Acronyms

IDS Acquired Immune Deficiency Syndrome
BCC Behavioral Changes Communication
BPC Bangladesh Penal Code
BANDHU Bandhu Social Welfare Society
CBO Community Based Organization
CSR Corporate Social Responsibility
DIVA Diversity in Action
DIC Drop in Center
DLLG District Level Lawyer Group
EKN Embassy of the Kingdom of Netherlands
EU European Union
FGD Focus Group Discussion
GOB Government of Bangladesh
HIV Human Immune Virus
HR Human Rights
HR-D Human Rights Day
HTC HIV testing and Counseling
ICDDRB International Center for Diarrhoea Diseases & Research, Bangladesh
ICAAP International Conference on AIDS in Asia and the Pacific
IEC Information, Education & Communication
INGO International Non-government Organization
ICPD International Conference on Population and Development
MSM Male having sex with Male
MSW Male Sex Workers
MIS Management Information System
MI Motivational Interviewing
MOSW Ministry of Social Welfare
MOHFW Ministry of health and family welfare
NHRC National Human Rights Commission
NLC National Law Commission
TG Transgender
NASP National AIDS/STD Program
NGO Non-Government Organization
ODPUP Organization of Development Program for Under Privileged
PFT Project Facilitation Team
PLHIV People living with HIV
RBM Result Based monitoring system
SGM Social Group Meeting
STD/STI Sexually Transmitted Diseases/Infection
SHG Self Help Group
SOGI Sexual Orientation and Gender Identity
UPR Universal Periodic review
UN United Nations
UNAIDS Joint United Nation programme on HIV and AIDS
Bandhu Social Welfare Society envisions a society where every person leads a quality life irrespective of gender and sexuality.

Bandhu works towards ensuring a dignified living for sexual minorities through protecting human rights, quality health including sexual and reproductive health, access to social security and justice.
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Over the last 20 years of existence, Bandhu Social Welfare Society has made concerted efforts towards addressing the health care needs and human rights issues of gender diverse population.
It is impossible to describe 2016 in one word as it was a challenging year for Bandhu due to the last year of implementation of our third strategy plan and also due to the economic down turn in the global economies and numerous budget cuts in development cooperation on SRHR and HIV-related funding.

It all began in 1996 when I/we had no idea about CBO/NGO even no example existed whom we can replicate but over the times Bandhu has demonstrate its capacity and proved as a center of excellence organization working on gender diversified communities!

As an organization responsive to social, cultural and religious values, Bandhu has been able to efficiently maintain its kinetic progress towards the betterment of its targeted population throughout this 20 years.

During this span of time, Bandhu has strengthen partnerships and collaboration on program and activities to fulfill the mandate with focus on further increasing the operational efficiencies, widening the HIV prevention SRHR service provisions and enhancing advocacy initiatives towards improving better living of the gender diverse communities.

Being the pioneer in the country to work for the wellbeing of sexual minorities, Bandhu has been implementing dynamic and diverse program and project activities in the arena of SRHR and HIV prevention intervention focusing its targeted population with remarkable and recognized achievements.

Despite challenges in worldwide funding scenario, remodeling its intervention to increase geographical coverage and advancing towards mainstreaming the human rights issues of gender diversified population, Bandhu remained committed to its organizational mission and vision.

These achievements have facilitated to firmly entrench Bandhu’s presence in the national and international arena as the largest organization in the South Asian region in terms of population, activity and area wise coverage. The rigorous assessments on Bandhu’s organizational capacity carried out by multiple international bodies in recent times have clear reflection on this notion.
Bandhu is now working towards establishing itself as knowledge management hub on SRHR and gender diversity issues in South Asia.

Since the inception Bandhu’s work always formulates which directly contributed National Health Strategy and Policy and at the end of 2016 our work directly contributed MDGs. The successful advocacy initiatives in 2016 also yielded some promising results: National Curriculum and Text Book Board (NCTB) has agreed to consider the incorporation of 3rd gender issues in the Supplementary Reading Material, a separate section on gender diverse issues (section 8.3) is included in National Psychosocial Counseling Policy 2016, Government (NASP) adapted stigma training package in national health services for the govt. doctors so is to sensitize them to provide STI and HIV services to MSM and TG, National Legal Aid Services Organization (NLASO) agreed to amend its legal support seeking application form and insert a box for 3rd gender from 2017.

Despite of various challenges Bandhu is a rapidly growing organization. We have therefore recognized that our communities would be best served only if we can optimize the uses of resources. We have thus, worked on development of our 4th Strategy Plan to manage our work and growth in the coming years. The 4th Strategic Plan which will cover for the period of 2017 to 2021. The principles, activities and approaches of this 4th Strategic Plan correspond to national policies and priorities and are designed to contribute to national response on health for achieving Sustainable Development Goals (SDGs) particularly 3, 5, 10, 16 and 17.

We understand that our development partners place a special trust and confidence in our stewardship of their donated resources; we value it and therefore, we remain committed to excellence in quality of program and management of the funds entrusted to us by our donors.

Bandhu gracefully acknowledges and appreciates the supports it has been receiving from GOB, its development partners for its success plethora.

We would like to finish by thanking each and every person who has worked towards the growth and development of Bandhu, the people who have loved and supported our work. We thankfully recognize the ever-increasing supports of our Executive Committee, Technical Advisory committee, stakeholders, associates, well-wishers and our thriving work force. Finally, our sincere thanks to our community members who have entrusted us and that is why are here for!

Shale Ahmed
Executive Director

Anisul Islam Hero
Chairperson

Bandhu is currently been implementing its 3rd Strategic Plan 2012-2016 (3rd SP) designed to achieve the organizational mission and vision through ensuring services on SRHR, HIV prevention needs and overall wellbeing of gender diverse population of the country.

The principles, activities and approaches of its 3rd SP correspond to the objectives of current National Strategic Plan for HIV/AIDS response and designed to contribute to attaining Millennium Development Goals particularly, Goals 1, 3 and 6. Therefore the impacts and outcomes of Bandhu program interventions, implemented through 36 field based well-equipped health centres in 22 districts and 26 partner CBOs across the country, are adding significant value to national respons.
Bandhu was the first community response in Bangladesh, which started its operations in 1997. It has been spearheading the response related to sexual health and well-being of gender diverse communities in Bangladesh since then.

Bandhu operates within its own Strategic Plan (SP) designed for every five years. During the period of 2012-16, it implemented its 3rd Strategic Plan and the support of development partners has equipped Bandhu to efficiently deliver the desired outcomes with longer term effects. Some of the achievements from materializing the 3rd SP are:

- Scaling up of HIV/AIDS Prevention intervention and SRHR services in terms of area and population coverage

- Fifty six journalists from national level media including dailies, online newspapers, radio and television were awarded fellowships through five fellowship programs

- Bandhu’s documentary film Amra Ki EtoiBhinno (Are we so different) was awarded as ‘The Best Documentary Short Film’ in Kashish Mumbai International Film Festival 2012

- Organized first ever Hijra Conference in Chittagong with the CCC Mayor Mr. M. Manzur Alam

- Became the member of Human Rights Forum of Bangladesh to successfully incorporate Sexual Minority issues in UPR 2013
- NHRC was convinced to include the TG/hijra issues in their SP to protect their rights under socially excluded groups
- As a part of livelihood support, trained community members on different vocational expertises
- Earned acceptability and established credibility among the gatekeepers especially the policy level through increasing focus on advocacy on Human Rights issues of gender diverse population
- Relentless advocacy efforts resulted into acknowledging and recognizing the existence of gender diverse population by the Government of Bangladesh in the 2013 UPR report
- Ensured direct VCT/HTC support for the beneficiaries
- Launched Possibility- the first ever platform in Bangladesh for addressing SRHR issues of gender diverse female cluster
- Awarded as the outstanding organization for compliance and financial management by MJF
- Setting up Ain Alap and legal support through Ain Alap for the community population
- MI+ study, first of its kind in service intervention was launched together with KIT in The Netherlands
- Carried out study on under-aged cluster of gender diverse population
- Strengthened organizational good governance through initiating System Audit
- Initiated HIM, a Youth and adolescent focused SRHR and HIV/AIDS Prevention intervention
- Innovative approach initiated for outreaching and bringing youth MSM and TG under service safety net through Voucher Scheme
- Rigorous advocacy initiatives of Bandhu and other organizations yielded into awarding 3rd gender recognition by GOB
- Successful organizing of countrywide 'Transgender/Hijra Pride 2014 by Bandhu begot a kinetic momentum at policy level to consider a space for 3rd gender community. The identity recognition of 3rd gender population (TG) in Bangladeshi passport as the letter "X" is a milestone with rights based organizations and civil society members.

