighting visible improvements in youth discipline, social behaviour, and commitment to community norms. Key informants emphasized that GNB-engaged youth are increasingly active in social development initiatives and are trusted by community members.

**Table 1: Positive behavior change among youth**

| Participation Pattern                        | % of Youth    |
|----------------------------------------------|---------------|
| Mixed positive changes (2–4 changes noticed) | 70.3%         |
| Behaviour improved only                      | 20.0%         |
| More respectful only                         | 4.6%          |
| More helpful only                            | 2.3%          |
| More confident only                          | 2.7%          |
| None                                         | 0.0%          |
| <b>Total</b>                                 | <b>100.0%</b> |

## Impact Story-2: Volunteer to Youth Entrepreneur – Dhannjoy Karmokar



Before joining Good Neighbors Bangladesh (GNB), Dhannjoy Karmokar was a shy young man with limited confidence, minimal exposure to structure responsibilities, and little involvement in organized community activities. Like many young people in his community, he lacked direction, professional awareness, and constructive engagement opportunities. His positive behavioral transformation began when he joined GNB Birganj CDP as a volunteer from 2017 to 2021. Through regular participation in meetings, community service activities, and training sessions including computer training and basic program management.

- Dhannjoy

Dhannjoy gradually developed discipline, responsibility, and cooperation. He became more punctual, accountable, and respectful in his interactions. Instead of spending time idly, he actively engaged in productive activities, awareness programs, and volunteer initiatives.

Over time, Dhannjoy took on greater responsibilities, helping coordinate events and guiding other volunteers. This strengthened his leadership ability, teamwork skills, and commitment to community norms. Community members and GNB staff observed visible improvements in his behavior—he became more confident, helpful, and socially responsible. He earned trust within the community and was increasingly viewed as a dependable and disciplined youth.

Building on these positive changes, Dhannjoy applied the skills and confidence he gained to establish a small business selling cosmetics and sanitary items. What began as a modest initiative gradually grew into a sustainable enterprise. Today, he manages his business independently and is recognized as a responsible youth entrepreneur contributing positively to his community.

Dhannjoy's journey demonstrates how GNB youth engagement fosters multi-dimensional positive change—strengthening discipline, responsibility, cooperation, and confidence. His transformation

reflects the broader impact observed among GNB-engaged youth, who are increasingly productive, socially active, and trusted contributors within their communities.

3.1.2 Strengthened Youth Decision-Making Capacity

Youth engagement in planning and decision-making processes has strengthened their confidence, voice, and leadership ability, enabling them to influence group plans, take responsibility, and guide collective actions within their communities. Over time, young people have developed greater ownership, improved communication skills, and readiness to contribute to decisions that affect their groups and local development initiatives. This impact is reflected in current engagement levels: 86.1% of youth actively contributed to planning or decision discussions during the last three months, 12.4% attended as observers, and only 1.5% reported no involvement, indicating that active decision-making has become common practice among participating youth.

Table 2: Youth Participation in Planning and Decision Discussions

| Participation Pattern               | % of Youth |
|-------------------------------------|------------|
| Actively contributed in discussions | 86.1%      |
| Attended discussions                | 12.4%      |
| Did not participate                 | 1.5%       |
| Total                               | 100.0%     |

The results show a strong contrast between treatment and comparison youth in decision-making and voice. Nearly two-thirds (63.3%) of treatment youth reported that their opinions always matter during planning and decision-making, compared to about half (51.6%) of comparison youth who make decisions very often without depending on others. Importantly, only 0.4% of treatment youth reported never having a say, while this remains high among comparison youth (23.6%). IDIs revealed that many treatment youth now take initiative in family and community matters, citing improved confidence and communication. KIIs confirmed that community leaders increasingly recognize GNB youth as capable contributors, whereas non-participant youth remain more dependent on elders.

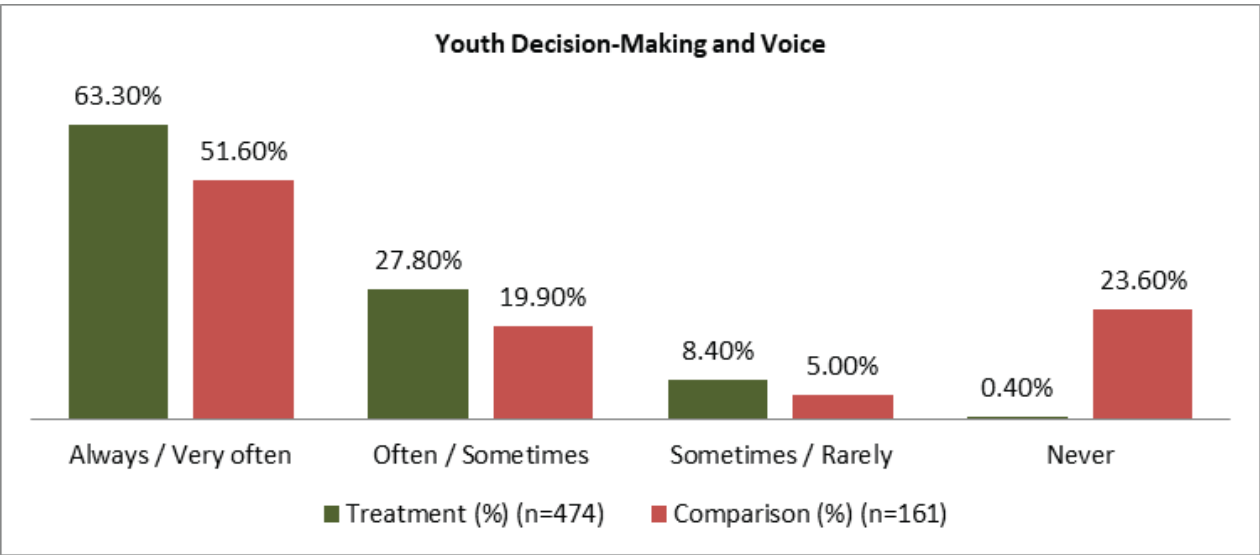


Figure 3: Youth Decision-Making and Voice

### Impact Story-3: Silent Participant to Community Decision Maker – Abeda Akter

Abeda Akter's journey with Good Neighbors Bangladesh (GNB) demonstrates how long-term youth engagement and structured participation in decision-making processes can transform a young woman into a confident community leader. She engaged with GNB's Ghatail CDP for over 13 years, beginning in 2002 as a sponsored child and continuing through various volunteer and leadership roles until 2015 and beyond.

In the early stages of her engagement, Abeda was hesitant to speak in public and rarely shared her opinions in group settings. However, GNB's structured inclusion of youth in planning meetings, consultations, and community discussions gradually created space for her active participation. Through consistent involvement in group decision-making forums, volunteer platforms, and leadership responsibilities, she developed communication skills, critical thinking ability, and confidence in expressing her views.

Between 2014 and 2020, Abeda served in multiple roles, including Volunteer, Sponsorship Service Supporter, Health Volunteer (Female), and Community Health Worker. These responsibilities strengthened her discipline, accountability, and understanding of collective decision-making processes. She began facilitating meetings, contributing ideas to planning sessions, and guiding other members during community initiatives. Her transformation reflected a broader shift observed among engaged youth—moving from passive participation to active and responsible leadership.

Academically, Abeda completed her Higher Secondary Certificate (HSC) from Pakutia Public School and College in 2014 and later earned a Bachelor of Social Science (BSS) degree from GBG University, Ghatail in 2019. Her educational achievements further strengthened her capacity to contribute meaningfully to community development.



“

*Good Neighbors Bangladesh gave me education, confidence, and strength. Today, I use that strength to lead and support women in my community.*

*- Abeda Akter*

In 2021, Abeda was appointed President of the Porabari Women's Cooperative under GNB. In this leadership role, she now oversees group savings, income-generating activities, and women's participation in social and economic initiatives. She coordinates planning meetings, facilitates collective decision-making, resolves conflicts, and supports members in making informed financial and social decisions. Community members recognize her as a confident and capable leader who upholds transparency, cooperation, and shared responsibility.

Abeda's journey—from a silent participant to a community decision maker—highlights the sustainable impact of GNB's youth and women-focused engagement approach. By ensuring structured participation, leadership opportunities, and long-term mentorship, the program enabled her to become an empowered leader contributing to inclusive community development.

### 3.1.3 Strengthened Youth Confidence, Leadership, and Civic Engagement



Participation in Good Neighbors Bangladesh (GNB) youth development initiatives has led to substantial improvements in youth confidence, leadership capacity, and civic engagement. Youth engaged in structured platforms such as volunteer groups, youth clubs, and community activities demonstrated significantly higher confidence in public speaking and communication. In contrast, lack of confidence was almost nonexistent among participating youth, while a considerable proportion of comparison youth reported avoiding public speaking. This indicates that regular involvement in group discussions, awareness activities, and community events has helped youth overcome fear and develop strong communication skills.

Leadership capacity has also improved significantly among GNB-supported youth. A large majority (89.7%) reported confidence in planning or leading activities, reflecting strong leadership readiness and initiative. Youth have moved beyond passive participation to actively facilitating meetings,

organizing events, mentoring peers, and contributing to group planning. These experiences have strengthened their decision-making ability, responsibility, and readiness to take leadership roles both in community settings and professional environments. Employed youth further reported that leadership and communication skills developed through GNB engagement have directly supported their workplace performance, including teamwork, coordination, and independent problem-solving.

Civic engagement among youth has also increased markedly. A very high proportion of youth reported active involvement in community protection and social development actions, including encouraging school attendance (91.1%), identifying community problems (90.5%), participating in child labour prevention (89.9%), and attempting to prevent early marriage (88.6%). These levels of engagement are significantly higher than among non-participant youth, highlighting the effectiveness of GNB initiatives in promoting civic responsibility and social awareness. Qualitative findings confirm that youth are now actively involved in awareness campaigns, community follow-ups, and local initiatives, and are increasingly recognized as trusted contributors and change agents.

### Youth Confidence Level

Good Neighbors Bangladesh (GNB) strengthens youth confidence, leadership, and civic engagement through continuous, practice-based youth development activities. Youth are engaged through structured platforms such as Pre-Volunteers, Volunteers, Youth Clubs, Youth Councils, Sponsorship Service Supporters (SSS), former Dream School teachers, interns, and Nature & Peace Club members.

GNB provides youth with regular opportunities to participate in group discussions, planning meetings, school sessions, awareness campaigns, and community events, enabling them to practice communication and public speaking in real-life settings. Leadership skills are developed by involving youth in activity planning, facilitation, peer mentoring, coordination with schools and local leaders, and follow-up with families.

Through collaboration with teachers, SMC members, parents, ward leaders, and local institutions, GNB supports youth to take part in community decision-making and social actions, strengthening civic voice and community trust. In addition, youth engagement in volunteering, teaching support, internships, and SS roles helps build work-relevant skills such as teamwork, responsibility, initiative, and communication, supporting smoother transitions to employment. The following results revealed for the survey regarding strengthening Youth Confidence, Leadership, and Civic Engagement.

The comparative results show that youth who participated in GNB youth development initiatives have significantly higher confidence in public speaking than those in the comparison group. Nearly two-thirds (63.5%) of participant youth reported being very confident, compared to 33.5% among non-participants. In contrast, 18% of comparison youth reported avoiding or lacking confidence in speaking, compared to only 0.2% among participant youth

**Table 3: Confidence in Public Speaking**

| Response Category     | Treatment Group (%) (n=474) | Comparison Group (%) (n=161) |
|-----------------------|-----------------------------|------------------------------|
| Very confident        | 63.5                        | 33.5                         |
| Confident             | 34.2                        | 39.8                         |
| A little hesitant     | 2.1                         | 8.7                          |
| Avoid / Not confident | 0.2                         | 18.0                         |
| Total                 | 100                         | 100                          |

Qualitative evidence from FGDs and IDIs explains this difference. Youth described how regular participation in real-life activities—such as group discussions, planning meetings, school sessions, and community events—gradually helped them overcome fear and build confidence. Safe and supportive group environments enabled them to practice communication, express opinions, and engage with elders and community members.

Findings from IDIs with employed youths further show that these confidence and communication skills have directly improved workplace performance. Employed youths reported greater confidence in interacting with supervisors, working in teams, and taking initiative. Many noted that skills gained through GNB activities supported both job entry and effective performance.

## Leadership roles

The comparative results show that youth who participated in GNB youth development initiatives demonstrate substantially stronger leadership confidence than those in the comparison group. Nearly nine out of ten (89.7%) participant youth reported that they are confident to plan or lead a small activity, compared to 51.6% of comparison youth who strongly believe they can become a community leader. In contrast, a significant proportion of comparison youth expressed uncertainty or disbelief about leadership (29.5% combined not sure and don't believe), indicating weaker leadership aspiration.

**Table 4: Leadership Confidence and Aspiration**

| Response Category        | Treatment Group (%) (n = 474) Believe can become a community leader | Comparison Group (%) (n = 159) Believe can become a community leader |
|--------------------------|---------------------------------------------------------------------|----------------------------------------------------------------------|
| Strongly positive        | 89.7                                                                | 51.6                                                                 |
| Moderate                 | 10.3                                                                | 18.9                                                                 |
| Not sure                 | —                                                                   | 6.9                                                                  |
| Negative (Don't believe) | —                                                                   | 22.6                                                                 |
| Total                    | 100                                                                 | 100                                                                  |

Qualitative evidence from FGDs and IDIs helps explain this difference. Youth described how regular involvement in group activities, planning meetings, campaigns, and community events provided repeated opportunities to practice leadership in real-life settings.

Findings from IDIs with employed youths further indicate that leadership skills developed through GNB have practical value beyond community activities. Employed youth reported greater confidence in taking initiative at work, coordinating with colleagues, and handling responsibilities independently. Overall, both quantitative and qualitative evidence confirm that sustained engagement in GNB initiatives has strengthened youth leadership capacity and readiness for broader social and professional roles.

## Youth Civic and Social Engagement Actions

The survey results indicate very high levels of youth engagement in civic and protective actions among the treatment group. A large majority of youth report acting regularly: 91.1% encourage children to continue schooling, 90.5% identify community problems, 89.9% participate in child labour prevention activities, and 88.6% have attempted to stop or delay early marriage. An additional 8.7%–9.8% are involved sometimes, while only 0.6%–1.2% report rare or no involvement. Between 8.6% and 10.6% indicate that they did not get an opportunity to act, particularly in cases of early marriage and child labour where incidents are situation-specific.

In contrast, the comparison group shows substantially lower regular engagement (33.0%–36.0%) across all four actions, alongside much higher levels of occasional involvement (26.0%–27.0%) and no or never participation (28.0%–31.0%). This highlights a clear gap between youth exposed to GNB interventions and those in non-intervention areas.

Findings from FGDs align with the survey results, with youth describing regular follow-up on school attendance, participation in awareness campaigns, and involvement in identifying community issues. Participants also noted that opportunities to intervene directly in early marriage or child labour arise only when specific cases occur. KII findings further confirm that youth are increasingly recognized by communities as active change agents, although direct intervention—especially in sensitive cases—often takes place with guidance or support from adults and community leaders.

**Table 5: Youth Civic and Social Engagement Actions (Treatment Vs Comparison)**

| Response Pattern             | Encourage Children to Continue Schooling |            | Joined Child Labour Prevention Activity |            | Identify Community Problems |            | Tried to Stop/Delay Early Marriage |            |
|------------------------------|------------------------------------------|------------|-----------------------------------------|------------|-----------------------------|------------|------------------------------------|------------|
|                              | Treatment                                | Comparison | Treatment                               | Comparison | Treatment                   | Comparison | Treatment                          | Comparison |
| <b>Regularly</b>             | 91.1%                                    | 36.0%      | 89.9%                                   | 34.0%      | 90.5%                       | 35.5%      | 88.6%                              | 33.0%      |
| <b>Sometimes</b>             | 8.9%                                     | 27.0%      | 9.6%                                    | 26.5%      | 8.7%                        | 27.0%      | 9.8%                               | 26.0%      |
| <b>Rarely</b>                | 0.8%                                     | 9.0%       | 1.1%                                    | 9.5%       | 0.6%                        | 8.5%       | 1.0%                               | 9.5%       |
| <b>No / Never</b>            | 0.6%                                     | 28.0%      | 0.9%                                    | 30.0%      | 0.8%                        | 28.5%      | 1.2%                               | 31.0%      |
| <b>Didn't get any chance</b> | 8.6%                                     | —          | 9.4%                                    | —          | 9.4%                        | —          | 10.6%                              | —          |
| <b>Total</b>                 | 100.0%                                   | 100.0%     | 100.0%                                  | 100.0%     | 100.0%                      | 100.0%     | 100.0%                             | 100.0%     |

These patterns demonstrate that GNB-supported youth are contributing to high community vigilance, early identification of risks, and preventive action, strengthening local responses to education dropout, child labour, and early marriage

#### Impact Story-4: Building Confidence and Leadership through Internship Program: Tinkon Mondol's Journey



Tinkon Mondol, a 26-year-old from Bollovepur village in Mujibnagar, Meherpur, engaged with Good Neighbors Bangladesh (GNB) Meherpur CDP from 02 February 2025 to 31 July 2025 as an administrative intern. Coming from a financially constrained household where his family depended on him for support, Tinkon faced unemployment, low professional exposure, and limited confidence in communication and public speaking before his engagement with GNB. He also had minimal access to networking and few opportunities for involvement in community or youth activities.

During his six-month internship, Tinkon received structured mentoring and hands-on experience in planning, budgeting, implementation, communication, and reporting. He assisted senior staff in developing operational plans, preparing budget forecasts, tracking expenses, and coordinating administrative tasks across departments. Additionally, he participated in community-focused programs, including WordMaster competitions, reading campaigns, partner school teachers' training, child rights awareness, child labour prevention, and early marriage prevention initiatives. These experiences provided him with opportunities to practice public speaking, facilitate meetings, mentor peers, and actively engage in civic and social actions. As a result, Tinkon experienced a remarkable transformation. He developed a strong understanding of administrative processes, enhanced his confidence in communication and public speaking, and strengthened leadership skills by taking initiative and coordinating activities. His discipline, accountability, and professionalism improved, and he became more socially engaged and responsible. Community members and GNB staff recognized him as a trustworthy youth who contributed meaningfully to both workplace and community initiatives. He regularly encouraged school attendance, identified local problems, and actively participated in child protection programs. The most significant changes in Tinkon's journey include strengthened confidence and leadership, improved life skills, positive behavioral transformation, and active civic engagement. He successfully adapted to workplace culture, demonstrated teamwork and problem-solving skills, and applied the knowledge gained at GNB to his current role as an Accounts Officer at BRAC. Reflecting on his experience, Tinkon said,

*"I am sincerely grateful for the opportunity to learn, grow, and contribute during my internship, which has greatly enhanced my professional development. I will always remember the organization for offering valuable internship opportunities to fresh graduates."*

## Impact Story-5: Building Confidence and Leadership: Hamim's Journey through GNB Youth Engagement



Hamim's engagement with Good Neighbors Bangladesh (GNB) began in 2015 at the Dohar CDP when he joined as a volunteer at the age of 18. From 2015 to 2017, he actively participated as a volunteer, developing foundational skills in leadership, communication, and community engagement. Between 2017 and 2022, he worked with the Income Generation ID and served as a Sponsorship Service (SS) Supporter, gaining hands-on experience in social initiatives such as child rights awareness, counselling, and prevention of child marriage. These years of structured involvement provided him with repeated opportunities to practice leadership, public speaking, and problem-solving in real-life community contexts, strengthening both his confidence and civic engagement.

