Acronyms

AIDS  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
DIC  Drop in Center
DLLG  District Level Lawyer Group
EKN  Embassy of the Kingdom of Netherlands
EU  European Union
FGD  Focus Group Discussion
GDP  Gender Diverse Population
GOB  Government of Bangladesh
HIV  Human Immune Virus
HR  Human Rights
HR-D  Human Rights Day
HTC  HIV testing and Counseling
ICDDR,B  International Center for Diarrhoea Diseases & Research, Bangladesh
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
MOSW  Ministry of Social Welfare
MOHFW  Ministry of health and family welfare
NHRC  National Human Rights Commission
NLC  National Law Commission
TG  Transgender
ASP  AIDS/ STD Program
NGO  Non-Government Organization
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
UPR  Universal Periodic review
UN  United Nations
UNAIDS  Joint United Nation programme on HIV and AIDS
OUR MISSION
Bandhu works towards ensuring a dignified living for sexual and gender diverse population through protecting human rights, quality health including sexual and reproductive health, access to social security and justice.

OUR VISION
Bandhu Social Welfare Society envisions a society where every person leads a quality life irrespective of gender and sexuality.
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Words from Chairperson and Executive Director</td>
<td>6</td>
</tr>
<tr>
<td>Key Highlights of 2018</td>
<td>9</td>
</tr>
<tr>
<td>Bandhu - a Quick Snapshot</td>
<td>10</td>
</tr>
<tr>
<td>Bandhu's 4th Strategic Plan (2017-2021)</td>
<td>11</td>
</tr>
<tr>
<td>Key Performance Indicators (KPI) Based Progress in 2018</td>
<td>12</td>
</tr>
<tr>
<td>Coverage of Bandhu</td>
<td>12</td>
</tr>
<tr>
<td>Contribution in 90-90-90</td>
<td>13</td>
</tr>
<tr>
<td>Service Deliveries in 2018</td>
<td>13</td>
</tr>
<tr>
<td>Development Pillar - 1: Improved access to quality health services</td>
<td>14</td>
</tr>
<tr>
<td>Development Pillar - 2: Protection of human rights and access to justice</td>
<td>24</td>
</tr>
<tr>
<td>Development Pillar - 3: Protection of human rights and access to justice</td>
<td>39</td>
</tr>
<tr>
<td>Financial Statements 2018</td>
<td>50</td>
</tr>
</tbody>
</table>
2018 marked 22 years of Bandhu’s journey of devotion and dedication to development. With the undivided commitment to ensuring social inclusion of gender diverse communities with equitable dignity, health services, social security and justice, Bandhu has been able to successfully bring many positive changes in the lives of thousands of community members with this span of time.

The year 2018 was significant for Bandhu in many ways. From further enhancing its operational efficiencies, widening SRHR service provisions and bolstering advocacy initiatives towards improving the better living of gender diverse communities, Bandhu has been able to maintain its kinetic progress this year as well in line with its 4th Strategic Plan designed for the period 2017-2021. Bandhu acknowledges the core support that RFSU/SIDA which is meaningfully equipping Bandhu to efficiently function and to deliver intended results under its three pillars of the 4th SP.

Bandhu also recognizes the guidance of Government of Bangladesh and the financial supports from all development partners for accomplishing achievements in 2018 with which the organization has been able to efficiently contribute to ensuring the betterment of its targeted population throughout the year. Through The Global Fund supported HIV/AIDS prevention intervention, HIV and STI health services to 19000 MSM and Hijra (transgender women) community members were provided with HIV and STI services with guidance from AIDS and STD program (ASP).

Along with this, a total of 1400 adolescent and young gender diverse and transgender/hijra communities of Dhaka, Khulna, Mymensingh and Chottogram were gradually reached through Voucher Scheme and brought under safety net for SRHR including HTS, STI coverage. The initiative is continuing with supports from UNICEF and Netherlands Embassy.

As a part of livelihood support and ensuring dignified living under social safety net, Bandhu ensured employments of a number of hijra community members in different institutions and organizations including National Human Rights...
Commission of Bangladesh (NHRC) and Denim Expert Ltd. of EPZ, Chattogram. In order to make more provisions and vibes in the civil society on mainstreaming gender diverse communities, Bandhu bestowed 'Humanitarian Award' to nine different personalities who contributed to development of community members.

To create a bridge between students of different public and private universities and gender diverse communities for mainstreaming the education of the young community members, Bandhu has intensively worked with different public and private universities in 2018. With USAID's support, 20 student fellowships will be offered in 2019.