- Bandhu with the Law Commission and NHRC actively contributed to developing DRAFT Anti-Discriminatory Law in 2015

- NCTB agreed to consider the incorporation of 3rd gender issues in the Supplementary Reading Material for the IX students

- A separate section on gender diversity issues (section 8.3) is included in National Psychosocial Counseling Policy 2016

- NHRC has now included human rights issues of sexual minorities as Strategic Priority-4 (Strategic objective-4) of their Strategic Plan 2015-2018

- Government (NASP) adapted stigma training package in national health services for the govt. doctors so is to sensitize them to provide STI and HIV services to MSM and TG

- NLASO agreed to amend its legal support seeking application form and insert a box for 3rd gender during January 2017
Following the strategic plan 2012-2016, the Goal-1 accentuated on service intervention area that includes the providing of health care facilities on SRHR, HIV/AIDS and STI with addressing mental health counseling support for the gender diverse population. The activities and services are being implemented countrywide through 37 well equipped field offices/ DICs/Outlets with clinical facilities giving special care on reproductive health, STI treatment and testing of HIV infection called HTC service. Innovations, as part of regular practice of Bandhu, were added in 2016 as well. Formation of SPARSHA-a self-help group consisting of HIV positive persons from community, hosting Coffee house campaigns, photo voice and essay competition to create awareness on SRHR among the young and adolescent were some of the instances.

### Key Services Provided to the Key Population (KP)

<table>
<thead>
<tr>
<th>Activity/services in the year 2016</th>
<th>Number of people received services</th>
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<tbody>
<tr>
<td>KP received services</td>
<td>MSM: 17,346; Hijra and Gender Diverse population: 4,234</td>
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<tr>
<td>Sexual Health Commodities Distribution</td>
<td>5,005,586</td>
</tr>
<tr>
<td>HTC service</td>
<td>MSM: 5,578; Hijra and Gender Diverse population: 1,481</td>
</tr>
<tr>
<td>Peer Group Education session</td>
<td>MSM: 3,137; Hijra and Gender Diverse population: 1,282</td>
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<tr>
<td>STI service</td>
<td>MSM: 5,767; Hijra and Gender Diverse population: 1,406</td>
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<tr>
<td>Drop In Services at center</td>
<td>MSM: 17,217; Hijra and Gender Diverse population: 3,453</td>
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<tr>
<td>Episodes of counseling</td>
<td>MSM: 11,345; Hijra and Gender Diverse population: 3,372</td>
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<tr>
<td>Mental Health Counseling</td>
<td>88</td>
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SRHR interventions

Unite for Body Rights (UBR)

Bandhu associated with Unite for Body rights (UBR) - a large SRHR alliance supported by the Embassy of Kingdom of Netherlands - as new Technical Partner.

Bandhu’s role in this significant alliance is to add its expertise on SRHR issues of gender diverse communities in the intervention and also to increase capacity of alliance staff and relevant stakeholders on gender diversity issues in terms of their health care needs and human rights.

In addition, Bandhu is also contributing to integrate gender diversity issues in its curriculum and programme implementation and managing two centers in Chittagong and Mymansingh in line with its own ‘HIM’ initiative - a youth and adolescent focused health service intervention to mobilize and provide youth clusters of the community with the health care services.
Coffee House Campaign

“Coffee House Campaign” an innovation in Bandhu’s intervention which has been introduced with an aim to create awareness on SRHR among the young people of the upper cluster of the society. This campaign focuses on disseminating information on SRHR by stationing information boxes at the palaces where most of the youth population uses as hangout places such as cyber cafe, restaurants and coffee shops with different kinds of IEC materials such as brochure, magazines, and leaflet. During this reporting year, Bandhu has enabled stationing six (6) SRHR information box at different premises both at central level and outside as well where significant number of young people reported to read/collection the IEC materials for gathering the knowledge and sharing with others.

Essay Competition

Sexual and reproductive health and rights (SRHR) is the concept of human rights applied to sexuality and reproduction. It covers various issues related to the four separate components i.e. 1. Sexual Health 2. Sexual Rights 3. Reproductive Health and 4. Reproductive Rights. Sexual health requires a positive and respectful approach to sexuality and safer sexual relationships, free of coercion, discrimination and violence.

Understanding these gaps, Bandhu in the recent year has initiated many activities of which Essay Competition is one of the components. It is believed that through this approach, adolescent and young students of school, college and university will have the adequate information and scope to explore study and learn SRHR.
issues in an edutainment environment. The initiative has also been facilitat- ing to impart correct knowledge on health care needs, personal hygiene practices, safer life style, gender and rights, rights violation as well. Students from different educational institute attended in essay competition.

**Photo Voice Workshop**

It has revealed that sometimes people cannot say all words or express their emotion or raise their voice. Considering the fact, vocal through photo voice can express their feelings and also can send the message towards the viewers. In line with this purpose to serve, the workshop organized during this reporting year with the young gender diverse groups where the discussion took place around the understanding on SRHR and comprehensive sexuality education with a special focus on the seven elements of CSE. In the workshop, many contents discussed which was developed for participant’s conceptual knowledge. These contents were around the history of art, artivism and activism, how to develop a message into a photo and participants also learned the tools and techniques of photo clicking and develop message with a caption.
Regional Partnership

fk Norway Exchange Program: Bandhu led Tri-country Partnership

To improve healthcare and well-being of gender diverse population in India, Bangladesh and Nepal, Bandhu Social Welfare Society has formed a tri-nation partnership program along with Blue Diamond Society, Nepal and Humsafar Trust, India under the fk Norway supported project “Saksham”. FK Norway is a governmental body affiliated to the Norwegian Ministry of Foreign Affairs with a vision of "Fostering leadership for global justice, creating change on the ground and in the minds. The project is intended for the areas to exchange and share the learning from best/promising practices of the mentioned partner organizations through exchange skills personnel so that replication of those can make for better programming to others.

Added services in HIV intervention: ViiV Positive Action supported PLHIV services for MSM & TG

Bandhu Social Welfare Society (Bandhu) has awarded for a grant to implement the project titled "Stigma and Discrimination free Environment for HIV infected and affected gender diverse population" from the Positive Action. The project is focused on to sensitize the relevant stakeholder’s i.e. health care providers and likeminded NGOs working on field of HIV, gender and sexuality. By hosting consultation meeting/workshop with stakeholders and providing training for the relevant service providers, the project will emphasize on stigma and discrimination free treatment access for the MSM and TG PLHIV. Under this project PLHIV’s home will be visited for ensuring home base care& support, family counseling and crisis management of them. In addition, New HIV cases will be enrolled into treatment care and support services through "Sparsha"- the MSM PLHIV network/self-help group of Bandhu.
Youth and adolescent focused services: HIM

The SRHR initiatives of Bandhu voyaged with an innovation of ‘HIM’ which is a dedicated corner established in Dhaka on 2013 to address the SRHR issues for the Young Diverse population. Later on it expanded replicating the same modality in different geographical locations and currently familiarized at Chittagong & Mymensingh under UBR program.

“HIM” provides a venue for the young gender diversity population so that they can socialize in a safe and emphatic environment. In addition it provides the psychosocial and psychosexual counseling, medical care services and edutainment facilities with a safe space where young gender diverse populations/groups can “breathe”. Starting from a little dimension, HIM now has developed national network amongst young Hijras’ & others gender diverse population in Bangladesh through core group members termed as youth circles which have its presence in all divisions of Bangladesh.

SPARSHA- Self Help Group of HIV positive for Hijra and others gender diverse population in Bangladesh

The first HIV positive case detected among the targeted community under Bandhu’s intervention in 2008 and the trends of increasing the cases were also notified in following years. Taking this fact as serious concern, Bandhu emphasized on the collaboration with Ashar Alo Society (AAS) who are working with HIV positive people and accordingly started joint works referring the positive clients to them from 2009 through a clear defined roles and responsibilities.

From the experience of dealing the things under a collaboration with AAS, a self-help group named “SPARSHA” from community was formed during March 2016 by Bandhu with an aim to serve the HIV positive person among gender diverse groups following the same collaborative approach. Over the year 2016 “SPARSHA” apart from organizing educative session under “Social Day”, extended support to MSM and TG PLHIV in the areas of counseling, information on community networking, referral linkage with ART program and others government entitlements.

SPARSHA ensures the improvement as positivity among the members such as reduce of opportunistic infections, prolong the life of an HIV infected person, increasing self confident and reduced domestic stigma/discrimination and address partner’s management.

In 2016 one members of SPARSHA elected for the governing body of National PLHIV network in Bangladesh. Till 2016 total 76 positive cases/ persons were detected from gender diversity population Bandhu is working for.
Addressing of mental health care for the gender diverse population:

In country, the reported cases of death from suicide are higher than other incidents such as automobile accidents. This is a public health issue and community/human rights based organizations are in the position to significantly impact on these numbers.

Concerning the facts and tendency of suicide in community, Bandhu has taken initiatives to address this giving priority through capacitating the skills and knowledge of staff, developing tools and supporting appropriately to deal the cases. In the line of this component Bandhu arranged training and workshop and trained significant number of community people about mental health issues (Psychosocial and psychosexual) and its management.

Now, most of the CBO are providing counseling services under direct supervision of Bandhu team. In addition, individual level counseling support on mental health needs for the community is also being provided from central office through an expert.

Porichay: Bandhu Helpline

There are large numbers of gender diverse population who endure lives with physical, psychosocial and legal problems simply for being them. It was also noticed that a considerable number of target population in Bangladesh are out of access from health care services despite having need/demand which happened just because of unavailability the service points/center at their surrounding areas.

At the same time, a certain number of these populations keep themselves away from the services due to fear of identity exposure. This very unwanted scenario adversely affects the dignity as human being and health service seeking behaviors of sexual minority groups and thereby increases the disease burden especially the communicable ones such as STI, HIV/AIDS and TB.