Through GNB, Hamim participated in diverse activities including computer and vocational training, youth club leadership, home visits, and awareness campaigns on child rights, women's rights, and human rights. In 2019, he was elected General Secretary of a youth club, where he coordinated more than 50 young members, honing his teamwork, initiative, and decision-making abilities. The changes in Hamim's personal and professional life are profound. He developed strong confidence in public speaking, with sustained engagement in group discussions, school sessions, and community events enabling him to communicate effectively with peers, elders, and local leaders. His leadership skills grew substantially, and he became a trusted figure in planning and implementing community initiatives. Survey-aligned observations indicate that youth like Hamim, through GNB programs, achieve higher levels of confidence, with over 63% reporting they are very confident in public speaking and nearly 90% believing they can plan or lead activities within their communities.

Hamim's civic and social engagement has also left a visible impact. He actively encourages children to continue schooling, participates in child labour prevention, and intervenes to stop or delay early marriages. His ongoing involvement demonstrates that youth engagement can generate meaningful change in social norms, enhance community trust, and promote protective behaviors. Beyond personal growth, Hamim has gained social recognition, professional skills, and the ability to support his community and family effectively, reflecting the transformative potential of structured youth development programs.

### 3.1.4 Community Recognition

The impact assessment findings show clear changes in community recognition of youth engaged in Good Neighbors Bangladesh (GNB) youth development initiatives. A large majority of youth (79.3%) reported that their efforts are regularly recognized, while an additional 20.3% reported being recognized sometimes, indicating that recognition is widely experienced among participating youth. FGD findings show that elders publicly acknowledge youth contributions during village meetings, parents recognize their leadership roles, and community members consult them for advice. Youth participants reported being invited to speak during community events and participate in planning discussions. KII findings confirm that teachers, local leaders, and community representatives recognize youth as responsible individuals and increasingly trust them with roles such as organizing awareness campaigns, facilitating meetings, and supporting education and child protection activities. These findings reflect growing social, public, and institutional recognition of youth contributions.

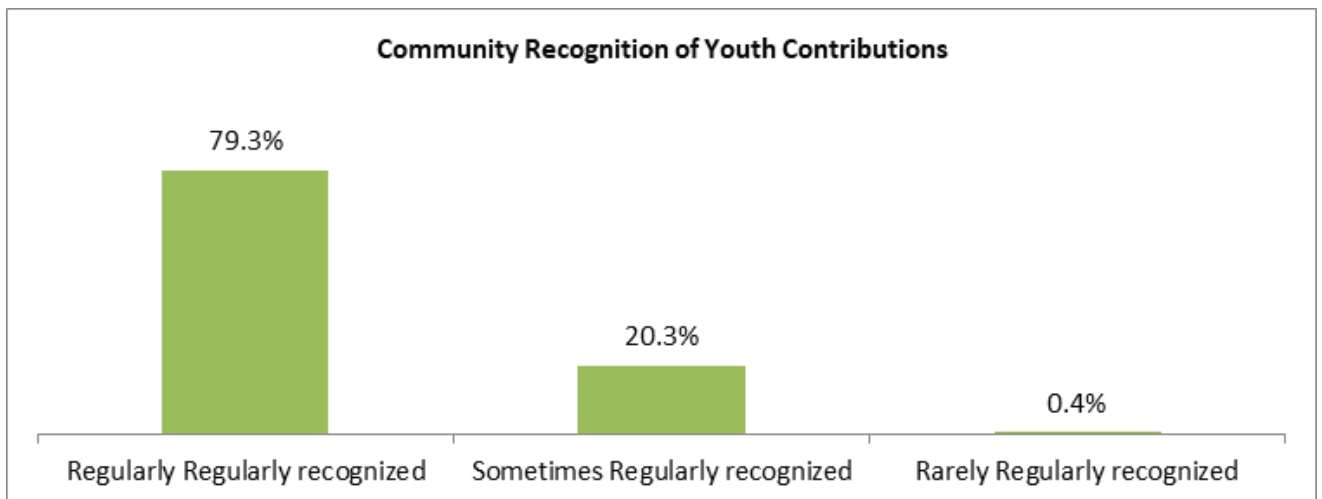
Recognition of youth contributions is observed across different forms within the community. FGD findings show that youth are acknowledged informally through community interactions, such as appreciation during meetings and consultations by community members. At the public level, youth contributions are recognized through announcements, participation in events, and visible roles in community activities. KII findings further confirm that youth are increasingly included in formal and institutional processes, such as planning discussions, community committees, and implementation of local initiatives, indicating gradual acceptance of youth as contributors within governance and development structures.

Recognition has also translated into observable changes at multiple levels. At the individual level, FGD and IDI findings show that youth demonstrate increased confidence in participation and engagement in community activities. Youth reported that recognition encouraged them to take initiative and engage more actively in social and development actions. At the household level, FGD findings show that parents increasingly trust youth decisions and support their involvement in education and community activities. At the community level, FGD findings show that youth contribute to awareness campaigns, disaster preparedness, and social initiatives, while KII findings confirm increased acceptance of youth roles and participation in collective actions. At the institutional level, FGD and KII findings show that youth are included in committees, participate in planning processes, and contribute to community-level monitoring and implementation activities.

#### Community Recognition of Youth Contributions

The survey findings show that youth participating in GNB youth development initiatives receive a high level of recognition for their contributions. A large majority of youth (79.3%) reported that their contributions are regularly appreciated, while an additional 20.3% reported being appreciated sometimes. This indicates that almost all youth experience some form of acknowledgment for their involvement in activities. Only a very small proportion (0.4%) reported that their contributions are rarely appreciated.





**Figure 4: Community Recognition of Youth Contributions (Treatment Group)**

These findings demonstrate that youth contributions are widely visible and valued within their communities. The high level of regular appreciation reflects acceptance of youth roles and recognition of their engagement in community activities. The survey results indicate that youth are consistently acknowledged for their participation, contributing to their sense of value and role within the community.

FGD and IDI findings show that youth engaged in GNB initiatives receive recognition through multiple, interconnected forms at social, public, and institutional levels. These forms of recognition operate simultaneously and reinforce each other, shaping how youth are perceived, valued, and positioned within their communities. Recognition is not only expressed through verbal appreciation but also reflected in trust, visibility, and inclusion in community and institutional processes.

Across study areas, youth described a gradual transition in their social position—from being less visible members of the community to becoming recognized individuals whose roles and contributions are acknowledged by families, community members, and local institutions. This recognition has created opportunities for youth to engage in discussions, assume responsibilities, and be included in decision-making spaces.

The findings further indicate that recognition plays a catalytic role in influencing youth behavior and engagement. It contributes to increased confidence, leadership, and accountability while strengthening their social acceptance and legitimacy within the community. At the same time, recognition encourages continued involvement, as youth feel valued and motivated to contribute to social and development initiatives.

Recognition emerges as a key enabling factor that connects individual development with broader community engagement, reinforcing youth identity as active and trusted contributors to community development processes.



**Figure 5: Forms of Recognition**

### **1. Social Recognition (Informal but Powerful)**

Youth receive informal recognition within their communities, which shapes their social identity and engagement. FGD findings show that elders publicly acknowledge youth contributions during village meetings, and parents recognize their leadership and responsibility. Youth participants reported that community members consult them for advice on social issues, and they are invited to speak during local events and discussions. KII findings confirm that community leaders and teachers recognize youth as responsible individuals and increasingly trust them in community-level activities.

### **2. Public Recognition (Community-Level Visibility)**

Youth contributions are recognized through visible platforms at the community level. FGD findings show that many youths receive certificates during community events and are acknowledged in Union Parishad meetings and local gatherings. Participants reported that their names are announced publicly and, in some cases, shared through local publicity and social media. KII findings confirm that such recognition enhances the visibility of youth contributions and encourages their continued engagement in community initiatives.

### **3. Institutional Recognition (Formal Inclusion)**

Recognition is also reflected in the inclusion of youth within institutional and governance structures. FGD findings show that youth are involved in Disaster Management Committees and participate in planning discussions. Youth participants reported being assigned roles in campaigns and representing their communities in external meetings. KII findings confirm that local institutions and stakeholders include youth in program implementation and community-level decision-making processes.

## **Impact Story-6: Building Trust and Leadership: Methio Bishwas' Journey of Community Impact and Recognition**



Methio Bishwas has been engaged with Good Neighbors Bangladesh (GNB) since 2024 and currently serves as a Field Facilitator under the GBV Project at Ukhiya CDP, Cox's Bazar. With an academic background in Textile Engineering, his transition into social development reflects how structured engagement can build social identity, community trust, and institutional recognition.

Since joining GNB, Methio has been actively conducting GBV and PSEA awareness sessions in schools, madrasas, and other educational institutions. Through consistent field engagement, he has earned strong informal social recognition within communities. Elders, parents, and teachers now acknowledge his contributions in promoting child protection, adolescent health, and gender awareness. Community members increasingly consult him for advice on issues such as child marriage prevention and creating safer environments for girls. When he shares his experiences within his village and social circles, people listen with respect and value his perspective. This growing trust has strengthened his social identity as a responsible and aware youth leader.

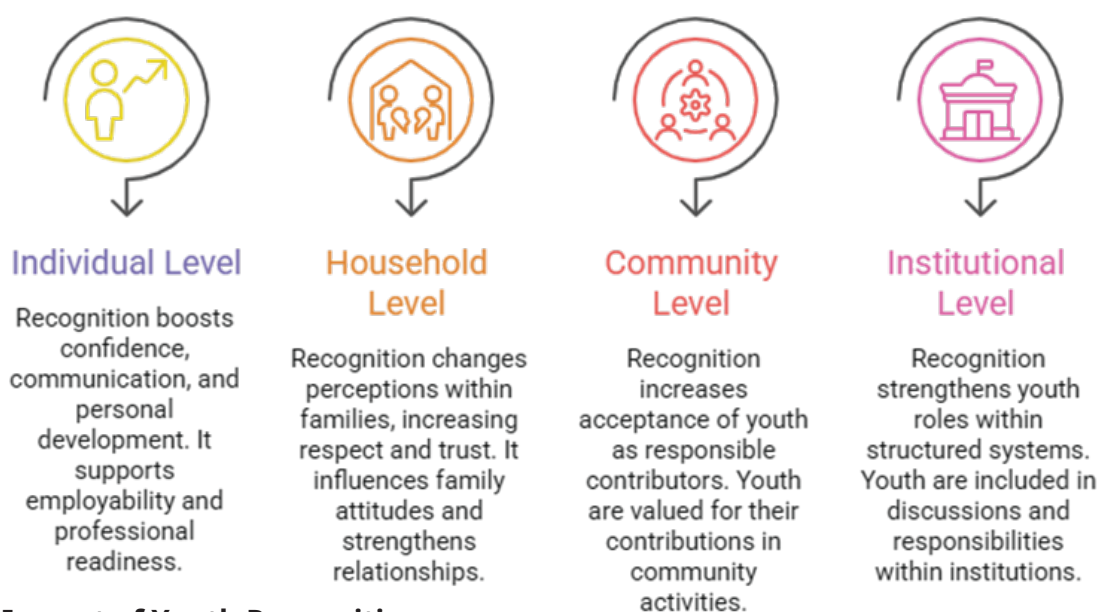
His contributions have also gained public recognition at the community level. As participation in his sessions gradually increased, students began encouraging peers to attend, and positive feedback became more visible. Educational institutions and community gatherings have acknowledged his efforts in creating awareness and improving school safety measures, including advocating for separate changing rooms and clean washrooms for girls. His role as a facilitator has provided him with a visible platform where his name, work, and impact are known among teachers, students, and community stakeholders. Such recognition has reinforced his confidence and motivated him to continue contributing actively to community initiatives.

Beyond social and public acknowledgment, Methio's engagement reflects growing institutional recognition. Through GNB, he collaborates with educational institutions, community leaders, and local service providers, strengthening coordination between schools and relevant authorities. He plays an active role in planning and implementing awareness campaigns and represents program initiatives during meetings and discussions. His inclusion in structured program implementation demonstrates increasing trust from both organizational leadership and community institutions. This formal inclusion has enhanced his leadership capacity and decision-making skills, allowing him to contribute meaningfully to community-level development processes.

initiatives can transform individuals into recognized community contributors—valued by families, visible in public spaces, and formally included in institutional processes.

## Impact-Level Expressions of Recognition

FGD and IDI findings show that recognition of youth contributions has led to meaningful changes across individual, household, community, and institutional levels. Recognition is reflected in how youth are treated, trusted, and valued within their social and institutional environments. Across study areas, youth described a gradual shift—from being less noticed to becoming recognized individuals whose opinions and roles are acknowledged.



**Figure 6: Impact of Youth Recognition**

### 1. Individual Level Impact

At the individual level, recognition has contributed to increased confidence, improved communication, and stronger personal development. FGD findings show that youth who were once hesitant now express their views more confidently and engage in discussions without fear. Being publicly acknowledged has helped them build self-confidence and develop a positive sense of identity.

IDI findings show that recognition has supported employability and professional readiness. Several employed youth shared that early recognition helped them gain confidence in speaking, interacting, and presenting themselves in formal settings. One youth described that after being acknowledged in community activities, they no longer felt nervous during job interviews. Recognition has also encouraged self-motivation, initiative, and a sense of responsibility among youth.

### 2. Household Level Impact

At the household level, recognition has changed how youth are perceived within their families. FGD findings show that parents now acknowledge the abilities of youth and place greater trust in their decisions. Youth reported that they are treated with more respect and their opinions are considered in family discussions.

In several cases, youth shared that recognition from the community influenced family attitudes, leading to increased support for education and future planning. IDI findings show that employed youth experience higher respect within the household, as their confidence and achievements are linked to their recognized roles. Recognition has also contributed to improved communication and stronger relationships within families.

### **3. Community Level Impact**

At the community level, recognition has led to increased acceptance of youth as responsible and capable individuals. FGD findings show that youth are now seen as contributors whose roles are acknowledged in community activities and discussions.

Youth described that community members recognize their efforts, invite them to share opinions, and value their contributions in addressing social issues. In some cases, youth who were initially less visible are now recognized as key contributors, with elders acknowledging their roles during meetings and events. This reflects a change in community perception, where youth are valued for their contributions rather than seen only as learners.

IDI findings show that this recognition continues over time, with many youth maintaining respect and influence within their communities even after moving into employment or other roles. Their recognized identity supports continued engagement and influence in social matters.

### **4. Institutional Level Impact**

At the institutional level, recognition has strengthened the role of youth within structured systems. FGD findings show that youth are acknowledged within committees, planning processes, and community-level initiatives.

Youth reported that recognition of their abilities led to increased trust from local institutions, resulting in their inclusion in discussions and responsibilities. Over time, their roles have shifted toward coordination and facilitation, reflecting confidence in their capacity.

IDI findings show that recognition has also supported youth in adapting to formal and professional environments. Youth who transitioned into jobs or leadership roles reported that earlier recognition helped them understand responsibilities, communicate effectively, and contribute within structured systems.



### **Impact Story-7: Recognition as a Catalyst: Md. Ayon Talukdar's Journey from Volunteer to Professional**



Certificate (HSC) in 2024, he struggled to navigate his career path and felt uncertain about his future. Hesitant to speak publicly or take initiative, he had limited social and professional networks and lacked both practical skills and access to guidance on employment or civic engagement.

During his year-long engagement with GNB, Ayon's transformation was catalyzed by continuous mentorship, training, and practical exposure. He participated actively in youth groups and community platforms, contributing to environmental protection programs, child rights campaigns, and school-based awareness initiatives. He received training in CV writing, leadership, public speaking, computer operation, and skills development, which enhanced his employability and prepared him for professional responsibilities. With guidance from the CDP Manager, Ayon gained insights into self-development, community engagement, and strategies to achieve his personal goals. A critical factor in Ayon's development was the recognition he received at multiple levels. Social recognition came from community members, teachers, and parents who acknowledged his growing confidence, leadership, and commitment to social initiatives. Public recognition, including appreciation in community events, local meetings, and participation in visible programs, further reinforced his sense of value and belonging. Institutional recognition, reflected in his inclusion in committees, planning processes, and structured activities, provided him with platforms to exercise leadership and decision-making, strengthening both his competence and legitimacy. These interconnected forms of recognition motivated Ayon to continue contributing, fostered his confidence, and encouraged positive behavioral changes, including discipline, responsibility, and proactive community involvement.

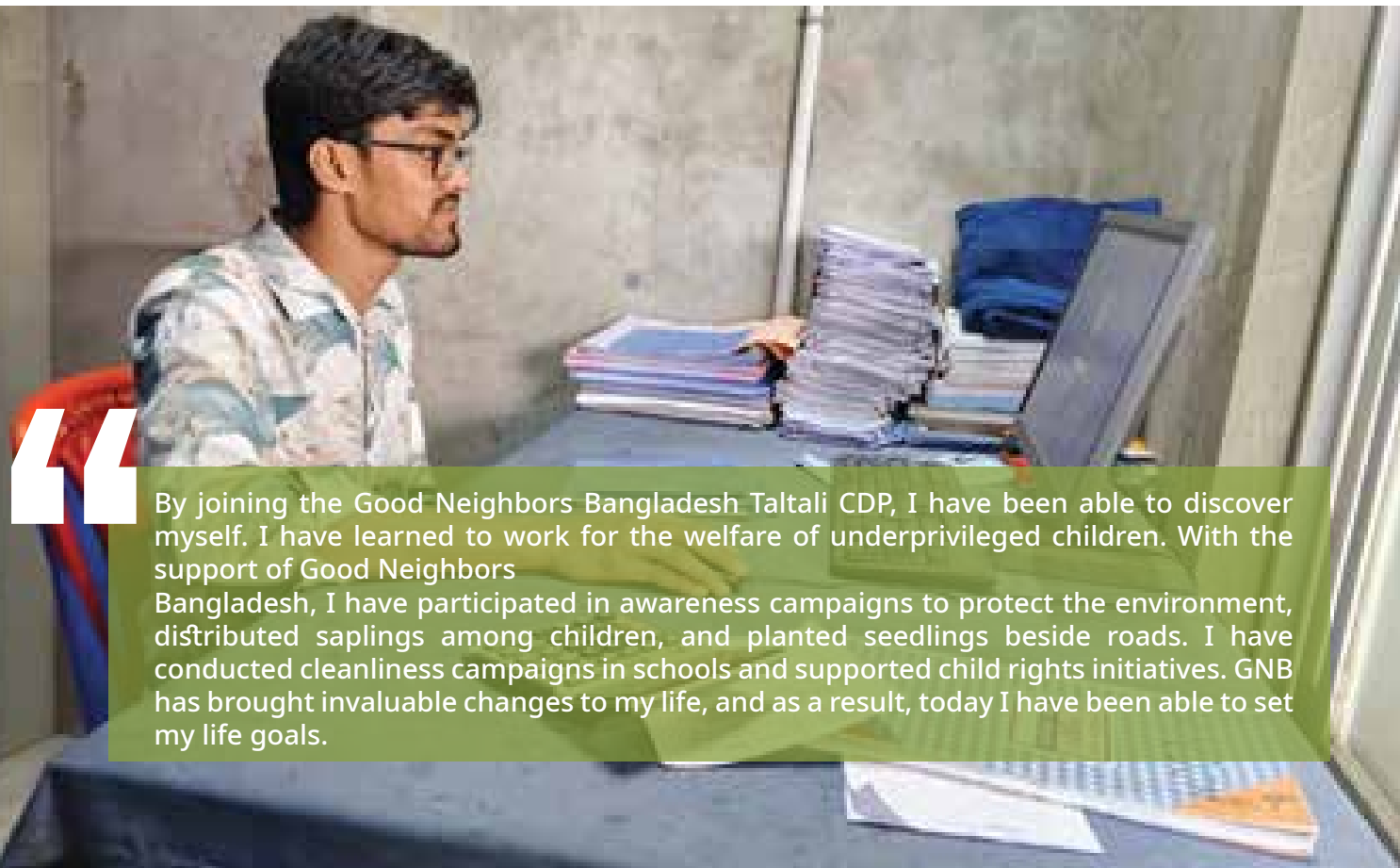
Through active participation in youth meetings, school programs, and peer engagement platforms, Sumona developed strong collaboration skills and learned to work effectively with others. These experiences helped her build discipline, communication ability, and confidence. She gradually became more capable of managing academic challenges independently and making informed decisions regarding her future.