To harness collective strengths for fulfilling its organizational mandate of ensuring overall wellbeing, this year Bandhu has also expanded its partnerships and collaborations at national and international level. The Tri-country Action Research initiatives 'YIELD' is one such partnership that connected Bandhu with Law and Society Trust of Sri Lanka and MISSAL of India. Another tri-country partnership under NOREC also linked Bandhu with Blue Diamond Society- Nepal and Humsafar Trust-India.

The organization has also continued to providing leadership in a youth SRHR focused partnership-based platform 'Right Here Right Now' Bangladesh (RHRN BD) as Host and Implementing Agency. This is a global initiative and being operated in 10 countries of Asia, Africa and Latin America including Caribbean. In Bangladesh it is joined by 10 organizations and an Alliance.

The relentless advocacy of the organization with National Curriculum and Text Book Board of Bangladesh (NCTB) to include third gender (hijra) issue in the national curriculum for addressing social stigma and discrimination against the community yielded successful result in this year with the NCTB approval on GF-MSA grant supported and Bandhu developed Supplementary Reading Material for class VI students. Bandhu will pilot this reading material it in selective schools of two districts in 2019 under RHRN.

As a part of mainstreaming gender diverse communities especially, transgender and hijra population, Bandhu initiated discussion with Bureau of Statistics of Bangladesh Government this year for national census strategically tagging the National Human Rights Commission of Bangladesh (NHRC) into the efforts. This will be one the priority agenda of Bandhu in 2019 to ensure inclusion of hijra community with their own identity in national census which is expected to be held during 2021.

We thank our Executive Committee for their efficient guidance and we gracefully recognize the dedicated supports, hard works and commitment of our staff members and community volunteers towards maintaining of quality and standard of the interventions, producing results and sustaining the achievements.
Acknowledgements

Bandhu Social Welfare Society acknowledges the guidance of Government of Bangladesh and the financial supports from all development partners cited above for accomplishing achievements in 2018.

The organization recognizes Rutgers supported Right Here Right Now (RHRN) partnerships with Bangladesh Mahila Parishad (BMP), Bangladesh Legal Aid and Services Trust (BLAST), BRAC Education Program, Family Planning Association of Bangladesh (FPAB), James P Grant School of Public Health (JPGSPH)- BRAC University, Naripokkho, Reproductive Health Services Training and Education Programme (RHSTEP), SERAC- Bangladesh and Unite for Body Rights (UBR) Alliance.

Bandhu also values the partnerships with ARROW of Malaysia, Humsafar Trust and MISSAL of India, Blue Diamond Society of Nepal and Law & Society Trust of Sri Lanka.

The organization sincerely appreciates the RFSU/SIDA supports to organizational core activities, essential to materialize it's 4th Strategic Plan 2017-2021 for achieving the mission and vision.
Key Highlights of 2018

- Approval of Supplementary Reading Material on 3rd gender by National Curriculum and Textbook Board of Bangladesh for students of Class VI
- Contract signing with Sub-Sub Recipient and Strategic Partners for HIV prevention intervention under The Global Fund
- Development of HIV/AIDS Disclosure guideline and approval from ASP
- Inception of Tri-country Action Research initiative on minority voices towards justice - YIELD
- Development of Organizational Profile-2018
- Organizational initiative towards ISO certification
- Job provision created in different sectors for Hijra communities
- Initiation of response of gender diversity issues among Rohingya Population
- Survey on existing SBCC materials to identify needs/changes based on current progress/situation
- Involvement at UN 16 Days celebration
- Initiation of Faith based advocacy brief for health and health rights of gender diverse population
- Organizational Annual Review to measure progress
Bandhu - a Quick Snapshot

Bandhu Social Welfare Society started its journey in 1996 with a mission to address the health care needs and human rights issues of gender diverse population for achieving a vision of a Bangladesh where every person, irrespective of their gender and sexuality, is able to lead a quality life with dignity, human rights and social justice.

Today after 21 years, Bandhu is sincerely continuing to serve the communities with undivided commitment and is paving the way for obtaining their social justice, equality, sexual and reproductive health and rights (SRHR).

The impacts and outcomes of Bandhu program interventions, implemented through 36 field offices in 22 districts and 31 partner CBOs across the country, are adding significant values to the national response to Sexual and Reproductive Health and Rights including HIV/AIDS of gender diverse population.
Bandhu's 4th Strategic Plan (2017-2021)

Bandhu's 4th Strategic Plan (2017-2021) revolves on a Theory of Change considering the facts that gender and sexual diverse communities need (i) access to comprehensive and high quality health care services (ii) access to social entitlements and social protection services; and (iii) to live in an environment where their human rights are protected in order to have a minimum acceptable quality of life with dignity and respect like any other human beings.