Therefore, considering their HIV vulnerability, self-esteem, access to relevant and appropriate services and information, education and human rights abuses of sexual minority groups, Bandhu has initiated a helpline to address their psychosocial, psychosexual and other health care needs with a broad objective to assist beneficiaries to live healthier and happier lives.

This counseling covers Psychosocial and Psychosexual issues/ mental health issues (like coming out, social personal agenda, PLHIV, suicidal issues, self-harm and social justice, low self-esteem, legal support) through modern concept such as ICT. The helpline counseling service provided as central counseling services across the Bangladesh under HIM program. All DIC’s counselors provided information regarding helpline at local level and referred the beneficiaries to receive services.
CASE STUDY ON HELPLINE

15 years boy, studying in a private school: I am biologically male but I am not man. Inside my mind I feel as female. I love to play with girls, love girls dresses and dolls, wear ornaments and cooking.

It occurred to me that I am not normal and felt these behavioral patterns as my psychological disorder and the social surroundings compelled me to think and feel so.

At a point of my life I came to know about the Bandhu helpline from one of my acquaintances. I with a very free mind was able to discuss my issues and feeling about the gender crisis. The person attending the call was so accommodating and he counseled me about gender orientation and sexual diversity.

I now feel that I am a complete human being and the way I feel about myself is very much normal. I also know now that our surroundings, cultural sensitivity in terms accepting diversity is not that accommodating and yet, many such persons are there in our very society and in the whole world.

I now know who am I and this positive notion is getting me going with full confidence.
Reduced physical, social, psychological and legal harassment and stigma of sexual minority communities

Sexual minority community faces indignity, discrimination, humiliation, deprivation at every stage in their life due to adverse ambiance of social, legal, political context in Bangladesh. Despite the constitutional guarantee and safeguards on equality and equal protection of law irrespective of religion, race caste, sex or place of birth, this community is living in the fringes of fear, phobia, inferiority and exclusion. Considering all these drawbacks, Bandhu pioneered to respect and protects the rights of the sexual minority people with a vow of ensuring dignity and social justice for this community.

Policy Advocacy

Draft "Anti-Discrimination Law" and Bandhu's active role in facilitating the process to put this in effect

National Human Rights Commission (NHRC) of Bangladesh and Bandhu Social Welfare Society (BSWS) jointly organized a consultation meeting titled 'Draft Anti-Discrimination Act and Way Forward' on 5th December 2016. A total of 67 participants attended representing different organizations, including lawyers, judges, journalists, human rights activists and community representatives. Mr. Kazi Reazul Haque, Honorable Chairman, NHRC, Bangladesh, Mr. Sudipto Mukerjee, Country Director, United Nations Development Program (UNDP) Bangladesh, Mr. Md. Nazrul Islam, Full time Member of NHRC, Bangladesh graced the event where prominent lawyers, academicians and journalists were present.

The key objectives were to review the Draft Anti-Discrimination Act, share the updated collective recommendations on Draft Anti-Discrimination Act from different civil society organizations,
identify the barriers and challenges related to the draft law and formulate solid strategies for passing this law. Participants actively contributed and shared their experiences on the discussion topics. The meeting concluded with the following recommendations from participants:

- Immediate enactment and implementation of Anti-Discrimination Law should be ensured
- Conflict between personal law and draft Anti-Discrimination law should be resolved
- Enhance the capacities of NHRC by amending NHRC Act 2009 in expanding investigation power
- Investigation related to discrimination cases should be made by NHRC
- Make a 'Schedule' describing the areas of investigation
- Establish Anti-discrimination Court in every district
- Rules should be made immediately after enactment of the Act in order to ensure proper implementation of the law
- Awareness program should be launched particularly among the beneficiaries on the Act including transgender and other excluded minorities

Collaboration with National Human Rights Commission and other Legal Aid Providers and Human Rights based Organizations

- The key representatives of Bandhu Social Welfare Society (Bandhu) visited National Human Rights Commission (NHRC) of Bangladesh to welcome and greet new commissioners of NHRCB, Kazi Rueful Hoque, Chairman, NHRC, Mr. Md. Nazrul Islam full time member of NHRC & Begum Nurunnahar Usmani, new commissioner. Shale Ahmed, Executive Director of Bandhu expressed his sincere thanks and gratitude to the Commission for working so closely in previous years and was hopeful to continue this relationship with the dynamic leadership of new chief and commissioners in future. Mr. Ahmed also highlighted the study report titled ‘understanding the identity of hijra: policy implication which was supported by NHRC and requested to take necessary steps for its endorsement. Kazi Reazul Hoque, Chairman of NHRC also mentioned the possibility of expansion of UNDP
fund disbursing the challenge fund where Bandhu can apply. The discussion also included the draft Anti-Discrimination law and its present status. NHRC committed to have a close look into the definition of hijra in the draft law and strategies will be outlined in order to advance the process.

Regional Film and Art Festival: REINCARNATE

Bandhu is constantly endeavoring towards identifying the opportunities for furthering the mission and mandate of the Network. It is also an active member and now entrusted with the responsibilities of managing the Secretariat of South Asian gender diversity network.

As a part of this commitment, it organized a 3-day long Gender Diversity Art Festival "REINCARNATE" during 8-10 February 2016 in Dhaka, Bangladesh under the aegis of this South Asian Network.

REINCARNATE was a Regional Festival that presented an opportunity to acknowledge and celebrate the works of writers, film makers, photographers and performance artists dealing with gender diversity themes and issues from the South Asian region. The 3-day event provided a platform with unbounded opportunities for the regional gender diverse communities to express their creative instincts through various forms of art and show with the framework of

- Inauguration and cultural performance by community members
- screening of films and documentaries
- photo exhibition and
- panel discussion

As Chief Guest Professor Dr. Mizanur Rahman, the Chairman of National Human Rights Commission of Bangladesh (JAMAKON) inaugurated the event participated by house full of community
members, luminaries, dignitaries, members of civil society organizations and regional representatives from Nepal, India, Sri Lanka, Bhutan.

His Excellency Mr. Greg Wilcock, High Commissioner of Australia, His Excellency Mr. Johan Frisell, Swedish Ambassador to Bangladesh, Her Excellency Ms. Merete Lundemo, Norwegian Ambassador to Bangladesh, Mr. Nick Beresford, Deputy Country Director of UNDP-Bangladesh Mr. Adrian Jones, Head of Political Section, British High Commission, Dhaka were present as Special Guests.

British High Commission, Dhaka extended the financial support where Goethe Institut Dhaka and British Council joined with Bandhu as partner.

Launching Technical Working Group in Bangladesh:

In 2006, a Consultation on "Risk and Responsibilities" in New Delhi for scaling up and strengthening interventions to address HIV vulnerability of MSM and Transgender (Hijra) population in the Asia Pacific region took place. Later in "The Delhi Declaration" a goal was outlined to ensure a world where all people in Asia and the Pacific, regardless of sexual orientation or gender identity, can live with dignity, social justice and wellbeing. APCOM recommended developing national coalitions of MSM and transgender groups and organizations, involving government representatives, funding support agencies working in the country and technical experts. Bandhu Social Welfare Society has taken the responsibility to form this coalition naming it as Technical Working Group (TWG) to align policy, review difficulties and challenges, and coordinate action with the support of 17 members of the forum. The membership includes Government, NGOs and Community Based Organizations. The broad objectives of the TWG are:

- To mobilize networks and communities of MSM, TG and their organizations
- To identify the (patterns of) structural discrimination against
MSM and transgender people with regards to access to justice and services.
- To enhance the capacities and technical expertise of MSM and TG CBOs in HIV treatment literacy, as well as HIV treatment advocacy.
- To promote and protect human rights of MSM and TG in the development and implementation of all policies and programs.
- To articulate and advocate for the needs and concerns of communities and networks of MSM, transgender and their organizations.

The current TWG is chaired by Ms. Meghna Guha Thakurta, honorable member; National Human Rights Commission Bangladesh (NHRCB).

Advocacy at Divisional Level with Social Welfare Department and Civil Society Organizations

Divisional level consultation with local influential and elites is one of key events that Bandhu organizes through its partner CBOs. In 2016, a total of 4 divisional consultations were held with the support of Diner Alo in Rajshahi, Chinmirul Manab Kollan Sangstha in Khulna, Agnibina Kollan Sanstha in Comilla and Siri Shomaj Kollan Songha in Jamalpur respectively. A total of 200 (approx.) representatives from different GO and NGOs including District Commissioner (DC) Office, Civil Surgeon Office, Social Welfare Department, Office of Women Affairs, members of STI/AIDS Network, local Media Houses, Faith leaders, Teachers, Lawyers, CBO members and other influential of the society attended to these consultations. The key objective of these events were to build the capacity of CBOs at local level through arranging local advocacy program that will ultimately help them to contribute in national response of HIV prevention and help to create good network with each other.
Advocacy meeting on Inclusion of Hijra issues in National Textbooks

Bandhu arranged first ever orientation program with National Curriculum and Text Book Board (NCTB) under the Ministry of Education in June 2016.

Professor Narayan Chandro Saha, Chairman, National Curriculum and Text Board was present as Chief Guest, Professor Dr. Ratan Siddique, Member, Textbook, NCTB and Ms. Lucky Inam, renowned Celebrity and Activist were there as Special Guests.