Md. Ayon Talukdar, a young male from Nolbunia village, Taltali, Barguna, engaged with Good Neighbors Bangladesh (GNB) Taltali CDP in 2025 as a volunteer for one year. Before his engagement, Ayon faced multiple challenges: he had limited computer skills, low self-confidence, and minimal exposure to leadership or community engagement opportunities. Having completed his Higher Secondary.

Supportive peer networks and mentorship provided through GNB activities strengthened her resilience and enabled her to overcome personal and academic obstacles without excessive reliance on others. As her confidence and self-reliance grew, Sumona demonstrated exceptional academic performance, consistently securing top positions in her class. Her ability to handle challenges independently, combined with strong determination and support from GNB, enabled her to successfully complete her secondary and higher secondary education. She later achieved admission to Mymensingh Medical College Hospital, fulfilling her long-standing dream of becoming a doctor.

Today, Ayon is employed as a Computer Operator at Pioneer Wash Tec Limited, while continuing to engage in social and environmental initiatives, promoting child rights and community welfare. Ayon reflected on his journey.

Community stakeholders also recognized his achievements. Md. Anwar Hossain, Vice President of the CDC Committee and Head Teacher of Nolbunia Government Primary School No. 21, acknowledged Ayon's substantial growth in computer skills, leadership, and child and women rights awareness. He highlighted that Ayon's contributions enhanced both his personal capacity and the community's development initiatives. Looking ahead, Ayon aims to continue supporting children's



By joining the Good Neighbors Bangladesh Taltali CDP, I have been able to discover myself. I have learned to work for the welfare of underprivileged children. With the support of Good Neighbors Bangladesh, I have participated in awareness campaigns to protect the environment, distributed saplings among children, and planted seedlings beside roads. I have conducted cleanliness campaigns in schools and supported child rights initiatives. GNB has brought invaluable changes to my life, and as a result, today I have been able to set my life goals.

welfare and environmental protection while advancing his professional career in accounting or a reputable organization. He remains committed to contributing to GNB initiatives whenever needed, demonstrating the sustainability of his personal growth and civic engagement. Recognition throughout his engagement with GNB not only transformed Ayon as an individual but also positioned him as a respected and influential contributor within his family, community, and professional environments, illustrating how multi-level recognition can catalyze youth development and sustained social impact.

3.1.5 Peer Trust and Self-Pride among Youth

The findings show that GNB youth development initiatives have contributed to notable changes in how youth are perceived and how they perceive themselves. Survey results indicate that a large proportion of youth are now approached by their peers for advice and support, reflecting growing trust and acceptance within their social networks. FGD findings illustrate that this change is visible in everyday interactions, where youth who were previously less confident are now seen as reliable individuals whose opinions are valued. Youth described how their involvement gradually built the confidence to guide others, support peers on social and educational issues, and take on informal leadership roles within their groups. At the same time, a strong sense of pride has emerged among participating youth. Survey findings show that almost all youth feel proud of their involvement in GNB activities, while FGD and IDI findings indicate that this pride is closely linked to recognition, responsibility, and personal growth. Youth shared experiences of how participating in activities, being trusted by others, and seeing the results of their actions contributed to a positive sense of identity.

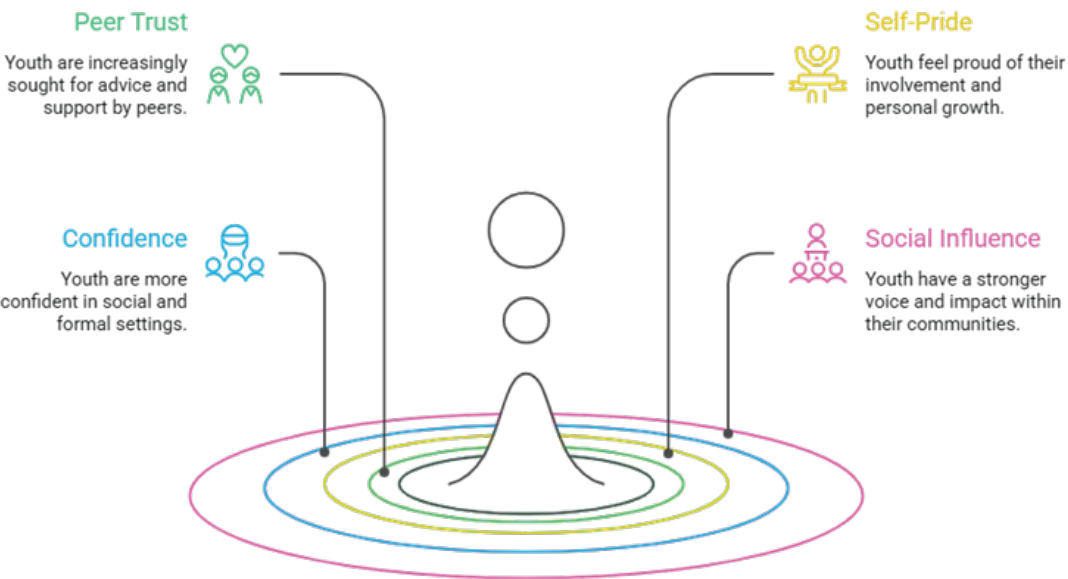
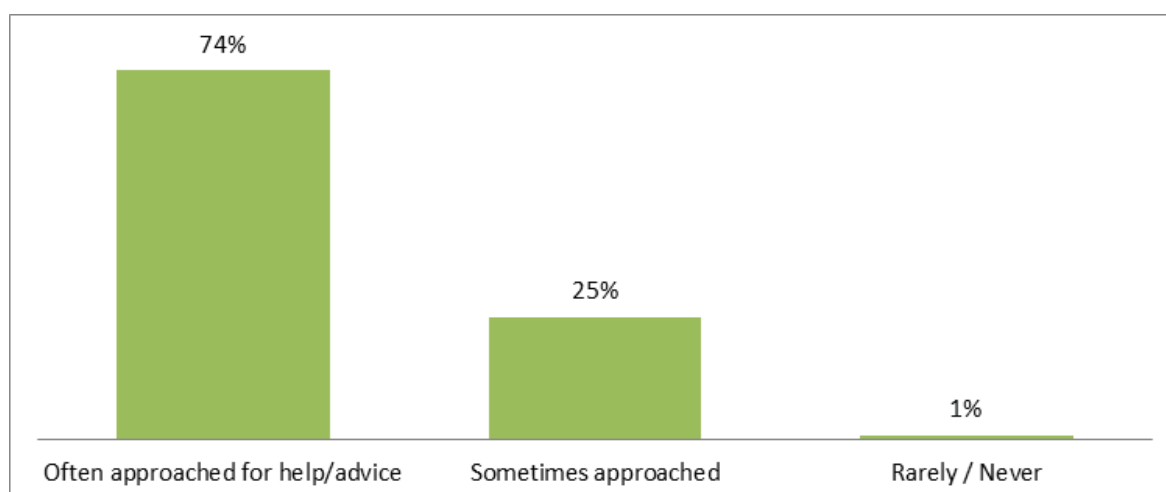


Figure 7: Peer Trust and Self-Pride among Youth

Together, these changes reflect a clear transformation from hesitant and less visible individuals to confident, trusted, and self-assured youth. The development of peer trust and self-pride has strengthened their social influence, motivation, and readiness to take on greater responsibilities, contributing to both personal growth and their evolving role within the community.

## Peer Trust of Youth

The results indicate a strong level of peer trust and reliance on youth participating in GNB initiatives. Nearly three-quarters of youth (74.7%) reported that other youths or friends often approach them for help or advice, demonstrating their emerging role as trusted peer advisors. An additional 24.5% are sometimes approached, suggesting that most participants are seen as accessible and supportive within their peer networks.



**Figure 8: Peer Trust and Advisory Role of Youth**

These findings reflect the positive influence of GNB youth development initiatives in building youths' confidence, communication skills, and social responsibility. As a result, participating youth are increasingly recognized by their peers as reliable sources of guidance, reinforcing their role as positive influencers and informal leaders within their communities.

## Sense of Pride in GNB Youth Activities

The survey results show a very strong sense of pride among youth involved in GNB activities, with nearly three-quarters (73.8%) feeling very proud and a further 23.8% feeling proud of their participation. This reflects high emotional attachment, motivation, and positive identity associated with GNB engagement. FGD and IDI findings indicate that pride stems from visible community recognition, opportunities to contribute meaningfully, and personal growth in confidence and responsibility. KIIs further highlight that this sense of pride reinforces sustained participation, leadership ambition, and youths' commitment to positive social and community development actions.

**Table 6: Youth Sense of Pride in GNB Involvement**

| Pride Level    | % of Youth |
|----------------|------------|
| Very proud     | 73.8%      |
| Proud          | 23.8%      |
| A little proud | 2.3%       |
| Total          | 100.0%     |

## Impact Story-8: Vulnerable Student to Trusted Role Model: Ety Das' Journey of Peer Trust and Self-Pride



Ety Das engaged with Good Neighbors Bangladesh (GNB) through multiple roles over the course of fifteen years, beginning as a sponsored child from 2010 to 2020, later volunteering in 2024, and serving as a Sponsorship Supporter (SS) in 2025. Before her engagement, Ety grew up in a financially vulnerable family in Sarotiha village, Royganj, Sirajganj, with limited income and many dependents. Her father was the sole earner, making it difficult to meet basic household needs, let alone invest in education. Due to financial and social constraints, Ety faced a high risk of discontinuing her education after primary school. Prevailing community norms also discouraged girls' education, and her father initially opposed her continued schooling, while her mother supported her ambitions. Consequently, Ety's confidence, self-expression, and leadership skills were limited, and her participation in community or peer activities was minimal.

Through GNB's long-term support, Ety's life underwent a remarkable transformation. As a sponsored child, she received consistent financial assistance, access to coaching classes, and academic guidance, enabling her to continue her education without interruption and successfully complete her higher secondary education. Beyond academics, she gained exposure to youth platforms, training in Child Rights and Protection, Gender Awareness, DRR, PSEA, and ICT skills.

Participation in campaigns and community engagement activities helped her build confidence, leadership, and communication abilities. Even after her sponsorship ended, GNB's mentorship continued through her volunteer work and SS supporter role, where she earned an honorarium and developed practical skills, responsibility, and the ability to contribute meaningfully to her community.

One of the most significant aspects of Ety's growth is the peer trust and self-pride she developed through her engagement. Over time, she became a reliable figure within her social networks, with peers approaching her for advice and guidance on academic, social, and personal matters. Her consistent contributions and trusted role encouraged informal leadership, where she guided other youth, supported peers in education and community initiatives, and was recognized as a responsible and knowledgeable individual. This recognition enhanced her self-esteem and fostered a strong sense of pride in her achievements and contributions. Ety described feeling proud of her involvement in GNB activities, the positive impact she created, and the trust placed in her by peers and the community alike.

sustained personal growth, peer trust, and self-pride, transforming vulnerable youth into confident, influential, and socially responsible individuals. Ety reflects on her journey: “I will never forget the support of Good Neighbors. They helped me continue my education, gave me confidence, and allowed me to stand on my own feet. Today, I can support my family and pursue my dreams—thank you, Good Neighbors.” Community stakeholders also recognize her as a role model, showing how access to education, mentorship, and skill-building opportunities can empower young women to contribute meaningfully to their families and society. Looking ahead, Ety aspires to continue her higher education, build a stable career, and support other young girls in her community to pursue education and become self-reliant. Her journey highlights the enduring impact of peer trust and self-pride fostered through long-term engagement in GNB youth development initiatives.

### **Impact Story-9: Peer Trust and Self-Pride: Bithi Majumdar’s Journey with GNB**



Bithi Majumdar has been engaged with GNB from 2010 to 2025, a period spanning her early childhood through young adulthood, and over these years, her involvement has significantly shaped her confidence, leadership, and sense of self-worth. Admitted to KG at the age of five and sponsored from class two, Bithi’s journey illustrates how long-term engagement with GNB transforms youth from dependent learners to trusted community influencers.

Through consistent participation in GNB activities—ranging from volunteering to serving as a Sponsorship Service Supporter—Bithi gradually became a reliable figure among her peers. Her experiences align with survey findings that nearly three-quarters of youth involved in GNB are frequently approached by friends for advice, reflecting the high level of peer trust cultivated through youth development programs. Bithi herself became someone whom peers and younger students turned to for guidance on social, educational, and personal matters, demonstrating the emergence of informal leadership roles.

Equally important is the sense of pride Bithi developed through her involvement. She recalls how receiving training, contributing to community initiatives, and being entrusted with responsibilities helped her feel valued and recognized. This pride mirrors the findings from youth surveys, which show that over 97% of GNB youth feel proud or very proud of their participation. For Bithi, this pride was reinforced by the tangible results of her work—supporting students, guiding peers, and influencing family and community members. It strengthened her motivation and deepened her commitment to social development,

culminating in opportunities to contribute at higher levels, such as her role with the United Nations Advisory Group in Bangladesh. Bithi’s story also highlights the social ripple effect of youth engagement. Her mother’s participation in GNB’s cooperative society and the success of other mothers in becoming self-reliant inspired Bithi and reinforced her belief in the power of community action. She emphasizes that the knowledge and skills gained from GNB—such as ICT training, organizational behavior, and professional work habits—have been instrumental in building her leadership capacity and professional identity.

Through GNB, Bithi transformed from a child beneficiary to a confident, trusted, and self-assured youth leader. Her experience reflects a broader trend: youth who actively participate in GNB initiatives gain peer trust, develop a strong sense of pride, and become capable influencers within their communities. These outcomes not only foster personal growth but also create a foundation for sustained social impact, demonstrating the transformative potential of youth development programs.

### ***3.1.6 Improved Peer Collaboration and Independent Problem-Solving among Youth***

Participation in Good Neighbors Bangladesh (GNB) youth development initiatives has significantly strengthened collaboration among youth and enhanced their ability to handle personal challenges independently. A large majority of youth (87.1%) reported active collaboration with peers, reflecting strong teamwork, mutual support, and collective engagement developed through youth clubs, volunteer activities, and community initiatives. These structured engagement platforms have enabled youth to work together effectively, share responsibilities, and support each other in achieving common goals. As a result, youth demonstrate stronger social cohesion, improved communication, and greater capacity for collective action within their communities.

In addition to improved collaboration, youth have developed substantially greater self-reliance and confidence in managing personal problems. Among participating youth, 87.3% reported that they can handle small personal problems independently, compared to significantly lower confidence levels among non-participant youth. Qualitative findings from FGDs and IDIs indicate that regular involvement in GNB activities, leadership roles, and peer support systems has helped youth build decision-making ability, resilience, and problem-solving skills. Youth are now more capable of addressing challenges related to education, work, and family matters without excessive dependence on others. These changes have strengthened youth confidence, independence, and leadership readiness. Youth are increasingly able to take initiative, resolve challenges effectively, and contribute actively to community activities and professional environments.



## Impact Story-10: Uncertainty to Leadership: Strengthening Collaboration and Independent Problem-Solving: Trishna Chakraborty



Trishna Chakraborty has been engaged with Good Neighbors Bangladesh (GNB) since 2018, beginning her journey as a School Project Facilitator at Birganj CDP and currently serving as a PSF Officer under the Child Protection Project at Ukhiya CDP, Camp 15, Cox's Bazar. Her journey reflects how structured engagement, professional responsibility, and continuous capacity building have strengthened peer collaboration and independent problem-solving capacity among youth professionals. Beginning her career while still a student, she gradually developed teamwork and facilitation skills through close collaboration with colleagues, community volunteers, and youth groups. After relocating to Cox's Bazar in 2023 as an Outreach Community Mobilizer, her involvement in awareness sessions, coordination meetings, and field-level implementation further strengthened her ability to work collectively within multi-sector teams, including Camp-in-Charge (CiC) offices and other service providers. Through regular participation in GBV training, management training, and capacity-building initiatives, she enhanced her communication, leadership, and coordination skills, enabling her to function effectively in complex humanitarian settings. Her engagement demonstrates strong peer collaboration, as she works closely with fellow staff, community volunteers, women's groups, and youth representatives to plan and conduct child protection and GBV awareness sessions. These structured platforms have fostered teamwork, shared responsibility, and collective action within the camps. Over time, she has become more confident in leading sessions, facilitating discussions, and coordinating case-related responses, reflecting strengthened social cohesion and professional collaboration.

In addition to teamwork, her journey highlights significant growth in independent problem-solving and resilience. Earlier in life, she often doubted her own abilities and was uncertain about her role in society. Through continuous engagement with GNB programs and field exposure, she developed stronger decision-making capacity and emotional resilience. Working directly with GBV survivors and vulnerable children required her to manage sensitive cases, respond to crises, and make informed decisions under pressure. Rather than feeling overwhelmed, she learned to assess situations calmly and determine practical solutions. Living alone in Cox's Bazar as a single mother further strengthened her independence and responsibility, as she balances professional duties with personal commitments. Her improved confidence is also reflected in her ability to address child marriage and protection concerns both in the camps and within her personal network. She directly communicates with families to prevent early marriage and mentors former students, guiding them through educational and social challenges. Challenges such as security risks, overcrowding, fire hazards, and language barriers initially tested her adaptability; however, she independently learned

the local dialect within a month and adjusted to the demanding work environment. Through sustained engagement with GNB, Trishna has developed strong collaboration skills, leadership readiness, and the ability to resolve challenges effectively in both professional and personal contexts. She now demonstrates greater self-reliance, initiative, and confidence in handling responsibilities, contributing actively to community protection systems and humanitarian response efforts. Her journey illustrates how structured youth and professional engagement within GNB strengthens teamwork, resilience, and independent problem-solving capacity, enabling young professionals to lead with confidence and purpose.