To achieve this, Bandhu structures and strategizes its response around three main development pillars in its 4th SP 2017-2021:

- Improved access to quality health services
- Protection of human rights and access to justice
- Access to social entitlements and social protection

These three pillars shall constitute the key results that Bandhu would like to achieve by 2021, as measured through a set of core-Indicators of Bandhu.

Key enablers strengthening the development pillars

To achieve the results in the three main development pillars of Bandhu's Theory of Change, there are four key enablers without which the change cannot take place. They are:

- Advocacy for affirmative action to create or strengthen an enabling environment for sexual and gender diverse population, mainly via policy change
- Capacity building of communities and stakeholders
- Knowledge management
- Organizational strengthening

Organizational Annual Review Meeting 2018

As a part of organizational commitment to efficiently operate and manage its program interventions, Bandhu routinely reviews its operational plan (OP) of the previous year and designs annual OP of the following year in accordance with its Strategic Plan (SP) designed for every five years. Bandhu is now implementing its 4th SP covering the period 2017-2021.

The Annual Review Meeting (ARM) 2018 was held in December 2018 and with staff contribution, it was organized in Kolkata, India. With the active participation of Executive Committee members, Senior management team and focal persons of different projects, the meeting accentuated on reviewing the annual plan and its achievements against the target set for 2018, analyzed the reasons and situations for not been able to achieve the target(s) at desired level in few areas as well.

With the learnings of 2018, the ARM also focused on developing the operational plan for 2019 based on the target fixed in 4th SP plan.
Key Performance Indicators (KPI) based Progress in 2018

<table>
<thead>
<tr>
<th>Selected Key Performance Indicators (KPI)</th>
<th>Annual Performance/Results-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Target</td>
</tr>
<tr>
<td>No. of new HIV cases identified</td>
<td>21</td>
</tr>
<tr>
<td>No. of HIV cases enrolled in ART</td>
<td>33</td>
</tr>
<tr>
<td>No. of clients that achieve a suppressed viral load</td>
<td>30</td>
</tr>
<tr>
<td>% increase in clients (from baseline) accessing SRHR services</td>
<td>10%</td>
</tr>
<tr>
<td>% increase in clients (from baseline) who received comprehensive SRHR Sexuality education</td>
<td>10%</td>
</tr>
<tr>
<td>% of young and adolescent accessing SRHR services who are between 15 &amp; 24 years of age</td>
<td>38%</td>
</tr>
<tr>
<td>% of clients accessing services who are at risk of treatable mental health disorders</td>
<td>5%</td>
</tr>
<tr>
<td>% of clients at risk who accessed services</td>
<td>50%</td>
</tr>
<tr>
<td>% of human rights violation cases registered with institutional mechanisms within the country</td>
<td>35%</td>
</tr>
<tr>
<td>No. of clients seeking socio-legal support services for redressal of human rights violation</td>
<td>60</td>
</tr>
<tr>
<td>% of human rights violation cases reported where services were sought from District Legal Aid Service offices</td>
<td>12%</td>
</tr>
<tr>
<td>No. of clients who received government entitlements and citizen services</td>
<td>352</td>
</tr>
<tr>
<td>No. of sexual minorities engaged in gainful employment</td>
<td>20</td>
</tr>
</tbody>
</table>

Coverage of Bandhu

In 2018 Bandhu geographically covered five divisions (Dhaka, Chattogram, Mymensingh, Khulna and Sylhet) directly with different health and human rights-based services and interventions for the gender diverse population (GDP). The other three divisions were covered through partnerships with CBOs.

This year Bandhu directly reached a total of 22,252 population from gender diverse population (GDP) where 17,720 from male groups, 987 from gender variance women group and 3546 from Transgender women (Hijras). This coverage is 16% of the total GDP based on the size estimation determined by ASP. Bandhu has also covered 9,321 GDP population through partnership with 31 CBOs in different districts in Bangladesh which is only 7% country coverage.
Contribution in 90-90-90

A concept of the United Nation's programme on HIV/AIDS in 2013, 90-90-90 is a set of goals by 2020, 90% of people who are HIV infected will be diagnosed, 90% of people who are diagnosed will be on antiretroviral treatment and 90% of those who receive antiretrovirals will be virally suppressed. The strategy is an attempt to get the HIV epidemic under control and is based on the principal of universal testing and treating. In this strategy Bandhu achievement was in 2018: 92% targeted (most at risk) populations were covered under HIV test and they know their HIV status under coverage areas of Bandhu. There were 85% linked with the ART treatment and continue. Still, we could not know the viral load suppression because in our country still there have no facilities to count the viral load.