The major objective of the program was to disseminate clear and correct information about the Hijra Community and outline the way forward to include Hijra as 3rd Gender in National Curriculum and Textbook. Professor Narayan Chandro Saha, Chairman, National Curriculum and Text Board, Dhaka, Bangladesh said that—“I feel privileged today to have the opportunity to attend this valuable and unique meeting. I have an observation today, the word ‘Hijra’ is considered as a taboo in the society.”

Bandhu is now working towards developing a supplementary reading materials as a part of the recommendation of the consultation to sensitize the teachers in the first tier for effective response.

Consultation Meeting with City Mayors on Humanity, Human Rights and Health Care-Parity, Social Justice and Role of Civil Society

Bandhu believes that meeting with policy makers, local elites, civil society members, local elected bodies, academicians and faith leaders would help to sensitize them about the sexual minority community. With that context, Bandhu has organized stakeholder consultation meetings at Dhaka, Sylhet and Chittagong. This has also enabled Bandhu to explore possibility on CSR and Public-Private partnership.

At Dhaka:

Consultation meeting in Dhaka held in February at The Daily Star Center where Mr. Annisul Huq, Mayor of Dhaka North City Corporation was the Chief Guest and Mr. Habibur Rahman, BPM (Bar), PPM, Superintendent of Police, Dhaka was also present as Special Guest. The meeting moderated by Ms. Sanaiyya Faheem Ansari, Sr. Deputy Director of Ain o Salish Kendra.
At Sylhet:
In Sylhet, the consultation held in February too and where Mr. Muhammad Jabeedur Rahman, Additional Superintendent of Police, Sylhet was present as Special Guest and Dr. Himangshu Lal Roy, Deputy Civil Surgeon of Sylhet was Special Guest.

At Chittagong:
"Civic service is not sympathy rather it is a right of citizen and Hijra community is not out of that" the Mayor of Chittagong City Corporation Mr. A.Z.M Nasir Uddin stated.

A Hijra issue based information dissemination meeting held in March organized jointly by Bandhu Social Welfare Society and Chittagong City Corporation at the Abu Sattar Auditorium of the Chittagong City Corporation. Chittagong City Mayor A. Z. M. Nasir Uddin was present at the dissemination meeting as the Chief Guest. All the Counselors of Chittagong City Corporation along with Chief Executive and Chief Education Officer Mwere also present at the meeting.

The recommendations from those meetings were:
- DNCC will explore employment opportunities for the Hijras and list of Hijras need to be sent according to their qualification so that they could be employed as soon as opportunities are there.
- Government will take necessary initiatives to recruit Hijras as Traffic Police.
- DC office will allocate government lands to Hijras so that they can settle down.
- Government will take initiatives for their livelihood, but the community needs to come forward to avail those opportunities.
Human Rights of 3rd gender and National Legal Aid Services Organization (NLASO)

Bandhu Social Welfare Society developed good rapport with National Legal aid Services Organization (NLASO) and organized two (2) consultation meetings titled ‘Ensuring legal support for Third Gender (Hijra) community’ on 18th September, 2016 and ‘Inclusion of Third Gender (Hijra) in Government legal Aid service’ on 16th November, 2016 at NLASO conference room. A total of 47 guests attended in the meetings and Honorable Director of NLASO, Mr. Malik Abdullah Al-Amin, Sr. District Judge chaired the events.

The purposes of these events were:

- To discuss about the rights violation situation of third gender across the country and also find out possible opportunities on how NLASO (National Legal Aid Services Organization) can extend its support towards this community.

- To review the National Legal Aid Act 2000 and find out possible areas to provide Government Legal Aid Support for third gender (Hijra).

Mr. Mohammad Al-Amin Matubbar, Deputy Director of NLASO shared an analysis on the National Legal Aid Services Act 2000 where third gender can be included and recommended that a slight amendment can be useful to provide legal support to the third gender community under this Act. He also introduced the legal aid application form to the participants and mentioned that if third gender category can be added along with male, female and child category, it will ensure access to apply third gender community under government legal aid services. Though the National Legal Aid Act 2000 has not mentioned about third gender community specifically but they deserve to receive legal aid services, which is the spirit of this Act. In the meeting, community representatives also shared their challenges in seeking legal support.
Training with District Level Lawyers Group (DLLG) on National and International Laws Related to SOGI Population

Bandhu Social Welfare Society formed DLLG in 2008 and has since taken significant initiatives to develop their skills on SOGI issues. For this, Bandhu regularly organizes skill building trainings for them. Different trainings on Human Rights and National & International laws related to SOGI population were arranged where potential DLLG members attended. Through these trainings the participants were well informed about the regional development about this community, international human rights law and also gained basic knowledge on UPR and gender diversity population, Ain Alap case dealing experiences and various challenges on litigation process about Hijra community.
Media Advocacy

Media Fellowship

As part of collective efforts and with a notion to work for establishing human rights of sexual minority population of Bangladesh, Bandhu took various initiatives which include awarding media fellowship.

The notion of behind this media fellowship is to make a bridge between the gender diverse communities and the journalists in order to cater to better understanding between the two and create a positive attitude among the journalists towards these SOGI people.

A total of 56 fellowships were awarded to newspaper, television, online and radio journalists through five fellowship programs since 2011.

It has already been a proven fact that the media fellows, with correct notion, knowledge and information, can contribute to raise mass awareness on the human rights issues of the gender diversity clusters through their news and reports and they are essential agent for social change making process.

Bandhu Media Fellows - 2016

<table>
<thead>
<tr>
<th>Print Media</th>
<th>Electronic Media</th>
<th>Online Media</th>
<th>FM Radio</th>
</tr>
</thead>
</table>
| Md. Shafiul Al Imran
  The Daily Vhorer Kagoj | M. A. Baten Biplob
  SA TV | Jakia Ahmed
  Bangla Tribune.com | Masuma Sarmin Sumi
  FM 96.0 |
| Jilful Murad Sanu
  The Daily Ittefaq | MD. Khalid Ahsan
  Bangladesh Television | Waresunnabi Khandoker
  Poriborton.com | |
| Mohammad Sakhawat
  (Adil Sakhawat)
  Dhaka Tribune | Md. Imdadullah
  Siddiquee (Babu) ATN
  Bangla | | |
| Elita Karim
  The Daily Star | | | |
Working with journalists at divisional level

Journalists around the world have raised public awareness on many important issues by consistently highlighting them on media and thereby play a crucial role in change making process.

With this context in consideration, Bandhu has also extended its focus on divisional level journalists and started engaging them into its activities to advance with the health care needs and human rights issues of gender diverse population.

The initiative is helping the divisional level journalists to have deeper understanding about the gender diverse communities and Bandhu expects that it will help amplifying the positive effect at the local level.

Best performance award 2016 for the Human Rights Defenders

Bandhu to keep up the encouragement and motivation at local level, awards human rights workers who work for protecting the human rights of hijra population throughout the country.

In 2016, ten human rights defenders, who significantly contributed to protecting the human rights of gender diverse population in different districts, were awarded through a befittingly arranged award ceremony participated by different stakeholders including NGO, legal and human rights related organizations, print media, academician and corporate sector.

Divisional level lawyers Conference and formed Bandhu panel Lawyers

Bandhu in this 2016 had a successful drive in engaging lawyers in its activities and efforts towards ensuring legal services to its beneficiaries. The main objectives were to bring the lawyers and the community into one platform, increase the level of understanding of lawyers about the challenges and legal needs of the marginalized and to provide legal support to the community.

After a series of consultations and workshops with the support of USAID’s Human Rights in Development project, Bandhu now has ‘Panel Lawyers’ in all the districts covering the country.

These panel lawyers are oriented on Sexual Orientation and Gender Identity issues and aware of different kinds violence and deprivation faced by the gender diverse population. They also have notions on the possible scopes of extending legal supports on pro bono basis.

It is expected that the Panel Lawyers’ would not only render legal support to the sexual minority people but also do advocacy with other rights related stakeholders so that their human rights would be protected and strengthened.
Legal support by Bandhu AIN ALAP

Discrimination and violence is a very common and sex based violence is predominant in Bangladesh. In order to address the violation, stigma and discrimination the gender diverse population, Bandhu for the first time in Bangladesh, commenced dedicated service, 'Ain-Alap' in 2013 to provide legal assistance. It continued in 2016 as well with an aim to provide legal counseling, receive complaints from the victims and advocate them in just manner apart from providing information related to legal issues identifying nature of violation or rights.

Types and nature of violation in different areas are as follows.