**Collaboration with Other Youths through GNB Activities**

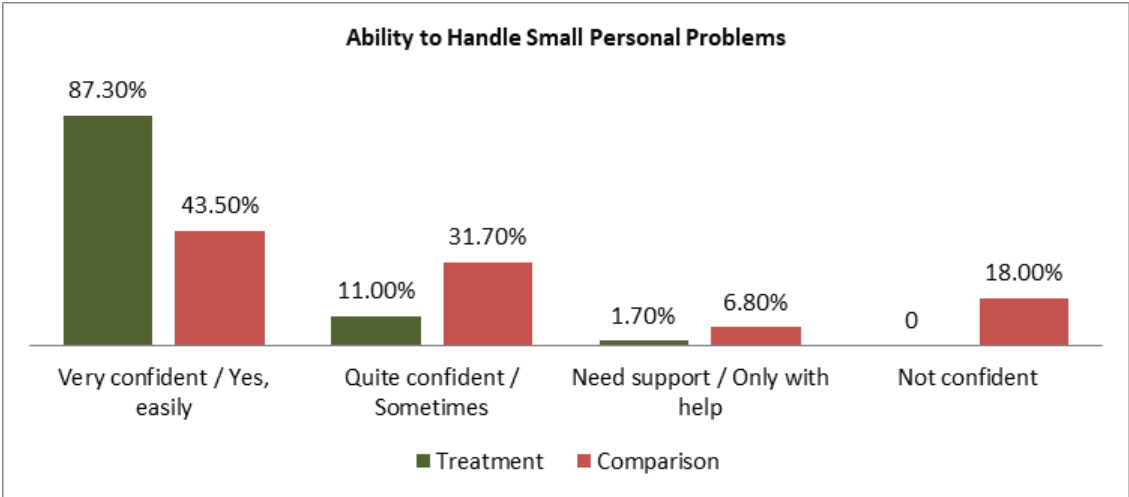
The findings show that GNB activities have been highly effective in strengthening collaboration among youth. A large majority (87.1%) reported that they collaborate actively with other youths as a result of their participation, indicating strong teamwork, mutual support, and collective engagement. An additional 11.8% experienced improved collaboration to some extent, suggesting positive but developing peer relationships. Only a very small proportion (1.1%) reported limited improvement, and no youth reported an absence of improvement.

**Table 7: Collaboration with Other Youths through GNB Activities**

| Response Pattern           | % of Youth |
|----------------------------|------------|
| Collaborate actively       | 87.1%      |
| Collaborate to some extent | 11.8%      |
| Very limited improvement   | 1.1%       |
| No improvement             | 0.0%       |
| Total                      | 100.0%     |

**Ability to Handle Small Personal Problems**

Survey findings show a strong contrast between treatment and comparison youth in handling personal matters independently. Among treatment youth, 87.3% reported that they can handle small problems easily, with a further 11.0% able to do so sometimes; only 1.7% still require help. In comparison areas, confidence is notably lower: 43.5% reported being very confident and 31.7% quite confident, while a substantial 24.8% still need support or are not confident in managing personal issues on their own. KII respondents emphasized that these skills translate into better at work and in community roles, while comparison youth were more likely to depend on elders or peers for guidance.



**Figure 9: Ability to Handle Small Personal Problems**

### Impact Story-11: From GNB Volunteer to Future Doctor – Sumona Islam’s Journey

Sumona Islam’s journey with Good Neighbors Bangladesh (GNB) under the Ghatail CDP from 2017 to 2022 reflects how sustained youth engagement, mentorship, and opportunities for participation can build confidence, resilience, and self-reliance among young people. Coming from a financially constrained family, Sumona faced challenges in continuing her education. Through GNB’s sponsorship support and active participation in youth development activities, she received educational assistance, regular guidance, and opportunities to strengthen her communication, collaboration, leadership, and problem-solving skills.

As a GNB youth participant and later a volunteer, Sumona actively engaged in youth meetings, school programs, peer activities, and community initiatives. These experiences helped her become more confident in expressing her ideas, working with others, taking responsibility, and addressing challenges independently. The supportive environment created through GNB’s youth activities and peer networks strengthened her determination and encouraged her to pursue her educational goals despite the barriers she faced.

Her growing confidence and self-discipline were reflected in her academic performance. Sumona consistently secured top positions in her class and successfully completed her secondary and higher secondary education. Her determination, combined with the skills and encouragement gained through her involvement with GNB, enabled her to take greater responsibility for her future and make informed decisions about her education and career.

Her efforts ultimately led her to achieve a major milestone—admission to Mymensingh Medical College Hospital, bringing her closer to her long-standing dream of becoming a doctor.

Today, Sumona is a confident and self-reliant young woman whose journey from a GNB participant to a former GNB volunteer and aspiring medical professional demonstrates the lasting value of youth development. Her experience shows that when young people are given opportunities to participate, learn, lead, and make decisions, they can overcome barriers, build confidence, and pursue meaningful futures.

“

*My involvement with GNB helped me believe in myself, work with others, and face challenges with confidence.*

*The experiences I gained as a volunteer continue to inspire me to pursue my dream of becoming a doctor.*

— Sumona Islam



### **Impact Story-12: Youth Leadership in Environmental Protection through Nature and Peace Club in Kalapara CDP**



In Kalapara, members of the Nature and Peace Club have demonstrated strong leadership in environmental protection by actively engaging in tree plantation and community awareness activities. Initially, club members organized tree planting campaigns in schools, roadsides, and open community spaces to address local concerns about environmental degradation and loss of greenery. These activities were carried out through collective effort, with youth mobilizing their peers and coordinating with local leaders to ensure community participation. Their visible actions created a positive influence within the community. FGD participants reported that after observing the youth-led plantation efforts, many community members became motivated to plant trees around their homes, institutions, and public spaces. This ripple effect contributed to increased environmental awareness and strengthened community responsibility toward nature conservation. Beyond local action, Nature and Peace Club members also began advocating for environmental protection with other NGOs and development organizations working in the area. Youth representatives approached these organizations to encourage support for tree plantation, environmental campaigns, and climate awareness initiatives.

Preventing unnecessary tree cutting, and raising awareness on environmental cleanliness and climate-related risks. Youth also reported organizing and participating in community-level campaigns to encourage households and community members to protect greenery and maintain a healthy environment. Youth are increasingly recognized as environmental stewards and role models within their communities. Their involvement has contributed to increased community awareness, improved environmental practices, and strengthened youth leadership in climate and nature protection initiatives. This transformation reflects how Nature and Peace Club engagement has enabled youth to become responsible and proactive contributors to environmental sustainability and community wellbeing.

### Impact Story-13: Youth Leadership in Environmental Protection: Samiul Islam's Journey with Nature and Peace Clubs



Samiul Islam started receiving support from Good Neighbors Bangladesh (GNB) in 2015 through the Pirganj CDP, Thakurgaon. Coming from a financially struggling, landless family in Surjapur, Madhobpur, Samiul faced significant challenges in accessing education and basic services. Despite being a brilliant student, poverty made schooling difficult, and he lacked platforms for personal development, leadership, and community engagement. His confidence was low, and he had limited awareness of child rights, and environmental issues.

Through GNB, Samiul received educational and health materials, including notebooks, pens, tuition support, nutritious food, and medicine, which allowed him to continue his studies. Beyond material support, he actively participated in youth groups and community platforms, gradually developing leadership, teamwork, and communication skills. GNB's training programs in life skills, child protection, and leadership, along with mentorship from staff, helped Samiul grow into a responsible and confident youth. His selection as a Youth Leader of Pirganj CDP enabled him to engage in community initiatives, support vulnerable children, and raise awareness on social and environmental issues.

Samiul's involvement with Nature and Peace Clubs was particularly transformative. Through these clubs, he actively participated in tree planting, afforestation, and environmental awareness campaigns. He organized school-based and community-level activities to educate households on protecting greenery, preventing unnecessary tree cutting, and maintaining cleanliness. His leadership inspired peers and community members to adopt sustainable practices, creating a ripple effect in the village. FGD findings indicate that youth-led environmental campaigns under Samiul's guidance increased local awareness of climate risks and environmental protection. The impact of Samiul's engagement is evident in both his personal growth and community

transformation. He has built strong communication and leadership skills, adopted responsible environmental practices, and become a role model for other youth. His advocacy extends to social issues, including child marriage, child labour, and education for girls, demonstrating the holistic influence of GNB programs. Samiul now provides free educational support to underprivileged.



3.1.8 Youth Awareness, Knowledge, and Protective Actions on GBV, Child Protection, and other social issues

Engagement in Good Neighbors Bangladesh (GNB) youth development initiatives has enabled youth to develop strong knowledge, confidence, and practical capacity to address GBV and child protection issues. Youth are now able to clearly identify different forms of violence, understand formal reporting mechanisms, and take appropriate action when incidents occur. A large majority of GNB-supported youth correctly identified the national child helpline (1098) as the appropriate first response, demonstrating clear and action-oriented understanding of protection systems.



This increased awareness has translated into meaningful behavioral and social change. Youth are no longer uncertain or dependent on informal responses; instead, they are confident in guiding others, sharing accurate information, and supporting appropriate reporting and protection measures. Their improved knowledge has strengthened their credibility and influence within their communities. As a result, youth are increasingly recognized by peers, families, and community leaders as informed and responsible individuals who contribute to child protection and GBV prevention.

This transformation reflects a shift in youth identity—from passive community members to proactive advocates and trusted actors—strengthening community safety, youth leadership, and civic responsibility.

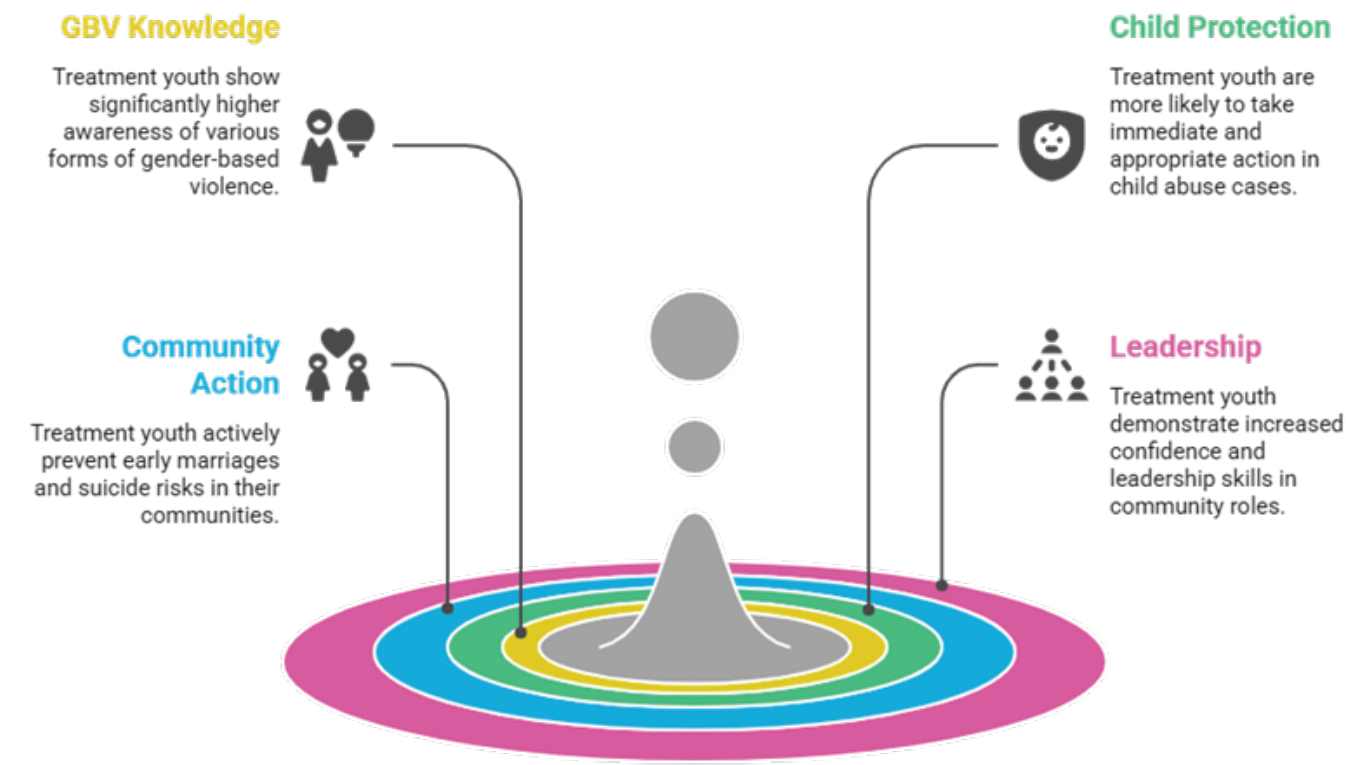
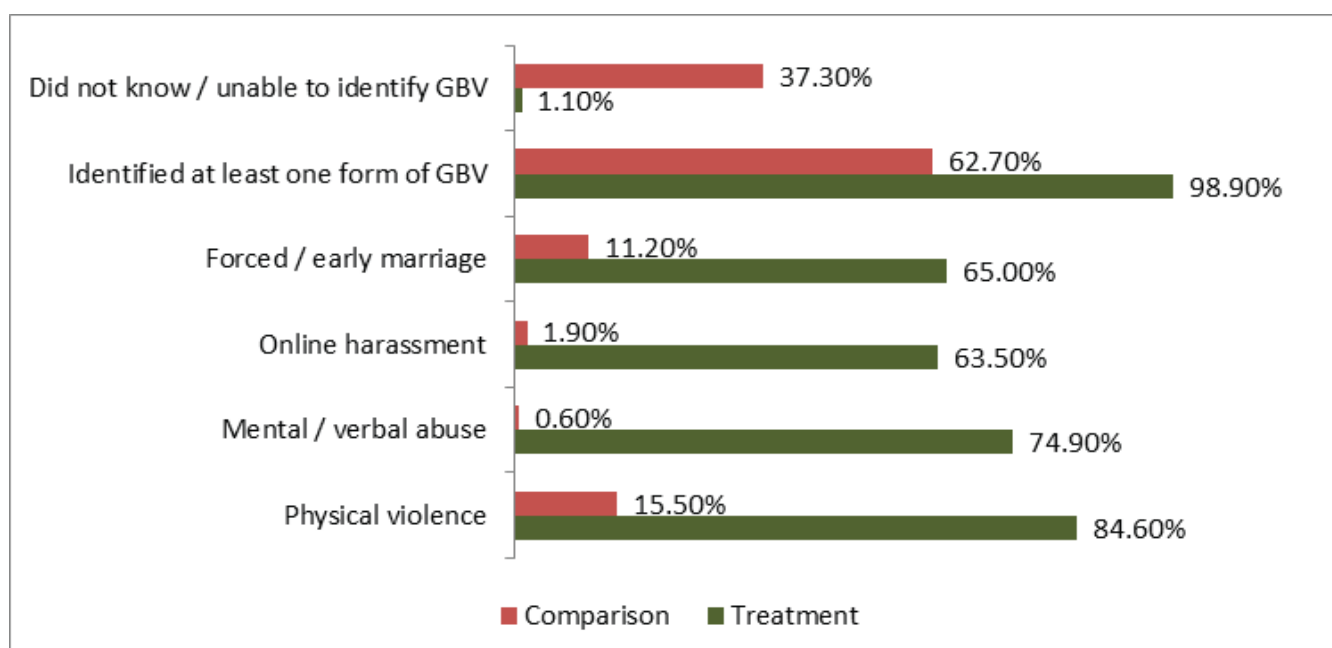


Figure 10: Youth Awareness, Knowledge, and Protective Actions on GBV, Child Protection, and other social issues

## Comparative Knowledge of Gender-Based Violence (GBV) Treatment vs Comparison

The results show a strong contrast in GBV knowledge between treatment and comparison youth. In the treatment group, 98.9% of youth identified at least one form of GBV, compared to only 62.7% in the comparison group, while lack of knowledge was almost negligible among treatment youth (1.1%) but remained high in the comparison group (37.3%). Recognition of specific GBV forms was also markedly higher among treatment youth—84.6% identified physical violence, 74.9% mental/verbal abuse, 65.0% forced marriage, and 63.5% online harassment—whereas corresponding recognition in the comparison group remained low, particularly for non-physical forms.

FGD and IDI findings reflect these results, with GNB youth clearly articulating different forms of GBV and linking them to real-life situations discussed in trainings and campaigns. KII respondents confirmed that repeated awareness sessions under GNB have expanded youths' understanding beyond physical violence to include psychological, digital, and marriage-related abuses.



**Figure 11: Knowledge of Gender-Based Violence**

## Comparative Knowledge of Correct First Response to Violence against a Child (Treatment vs Comparison)

The results show a clear and substantial difference between treatment and comparison youth in responding to violence against a child. Among GNB youth, 83.8% correctly identified calling 1098 immediately as the first step, demonstrating strong awareness of formal child protection mechanisms. The remaining 16.2% indicated they would inform a trusted adult, and none reported uncertainty. In contrast, only 10.0% of comparison youth mentioned calling 1098, while a much larger share (42.0%) would rely on informing a trusted adult. Nearly half (48.0%) were uncertain or did not know what action to take. This highlights a significant gap in practical child protection knowledge among non-GNB youth. Overall, the findings indicate that GNB engagement has been effective in building clear, action-oriented understanding of appropriate responses to child violence, whereas comparison youth continue to depend on informal or unclear pathways.

**Table 8: Knowledge of Correct First Response to Violence against a Child**

| Response Pattern       | Treatment (%) (n=474) | Comparison (%) (n=161) |
|------------------------|-----------------------|------------------------|
| Call 1098 immediately  | 83.8%                 | 10.0%                  |
| Inform a trusted adult | 16.2%                 | 42.0%                  |
| Don't know / unclear   | 0.0%                  | 48.0%                  |
| Total                  | 100.0%                | 100.0%                 |

### Impact Story 14: Building Awareness and Protective Action through GNB- Shakila Akter

Shakila Akter has been engaged as a volunteer with Good Neighbors Bangladesh (GNB) since 2023 under the Moulvibazar CDP. Her journey with GNB, however, began much earlier as a beneficiary at the age of 7, when she received educational support while in Class One. Through her current volunteer role, Shakila has developed strong knowledge, confidence, and practical capacity to address gender-based violence (GBV), child protection, and other social issues, transforming her into a proactive community advocate. As a volunteer, Shakila provides educational support, counsels students and families, raises awareness on harmful social practices such as child marriage and child labour, and encourages local youth to take leadership roles. She has participated in numerous trainings on youth development, counselling, environmental awareness, and English communication, which have enhanced her social skills, confidence, and ability to act as a trusted peer in her community.

Shakila's engagement has strengthened her practical knowledge of child protection mechanisms. She clearly identifies different forms of GBV—including physical violence, mental/verbal abuse, forced marriage, and online harassment—and guides others on appropriate first responses. Consistent with GNB survey findings, youth like Shakila are able to correctly identify formal reporting mechanisms, such as calling the national child helpline (1098), demonstrating action-oriented

understanding of protection systems. The impact of her work is visible in her community: child marriage and child labour have decreased due to increased awareness. Despite challenges such as financial constraints and differing community attitudes, Shakila and her team of 25 volunteers successfully implement awareness campaigns and community initiatives, fostering safer and more informed environments for children and youth. Looking ahead, Shakila plans to continue her social work while pursuing a professional career.