Service Deliveries in 2018

<table>
<thead>
<tr>
<th>Reach of GDP</th>
<th>Female</th>
<th>986</th>
<th>Hijra</th>
<th>3546</th>
<th>Male</th>
<th>17720</th>
</tr>
</thead>
</table>

Bandhu Helpline Services

<table>
<thead>
<tr>
<th>Call Received</th>
<th>Support</th>
<th>Refer</th>
</tr>
</thead>
<tbody>
<tr>
<td>667</td>
<td>582</td>
<td>85</td>
</tr>
</tbody>
</table>

Bandhu Ain-Alap (Legal Talk) Services

<table>
<thead>
<tr>
<th>Call Received</th>
<th>Information</th>
<th>Documentation</th>
<th>Resolve Case</th>
<th>Case Referral</th>
</tr>
</thead>
<tbody>
<tr>
<td>406</td>
<td>346</td>
<td>67</td>
<td>10</td>
<td>10</td>
</tr>
</tbody>
</table>

Socio-Economical Support

<table>
<thead>
<tr>
<th>Vocational Training</th>
<th>Job Placement by Bandhu Initiatives</th>
<th>Developed Referral Directory</th>
</tr>
</thead>
<tbody>
<tr>
<td>52 GDP Received</td>
<td>45 GDP get job</td>
<td>01</td>
</tr>
</tbody>
</table>
Despite challenges in worldwide funding scenario Bandhu has been able to efficiently maintain its kinetic progress towards the betterment of its targeted population throughout the year. Through The Global Fund supported HIV/AIDS prevention intervention activities, Bandhu ensured health services to approximately 19000 MSM and Hijra and transgender community members.

Along with this, a total of 1400 adolescent and young gender diverse and transgender/hijra communities of Dhaka, Khulna, Mymensingh and Chottogram were gradually reached through Voucher Scheme and brought under safety net for SRHR including HTS, STI coverage. The initiative is continuing with supports from UNICEF and UBR Alliance.

**Prioritizing HIV Prevention services among key population-MSM and Transgender women**

There are 36 service centers in five major divisions Dhaka, Chittagong, Sylhet, Khulna and Mymensingh covering 23 districts under the Global Fund Project. The overall guidance of the project is provided by AIDS/STD Program of Directorate General of Health Services (DGHS) and overseen by icddr,b as Principle Recipient.

This project provides two folds of services to the community population - one is the Field Office based services covering the HIV testing and counseling, STI treatment and drugs, Group education session, distribution of the HIV prevention commodities. The other service is outreach activities which cover referral, peer education and HIV prevention commodities distribution.

In order to smooth implementation of the HIV prevention program the local field offices- Drop in Centers maintain coordination with the local government authorities for instance civil surgeon office, District commissioner officers, local leaders, journalist, educational institutes. They involved as the project advocates and provide different kinds of support to the project for better implementation.

Establishing a research-based mental health/psychological counseling center for the victims of violence.

Counseling is a major part in promoting the well-being of the gender diverse community. Under the HRID project Bandhu has been established a Mental Health Counseling
Center in 3 areas 1) Jatrabari DIC 2) Darussalam DIC 3) Bandhu 98.6. The purpose to establish the centers were for generating knowledge where community people can get psycho-social and psycho-sexual counseling based on their needs. This center also gather data for research on the mental health needs and priorities of the community during the project period. During this time 88 sessions conducted by the Psychosocial Counsellors where 73 clients received mental health counselling.

Sparsha: A PLHIV support services initiative of Bandhu

SPARSHA was formed during March 2016 by Bandhu with an aim to serve the HIV positives among gender diverse groups. 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. The care and support team of Bandhu coordinates the activities of SPARSHA.

Consultation Workshop with Service Providers on Stigma and Discrimination Free Health Access to PLHIV

Bandhu arranged a number of consultation workshops with government, treatment centers and HTC service providers to ensure stigma and discrimination free health service for MSM and TG PLHIVs in 2018. The main objective of these workshops is to create conducive environment for HIV infected and affected Gender diversified and Hijra population in health service settings.