### Phone Calls:

<table>
<thead>
<tr>
<th>Total Calls:</th>
<th>571</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>247</td>
</tr>
<tr>
<td>Female</td>
<td>39</td>
</tr>
<tr>
<td>TG/Hijra</td>
<td>96</td>
</tr>
<tr>
<td>Not Mentioned</td>
<td>189</td>
</tr>
</tbody>
</table>

### Nature of Incident:

<table>
<thead>
<tr>
<th>Nature of Incident</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abuse/Harrassment</td>
<td>95</td>
</tr>
<tr>
<td>Assault/Battery</td>
<td>53</td>
</tr>
<tr>
<td>Discrimination</td>
<td>43</td>
</tr>
<tr>
<td>Property rights</td>
<td>133</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>34</td>
</tr>
<tr>
<td>Monetary Dispute</td>
<td>57</td>
</tr>
<tr>
<td>Information</td>
<td>124</td>
</tr>
<tr>
<td>others</td>
<td>32</td>
</tr>
</tbody>
</table>

### Complaints:

<table>
<thead>
<tr>
<th>Total Complaints received</th>
<th>68 from different districts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satkhira</td>
<td>1</td>
</tr>
<tr>
<td>Jessore</td>
<td>8</td>
</tr>
<tr>
<td>Dhaka</td>
<td>5</td>
</tr>
<tr>
<td>Comilla</td>
<td>6</td>
</tr>
<tr>
<td>Rangpur</td>
<td>1</td>
</tr>
<tr>
<td>Bagerhat</td>
<td>1</td>
</tr>
<tr>
<td>Sylhet</td>
<td>16</td>
</tr>
<tr>
<td>Chittagong</td>
<td>5</td>
</tr>
<tr>
<td>Shunamganj</td>
<td>3</td>
</tr>
<tr>
<td>Jhinaidha</td>
<td>1</td>
</tr>
<tr>
<td>Shirajganj</td>
<td>3</td>
</tr>
<tr>
<td>Narayanganj</td>
<td>2</td>
</tr>
<tr>
<td>Rajshahi</td>
<td>6</td>
</tr>
<tr>
<td>Jamalpur</td>
<td>2</td>
</tr>
<tr>
<td>Chandpur</td>
<td>1</td>
</tr>
<tr>
<td>Mymansing</td>
<td>2</td>
</tr>
<tr>
<td>B.Baria</td>
<td>2</td>
</tr>
<tr>
<td>Gopalgonj</td>
<td>1</td>
</tr>
<tr>
<td>Cox’s Bazar</td>
<td>1</td>
</tr>
<tr>
<td>Pirojpur</td>
<td>1</td>
</tr>
</tbody>
</table>

### Nature of Complaints:

<table>
<thead>
<tr>
<th>Nature of Complaints</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Property dispute</td>
<td>9</td>
</tr>
<tr>
<td>Discrimination</td>
<td>6</td>
</tr>
<tr>
<td>Defamation</td>
<td>8</td>
</tr>
<tr>
<td>Sexual abuse</td>
<td>14</td>
</tr>
<tr>
<td>Extortion</td>
<td>14</td>
</tr>
<tr>
<td>Torture/Assault</td>
<td>34</td>
</tr>
<tr>
<td>Affray</td>
<td>9</td>
</tr>
<tr>
<td>Domestic violence</td>
<td>7</td>
</tr>
<tr>
<td>Monetary dispute</td>
<td>5</td>
</tr>
<tr>
<td>Marital dispute</td>
<td>2</td>
</tr>
<tr>
<td>Murder</td>
<td>3</td>
</tr>
<tr>
<td>Used Obscene Word</td>
<td>17</td>
</tr>
<tr>
<td>Wrongful Restraint</td>
<td>3</td>
</tr>
<tr>
<td>Harassment</td>
<td>16</td>
</tr>
</tbody>
</table>
Endorsement of HIV/AIDS Stigma Package by TC-NAC and arrange ToT, day long orientation program with Government physicians

The Global Commission on HIV and the Law and Legal, Environments, Human Rights and HIV Responses among MSM and transgender persons in Asia and the Pacific: An Agenda for Action” have documented that stigma in healthcare settings is a major barrier preventing access to health services, due to negative attitude of care providers, incomplete knowledge about sexual orientation and gender identity (SOGI). Furthermore, WHO has identified insufficient skills regarding male sexual health; insensitive communication and counseling with MSM and transgender clinic clients as significant impediments for the uptake of services provided in health care settings.

UNDP in collaboration with all related stakeholders, coordinated the development of a training module and provided TOT to selected health service providers from all south Asian Countries. The objective of the ToT was to produce a group of master trainers that can train the national trainers among the health care providers in the seven countries.

After the ToT, Bandhu in collaboration with National AIDS/STD Program (NASP) developed a National Resource pool in 2016 involving government physicians and conducted country level ToT.

The training module was also submitted to Technical Committee National AIDS Committee (TC-NAC) for their review and was recommended for approval as National Curriculum for Govt. Health Service Providers. Finally Bandhu received approval in December 2016. By this time, an initiative was also taken by Bandhu to introduce this module to other Govt. Health Service providers and organized day long orientation with Govt. Health Service providers in collaboration with Civil Surgeon. Over the year, Bandhu arranged four orientation programs and one ToT for Govt. Health Service providers.
**Mass Awareness**

Mass awareness is defined as a process that engages and motivates a wide range of partners and allies at national and local levels to raise awareness and demand for a particular development objective.

Bandhu Social Welfare Society organized such events to raise awareness on SRH issues and Human Rights of diversified populations.

The following events were arranged throughout 2016:

<table>
<thead>
<tr>
<th>Title</th>
<th>Date</th>
<th>Venue</th>
<th>Brief Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;Bandhu at Dhaka NGO Mela 2016&quot;</td>
<td>8-9 May, 2016</td>
<td>Dhaka Shishu Academy, Dhaka.</td>
<td>More than 50 National and International NGOs participated in this wonderful event. The purpose of this event was to build a bridge among GO and NGOs and introduce NGOs’ activities and their contribution towards mass people.</td>
</tr>
<tr>
<td>&quot;International Youth Day 2016&quot;</td>
<td>11 August 2016</td>
<td>Conference Room, Bandhu Head Office</td>
<td>Participants from different educational institutions attended the discussion on &quot;Comprehensive Sexuality Education&quot; along with &quot;Social Personal Hygiene of Youth and Adolescent&quot;. Major recommendations of the event were: comprehensive sexuality education should start from home but it should bring in education curricula also. Teachers also needed trainings on this particular session.</td>
</tr>
<tr>
<td>&quot;National Youth Conference on Family Planning&quot;</td>
<td>6th September 2016</td>
<td>Biswa Sahitya Kendra, Dhaka</td>
<td>The conference was a space for the young active advocates to learn and share their experiences on different key dialogues on young people's Sexual and Reproductive Health and Rights (SRHR) in alignment with the UN Sustainable Goals 3 and 5. A number of 100 selected 'National Youth Delegates' from different organizations participated in this event. The objectives of the conference were to enhance participants' knowledge on issues of SRHR/family planning, develop a forum for participants to share their knowledge and experiences and identify common priorities and create a space for the participants to set own and common goals/action plan for post-conference.</td>
</tr>
<tr>
<td>Title</td>
<td>Date</td>
<td>Venue</td>
<td>Brief Description</td>
</tr>
<tr>
<td>-------</td>
<td>------</td>
<td>-------</td>
<td>------------------</td>
</tr>
<tr>
<td>Human Rights Day</td>
<td>10 December, 2016</td>
<td>Dhaka and district level</td>
<td>The slogan of this day was &quot;Stand Up for Someone’s Rights Today&quot; reflects an appeal to protect human rights through mutual respect for other’s rights. Approximately 700 primary stakeholders of USAID’s HRID project participated in central and divisional rallies which were followed by discussion meetings.</td>
</tr>
<tr>
<td>Dissemination the study finding on Motivational Interviewing (MI) in National SRHR fair:</td>
<td>May 3-5, 2016</td>
<td>Bangla Academy premises</td>
<td>Final Dissemination and sharing the study findings on MI-intervention with relevant stakeholders took place through participating in National SRHR Conference from May 3-5, 2016. The Embassy of Sweden, The Embassy of the Kingdom of Netherlands, UNFPA and UNICEFF in collaboration with the Ministry of Health and Family Welfare and the Ministry of Women and Children’s Affairs organized conference. The session designed in a way so that the audiences can participate and learn something about MI approach within the limited timeframe and how they can replicate MI in their program interventions.</td>
</tr>
<tr>
<td>“Adolescent Annual Health Fair 2016”</td>
<td>22 September 2016</td>
<td>School ground of Mirpur Bangla School &amp; College, Mirpur-II, and Dhaka</td>
<td>The objectives of the ‘Adolescent Annual Health Fair’ were to enhance participants’ knowledge on issues of sexual and reproductive health and rights, create space to share their knowledge and experiences on SRHR issues and create awareness on importance of adolescent friendly health services for the young people.</td>
</tr>
<tr>
<td>Title</td>
<td>Date</td>
<td>Venue</td>
<td>Brief Description</td>
</tr>
<tr>
<td>--------------------------------------------</td>
<td>-----------------------</td>
<td>-------------------------------------------------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>World AIDS Day</td>
<td>1st December, 2016</td>
<td>Dhaka and district level</td>
<td>According to the national response of HIV/AIDS, every year Bandhu celebrates the World AIDS Day with the close coordination of Ministry of Health and Family Welfare (MOHFW) and Ministry of Social Welfare (MOSW) of Bangladesh. This year number of programs as well as activities have been accomplished both at central and local level. The major features of this day were the colorful rallies with festoons, banners organized both at central and DICs level. Along with project participants, a significant number of mass people from every sphere of society took part in these rallies. The seminar on WAD organized by NASP and local health authorities respectively at Dhaka and district levels where the concerned personnel and community members took part actively.</td>
</tr>
<tr>
<td>Participation in International Congress on AIDS in Asia and the Pacific (ICAAP)-12 introducing as well as conducting session on MI+</td>
<td>12th - 14th March, 2016</td>
<td>Dhaka, Bangladesh</td>
<td>At ICAAP-12 held from 12th - 14th March, 2016 in Dhaka, the Master Trainers of the MI+ project of Bandhu conducted a session on MI through role-play. The purpose was to introduce MI to the audiences/participants came from different countries, share the experience on the application on MI at Bandhu’ intervention and its effectiveness in terms of changing the risky behavior of clients/project participants, explore potentiality to replicate the approach to other intervention both national and international arenas and to obtain further suggestion around sustaining the approach in future. In addition, Bandhu actively collaborated and participated with other skill building sessions and workshop in ICAAP led by other international organizations to address the needs/concerns around HIV/AIDS for key population where gender diverse groups were emphasized.</td>
</tr>
</tbody>
</table>
HIM Express: 'YOUTH YARN' photography exhibition 2016

Bandhu organized one of its innovative activities "HIM EXPRESS: Youth Yarn Photographic Exhibition" in Khulna where stories of many young lives of the Gender diversified population, their desires, depression, lifestyle and reality were expressed through photography.