Her journey demonstrates how GNB youth initiatives not only equip youth with knowledge and skills but also empower them to create meaningful social change.



### Impact Story 15: Youth Collective Action in Birganj Preventing Early Marriage and Protecting Vulnerable Adolescents



In Birganj, youth engaged in Good Neighbors Bangladesh (GNB) youth development initiatives demonstrated strong leadership and social responsibility by actively protecting vulnerable adolescents in their communities. Through regular participation in youth clubs, awareness campaigns, and child protection training, early marriage prevention, and crisis response mechanisms. These experiences strengthened their confidence, coordination

skills, and readiness to act when risks emerged. FGD participants shared that youth members became aware of a planned early marriage involving an underage girl in their community. In response, they organized themselves and first approached the girl's family to explain the harmful consequences of early marriage, including health risks, disruption of education, and legal implications. They also shared information on child protection laws and available reporting mechanisms. When necessary, youth sought support from teachers, community leaders, and local representatives to reinforce the message. Through continuous follow-up and community dialogue, they successfully prevented the early marriage and ensured that the girl continued her education. Youth in Birganj also played an important role in preventing suicide risks among adolescents. Participants described instances where youth volunteers identified peers experiencing emotional distress, social pressure, or family-related challenges. They provided emotional support, listened to their concerns, and encouraged them to seek help from trusted adults, teachers, and family members. In some cases, youth facilitated communication between vulnerable adolescents and community support systems, helping prevent harmful outcomes. These collective actions demonstrate a significant transformation in youth roles—from passive community members to proactive protectors and advocates. Youth are now recognized as trusted actors who contribute to safeguarding children, preventing harmful practices such as early marriage and suicide, and strengthening community awareness. Their engagement reflects strengthened youth leadership, civic responsibility, and their growing contribution to building safer and more supportive community environments.



### 3.1.9 Youth Engagement, Participation Intensity, and Capacity Development

The survey results revealed that engagement in GNB activities has significantly strengthened youth participation, confidence, and capacity. High participation frequency and long-term involvement indicate that youth remain consistently connected to GNB platforms, which has enabled continuous learning and gradual assumption of responsibilities. This is reflected in the fact that a large majority actively contribute to planning and decision-making processes, demonstrating strong voice and ownership.



**Figure 12: Key Impact and Results - Youth Engagement, Participation Intensity, and Capacity Development**

The results further revealed that widespread training coverage has translated into practical gains in confidence, communication, teamwork, and leadership. Evidence from FGDs, IDIs, and KIIs confirms that these skills have improved youths' discipline and ability to manage responsibilities in everyday life and community activities.

Youth Participation at GNB Meetings and Events



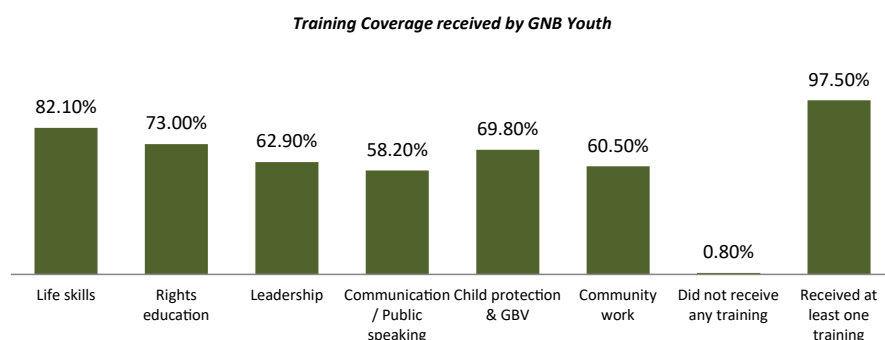
Through regular GNB meetings, campaigns, awareness sessions, and Nature and Peace Club activities, youth are provided with continuous platforms for interaction, learning, and active participation in community and social initiatives. These engagements include campaigns and awareness sessions on preventing early marriage, child labor, health and nutrition, and social protection, which have improved youth awareness of social issues and strengthened their sense of responsibility. The Nature and Peace Club also provides opportunities for youth to engage in environmental conservation activities such as afforestation, tree plantation, and protecting nature, fostering environmental awareness and community stewardship. These platforms have strengthened youth confidence, peer bonding, discipline, and readiness to take on leadership roles and contribute to community initiatives. The results reflect a strong participation pattern: nearly half of the youth attend at least once a week and another 46.6% participate one to two times per month, while only 5.9% attend infrequently. Findings from FGDs, IDIs, and KIIs further confirm that these meetings, campaigns, and club activities serve as practical spaces for skill development, leadership practice, awareness building, and meaningful youth engagement in community development processes.

**Table 9: Youth Participation Frequency in GNB Meetings, Events, and Nature and Peace Club Activities**

| Participation Frequency      | % of Youth |
|------------------------------|------------|
| At least once a week         | 47.5%      |
| At least 2 times a month     | 22.8%      |
| At least 1 time a month      | 23.8%      |
| At least 2 times in 3 months | 1.5%       |
| At least 1 time in 3 months  | 2.7%       |
| Rarely (1–2 times a year)    | 1.7%       |
| Total                        | 100.0%     |

## Training Coverage among GNB Youth (Treatment Group)

Good Neighbors Bangladesh (GNB) implements a structured and integrated youth development programme that combines life skills, rights education, child protection, leadership development, and community engagement to strengthen both personal competencies and social responsibility.



**Figure 13: Training Coverage received by GNB Youth**

Survey findings show that 97.5% of treatment youth received at least one form of training, demonstrating very high programme coverage. Among them, 82.1% received life skills training, 73.0% received rights education, 69.8% participated in child protection and GBV training, 62.9% received leadership training, 60.5% engaged in community work-related training, and 58.2% received communication and public speaking training. This pattern reflects a multi-dimensional training approach that builds confidence, civic awareness, and practical competencies simultaneously. FGD findings indicate that youth experienced clear improvements in confidence, discipline, teamwork, and communication, helping them perform more effectively in community roles and daily responsibilities. IDI findings further reveal that youth currently engaged in employment or income-generating activities associate their work readiness, responsibility, and problem-solving ability with skills gained through GNB training.

## Participation Pattern

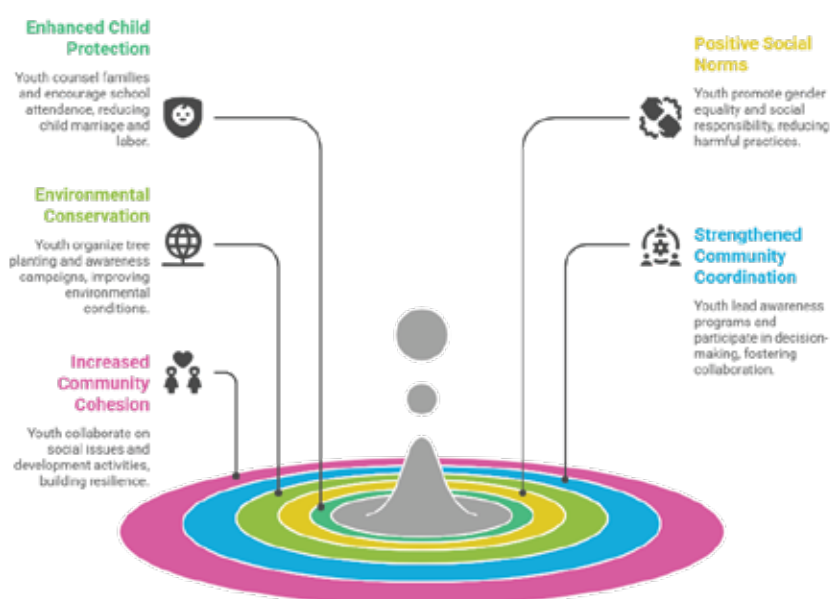
The results show that youth participation in GNB activities is predominantly mixed and multi-activity based. Overall, 73.5% of youth participated in more than one type of activity, including those engaged in all five activity types (29.2%) as well as those involved in other combinations of two to four activities (44.3%). This indicates that the majority of youth do not engage in a single, isolated activity; rather, they experience integrated exposure across meetings, campaigns, life skills training, community service, and child protection awareness. Such participation reflects high programme intensity and continuity, where youth move progressively from awareness and training to active community and advocacy roles. Single-activity participation remains limited, and non-participation is negligible (0.2%), confirming the strong reach and inclusiveness of GNB youth initiatives. Overall, the pattern demonstrates that GNB's youth programme effectively fosters multi-dimensional engagement, which qualitative findings link to improved confidence, leadership, cooperation, and community-level impact.

**Table 10: Participation Pattern (Treatment)**

| Participation Pattern                                          | % of Youth    |
|----------------------------------------------------------------|---------------|
| Mixed participation (2–5 activities, including all activities) | 73.5%         |
| Meeting only                                                   | 6.6%          |
| Community Service only                                         | 4.9%          |
| Child Protection Awareness only                                | 4.7%          |
| Campaign / Rally only                                          | 3.8%          |
| Life Skills Training only                                      | 1.7%          |
| None                                                           | 0.2%          |
| <b>Total</b>                                                   | <b>100.0%</b> |

Impact evidence from FGDs and KIIs indicates that this multi-dimensional participation has led to improved confidence, stronger communication skills, increased initiative, and greater cooperation among youth, as well as more active involvement in addressing issues such as early marriage, child labor, and community awareness. The convergence of quantitative and qualitative findings demonstrates that GNB's integrated youth activities are contributing to positive behavioral change and meaningful community-level engagement.

In the areas where Good Neighbors Bangladesh operates, youth engagement has generated significant and visible improvements in community protection, social responsibility, environmental conservation, and overall community wellbeing. Youth actively contribute to strengthening child protection and education continuity by counselling families, encouraging school attendance, and intervening in cases of child marriage and child labour. Their involvement has increased community awareness and responsiveness, resulting in stronger informal protection systems and safer environments for children and adolescents across GNB working areas.

**Figure 14: Community-Level Impact Generated by Youth Development Initiatives**

Youth engagement has also contributed to positive changes in community attitudes and social norms. Through awareness campaigns, peer education, and community mobilization, youth promote gender equality, child rights, and social responsibility. Community members increasingly recognize youth as informed and responsible actors, and their participation has helped reduce acceptance of harmful practices such as early marriage, child labour, drug use, and other anti-social behaviors. As a result, communities in GNB working areas are becoming safer, more supportive, and more protective of children and youth. Environmental protection efforts have also improved significantly due to youth involvement, particularly through Nature and Peace Clubs. Youth actively organize tree plantation, afforestation, and environmental awareness campaigns, encouraging households and community members to protect natural resources and maintain environmental cleanliness.



Youth leadership and civic participation have strengthened community coordination and collective action. Youth actively organize awareness programs, support community initiatives, and participate in local decision-making processes. Community leaders, teachers, and families increasingly trust and involve youth in social and development activities, reflecting greater social acceptance and recognition of youth contributions. In addition, youth engagement has strengthened community cohesion and resilience. Youth collaborate with peers and community members to address social issues, support vulnerable households, and contribute to community development activities.

## Impact Story-16: From Rural Youth to Community Voice- Suman Chandra Roy



*"All my success is because of Good Neighbors Bangladesh – Bochaganj CDP. Without their support and guidance, I would never have achieved my dream of becoming a journalist."*

*- Suman Chandra*

Suman Chandra Roy engaged with Good Neighbors Bangladesh (GNB) in 2013 under the Bochaganj CDP as a computer training participant, later serving as a Volunteer (from 2015) and Sponsorship Service (SS) Supporter for a total of seven years. His journey reflects how youth development initiatives can generate lasting community-level impact.

Suman grew up in Bochaganj Upazila of Dinajpur in a rural setting where access to opportunities, professional exposure, and career guidance was limited. Despite having strong interest and potential, limited resources could have restricted his aspirations and professional growth.

His first engagement with GNB began in 2013 when he received computer training. This intervention strengthened his technical knowledge and digital literacy, opening new learning pathways. In 2015, he successfully joined GNB as a volunteer. Through his dedication and active involvement, he later took on the role of Sponsorship Service (SS) Supporter, where he worked closely with sponsored children and their families.

During his seven-year engagement as a Volunteer and SS Supporter, Suman actively contributed to community awareness programs, child protection initiatives, educational support activities, and social campaigns. He counselled families on the importance of education continuity, encouraged school attendance, and supported community actions to prevent child marriage and child labour. His work strengthened informal child protection systems and increased community awareness and responsiveness to social issues.

Youth engagement also enabled him to contribute to broader community development efforts. He participated in environmental awareness campaigns, social mobilization programs, and community coordination meetings. Through these activities, he helped promote social responsibility, environmental conservation, and collective action. Community leaders, teachers, and families increasingly recognized youth as responsible and capable contributors to development initiatives.

Through continuous mentorship and practical involvement, Suman developed strong communication, leadership, and organizational skills. His confidence increased significantly, and he became more disciplined, socially aware, and proactive in civic participation. Alongside his volunteer service, he successfully completed his Honors degree and gradually built his professional career in journalism.

Today, Suman serves as the District Correspondent of Dhaka Mail and is a member of the Organizing Committee of Dinajpur Press Club. In his professional capacity, he continues to highlight community voices, social protection issues, and development challenges—extending the impact of his youth engagement to a wider platform.

Suman's story demonstrates how structured youth engagement—beginning with skill-based training and evolving into leadership and service roles—can produce both individual transformation and meaningful community-level impact.

## **Impact Assessment Findings**

### ***3.2.1 Strengthened Child Protection Systems and Reduction in Harmful Practices***

Youth engagement has significantly strengthened community-level child protection mechanisms. Participating youth demonstrate strong awareness of child rights, protection systems, and reporting mechanisms. Survey findings show that 83.8% of youth correctly identified calling the national child helpline (1098) as the appropriate first response to violence against children, while none reported uncertainty. In addition, 91.1% of youth actively encourage children to continue schooling, 89.9% participate in child labour prevention efforts, and 88.6% have attempted to stop or delay early marriage.

### ***3.2.2 Increased Awareness, Social Responsibility, and Transformation of Harmful Social Norms***

Youth-led awareness campaigns, community meetings, and peer education activities have contributed to increased community awareness and positive changes in social attitudes. Youth are actively involved in promoting education, gender equality, and child protection through community discussions and campaigns. Survey findings show that 90.5% of youth actively identify community problems and contribute to awareness activities. FGDs and KIIs confirmed that youth are now recognized by families, teachers, and community leaders as informed, responsible, and reliable contributors to social development.

### ***3.2.3 Reduction in Drug Addiction, Illegal Activities, and Risky Behaviors among Youth in the Community***

Youth engagement has contributed to a visible reduction in drug use, illegal activities, and anti-social behavior among participating youth and their peers. FGD and KII findings indicate that youth involved in structured volunteer activities, leadership roles, and awareness campaigns are less likely

to engage in drug use, violence, or illegal activities. Instead, they remain engaged in productive activities such as education, volunteer work, and community service. Youth also conduct awareness campaigns and peer counselling to discourage harmful behaviors among other youth

### ***3.2.4 Strengthened Environmental Protection and Community Environmental Responsibility***

Youth engagement through Nature and Peace Clubs has significantly strengthened environmental protection efforts within communities. Youth actively participate in tree plantation, afforestation, and environmental awareness campaigns. FGDs confirmed that youth organize plantation campaigns in schools, roadsides, and community areas and encourage households to protect trees and maintain environmental cleanliness.

### ***3.2.5 Increased Youth Leadership, Civic Participation, and Community Acceptance***

Youth participation in leadership roles, volunteer activities, and community initiatives has strengthened youth leadership capacity and civic engagement. Survey findings show that 86.1% of youth actively contribute to planning and decision-making discussions, demonstrating strong leadership and ownership. Youth are now increasingly involved in organizing community events, awareness campaigns, and social initiatives.

### ***3.2.6 Strengthened Peer Collaboration, Social Cohesion, and Collective Community Action***

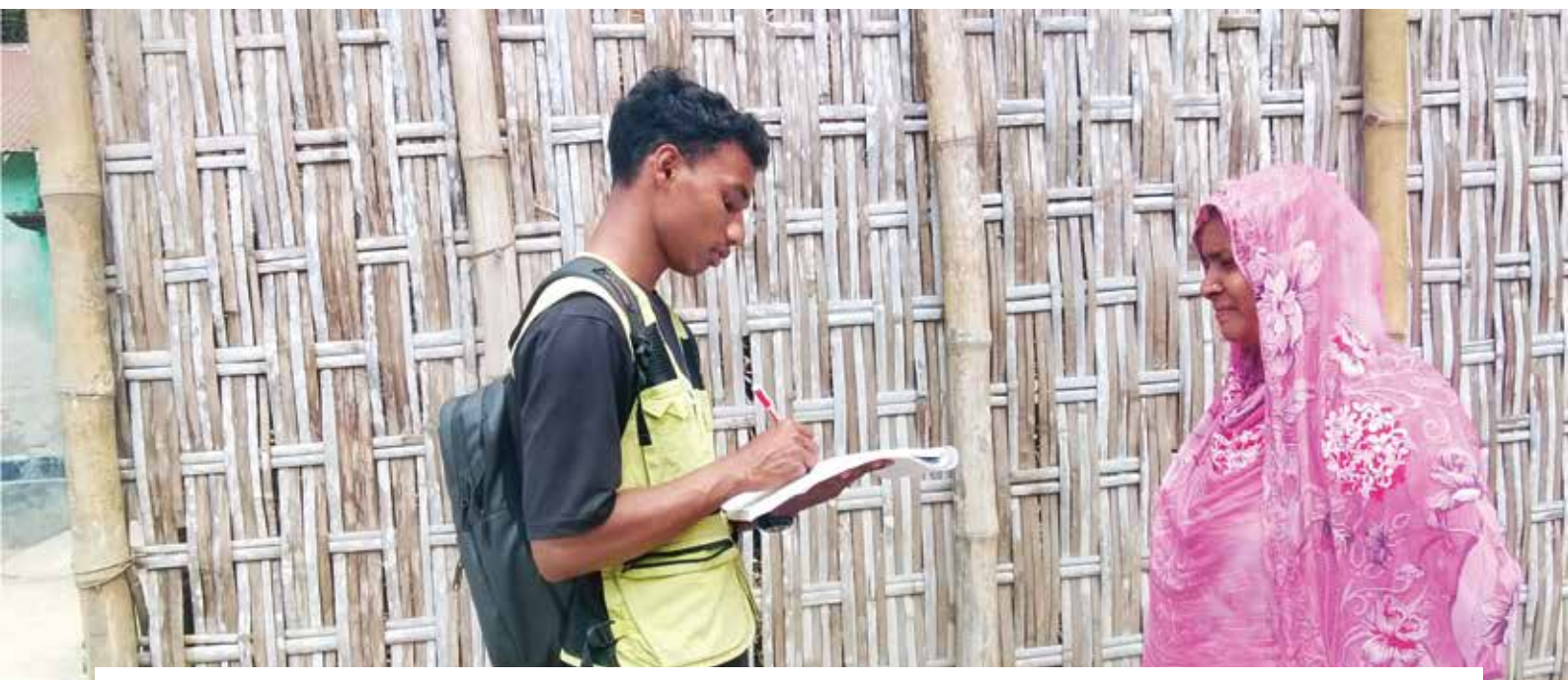
Youth initiatives have strengthened peer collaboration, teamwork, and social cohesion within communities. Survey findings show that 87.1% of youth actively collaborate with other youths in community activities, demonstrating strong teamwork and collective responsibility. Youth work together to organize campaigns, support community members, and address social issues. These collaborative efforts have strengthened unity, mutual trust, and collective action among youth, contributing to more resilient and socially cohesive communities.

