

Bismillahir Rohmanir Rohim

Engineering Welfare Fund (EWF)

A chance to do something for Engineering community by serving financially, professionally, socially, legally in their service & retirement life through our supportive organization(EWF).

Organizational Pattern:

Supportive organization for Engineers.

Purpose:

1. To serve the Engineering community financially.
2. To serve the Engineering community professionally.
3. To serve the Engineering community socially.
4. To serve the Engineering community legally etc.

Purpose implementation procedure:

1. Financial Support:

Main goal of EWF is to give financial support to all engineers in the following way:-

- i). To give financial support to the engineers both of their service life & retirement life.
- ii). To give financial support to the engineers 1st blood (Father, Mother, wives, sons & daughters) after their death.
- iii). To give financial support to the engineers for their treatment purpose.
- iv). To arrange loan for engineering students (without interest & must refundable when they will in service).

2. Professional Support:

EWF will provide professional support to all engineers in the following way:-

- i). To arrange training session on job responsibilities, future aspect, job choosing etc on relative field.
- ii). To arrange training session on advance work procedure, equipment's, upcoming technology etc.
- iii). To arranges training session & guidance for fresher's to arrange suitable employment.

3. Social Support:

EWF will provide social support to all engineers in the following way:-

- i). Try to keep up social status of engineers by arranging their financial solvency and encouraging them to contribute to the social development, country development, people economy development by applying engineering knowledge, skill & innovation new technology.
- ii.) Increase interpersonal relationship, bonding, and feeling to each other by increasing interpersonal communication to the engineers.
- iii) To keep up the engineers united in any good or worst situation in local & global condition.
- iv) Make sure the necessity & respect of engineer's community to the people & government by our works & contribution for social development.

4. Legal Support:

EWF will provide legal support to all engineers in the following way:-

- i). To arrange training session on legal responsibilities on relative job field.
- ii.) To arrange legal support in case of legal harassment by providing legal person or financial support so that engineers can get proper judgment.

Member's enlistment:

1. Must be graduates in any engineering field from recognized Institute.
2. Must be member of engineering Association like IEB etc.
3. Must be submitted membership Id, Nid, Certificate etc. Without any of this document membership is not allowed.

Investment Procedure:

1. First investment is to buy form of membership which is tk.1000.0.
2. Next investment amount will depend on project finalization & financial support.
3. Monthly investment will be minimum tk. 500.0/month.

Investment Area:

1. To purchase commercial space, flat, shop etc. to earn confirm income.
2. To prepare set up for engineers training with keep provision of minimum income for EWF.

Return Procedure:

1. 40% of balance (after operational cost) income will be disbursed to the members/month. It may be adjusted with monthly investment on his demand.
2. 40% balance (after operational cost) income will be remaining at EWF for re-investment/month. This will help big digit investment & return.
3. 10% of balance (after operational cost) income will be remain for legal support for engineers upto limit of ten lac taka. When deposits cross this limit then it may be stopped or revised or for re-investment/month.
4. 10% of balance (after operational cost) income will be remain for poor engineering students (refundable), scholarship for engr.'s child and training purpose.

N.B- Return (40% of balance income) will be distributed on the basis of investment ratio. Exp. Income 0.01 tk /1tk. investment, your investment 1000.0 tk your return will be $1000.0 \times 0.01 = 10\text{tk}$. another persons investment 30000.0, his return will be $30000.0 \times 0.01 = 30\text{tk}$.

Cost Area:

Fixed cost:

1. Staff salary: Staff salary structure will be the similar grade/scale of govt. rule but salary will be 1.5 time of govt. scale to avoid chance of unfair means & ensure financial solvency of the employee.
2. Documentation: Maximum documentation will be paperless & all documents will be transparent to the members. Anyone can monitor the documentation by online.
3. Office cost: Office rent, Goods, equipment's etc.
4. Project cost: Maintenance cost, vat, tax etc.

Staff Requirement, Payment & enrollment procedure:

1. Staff quantity will be depending on requirement to maintain the all activities smoothly & efficiently.
2. Gross salary & office cost must not exceed 10% of income. It will be maintain strictly.

Staff Recruitment procedure:

1. By taking written, viva by the third party like BUET.
2. Dedication & honesty will be getting the priority for employment.
3. Reference is count as disqualification for an employment.

Prohibited work:

1. No arrangement of get-together by using EWF fund money. It may be arrange by collecting extra money & not more than twice in a year which help us making & maintaining inter personal relationship.
2. No arrangement of cultural activity by using fund money or in banner of EWF.
3. No investment of EWF money in land or for business purpose where chance to make money loss.
4. No investment in Bank to avoid interest.
5. No personal use of money by staff or members in any situation.
6. EWF is fully financial based organization not political so political activities; movement & issue are not permitted here. **Political activities create divides to each other which are against our key concept ‘Withstand all the engineers in a single platform’**. Political employments are highly prohibited to keep the EWF environment neutral.

Note: All the proposals stated above will be modified with demand & progression of Organization.

Thanking You.
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