A total of 31 photographs of Sibastein Chatelier-France, Mohammad Rofiqul Islam Royal and Md. Muzib Ullah-Bandhu, Bangladesh were exhibited for three days where Mr. Habibur Rahman, BPM, Superintendent of Police, Khulna was present as Chief Guest.

Cultural show by 'Essence of Soul' in Chittagong and Khulna

'Essence of Soul' is a dance group of Bandhu that poses, portrays and projects the voice, vulnerabilities and vital needs of the gender diversified population in terms of human rights and health care issues through their mesmerizing performances.

With the Bengali name "Sattaya" this dance group transform the mind frame, social life, and daily challenges of the community population into art and depicts to wider audience and advocates for eradicating stigma and homophobia against this gender-diversified cluster.

Essence of Soul/Sattaya was formed in 2006 with core support of Bandhu and since its inception Bandhu organizes different cultural shows around the country.

In 2016, stage performances were organized in Khulna and Chittagong.

AJM Nasir Uddin, Honorable Mayor, Chittagong City Corporation (CCC) and Jahangir Hossain, Additional Superintendent of Police, Khulna Division attended the evening as Chief Guests.
GOAL 3

Enhance decision making ability of the sexual minority communities in programme and policy issues

Community System Strengthening

As part of Seed Fund Grant, Bandhu made agreements with 11 CBO’s and provided technical assistance to implement their grass root level activities. This was a six months program that continued for two phases in 2016. Bandhu initiated this community system strengthening efforts in November 2014 with the GFATM support under Multi-country South Asia grant.

Results & Outcome from the CBOs

- Executive Committee (EC) members are practicing Good Governance issues as per CBO constitution and as a result their Election; Annual General Meeting etc is under process to be completed by 2016.
- Built a strong network with reputed organization and receiving need based support from each other.
- Initiated organization website and uploaded recent activities for wider dissemination of their activities.
- Theme based media report on community people were produced to create mass awareness.
- Social Welfare Department and DC office has already listed some of the CBOs for land allocation. Beside this, most of the CBO is regularly attending NGO coordination meetings at DC office.
- Developed business plan for their sustainability and sought necessary support from other local level organizations for implementing the plan.
- Develop a list of PLHIV (total 72 including non community people) and linked them with other networking organizations at local level for care and support.
- The beneficiaries are actively involved with different cultural activities and participating at district level cultural programs and events under district Shilpokola academy (Govt. Art and Cultural Centre).
- Developed referral directory of health service providing organizations at local level.
- Family members are well oriented about the Orientation of Hijra Community and some of hijra are living within the family.
Resource Mobilization Strategy and implementation of Business Plan for Sustainability

To enhance the community capacity, Bandhu in 2016, provided Resource Mobilization training in Bangkok for CBO representatives through APCOM. The selected community members were also introduced with the networks and organizations as a part of exploring options for resources.

The training pulled together the community and their network, stakeholder and organizations who are dealing with community needs and concerns. It has strengthened intensive networking among the community group members as well as developed skills and knowledge to have appropriate information for sharing and redefining the focused areas.

In line with those, Bandhu supported the local community based organizations to manage the fund so that they can primarily run their own business plan/implementation. Bandhu developed 5 resources mobilization strategy plan and provided the sustainability and alternative livelihood training for 25 CBO’s. Among them four CBOs already started their business plan successfully.

Local level Advocacy:

Community System Strengthening (CSS) is one of the key components of Bandhu aiming to provide regular technical assistance for the CBOs in the area of enhancing their capacity and good governance system. With that support from Bandhu, 26 CBOs regularly arranged local level advocacy programs with multi level stakeholders in respective areas in this year.

- Conducted number of district level co-ordination meetings with significant results and got support from other organizations according to community needs.
- Ensured participation from community in SME trade fare regularly as social entrepreneurship
- Participated as well as representation made from Hijras in International AIDS Conference, different international trainings.
- 10 Hijra got job opportunity in the local level private services
- Hijra community received tube-well, sanitary latrine and relief materials from respective District Commissioner offices
- Increased access to ensure participation from Hijra in different Govt. meetings and sharing their thoughts as community representatives
- 8 CBOs applied for government land and it is under process to sanction
Capacity Building
Trainings for Partner Organizations

In 2016, Bandhu Conduced 19 Trainings where a total of 519 participants attended

Topics
- Alternative Livelihood for CBOs
  Sustainability
- Photo Voice and Youth Leadership workshop on SRHR
- Effective Leadership Development
- Human Rights Violence & Documentation
- Safety and Security
- Sexuality, Gender Diversity and Human Rights for Youth Organizers
- UPR process & documentation
- Basic Counseling for CBO
- Financial Management

Outcomes of the training:
- Developed as well as increased their skills and abilities to manage and mobilize community and crisis management situations with an aim to create more opportunities for the participants.
- Developed their ability to use proven tools, strategies and techniques for successfully measuring the results of CBO activities.
- Motivated the valuable employers to lead a better working environment for the community
- Increased capacity to access and receive public facilities using effective communication and rapport
- Increased capacity to start business plan and implementation with the support from local resources.

Empowering community members to ensure social justice

Bandhu has experienced that the gender diverse population do not seek for justice due to lack of support and persisting social barriers they face in their lives. Taking these as serious concerns, Bandhu trained the community representatives on various legal aspects ranging from human rights awareness to case documentation and engaged them as frontline rights defenders connecting them with lawyers, judges, local administration and relevant stakeholders to ensure their rights to access justice against social and domestic violence and social exclusion.

Good number of programs were designed and implemented during this 2016 to empower the community members to facilitate the access to justice system including National Human Rights Commission, District legal aid and local police stations. These frontline community members known as ‘WatchDog members’ and they are trained as the first point of contact for justice-seekers, thereby increasing the quality of legal services, and also ensuring that their representatives are sensitive to the multiple and aggravated forms of discrimination they face.
Successfully run "Human Rights Fights" by community members across the country

Considering the non-conducive situations in terms of health care needs and Human Rights issues of gender diverse population, Bandhu always tries to implement innovative thoughts to support this population for addressing the issues. Initiative to formulate Watchdog committees and train them to render required services are one of those.

In 2013, Bandhu formed watchdog committees in 7 divisions. The 42 members of the divisions were selected through a process with the following purposes:

- Watchdog members will explore the incident of harassments and violence related cases amongst the community in their respective area.
- Watchdog members will produce the document accumulating all the cases and will send to Bandhu Ain-Alap Unit.
- Will deal the cases properly in local level where necessary

Following the above lens, Watchdog member's successfully dealt a number of cases over the years. In 2016 Watchdog members dealt on property rights and to recover loan money issues in Coxsbazar, Sylhet, Chittagong, Comilla, Sunamganj etc.

In Sylhet one Watchdog member named Mr. Ashiqur Rahman, dealt a case of Sundori Hijra to get back the Loan money near about BDT 50,000 with the support of Police administration and Bandhu Panel Lawyer and Media Fellows. With the support of strong networking, Watchdog member forced to return the amount from the perpetrator to the victim. It is one of the successful milestone of this group and such kind of result is coming also from the others district and division as well.
CASE STUDY 2

Community Empowerment

Moyuri (hijra/TG name) is the name of struggle and the winner. But after her birth gradually some feminine symptoms developed in moyuri which makes her relatives, neighbors and parents sad and upset. Moyuri was confident enough on her aim by ignoring the bad comments of neighbors and the criticism of her relatives. She continues her study and completed diploma certificate course devotedly though her friends and classmates insulted her for feminized attitudes.

Nothing could change the mindset of Moyuri, rather she tried to make people understand that it is her dream and she also wanted to contribute to change the economic condition of her family, community and as well as country through her achievements.

After her study, she started work with a reputable NGO as outreach worker and tried to develop a CBO for the betterment of the Hijra community. She received some token money, blanket from social welfare department and distributed to the poor and also to the victims of flood.

She also had technical assistance from Bandhu on leadership and life skills development. After receiving the necessary trainings and technical supports, Moyuri became efficient leader within the community as well as in the society. She also maintained regular communication with the local governmental authority, influential personnel and NGOs for ensuring social entitlement for her community and earned respect from the society through her enthusiasm, dedication and devotion towards social works and commitment to her hijra community.

Governmental local high officials acknowledged her outstanding performance and she was awarded national "Joyita" award from the Prime Minister of the country for her excellent social work and contribution to the society and made a land mark in the history of Bangladesh.