### ***3.2.7 Improved Youth Self-Reliance, Problem-Solving Capacity, and Community Contribution***

Youth engagement has strengthened youth confidence, independence, and problem-solving ability. Survey findings show that 87.3% of youth reported being able to handle personal problems independently, compared to significantly lower confidence among non-participating youth. Qualitative findings confirmed that youth now demonstrate greater confidence in handling personal, educational, and social challenges. Many youth have transitioned into employment, entrepreneurship, volunteer leadership, and community support roles.



### Impact Story-17: From a Quiet Voice to an Inspiring Youth Leader- Md. Juel Islam



Md. Juel Islam has been engaged with Good Neighbors Bangladesh (GNB) since 2024, beginning his journey as a volunteer and currently serving as a Sponsored Children Supporter at the Nilphamari CDP. Md. Juel Islam, a young resident of Dakkhin Balapara village under Kazirhat in Sadar, Nilphamari, comes from a modest farming family. His father is a farmer, and his mother is a housewife. He has two brothers. Earlier in his childhood, Juel was a sponsored child under Good Neighbors Bangladesh, where he received educational and developmental support. In 2024, he officially joined GNB as a volunteer. Over the past two years, his transformation has been remarkable. Previously, Juel was introverted and uncomfortable communicating with others. He lacked confidence and often hesitated to take initiative.

However, through active participation in GNB's youth development programs and skill-building trainings, he gradually developed strong communication abilities, leadership skills, and self-confidence. GNB engaged him in various activities, including social issue-based meetings, child rights campaigns, "Together for Child" initiatives, and materials distribution programs. These experiences provided him with hands-on learning opportunities and helped him understand the importance of teamwork, responsibility, and community engagement.



### **Impact Story-18: A Journey of Leadership, Protection, and Community Transformation- Proma Rani Das**

Proma Rani Das has been engaged with Good Neighbors Bangladesh (GNB) under Gulshan CDP 2006 as a student participant and Children's Council President, and she currently serves as an Assistant Teacher at Bhatar Good Night School, Gulshan. Her journey reflects the long-term impact of sustained youth engagement in strengthening child protection, transforming social norms, and building confident community leaders. From the age of six or seven, she participated in GNB's educational and awareness programs, which shaped not only her academic foundation but also her values, confidence, and sense of social responsibility. Inspired by her teachers, she developed a dream of becoming an educator, carefully observing their behavior and teaching methods.

Through involvement in child rights campaigns, Children's Day and May Day programs, and leadership roles such as President of the Children's Council, she developed strong awareness about child protection, education continuity, and social responsibility. She recalls that child marriage and child labour were once common in her area, but consistent campaigns, counselling, and youth-led awareness initiatives gradually shifted community attitudes. Today, she observes that child marriage is almost nonexistent in her locality and child labour has significantly reduced, reflecting strengthened community-level child protection mechanisms.

As a teacher, she now actively encourages children to continue schooling, guides parents, and promotes protective actions, contributing to safer environments for children. Her engagement also fostered civic participation, peer collaboration, and leadership capacity, enabling her to organize activities, participate in discussions, and work collectively with others. Community members now recognize her as a responsible and inspiring figure; when a guardian told his daughter that her "Madam" once studied in the same school and is now a teacher there, it symbolized the transformation of youth into role models. Beyond social awareness, GNB strengthened her self-reliance and problem-solving capacity, giving her the mental strength to support her parents and build her own identity. Now an MBA graduate contributing financially to her family, she continues to enhance her skills through seminars and training programs arranged under the Child Education Program. Proma firmly believes that GNB's contribution to her life is immeasurable—the confidence, respect, identity, and leadership she embodies today stand as evidence of how sustained youth engagement can create socially responsible individuals and resilient communities.



### **Impact Story-19: From a Volunteer to an Educator: Muslima Akter's Journey of Courage, Leadership and Hope**

Muslima Akter is a young woman from Purba Jalalpur, Moulvibazar, whose journey reflects courage, determination and the power of opportunity. She comes from a lower-middle-class, marginalized family. Her father, Md. Abdul Ahad, is a farmer, and her mother is Abkatun Begum. Muslima is one of five siblings—four sisters and one brother, of whom three sisters are already married. Despite her family's financial limitations, Muslima remained committed to her education and successfully completed her SSC in 2022 with a GPA of 4.28 in Science. She later completed her HSC in 2024 with a GPA of 4.17 in Business Studies from Kamalganj Government College. From an early age, Muslima dreamed of becoming a nurse. However, due to her family's financial situation, pursuing professional nursing education became difficult, and she had to reconsider her career path. Instead of allowing this challenge to stop her, she looked for opportunities to develop herself and contribute to her community.

In 2022, Muslima began her journey as a volunteer with Good Neighbors Bangladesh (GNB), Moulvibazar CDP. Over four years of volunteering from 2022 to 2025, she actively participated in community-focused activities and youth engagement initiatives. These experiences provided her with opportunities to develop communication, teamwork, leadership, decision-making and community engagement skills. More importantly, volunteering helped her become more confident and responsible. Her dedication and active participation were recognized when she became a Volunteer Leader in 2025. Her leadership journey continued as she was selected as the Vice President of the Nature and Peace Club National Committee in 2025. She was also recognized as a Best Good Daddy Awardee in 2024 for her active contribution to GNB's initiatives.

Muslima's journey represents a significant transformation from a young student with limited opportunities to a confident young leader and professional educator. While her original dream of becoming a nurse could not be pursued because of financial constraints, she did not give up on building a meaningful future. Today, she is working as a teacher with BRAC's Education Program, where she teaches pre-primary students. Her experience as a GNB volunteer helped her develop confidence, communication skills, leadership abilities and a sense of responsibility, all of which are now valuable in her professional life. Her transition from volunteer to teacher has also enabled her to contribute directly to children's education and development.





Muslima's story demonstrates how meaningful opportunities for young people can contribute to long-term personal and social development. Her journey from a financially challenged family to becoming a volunteer, young leader and professional teacher shows the value of investing in youth, particularly young women from marginalized communities. Through her current role as a teacher, she is now contributing to the education and development of another generation of children. Her journey connects with broader development priorities, including quality education, youth empowerment, gender equality and reduced inequalities. It also reflects the wider objectives of creating opportunities for young people to build confidence, develop leadership skills and become positive contributors to their communities.

Muslima's journey did not follow the path she originally imagined, but her determination remained strong. Although financial challenges prevented her from pursuing nursing, her experiences with Good Neighbors Bangladesh helped her discover new abilities, build confidence and develop a new professional direction. Today, she stands as a former GNB volunteer, a young leader and an educator working with children. Her story reminds us that success is not always about achieving the first dream we choose; sometimes, it is about having the courage to create a new path when circumstances change. Muslima's journey is a story of resilience, opportunity and transformation, showing that when young people are given the right opportunities and encouragement, they can overcome challenges, discover their potential and create a meaningful future for themselves and others.

*"When I started volunteering with Good Neighbors Bangladesh in 2022, I was a student with many dreams. My family had financial limitations, but I always wanted to do something meaningful with my life. Through GNB, I got opportunities to participate in different activities, work with others and take responsibilities. These experiences helped me become more confident. I learned how to communicate with people, work as a team and take leadership. Becoming a Volunteer Leader was a very important achievement for me. Later, becoming Vice President of the Nature and Peace Club National Committee gave me even more confidence that I could do something for my community."*

- Muslima



## Impact Story-20: Mitu Akter: A Story of Determination and Change



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*Sometimes it felt impossible to continue my education, but Good Neighbors Bangladesh supported me during those difficult times. Because of them, I am where I am today.*

*-Mitu Akter*

Mitu Akter grew up in Bahadipur village in a family of five where managing daily expenses was always a challenge. Her father worked as an office assistant and her mother took care of the household, but their income was not enough to ensure stability. Because of this, continuing her education was often uncertain. Despite these challenges, Mitu remained determined. She dreamed of working in the healthcare sector so that she could help others and become financially independent. However, without proper support, achieving this dream was difficult. A turning point came when she became a sponsored child under the Ghatail CDP of Good Neighbors Bangladesh. Through this support, she received educational materials, tuition assistance, and nutritious food. This reduced the financial pressure on her family and allowed her to continue her studies with confidence. With hard work and dedication, Mitu completed her Diploma in Nursing Science. After completing her studies, she secured a job in a healthcare institution, turning her dream into reality.

Today, Mitu is working as a nurse and contributing to society by caring for patients. Her income has improved her family's financial condition, bringing stability to their lives. Her success has also inspired other girls in her community to continue their education and believe in their dreams. Mitu Akter's journey shows how the right support and determination can change a life and bring hope to an entire community.

## Impact Story 21: Rumana's Growth as a Young Community Leader



*"When I first joined Good Neighbors Bangladesh Kalapara CDP, I was not confident in speaking and had no idea about the professional environment. But now, I can communicate better, even in English, and I have developed leadership skills. I have learned MS Office and understood official procedures, communication, and behavior in a workplace setting. These skills are helping me support my education and personal expenses. My parents are proud of me, and in my community, I have gained respect and recognition. My dream is to become a teacher and contribute to positive change in society. I am truly grateful to Good Neighbors Bangladesh for their continuous support, mentoring, and guidance. Without them, I could not have developed myself like this."*

*-Rumana*

Rumana, a 22-year-old young woman from Mohipur Village, Kalapara Upazila, comes from a low-income fishing family with very limited assets. Despite economic hardship, she has continued her BA (Honors) studies at Mozahar Uddin Biswas Government Degree College. In 2024, she joined Good Neighbors Bangladesh Kalapara CDP as a Community Volunteer. Through her dedication and strong performance, she was promoted to Sponsorship Service Supporter (SSS) in 2025. In her current role, Rumana supports key program activities including home visits, ACL and APR processes, CMS data entry, community engagement, and stakeholder communication. She has also developed skills in MS Office and CMS data management, along with improved confidence in facilitation and communication. Through her engagement with CDP, she has built strong relationships with sponsored children, families, and staff, contributing to smooth program implementation. Her earnings from this role are also supporting her education and personal needs.

Rumana shares that she has gained confidence, leadership skills, and professional knowledge through her work. She now aspires to become a teacher and serve her community.

## Impact story-22: From Uncertainty to Stability -The Journey of Ponuel Mondol



*"From a children's home to a professional career, with guidance and determination, I transformed challenges into opportunities."*

*- Ponuel Mondol*

Ponuel Mondol's life journey reflects resilience, determination, and the transformative impact of sustained support. Born into a financially vulnerable family in Bollovepur village, Mujibnagar, Meherpur, Ponuel spent much of his childhood in a children's home due to economic hardship. Despite these challenges, he remained committed to his education and successfully completed his Secondary School Certificate (SSC). After returning to his village, Ponuel continued his studies by supporting himself through private tutoring. He completed his Intermediate education from Mujibnagar Degree College, but his future remained uncertain due to limited resources, lack of exposure, and absence of professional guidance.

A turning point came in 2020 when Ponuel joined Good Neighbors Bangladesh (GNB) Meherpur CDP as a Dream School Teacher. This opportunity not only provided him with practical teaching experience but also helped him build confidence, communication skills, and leadership capacity. While working, he enrolled at Meherpur Government College to pursue his Bachelor's (Honours) degree. With continuous encouragement and guidance from GNB, Ponuel successfully completed both his Honours and Master's degrees. The organization's mentorship and supportive environment played a crucial role in shaping his academic and professional growth.

Currently, Ponuel is working as an Assistant Office Staff under the CDP Program of Good Neighbors Bangladesh in Sirajganj. This position has provided him with financial stability and the ability to support himself and contribute to his family.

Ponuel's journey demonstrates a significant transformation—from a vulnerable child with limited opportunities to a confident and self-reliant professional. His experience highlights the importance of combining educational support with practical opportunities and mentorship.

His story stands as a strong example of how targeted interventions can create long-term impact, enabling individuals not only to improve their own lives but also to contribute positively to their families and communities.

### Impact story-23: From a Small Village to a Skilled Trainer: The Journey of Ruhul Amin



Ruhul Amin's involvement with Good Neighbors Bangladesh (GNB) marked the beginning of a significant transformation in his life. His first direct connection with Good Neighbors Bangladesh came when he enrolled in a three-month Office Application training under the Sirajganj CDP. This opportunity introduced him to computers for the first time and opened a new horizon of learning. The training not only developed his basic digital skills but also sparked his interest in technology and created a foundation for his future growth.

After completing his HSC in 2009, Ruhul further strengthened his engagement with GNB by working as a volunteer at the CDP. Alongside his volunteer role, he continued building his technical expertise through advanced hardware and software training at a multimedia computer center. His dedication to self-improvement led him to pursue higher education as well, completing his Bachelor's and Master's degrees along with an Advanced Diploma in Computer Science. Over time, continuous learning and practical experience helped him build strong professional competence. In 2021, Ruhul began his career as a Computer Trainer. Today, he is financially stable and actively contributing to skill development in his community. He has trained around 450 individuals, including youth, school dropouts, and volunteers. Many of them are now engaged in computer-related jobs or running small businesses of their own. His involvement with GNB has not only transformed his own life but also created a ripple effect in his community. In an area where computer education was once almost nonexistent, Ruhul has become a local source of knowledge, inspiration, and opportunity. His work continues to support youth empowerment, skill development, and improved employment prospects.

Ruhul's story demonstrates how meaningful engagement with a development initiative can create lasting change—turning a single opportunity into a pathway for both personal success and community transformation.



*"Good Neighbors Bangladesh changed my life. It was here that I first learned about computers. Today, I feel proud to train others and help them create opportunities for themselves."*

*- Ruhul*

## Impact story-24: Beyond Volunteering: Shehanaz's Journey to Leadership



*Before joining GNB, I struggled to find my voice. Today, I stand with confidence—not just for myself, but for every child and every girl who deserves a chance. GNB gave me the courage to lead and the purpose to make a difference.*

- Shahanaz

In a small village of Kirtonkhula in Shakhipur, Tangail, Shahanaz grew up with quiet dreams but limited means. Her father ran a small business, her mother managed the household, and like many girls in her community, her path seemed narrowly defined. Yet inside her was a strong desire—to learn, to grow, and to do something meaningful.

Shahanaz worked hard and excelled in her studies, completing her education up to a Master's degree in Development Studies. But despite her academic success, she often felt something was missing. She lacked confidence, exposure, and opportunities to step forward. In a tradition-bound society, raising her voice was a challenge. Everything began to change when she became involved with Good Neighbors Bangladesh's Shakhipur CDP. In 2022, Shahanaz first joined as a volunteer. It was a small step but a significant turning point. Through youth groups, trainings, and mentorship, she slowly stepped out of her comfort zone. She was trained on classroom management, leadership, communication, and child protection. More importantly, she was given something she had never truly experienced before a platform to lead.

At first, she hesitated. Speaking in front of others felt intimidating. Making decisions felt overwhelming. But with each training, each meeting, and each small responsibility, her confidence began to grow. Soon, Shahanaz was no longer just participating she was leading. She began hosting seminars, facilitating teacher trainings, and guiding students. She stood on stages she once feared, speaking with clarity and purpose. Programs like the Child Education Seminar and international events became spaces where she didn't just attend, she inspired. Recognizing her extraordinary dedication and performance, in 2024 she joined Good Neighbors Asha Girls' School as a teacher. From there, her journey continued to rise. Today, Shahanaz stands as the Acting Head Teacher of Good Neighbors Asha Girls' School a role that once felt far beyond her reach. But her transformation is not just about a title. It is seen in the way she mentors her students, encourages young girls to dream bigger, and actively works in her community to promote education and awareness. She has become a role model not only for her students but for many young women who see their own struggles reflected in her story.

## Impact story-25: Developing Skills, Shaping a Career: Yearul Islam's Transformation through GNB



*"My journey with GNB helped me grow professionally and personally. It gave me the confidence and skills that helped me become a teacher today."*

*- Yearul*

Yearul Islam, a former GNB intern from Ghatail in Tangail, had strong academic knowledge but limited practical experience and professional confidence before joining Good Neighbors Bangladesh (GNB). His journey with GNB began in 2022 when he joined Kalai CDP as an intern. This opportunity marked an important shift in his learning path. Through the internship, he gained hands-on experience in program implementation, community engagement, and basic reporting. For the first time, he was able to connect his academic knowledge with real field-level work. In 2023, Yearul took on a more active role as a Facilitator at Kalai CDP. In this position, he worked closely with children, youth, and community members. He facilitated group sessions, organized activities, and supported the day-to-day implementation of program initiatives. This role significantly strengthened his communication, leadership, and organizational abilities.

Continuous mentoring and practical exposure through GNB helped him grow both personally and professionally. Over time, clear changes became visible in his confidence and capability. Before joining GNB, he had limited experience and hesitation in professional communication. After his engagement, he developed strong facilitation skills, improved his leadership ability, and gained valuable experience in working with communities. These experiences played a key role in shaping his career path. Today, since 2024, Yearul Islam is working as a Government Teacher under NTRCA. He is now applying the skills and confidence developed through his journey with GNB in his teaching profession, especially in communication, leadership, and student engagement.

Looking ahead, Yearul aims to continue contributing to the education sector by helping students build their skills, confidence, and future opportunities. His journey shows how structured internship and facilitation opportunities can bridge the gap between academic learning and professional success, leading to meaningful long-term impact.

## Impact story-26: Youth Leading Change: Protecting Children, Greening Communities



In 2019, Good Neighbors Bangladesh established the Protibeshi Jubo Songho under Meherpur CDP with 40 young members to empower adolescents as leaders for child rights and climate action in Mujibnagar Upazila, Meherpur.

Through training on child rights, leadership, climate change, and advocacy, the youth transformed their knowledge into action. They organised school and community awareness campaigns, the "Red Card to Child Marriage" movement, mass signature campaigns, tree plantation drives, plastic waste recycling, and community clean-up initiatives. They also worked closely with schools, local government, and community leaders to build a safer and greener environment.

The impact has been remarkable. Youth members successfully prevented the child marriages of five girls, enabling them to continue their education. One of them, Prothoma Mollick, went on to achieve GPA-5 in both SSC and HSC examinations and is now studying Economics at Kushtia Government College. Their environmental initiatives have also transformed the community. School compounds are cleaner, many village roads are now lined with trees, and households are enjoying fruit harvested from saplings distributed through the Youth Club while sharing the produce with neighbors. Following its registration with the Department of Youth Development, the club has become a trusted community platform where young people actively contribute to local development.

Today, Protibeshi Jubo Songho demonstrates that when youth are equipped with knowledge, trusted with responsibility, and connected to local institutions, they become powerful champions for protecting children's rights and building climate-resilient communities.



## Impact story-27: Confident Youth Leader: Rubaiya Akter's Journey with GNB



*"GNB helped me build my confidence and skills. Now I can speak freely and want to do something good for my community."*  
- Rubaiya

Rubaiya Akter, from Jinderpur village under Kalai Upazila in Joypurhat District, grew up in a financially challenged family where continuing education was often difficult. Before joining Good Neighbors Bangladesh (GNB) as a sponsored child in 2013, she had limited opportunities to develop her skills and confidence. She was shy, hesitant to speak in front of others, and rarely participated in school or community activities.

Her journey began to change through the sponsorship and youth volunteer activities of Kalai CDP. With educational support from GNB, Rubaiya was able to continue her studies without interruption. She also participated in youth group activities and received training on life skills, communication, and leadership. Continuous guidance and encouragement from GNB facilitators gradually helped her overcome her hesitation and build confidence.

Later, Rubaiya became an active youth volunteer and engaged in various community initiatives, including cleanliness campaigns, awareness programs, and social activities. Through these experiences, she developed strong communication and leadership skills and became more socially responsible and confident in public settings.

Today, Rubaiya is known as a confident and active young leader in her community. She can now deliver speeches confidently in different programs and actively participates in community development activities. Her impressive public speaking ability and leadership qualities have also been recognized by local authorities, and the Upazila Nirbahi Officer (UNO) highly appreciated her speech during a community program. Currently, she is continuing her studies at Government Mojibur Rahman Vandari Women's College while remaining involved in volunteer activities. In the future, she hopes to complete her higher education and inspire other girls in her community to become confident and active in society. Rubaiya's story demonstrates how sponsorship support, youth engagement, and continuous guidance can transform a shy young girl into a confident community leader.

## Impact story-28: Finding Her Voice: Jubayda's Transformation Through Leadership



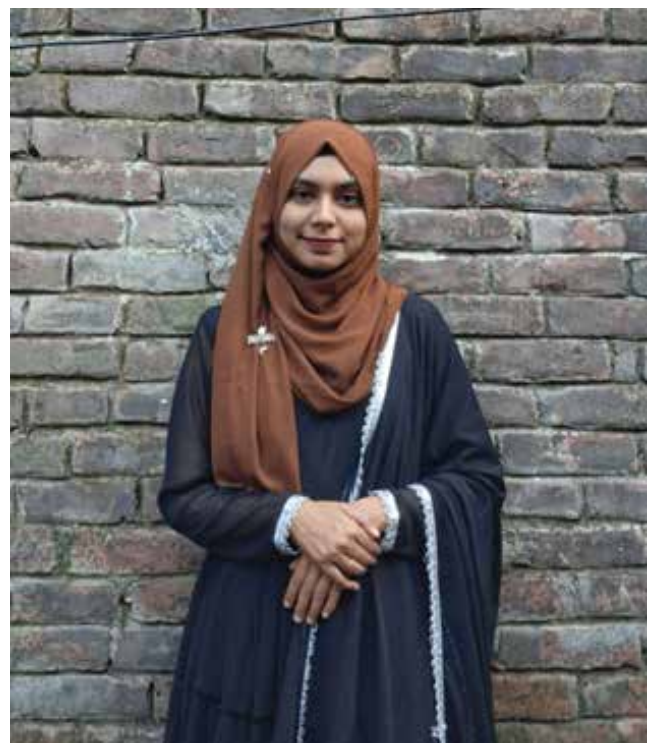
Mst. Jubayda Alom Jerin is a talented young girl from an extremely poor family in Kurigram. Her father, Mr. Jahangir Alom, works as a rural veterinary practitioner, while her mother, Mosammat Nasrin Jannat Rina, is a housewife. Despite financial struggles, Jubayda has always been determined to pursue her education and is currently studying in the first year of her honors program at Kurigram Government College. Before joining Good Neighbors Bangladesh as a volunteer, Jubayda lived a life similar to most students—attending classes regularly and studying at home. At that time, she had little knowledge of how young people like her could contribute to child protection. She had never used a

computer before and felt nervous about speaking in front of groups. Her journey began to change when she became involved with Good Neighbors Bangladesh. Through training and active participation, she gradually developed her confidence and skills. She learned about the role of youth in protecting children's rights and discovered her own potential to bring positive changes to society. Today, Jubayda is a confident and skilled volunteer. She successfully organizes social awareness meetings, conducts child protection sessions, and plays a vital role in leading the Kurigram volunteer team with dedication. She is now able to deliver speeches during community events and special day celebrations, where she raises awareness on important social issues. Moreover, she has mastered basic computer skills, which she uses efficiently in her volunteer work. Reflecting on her transformation.

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*Because of Good Neighbors Bangladesh, I have been able to improve many aspects of my life, which will help brighten my future. I sincerely thank Good Neighbors Bangladesh for supporting me in becoming a skilled volunteer and helping me grow into a confident individual.*

- Jubayda



## Impact story-29: Empowering Youth for Community Change: The Story of Adiptta Haldar

*"Good Neighbors Bangladesh is a platform where young people can learn the true value of volunteerism and develop themselves as responsible members of society."*

- Adiptta



Adiptta Haldar, a 26-year-old young man from Vatara, Gulshan, Dhaka, became involved with the Gulshan FDP of Good Neighbors Bangladesh (GNB) in 2023. Before his engagement with GNB, he was a student living with his parents and two sisters in Manikganj. At that time, Adiptta had limited knowledge about volunteerism, child rights, fundraising activities, carbon footprint, and environmental sustainability. He also lacked confidence and had minimal experience in leadership, teamwork, and community engagement activities.

Through GNB's youth development interventions, Adiptta participated in volunteer activities, youth group meetings, child rights campaigns, environmental initiatives, and fundraising training. He also supported home visits and survey activities, which helped him gain practical community engagement experience. His involvement with GNB significantly improved his confidence, communication, teamwork, and leadership skills. He developed a strong understanding of child rights, social responsibility, and environmental sustainability through participation in awareness campaigns and tree plantation activities.

These experiences helped him grow into a capable youth leader, and he is currently serving as the Team Leader of the Red Green Society. Community members and stakeholders now recognize Adiptta as a positive and active young leader who contributes meaningfully to community development. His involvement in child rights campaigns, volunteer activities, and environmental initiatives has created a positive influence among other young people in the community. Adiptta's journey demonstrates the long-term impact of youth empowerment and volunteer engagement initiatives.

### Impact story-30: From Volunteer to Assistant Teacher: The Inspiring Journey of Nargis Akter

Nargis Akter, a 40-year-old woman from Jhunkail village of Ghatail Upazila in Tangail district, is now working successfully as an Assistant Teacher. Her journey reflects the positive impact of community engagement and capacity-building support provided through Good Neighbors Bangladesh (GNB) under the Ghatail CDP.

Before her involvement with GNB, Nargis faced several personal and social challenges. After losing her parents and experiencing divorce, she struggled to establish herself independently. Like many rural women, she had limited opportunities to participate in social and educational activities and lacked confidence and exposure to leadership opportunities.

Her life began to change when she joined GNB as a volunteer during 2010–2011. Through participation in youth and community development activities, she received training on life skills, leadership, communication, and educational support. She also became involved in community awareness programs and social initiatives, which gradually increased her confidence and communication skills.

Over time, Nargis became more confident, responsible, and socially active. The knowledge and experience she gained through GNB positively influenced her personal growth and professional career. Today, she contributes to her community through her role as an Assistant Teacher and inspires other women and young girls to pursue education and leadership opportunities.

Her story demonstrates how volunteer engagement and capacity-building initiatives can empower women and create sustainable positive change within communities.



“

*GNB helped me discover my potential and gave me the confidence to stand on my own. Today, I am proud to contribute to education and my community.*

- Nargis

## Key Impact on Community by Youth Development Initiatives in GNB Working Areas

1. **Strengthened Child Protection and Prevention of Early Marriage:** Youth actively intervene in cases of early marriage, child labour, and school dropout by counselling families, informing teachers, and involving community leaders, which has strengthened community-level protection systems and increased responsiveness to child protection risks across GNB intervention areas. FGD findings show that youth are also engaged in planning and decision-making discussions at the community level, including identifying at-risk children, deciding priority households for counselling, planning awareness campaigns, organizing courtyard meetings, and coordinating with teachers and local leaders for timely intervention. They also contribute to follow-up planning, monitoring vulnerable families, and ensuring continued school attendance through regular engagement. These roles enable youth to take timely and coordinated actions in preventing early marriage and other protection risks. FGD Quote (Birganj CDP): “When we hear about early marriage, we immediately talk to the family and explain the consequences. In many cases, marriages have been stopped because of our intervention.” (“আমরা যখন বাল্যবিবাহের খবর পাই, তখন পরিবারের সাথে কথা বলি এবং এর ক্ষতি বোঝাই। অনেক ক্ষেত্রে আমাদের হস্তক্ষেপে বাল্যবিবাহ বন্ধ হয়েছে।”)

2. **Increased School Retention and Support for Children’s Education:** Youth actively encourage children to continue education and support families in prioritizing schooling, contributing to improved education continuity and increased awareness on the importance of education within communities. FGD Quote (Pirganj CDP): “We regularly motivate children and parents so that students do not drop out. Now families are more aware of the importance of education.” (“আমরা নিয়মিত শিশু ও অভিভাবকদের উৎসাহ দিই যাতে কেউ পড়াশোনা বন্ধ না করে। এখন পরিবারগুলো শিক্ষার গুরুত্ব বেশি বুঝছে।”)

3. **Reduction in Drug Addiction, Violence, and Illegal Activities:** Youth engagement in structured volunteer activities and awareness campaigns has contributed to reduced drug use, violence, and anti-social behavior among youth. Participating youth are now more engaged in education, volunteerism, and community service, contributing to safer and more disciplined communities. FGD Quote (Dhoar CDP): “Earlier some youth were involved in drugs and harmful activities, but after joining GNB, they became responsible and stopped those behaviors.” (“আগে কিছু যুবক মাদক ও খারাপ কাজে জড়িত ছিল, কিন্তু GNB-তে যুক্ত হওয়ার পর তারা দায়িত্বশীল হয়েছে এবং এসব কাজ ছেড়ে দিয়েছে।”)

**4. Improved Environmental Protection and Community Awareness:** Youth actively organize tree plantation, afforestation, and environmental awareness campaigns through Nature and Peace Clubs, encouraging community members to protect natural resources and maintain environmental cleanliness. These efforts have strengthened environmental stewardship across GNB communities. FGD Quote (Kalapara CDP): “We planted trees in our community, and seeing us, many community members also started planting trees and protecting the environment.” (“আমরা আমাদের এলাকায় গাছ লাগিয়েছি, আমাদের দেখে অনেক কমিউনিটি সদস্যও গাছ লাগানো শুরু করেছে এবং পরিবেশ রক্ষা করছে।”)

**5. Increased Youth Leadership and Community Recognition:** Youth are increasingly recognized and trusted by community leaders, teachers, and families, which has led to their active inclusion in community meetings, awareness campaigns, and social initiatives. This growing recognition has strengthened youth leadership roles and improved coordination and participation in community-level development activities. FGD findings show that youth are now invited to meetings and their opinions are valued by community stakeholders, reflecting a shift in perception towards youth as responsible contributors. As one participant from Birganj CDP shared, “Community leaders now invite us to meetings and trust our opinions because they know we work for the community.”

(“কমিউনিটির নেতারা এখন আমাদের সভায় ডাকেন এবং আমাদের মতামতকে গুরুত্ব দেন, কারণ তারা জানেন আমরা সমাজের জন্য কাজ করি।”)

**6. Strengthened Community Awareness on Social Issues and Protection Mechanisms:** Youth actively promote awareness on child protection, GBV prevention, and social safety mechanisms through peer education, campaigns, and community meetings. Their efforts have improved community knowledge and responsiveness to protection concerns. FGD Quote (Pirganj CDP): “We share information about child protection and helpline 1098 so that people know where to seek help during emergencies.”

(“আমরা শিশু সুরক্ষা এবং ১০৯৮ হেল্পলাইনের তথ্য ছড়িয়ে দিই, যাতে জরুরি পরিস্থিতিতে মানুষ সাহায্য নিতে পারে।”)

**7. Improved Community Cohesion, Unity, and Collective Responsibility:** Youth collaboration and volunteer activities have strengthened unity, teamwork, and collective action. Youth now work together to address community problems, support vulnerable households, and contribute to community wellbeing. FGD Quote (Dhoar CDP): “Through GNB activities, we learned teamwork and now work together to solve community problems and help others.”

(“GNB কার্যক্রমের মাধ্যমে আমরা দলবদ্ধভাবে কাজ করা শিখেছি এবং এখন একসাথে কমিউনিটির সমস্যা সমাধান ও অন্যদের সহায়তা করি।”)

**8. Increased Community Trust and Confidence in Youth and GNB Initiatives:** Communities demonstrate strong trust in GNB youth and recognize them as responsible, disciplined, and reliable contributors to community development. Youth are increasingly seen as positive role models and change agents within their communities. FGD Quote (Kalapara CDP): “People trust GNB youth because they are disciplined, responsible, and always ready to help the community.”

(“মানুষ GNB-এর যুবকদের বিশ্বাস করে, কারণ তারা শৃঙ্খলাবদ্ধ, দায়িত্বশীল এবং সবসময় সমাজের জন্য কাজ করতে প্রস্তুত।”)



### **3. 3 Findings from IDIs with former youth of GNB who are currently employed: Youth Development under the GNB Youth Program**

A total of 26 In-Depth Interviews (IDIs) were conducted with former or graduated youth of the GNB Youth Program who are currently employed in NGOs, private companies, banks, schools, government-related services, cooperative societies, and community-based organizations. These youth were previously connected with Good Neighbors Bangladesh as Sponsored Children, volunteers, interns, youth facilitators, or sponsorship service supporters. The IDIs reveal that the youth program has played a strong role in shaping young people into confident, skilled, and responsible individuals who are able to perform well in their jobs and plan their careers with clarity.

Most interviewed youth explained that before their engagement with GNB, they had limited confidence, little exposure to leadership or community work, and uncertainty about their own abilities. Through continuous participation in trainings, meetings, field activities, and practical responsibilities, they gradually became more confident and mentally strong. This increased self-belief now helps them manage work pressure, take responsibility, communicate clearly, and remain disciplined in professional environments.

The IDIs consistently show that skills developed through GNB directly supported youth employment and job performance. Youth highlighted practical learning such as communication skills, computer and ICT use, report writing, teamwork, time management, and professional behavior as critical to their success in the workplace. Many stated that this hands-on exposure helped them adapt quickly to office systems, perform assigned tasks independently, and meet expectations of supervisors and colleagues. All 26 interviewed youth reported that they are performing well in their current jobs. Several described how they progressed from volunteer or intern roles into paid positions, while others successfully transitioned to new organizations using the experience and confidence gained at GNB. Discipline, punctuality, ethical conduct, and accountability—learned through regular

responsibilities at GNB—were frequently mentioned as key factors behind positive feedback and trust from employers. The interviews also indicate a clear development of leadership and initiative. Youth described learning how to lead meetings, coordinate activities, and solve problems during their engagement with GNB. These leadership skills are now applied in their professional roles, where many take initiative, support team members, and contribute beyond their formal job

descriptions. Another important change observed through the IDIs is the transformation in attitudes toward gender equality, child rights, and respectful behavior. Youth noted that training and real-life exposure to issues such as GBV and child protection helped them develop ethical and respectful professional conduct. These values are reflected in their workplaces and communities, particularly for those working in education, development, and service-oriented sectors. Although now employed, many youth continue to engage informally in community activities. The IDIs show that youth remain active in raising awareness, preventing child marriage, supporting younger peers, and advising families. Employment has also led to financial independence, allowing youth to support their families and increasing their respect and recognition within households and communities. Across the interviews, there is a clear shift in outlook from short-term survival thinking to long-term career planning. Youth expressed clear goals for further education, career advancement, and leadership roles, and many linked this future orientation directly to the confidence, skills, and exposure gained through the GNB Youth Program. While challenges such as financial hardship, limited training duration, and community resistance remain, youth reported that the resilience and skills developed through GNB help them manage these challenges more effectively.

The findings from the 26 IDIs confirm that the GNB Youth Program contributes to holistic youth development by strengthening confidence, employability, job performance, ethical behavior, and social responsibility.

**Table 11: Comprehensive Youth Development Assessment – GNB Youth Program**

| Thematic Change Area                             | What GNB Does (Support/Activities)                                        | What Changed in Youth (Easy Language)                              | Examples from the Stories                                                 |
|--------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------------------|
| 1) Confidence & Self-Belief                      | Youth meetings, training, mentoring, sessions, regular responsibilities   | Youth became confident and stopped doubting themselves             | Youth can speak in meetings, handle real-life tasks, feel capable         |
| 2) Communication & Public Speaking               | Facilitation practice, awareness sessions, meetings, presentations        | Youth can talk clearly with people and speak in public             | Can conduct sessions in schools/camps, talk to guardians, present work    |
| 3) Leadership & Teamwork                         | Youth groups, volunteer roles, child council/CRC roles, organizing events | Youth learned to lead and work with others                         | Leading group discussions, managing committees, motivating peers          |
| 4) Decision-Making & Problem Solving             | Hands-on work, field activities, coaching, practical learning             | Youth can take decisions and solve problems calmly                 | Better judgement during field challenges, conflict handling, planning     |
| 5) Discipline & Responsibility                   | Regular tasks, reporting, home visits, coordination duties                | Youth became more disciplined and responsible                      | Punctuality, task completion, managing multiple duties                    |
| 6) Job Readiness & Workplace Skills              | Computer/ICT training, report writing, office work exposure, internships  | Youth gained employable skills for job entry                       | Email writing, documentation, office systems, file management             |
| 7) Job Performance & Career Growth               | Training + real work experience + certificates + supervision              | Youth perform well in jobs and progress in career                  | Volunteer → staff; intern → professional; confident in interviews         |
| 8) Financial Independence                        | Paid internship, job placement support, income opportunities              | Youth became financially self-reliant and support families         | Supporting family, paying expenses, stable income identity                |
| 9) Career Goals & Future Planning                | Career guidance, mentoring, learning opportunities, motivation            | Youth became future-oriented and set clear career goals            | Planning higher study, aiming for bigger roles, career confidence         |
| 10) Values, Ethics & Professional Identity       | Safe-guarding/PSEA, transparency culture, accountability practice         | Youth developed honesty, responsibility, and professional identity | Respect from family/community; trusted in workplaces                      |
| 11) Awareness on Child Rights & Protection       | Child protection sessions, counselling, school/madrasa sessions           | Youth understand child rights and protect children                 | Child marriage prevention, child labour awareness, counselling            |
| 12) Gender Equality & Respectful Behavior        | GBV training, SRHR sessions, gender discussions                           | Youth treat women and girls with more respect                      | Clear understanding of rights, respectful communication, safe behavior    |
| 13) Community Engagement & Social Responsibility | Campaigns, rallies, community service, home visits                        | Youth became active citizens and help others                       | Supporting families, community problem-solving, leading local initiatives |
| 14) Change in Community Attitude                 | Continuous awareness with guardians, dialogues, coordination              | Families became more aware and listen more now                     | Guardians attend sessions; less acceptance of early marriage              |
| 15) Safer School/Community Environment           | School sessions, child protection work, coordination                      | More safety actions in schools and community                       | Safer spaces, better hygiene facilities in schools (where mentioned)      |
| 16) Mental Strength & Resilience                 | Training, exposure to real cases, supervision/learning support            | Youth became mentally stronger and can face stress                 | Handling difficult stories, staying calm, continuing responsibilities     |

| Thematic Change Area                  | What GNB Does (Support/Activities)                                | What Changed in Youth (Easy Language)                 | Examples from the Stories                                             |
|---------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------|-----------------------------------------------------------------------|
| Environment                           | coordination                                                      | community                                             | (where mentioned)                                                     |
| 16) Mental Strength & Resilience      | Training, exposure to real cases, supervision/learning support    | Youth became mentally stronger and can face stress    | Handling difficult stories, staying calm, continuing responsibilities |
| 17) Networking & Linkages             | Coordination with CiC, local services, govt offices, institutions | Youth built useful connections for work effectiveness | Linkage with services, institutions, officials for support and action |
| 18) Inclusion & Respect for Diversity | Respectful communication, awareness building, community approach  | Youth show more inclusive mindset                     | Less stigma, more respectful interaction in diverse communities       |
| 19) Challenges Youth Still Face       | Limited time/resources, community resistance, staff shortage      | Some barriers still remain                            | Time limits in sessions, financial hardship, remote area constraints  |

### 3. 4 Top 10 Youth Quotes from formal Child/Youths who engaged with GNG

“Working with Good Neighbors Bangladesh transformed my confidence and leadership. It helped me overcome self-doubt and become a professional supporting vulnerable communities.”