With this national recognition, Moyuri is happy and continuing her works with commitments towards the betterments of her own community.
Development of Different Policies

As a part of community system strengthening, Bandhu in 2016 extended supports to CBOs in the area of good governance and provided technical support in developing their organizational policies apart from assisting them to obtain government registration. In particular, assistance were provided in the following areas to help them to operate their regular activities systematically:

- Organizational structures for good governance
- Registration process
- HR and financial policies
- M&E guidelines
- Resource mobilization strategy and business plan for selected CBOs
- Documentation and reporting
- Networking and partnership skills

Community Mobilization and Capacity Development

CBOs are the main pillar to mobilize the community people at local level. Bandhu had exclusive focus on the capacity strengthening of these CBOs this year so that they can mobilize community people, raise awareness on health and human rights issues through group education sessions, distribute BCC/IEC, condom (need based) and ensure community needs particularly in receiving services from nearest DICs of Bandhu through referral mechanism or other health service providing organizations at local level.

As an outcome of this initiative, these CBOs are now the active part of KP network in the country and playing their active roles in raising awareness to prevent HIV AIDS and protect human rights.

Training on Universal Periodic Review (UPR)

Bangladesh has been participating in UPR process since 2009 and the next cycle of UPR report is due in 2018. As a leading national community-led organization, Bandhu participated in different meetings to develop shadow report along with other Civil Society Organizations (CSOs) under the umbrella of Human Rights Forum Bangladesh (HRFB).

In order to strengthen the capacity of the downstream Community Based Organizations (CBOs), Bandhu organized training for community representatives on UPR process for the clear understanding about their roles and responsibilities in preparing position papers.
Improved livelihood options for the sexual minority communities

Employment Opportunities at Dhaka North and Chittagong City Corporations

Bandhu believes that City Corporations can play a vital role in creating conducive social environment through creating job opportunities for hijra community as this could be the initiating of social inclusion process.

With this notion, Bandhu organized consultations with Dhaka North City Corporation (DNCC) and Chittagong City Corporation (CCC) in 2016. DNCC Mayor Mr. Anisul Haq expressed his eagerness to extend support to this 3rd gender community and mentioned that he would work on creating employment opportunities in DNCC and also in other business enterprises including in RMG sector.

Bandhu according to his advice, submitted a list of hijras with their qualification.

The CCC Mayor Mr. AJM Nasir Uddin in a separate session in Chittagong committed for free education for the hijra community and mentioned that he would create employment for them in the conservancy department of CCC.

While Bandhu has this avenue of alternative livelihood options for 3rd gender community, now new challenge poses convincing the hijra gurus to allow their followers for regular jobs shifting them from their long tradition of collecting badhai and hijragiri.
Significant Livelihood Support from Bangladesh Police

Bandhu’s continuous efforts to involve civil societies and different authorities in program activities have started yielding tangible results and one such very encouraging one is from Bangladesh Police.

Mr. Habibur Rahman, BPM (BAR) PPM, Additional DIG of Bangladesh police made commitment to pay his effort for the betterment of the gender diverse population specially for Hijra. Later, he organized an event with 90 Guru Hijras at Savar, Dhaka where 6 Superintendent of Police (SP) of Dhaka Division and some Additional Police Super took part. They distributed few laptop and desktop computers among Hijra community to enhance their ICT based skills which ultimately would help the 3rd gender community to explore a better livelihood option. Such initiative will inspire other stakeholders to ensure a comfortable environment for the betterment of Hijra population. This initiative is under construction and hope to start in full swing within April 2017.
Knowledge Management

Learning Session as Knowledge Management

Under Gender and Sexuality Resource Centre, Bandhu organizes different sessions regularly which are directly linked with the needs and concerns of the community. Considering the importance, different learning sessions were conducted in 2016 where emerging issues like Testicular cancer, SRHR including risk factors for HIV/AIDS, STI transmission, human rights issues and steps to be taken when encountered, counselling approach following MI+ approach were covered.

Strengthening Resource Center

As a central component of the Round-9 under Global Fund to Fight AIDS, Tuberculosis and Malaria (GFATM) funded project, Bandhu has established a Knowledge Management Centre, terming it by ‘Gender & Sexuality Resource Centre’. Bandhu has been nurturing this Resource Center at its Siddeswari Office in Dhaka city so as to encourage and facilitate the capacity development of young and adolescent gender diverse clusters and also the in terms of their knowledge enhancement.
In 2016 a total number of 1,073 people visited the centre which is 149.03% of achievement against the target of 720. Bandhu desires to strengthen its Knowledge Hub to ensure the issues related to MSM, Hijras and transgender and other sexual minority groups, networks and organizations are brought to a common platform for discussion and Bandhu is positioned nationally and globally as a centre of expertise on SOGI issues, with greater emphasis on influencing policy development and advocacy.

As the outcomes of the knowledge management initiatives, Bandhu has been able to project and promote its activities and progress to government, civil society and stakeholders including its beneficiaries. These have also helped Bandhu to engrave its branding nationally and internationally as an organization to work for promoting and protecting the SRHR needs of gender diverse population in Bangladesh.

Technical Expertise Group for Providing Consultancy Support

Bandhu formed a technical expertise group (TEG) to render supports to other organizations with an objective to contributing in the area of organizational sustainability. TEG was established in 2003 and taken significant initiatives to develop skills on different issues and accordingly organized skill building trainings for them to extend their expertise consequently.

During 2016, TEG provided significant number of consultancy to PLAN-Bangladesh, UCEP, BSMMU and NASP.
Initiation of Social Business/Enterprises Development

Most of the projects of Bandhu are being supported by different development partners. The trends of global funding have also been changing and shifting as well to different components. The sustainability issues of the organization therefore coming up as a vital factor in the coming years.

Considering these concerns, Bandhu is considering some income generating social enterprises and plans to open up a medical consultation and counseling center with a provision of selling medicines under name of 'Bandhu 98.6'.

Strategic Knowledge Information

"Legal Gender Recognition study"

UNDP Bangkok Regional Hub, as part of the initiative in Asia working on gender diverse population, has conducted a multi-country study looking at legal gender recognition for transgender people in seven countries in Asia: Bangladesh, China, India, Nepal, Pakistan, the Philippines and Thailand. The project has comprehensively reviewed the laws, regulations and policies in relation to legal gender recognition in each country including their implementation and impact within the broader context of human rights for transgender people. Bandhu Social Welfare Society provided time to time support and guideline to the national consultant in preparing the country specific final report. The specific aims and objectives of the study were to:

- Create participatory multi-stakeholder national processes where the voices and perspectives of transgender people are strongly and comprehensively taken into account;
- Build capacity amongst national experts and transgender activists to initiate and carry out comprehensive legislative and policy processes in a multi-stakeholder context;
- Contribute to legal and policy changes in countries, that respect and protect transgender people's human rights and
- Provide knowledge transfer to other countries and regions through peer-reviewed publications.

Study on "Understanding the identity of Hijra: Policy implication"

Bandhu conducted a research study in 2016 commissioned by the National Human Rights Commission (NHRCB) which was aimed at exploring knowledge-vacuum on 'Hijra's of Bangladesh, as communities, through their own
perspectives and an understanding of their lived experiences beyond the sensational/superficial representation commonly found in popular culture and some academic literature. The study grounded itself within the framework of human rights and specifically embedded within concepts of human security and policy development for Hijras in Bangladesh in the context of their recognition by the state as ‘third gender’, the contours of which are yet to be shaped by policy and defined.

Exploration of Mental Health Needs and Support Systems among Sexual and Gender Diversity Population in Bangladesh

Anecdotal reports and experience suggest high need for mental health services among Sexual and gender diversity population. However, concrete evidence based finding on the nature of mental health problems, needs and available support systems are largely absent for Bangladeshi context which is necessary for evidence based policy making. Considering that with the funding support from Share-Net International a study on exploration of Mental Health Needs and Support Systems among Sexual and Gender Diversity Population in Bangladesh was carried out by Bandhu Social Welfare Society (Bandhu) in collaboration with Clinical Phycology department of Dhaka University. Mr. Dr. M. Kamruzzaman Mozumder was the PI of the study while Shale Ahmed acted a Co-PI.

The present study was aimed at addressing nature of mental health problems, needs and available support systems and what steps is needed to cover the gap. A mixed method design incorporating qualitative and quantitative component was adopted. Six focus group discussions and 47 in-depth interviews with LGBT, their associates and general population in the three divisional districts of Bangladesh provided a detailed understanding of required for designing and interpreting the quantitative study. A questionnaire survey was carried out on 383 individuals from the community and general population in five divisional districts of Bangladesh.

Based on the categories drafted from qualitative findings, the survey revealed a very high prevalence of experiencing different psycho-social stressors among the community
compared to general population. High rate of discrimination in society, family and even within and between SOGI communities was reported. History of sexual abuse (in childhood and adulthood) was also highly prevalent among them. Findings revealed existence of widespread discrimination on issues of basic human rights including security, shelter, education, and health. Challenges in accessing information and service regarding sexual and reproductive health services has been reported.

Compared to general population, transgender had significantly poorer mental health on practically all indicators including Self Reporting Questionnaire (SRQ), Beck Hopelessness Scale, Perceived Stress Scale, General Health Questionnaire, somatic, anxiety and insomnia, social dysfunction, depression, and four domains of WHO QOL Bref (Physical, psychological, social relation and environment) all at p<0.01. Similar findings were observed among MSM people except for the WHO QOL Brief environment being non-significant. WSW and other SOGI population also has poorer mental health on many indicators. SRQ score suggested 80.2% transgender to be likely having mental health problem at clinical level. Large portion of Other SOGI were also indicated with such possibility (68.2%, 62.8% and 52.9% consecutively). High rate of deliberate self-harm and suicidal behavior was observed among the SOGI community. Other maladaptive coping including drug abuse was also common among them (21.8-35.3% compared to 5.8% in general population).

Exploration of attachment and support system indicated mother as the most common figure for support and attachment. Additionally, lovers and partners (for lesbian), community members (for transgender) and community friends were also widely reported as source of support and attachment. The study findings demonstrated that SOGI community especially the transgender and MSM are at a vulnerable state in terms of extraordinarily stressful life circumstances and poor mental health. Need for mental health support for these people should be incorporated in the policy as immediately as possible.
Bandhu Annual Review Meeting 2016 and Overview of 4th Strategic Plan 2017-2021:

It's almost 20 years Bandhu started journey with an aim to serve the gender diverse population in Bangladesh. As a part of organizational commitment to efficiently operate and manage its program interventions, Bandhu routinely reviews its operational plan (OP) for the current year with an aim to design for the following years. There is a provision of mid-term and annual review each year to track the progress and bring necessary adjustments to achieve the benchmark. This approach has been found effective over the times in terms of timely accomplishment of activities by keeping the quality at the top priority.

The annual review and planning workshop of 2016 was participated by the all staffs and Executive Committee members with their highest commitment and significant level of contribution in terms of policy guidance.

In addition, the organizational 4th strategic plan which has been developed for 2017-2021 also been shared in the review workshop with a projection to further stepping ahead from 2017 in accordance the planned programs to achieve organizational goal.

Development of Training Management Information System (TMIS)

This year another landmark for the organization is to develop and introduce the Training management & information systems (TMIS) in accumulating as well as preserving the data and relevant information centrally as record to use in various purpose. Bandhu is an excellent example about to how and what stages the TMIS has transformed the management of capacity despite many obstacles towards success. Not only that it has also given higher managements and unit leader’s reliable data to work with empowering local communities as well as CBOs to get involved their members in capacity development process. This initiative has focused in terms of enhancing the capacity of training data management with ensuring good governance system in the organization. The major purposes of this TIMIS are:
- To use as data bank for the organization on the area of capacity building of the workforce and other relevant stakeholders that includes significant number of targeted community members Bandhu is working for
- To contribute in producing the organizational report for various purposes and need as well
- To contribute at national level programs providing relevant information as per need
- Strengthen organization capacity in terms of measuring the progress against the efforts on knowledge generation by workforce, beneficiaries and relevant stakeholders
- To act effectively in TNA (Training Need Assessment) for the participants analyzing the gaps and requirements

**Bandhu Internship Provision**

Internship provision of Bandhu also provides a significant facility to the fresh graduate for introducing them with organizational environment that helps exploring desired profession. Bandhu has been continuing such practice as a Social Responsibility of the organization since 2008. This internship basically offers to work with the organization for the 3-6 months in the areas such as organizing event, producing newsletter, designing web page & documenting, expanding resources through research, project movements or finance/admin management, communications, advocacy etc.

Following members as fresh graduate were completed their internship from Bandhu in 2016:

**Mr. Shakil Sarker:**
He is studying under Bachelor of Economics at International Islamic University Malaysia (IIUM). His internship period was 16 June 2016 to 12 Aug 2016

**Ms. Anika Shahriar:**
Completing the LLB (Hon’s) from University of London, UK she started internships since 17 August 2016 and continued till 31 Dec 2016. She was basically attached with a project called SAHRA.

**Ms. Kaniz Subarna Shisir:**
She completed MBA from Northern University, Bangladesh and started internship from 17 July 2017 under HR and Finance Department that continued up to 30 November 2016.

Bandhu is thankful to the mentioned interns for their service and contribution to the organization and hope they will be in close touch with the organization for its further development.
Modules and materials produced by Bandhu in 2016
Capacity Development of Bandhu staffs through participation in regional and international trainings and workshops

Training on Effective Leadership in Bangkok

As a part of capacity development for staffs, this year Bandhu nominated a staff for “Developing Effective Leaders Resulting to Good Governance” training organized by APCOM in Thailand. As an outcome of the training, Bandhu has designed to conduct same training in 2017 for the CBOs in Bangladesh.

Workshop on Sexual Orientation, Gender Identity and Sex Characteristics

Bandhu representative participated in a regional workshop on Sexual Orientation, Gender Identity and Sex characteristics held in Colombo, Sri Lanka during December 2016. Organized by Asia Pacific Region (APF), the workshop aimed to promote and protect human rights issues around gender diversity.

Regional Meeting on Comprehensive Sexuality Education (Asia-CSE) in Malaysia

A regional meeting on comprehensive sexuality education was held on 21-25th June 2016 in Malaysia organized by ARROW. Representatives from across 11 countries in the region - Bangladesh, Cambodia, China, India, Lao PDR, Mongolia, Nepal, Pakistan, Philippines, Sri Lanka and Vietnam - came together for a workshop to help aligning and synergizing the advocacy efforts in institutionalizing effective Comprehensive Sexuality Education (CSE) programme in their countries. From Bandhu, two representatives attended in the workshop.
Motivational Interviewing (MI): Bandhu’s support to UCEP on Workplace Wellbeing Management

Bandhu always focus on versatile and diversify activities to create working scope with various stockholders and strengthening partnership issue around “Gender Diversity” through its capacity building initiatives as well as expertise.

As MI expert organization, Bandhu Social Welfare Society (Bandhu) extended its support through providing training to the project participant’s of UCEP working to uplift the socio-economic conditions of underprivileged children and youth with the power of education and skills development under their three months training course “Workplace Wellbeing Management (WWM)” focused on Readymade Garment Industry.

Bandhu was associated in the training held in Kathmandu, Nepal during November 2016 which was conducted by 4 international trainers from Rutgers and GGD, Amsterdam, Netherlands.

This was a pilot training under UCEP Bangladesh Technical School. Motivational Interviewing (MI) was an integral part of the curriculum. It engaged a pull of Master Trainers (MTs) from different organizations in its pilot.

Bandhu in World AIDS Conference 2016

Representing the Multi Country South Asia Sub-Recipient, Masbah U Ahmed, Assistant Manager-Training from Bandhu Social presented an abstract on “Strategies for Improving Services and Programs to Address Gender-Based Violence (GBV) against MSM and Transgender People in Dhaka” in World AIDS Conference held in South Africa.

Based on a qualitative studies conducted under MSA program, the abstract denotes that 90% of MSM and TG community members in Dhaka face a variety of physical, sexual and verbal abuses ranging from being teased by people on the streets to rape and murder. Two key perpetrators were police officers and healthcare providers, and thus, creating barriers for MSM and TG individuals to accessing legal and healthcare services.
# Financial Statements 2016
## Bandhu Social Welfare Society (Bandhu)

### Statement of Financial Position
as on 31 December 2016

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<tr>
<th>Notes</th>
<th>ASSETS</th>
<th>Amount in Taka</th>
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<td>Advances, deposits and prepayments</td>
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<td>Investment in fixed deposit receipts</td>
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<td>Loans &amp; receivables</td>
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<td>Cash and cash equivalents</td>
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<td>Liabilities for expenses</td>
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<td>Provision and other liabilities( Bandhu CORE)</td>
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<td>Loans</td>
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The annexed notes form an integral part of these financial statements.

Chairperson

Executive Director

Director

Finance & Administration

Signed in terms of our separate report of even date annexed.

Dated, Dhaka, 25 February 2017

S. F. Ahmed & Co.
Chartered Accountants
## Financial Statements 2016

Bandhu Social Welfare Society (Bandhu)

### Statement of Income and Expenditure

For the year ended 31 December 2016

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<tr>
<th>Notes</th>
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<td><strong>INCOME</strong></td>
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<td>Other income</td>
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<td><strong>EXPENDITURE</strong></td>
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<td>Project Expenses</td>
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<td>Salaries &amp; Benefits</td>
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<td>Program Expenses</td>
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<td>Administrative Expenses</td>
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<tr>
<td>Depreciation</td>
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<td><strong>Excess/(Deficit) of income over expenditure before taxation</strong></td>
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<td><strong>Total</strong></td>
<td><strong>113,785,496</strong></td>
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Chairperson

Executive/Director

Director Finance & Administration

Signed in terms of our separate report of even date annexed.

Dated, Dhaka,
25 February 2017

S. F. Ahmed & Co.
Chartered Accountants
# Financial Statements 2016

## Bandhu Social Welfare Society (Bandhu)

## Statement of Receipts and Payments

For the year ended 31 December 2016

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<tr>
<th>Notes</th>
<th>Amount in Taka</th>
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<td></td>
<td>2016</td>
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<td><strong>RECEIPTS</strong></td>
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<td>security deposit</td>
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<td><strong>PAYMENTS</strong></td>
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<td>Project expenses</td>
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<td>Program expenses</td>
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<td>Others Fund Transfer to The Donor</td>
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Director

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Dated, Dhaka,

25 February 2017

S. F. Ahmed & Co.
Chartered Accountants