(গুড নেবারস বাংলাদেশের সাথে কাজ করা আমার আত্মবিশ্বাস ও নেতৃত্বের ক্ষমতা পরিবর্তন করেছে। এটি আমাকে আত্মসন্দেহ কাটিয়ে উঠে ঝুঁকিপূর্ণ জনগোষ্ঠীর পাশে দাঁড়াতে সহায়তা করেছে।),

Trishna Chakraborty,  
PSF Officer, Child Protection Project,  
Location: Birganj CDP, Dinajpur and Ukhiya CDP, Cox's Bazar,  
Year of Engagement with GNB: 2016 to 2023,  
Role in GNB: Youth Facilitator and Volunteer Leader.



“GNB gave me practical skills and confidence that helped me begin my professional career and perform responsibly in my workplace.” (গুড নেবারস আমাকে ব্যবহারিক দক্ষতা ও আত্মবিশ্বাস দিয়েছে, যা আমার পেশাগত জীবন শুরু করতে এবং দায়িত্বশীলভাবে কাজ করতে সাহায্য করেছে।),

Mohammad Imran Hossain,  
Accounts Officer, Private Company Head Office,  
Location: Taltoli CDP, Barguna,  
Year of Engagement with GNB: 2024,  
Role in GNB: Youth Intern.

Quote-3: “Through Good Neighbors Bangladesh, I learned leadership, discipline, and responsibility, which helped me succeed in my career and serve society.” (গুড নেবারস বাংলাদেশের মাধ্যমে আমি নেতৃত্ব, শৃঙ্খলা ও দায়িত্ববোধ শিখেছি, যা আমার পেশাগত সাফল্য এবং সমাজসেবায় গুরুত্বপূর্ণ ভূমিকা রেখেছে।)

Name: Md. Ashik Mia, Designation: Sales Executive, PRAN Company, Location: Mirpur CDP, Dhaka, Year of Engagement with GNB: 2007 to 2017, Role in GNB: Sponsored Child, Youth Volunteer, and Volunteer Leader.



I grew up with Good Neighbors Bangladesh and today I contribute as a teacher, inspiring students with the same values I learned."

(আমি গুড নেবারস বাংলাদেশের সহায়তায় বড় হয়েছি এবং আজ শিক্ষক হিসেবে সেই মূল্যবোধ শিক্ষার্থীদের মধ্যে ছড়িয়ে দিচ্ছি।)

Proma Rani Das,  
Assistant Teacher, GNB School, Gulshan CDP, Dhaka,  
Year of Engagement with GNB: 2008 to 2022,  
Role in GNB: Sponsored Child and Youth Club Member.

Quote-7: "Good Neighbors Bangladesh taught me communication, leadership, and professionalism, which helped me succeed in the banking sector." (গুড নেবারস বাংলাদেশ আমাকে যোগাযোগ, নেতৃত্ব ও পেশাদারিত্ব শিখিয়েছে, যা ব্যাংকিং খাতে সফল হতে সাহায্য করেছে।)

Name: Dipto Chandra Mondol, Designation: Officer Grade One, BRAC Bank, Location: Gulshan CDP, Dhaka, Year of Engagement with GNB: 2007 to 2018, Role in GNB: Sponsored Child, Youth Volunteer, and Volunteer Leader.

"My experience with Good Neighbors Bangladesh helped me develop decision-making and planning skills that improved both my career and business." (গুড নেবারস বাংলাদেশের অভিজ্ঞতা আমাকে সিদ্ধান্ত গ্রহণ ও পরিকল্পনা দক্ষতা গড়ে তুলতে সাহায্য করেছে, যা আমার পেশা ও ব্যবসা উভয় ক্ষেত্রেই সহায়ক হয়েছে।)

Name: Rashedul Islam, Designation: Accounts Staff, Alia Madrasa and Entrepreneur, Location: Sirajganj CDP, Sirajganj, Year of Engagement with GNB: 2010 to 2018, Role in GNB: Youth Volunteer and Youth Leader.

"Good Neighbors Bangladesh shaped my professional discipline and values, which continue to guide my teaching career today." (গুড নেবারস বাংলাদেশ আমার পেশাগত শৃঙ্খলা ও মূল্যবোধ গড়ে তুলেছে, যা আজও আমার শিক্ষকতা জীবনে পথপ্রদর্শক।)

Name: Kanai Lal Chowdhury, Designation: Assistant Teacher (English), Location: Ghurka CDP, Sirajganj, Year of Engagement with GNB: 2012 to 2020, Role in GNB: Youth Volunteer and Youth Participant.



"Through Good Neighbors Bangladesh, I found purpose in serving people. The trainings helped me communicate sensitive issues in a simple way and build safer spaces for adolescents—especially in schools and madrasas."

(গুড নেইবারস বাংলাদেশের মাধ্যমে আমি মানুষের পাশে দাঁড়ানোর উদ্দেশ্য খুঁজে পেয়েছি। প্রশিক্ষণগুলো আমাকে সংবেদনশীল বিষয় সহজভাবে বোঝাতে এবং বিশেষ করে স্কুল ও মাদ্রাসায় কিশোর-কিশোরীদের জন্য নিরাপদ পরিবেশ তৈরি করতে সহায়তা করেছে।)

Methio Bishwas,  
Field Facilitator, GBV Project, Ukhiya CDP,  
Cox's Bazar,  
Year of Engagement with GNB: 2024 to  
Present.

### **3. 5 OECD-DAC Alignment with GNB Youth Development Initiatives and Results**

GNB's youth development initiatives are highly relevant to the real needs of young people, as they are designed around platforms such as youth clubs, volunteering, internships, Sponsorship Service Supporter roles, and Nature & Peace Clubs. These initiatives focus on life skills, leadership, protection awareness, civic engagement, and employability, which align closely with youth priorities. The study findings show high and sustained participation, indicating that the activities respond well to youth expectations. Skills gained through GNB are directly useful in education, work, and community life, and IDIs confirm that youth view these initiatives as meaningful and aligned with their personal and career goals.

The initiatives demonstrate strong coherence, as GNB implements youth activities in close coordination with schools, teachers, parents, community leaders, and local service providers. Rather than working separately, youth are encouraged to engage with existing community and protection systems. FGDs and KIIs confirm that youth often act as bridges between families, schools, and community structures, which strengthens trust, acceptance, and the effectiveness of youth-led actions at the community level.

In terms of effectiveness, GNB enables youth to practice leadership, communication, decision-making, and civic action through regular meetings, trainings, mentoring, and hands-on responsibilities. Compared to non-participating youth, GNB youth demonstrate significantly higher confidence, leadership capacity, civic engagement, protection knowledge, and job readiness. Both survey results and qualitative evidence clearly show that the intended outcomes of the youth development initiatives are being achieved.

The program is also efficient, as GNB delivers youth development through low-cost, community-based platforms such as volunteering, peer-led activities, internships, and clubs. These platforms allow one set of activities to produce multiple outcomes at the same time. Youth gain confidence, leadership, employable skills, protection awareness, and civic responsibility through the same engagement processes, demonstrating effective use of time and resources.

Regarding impact, GNB supports youth beyond short-term participation by building long-term skills, values, and professional behavior. Many youth progress from being sponsored children or volunteers to becoming employed adults and community leaders. IDIs with 26 employed and graduated youth show lasting improvements in job performance, career progression, financial independence, ethical conduct, leadership in the workplace, and continued contribution to community development.

Finally, the findings indicate strong sustainability. GNB places emphasis on mindset change, responsibility, leadership, and employable skills, ensuring that positive outcomes continue even after youth exit formal program activities. Former GNB youth continue to apply learned skills in their workplaces and communities, support their families, guide peers, and plan long-term careers, demonstrating that the benefits of the youth development initiatives are sustained over time.

**Table 12: OECD-DAC Alignment with GNB Youth Development Initiatives and Results**

| OECD-DAC Criteria | GNB Youth Development Initiatives (What GNB Does)                                                                                                                                                                                                                                                                                                    | Results and Changes Observed among Youth                                                                                                                                                                                                                                    |
|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Relevance         | GNB designs youth development initiatives around real needs of young people by engaging them through youth clubs, volunteering, internships, Sponsorship Service Supporter (SSS) roles, Nature & Peace Clubs, and leadership platforms. The initiatives focus on life skills, leadership, protection awareness, civic engagement, and employability. | Youth participation is high and sustained, indicating strong relevance. Skills gained are directly applicable to education, work, and community life. IDIs confirm that youth perceive GNB activities as meaningful and aligned with their personal and career aspirations. |
| Coherence         | GNB youth initiatives are implemented in close coordination with schools, teachers, parents, community leaders, and local service providers. Youth are supported to work alongside existing community and protection systems rather than operating separately.                                                                                       | FGDs and KIs confirm that youth act as bridges between families, schools, and community structures. This coherence strengthens trust, acceptance, and effectiveness of youth actions at community level.                                                                    |
| Effectiveness     | Through regular meetings, trainings, hands-on responsibilities, and mentoring, GNB enables youth to practice leadership, communication, decision-making, and civic action in real-life settings.                                                                                                                                                     | Compared to non-participating youth, GNB youth show significantly higher confidence, leadership capacity, civic engagement, protection knowledge, and job readiness. Clear outcome achievement is demonstrated across survey and qualitative findings.                      |
| Efficiency        | GNB delivers youth development through low-cost, community-based platforms such as volunteering, peer-led activities, internships, and clubs, allowing one initiative to generate multiple outcomes simultaneously.                                                                                                                                  | Youth gain confidence, leadership, employable skills, protection awareness, and civic responsibility from the same set of activities, demonstrating efficient use of resources and time.                                                                                    |
| Impact            | GNB supports youth beyond short-term engagement by building long-term skills, values, and professional behavior. Many youth transition from sponsored children or volunteers into employed adults and community leaders.                                                                                                                             | IDIs with 26 employed and graduated youth show lasting impact on job performance, career progression, financial independence, ethical conduct, leadership at work, and continued community contribution.                                                                    |
| Sustainability    | GNB emphasizes mindset change, responsibility, leadership, and employable skills so that youth outcomes continue even after they exit formal program activities. Youth are encouraged to mentor others and remain socially engaged.                                                                                                                  | Former GNB youth continue applying skills in workplaces and communities, support families, guide peers, and plan long-term careers, indicating strong sustainability of youth development outcomes.                                                                         |

## CHAPTER

# 04

## RECOMMENDATION, LEARNING AND CHALLENGES

*Actionable insights to  
strengthen and scale  
impact.*



## CHAPTER-04: RECOMMENDATION, LEARNING & CHALLENGES

### 4.1 Major Challenges

1. **Academic Disruption due to Over-Engagement:** A small number of youths became over-engaged in GNB activities, which affected regular college attendance, reduced study time, and in some cases led to weaker academic results.
2. **Conflict between Academic Schedules and Program Activities:** Meetings, campaigns, and events sometimes overlapped with class hours, assignment deadlines, and examination periods, creating pressure on students to manage competing priorities.
3. **Limited Academic Monitoring and Time-Management Support:** There was no systematic mechanism to track academic performance of highly active youths or provide timely guidance on balancing studies with program commitments.
4. **Academic Stress and Fatigue among Active Youths:** Continuous engagement alongside coursework led to academic stress and fatigue for some youths, affecting concentration, exam preparation, and overall learning outcomes.
5. **Weak Post-Graduation Follow-Up and Engagement:** After graduation or exit from active participation, many youths lacked opportunities to meet, reconnect, or remain involved, despite strong interest in contributing further.
6. **Absence of Structured Alumni or Graduate Platforms:** The lack of formal alumni networks or follow-up systems limited communication, experience sharing, and continued learning among graduated youths.
7. **Under-utilization of Experienced Graduated Youths:** Graduated and employed youths had limited opportunities to contribute as mentors, trainers, or role models for current participants, resulting in missed opportunities to strengthen academic guidance, career motivation, and program sustainability.

### 4.2 Learning and Best Practices

1. **Balanced participation helps learning when limits are clear:** Youth perform better in studies when their involvement in activities has clear time limits. Fixed meeting days and fewer activities during exam periods help youth attend classes regularly and protect study time.
2. **Youth activities should support education, not compete with it:** The best results are seen when youth activities are planned according to college and school schedules. Avoiding activities during exams and assignment deadlines helps youth stay focused on learning.
3. **Confidence gained from activities improves classroom performance:** Speaking in meetings and group discussions helps youth become confident in class. They ask questions more easily, give presentations better, and communicate well with teachers.
4. **Leadership roles teach good study habits:** When youth plan activities or lead groups, they learn how to manage time, set priorities, and complete tasks. These skills help them manage homework, assignments, and exam preparation.
5. **Peer support improves regular study:** Youth support each other by sharing notes, reminding friends about classes, and studying together. This peer help encourages regular attendance and reduces drop-out or poor results.
6. **Recognition motivates youth to do better in studies:** Praise from teachers, parents, and facilitators increases youth confidence. When youth feel valued, they try harder in both studies and activities.
7. **Academic monitoring is important for active youth:** Regular follow-up on attendance and results helps identify early academic problems. Simple checks allow timely guidance before results decline.

**8. Graduated youth are valuable learning mentors:** Former and graduated youths can guide current students on study planning, exam preparation, and balancing activities with education. This is a strong and low-cost best practice.

**9. Coordination with colleges and teachers strengthens learning outcomes:** When youth activities are coordinated with teachers and institutions, academic conflicts reduce and youth get encouragement to continue both education and participation.

**10. Flexible engagement protects learning for all youth:** Allowing youth to reduce participation during exams or heavy academic periods helps maintain good results while keeping them connected to the program.

#### **4.3 Recommendation**

1. GNB should adopt a flexible youth engagement approach that allows young people to remain connected, contribute meaningfully, and continue their personal development even when their time and responsibilities change due to education, work, family obligations, health issues, or other life circumstances. This approach will help sustain youth motivation, reduce burnout, and strengthen long-term leadership and civic engagement.

2. GNB can introduce multiple participation options so that youth can adjust their level of involvement at different stages of life. Youth may remain fully active during periods of availability, shift to lighter participation during busy times, or stay connected through occasional roles. This flexibility will help youth continue their journey without dropping out of the program.

3. GNB can ensure continuity through selected core activities that youth can engage in even with limited time. These activities may include participation in monthly reflection or sharing sessions, short awareness actions in schools or communities, peer mentoring of younger youth, online discussion forums, and support during key campaigns such as child protection, education promotion, or environmental awareness. Such activities allow youth to stay involved while reinforcing learning and responsibility.

4. GNB can promote diverse contribution methods beyond physical meetings. Youth can support planning, reporting, digital communication, mentoring, household follow-up, or event-day volunteering when available. This will maintain active engagement while strengthening practical skills such as coordination, communication, and teamwork.

5. GNB can plan activities using a youth-friendly calendar that considers academic schedules, work periods, family responsibilities, festivals, and local risks. Aligning activities with youth realities will reduce conflicts and encourage sustained participation across different life stages.

6. GNB can maintain regular but light communication with youth who are temporarily less active. Short check-ins through phone calls, messaging groups, or online meetings will help sustain connection, provide encouragement, and ensure youth continue to feel included and valued.

7. GNB can ensure a smooth re-entry process for youth who take temporary breaks. Youth should be able to return easily, resume activities according to their interest and

readiness, and feel welcomed without pressure or loss of recognition.

8. GNB can strengthen engagement by involving graduated and employed youth as mentors, guest facilitators, campaign supporters, or role models. Their continued participation will inspire current youth, strengthen peer learning, and reinforce sustainability of youth development outcomes.

## **CONCLUSION**

The Impact Study findings confirm that Good Neighbors Bangladesh (GNB) youth development initiatives have contributed to strong and visible improvements in youth confidence, leadership, civic engagement, and social responsibility. The survey results revealed that youth participation in GNB platforms is consistent and sustained, and this regular engagement has strengthened youths' ability to communicate, plan, take responsibility, and contribute actively to community actions. Qualitative evidence further supports that repeated exposure to meetings, campaigns, trainings, peer support, and real-life responsibilities has helped youth grow into confident and capable individuals who are trusted by peers and community members.

The study also shows that GNB youth are more prepared to take action on important community issues such as school dropout, child labour, early marriage, and protection concerns. Treatment youth demonstrate higher awareness and practical knowledge on child protection and GBV, including strong recall of emergency helpline services and appropriate first response. As a result, youth are increasingly recognized as reliable peer advisors and community change agents, strengthening local vigilance and preventive actions around child and women protection.

In addition, findings from IDIs with employed and graduated youth highlight longer-term benefits of the program. Youth reported that skills gained through GNB—such as communication, teamwork, discipline, leadership, ICT use, and professional behavior—have supported their transition into employment and improved job performance. Many have continued applying these skills in workplaces and communities, indicating that program outcomes extend beyond participation and remain valuable over time.

At the same time, the study identified practical challenges related to balancing academic responsibilities with intensive engagement, as well as limited structured follow-up opportunities for graduated youth. These challenges do not reduce the value of the program; rather, they highlight where the program can become even stronger through improved scheduling, light academic monitoring, and structured alumni engagement. The recommended flexible engagement model, along with continued core activities and increased use of graduated youth as mentors, provides a positive pathway to sustain participation, protect learning outcomes, and strengthen long-term program impact.

The evidence demonstrates that GNB youth development initiatives are producing confident, responsible, skilled, and socially engaged young people who contribute meaningfully to family, community, and society. With strengthened flexibility, improved coordination with academic calendars, and structured alumni involvement, GNB can further deepen its impact and sustain youth outcomes for future generations.



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## Impact Study of Good Neighbors Bangladesh Youth Development Initiatives

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