One such workshop was also organized at Bangabandhu Sheikh Mujib Medical University (BSMMU), Dhaka, Bangladesh with the Support of Viiv Healthcare's Positive Action project. In the meeting, Brigadier General Md. Abdullah-Al-Harun, Director Hospital and Project Director, Strengthening of HIV Services in BSMMU, Dhaka was the Chief Guest. Along with representatives from higher management of BSMMU, the representatives of PLHIV network of Bangladesh and SPARSHA community members were present in the meeting.
Meeting with Prominent Journalists and Eminent Personnel from Electronic Media on Rights of KPs at Central Level

A sensitization meeting was organized in December 2018 at Bandhu. Journalists from different electronic and print media attended the meeting with the active involvement of AIDS/STD Program (ASP) and PR-icddrb. In this meeting, Mr. Dr. Aminul Islam Mian, Director, NASC, DGHS was presented as chief guest where Mr. Dr. Belal Hossain, Deputy Director, AIDS/STD Program (ASP), DGHS and Mr. Dr. AKM Masud Rana, Project Coordinator, iccdr,b were presented as special guests. Mr. Shale Ahmed, Executive Director, Bandhu presided over the program. Mr. Shale Ahmed, Executive Director, Bandhu stated that this program will be able to generate common knowledge and understanding among the journalist about risk of HIV, rights of transgender population and violence against gender diverse population. He expected that the Journalist will be more engaged with these issues and will be able to create some tolerances and acceptances in the society through their positive writing and news in the media. The key note was presented in the meeting my Akhtar Jahan, Team Leader of FR Project of Bnadhu.

Local Level Sensitization Meeting

Health Service Providers, Religious leader, Lawyer; Journalist, Law Enforcement Agency and other Civil Society Representatives attended this meeting. A number of 42 events organized in 2018 where 897 participants attended.

LLSM programs were a platform to make a link between gender diverse population and local key persons where they were sensitized not only about the risk of HIV/AIDS of transgender, but also their citizen/social responsibilities towards the gender diverse people.
Dance Movement Therapy held for Mental Wellbeing of Gender Diverse Youths

Dance Movement Therapy (DMT) emerged as a form of psychotherapy using dance and movement in the 1940’s by the early pioneers who were accomplished dancers who started to realize the benefits of dance and movement. Dance Movement Therapy does not look like grammatical dances rather rhythmic movement in group and in person focusing mental and emotional issues. Abstract movement leads the participants to deal with the mental and emotional issues in a whole different way. DMT transcends verbal communication and connects the persons mind, body, and soul. It is a creative arts therapy, is rooted in the expressive nature of dance itself.

With the support of Mama Cash, Possibility arranged a Dance Movement Therapy workshop for gender diverse youths from 19th July to 23rd July. The goal of the workshop was to accelerate the capacity of gender diverse youths to cope with their day to day stresses. An external facilitator from the organization named ‘Sappho for Equality’, Kolkata, India facilitated the workshop. Movement and psychotherapeutic interventions used in the workshop include Trust Building, Mirroring, Meditation, Movement Metaphor, Balancing, Expressing Emotion with Color, Impossible Task, Assimilation with Nature, Storytelling etc.

Awareness program on SRH issues for adolescent girls and young women

Bandhu organized series of school sessions with the students in line with Sustainable Development Goal 3 where universal access to sexual and reproductive health-care services, information and education for all is the core mandate. The major objectives of the session were to create awareness on personal and menstrual hygiene including breast & cervical cancer including STI diseases, promote healthy life styles, building awareness on physical and psychological violence, role of parents to reduce health risk of adolescent girls etc. A total of 300 students attended the session over the years.

Bandhu at SRHR Knowledge Fair

Bandhu has participated in Share-Net Bangladesh’s 3rd SRHR Knowledge Fair as a part of network and collaboration. The theme of knowledge fair 2018 was ‘Power of Knowledge Sharing’. A significant number of national and international organizations participated in the fair and shared their extensive knowledge on SRHR gained through research, project interventions and lessons learned. Furthermore, issues around comprehensive sexuality education (CSE) for young people, SRHR for people with disabilities and gender-based violence were also discussed in interactive sessions and presentations.
Leadership training for Core and General members of Possibility

Building leadership qualities among the community members is crucial to strengthen their level of confidence, integrity and acceptance in society. In this regard, Possibility arranged leadership training for developing the capacity of core and general members of Possibility and HIM platform of Bandhu. This two day long residential training was held in Dhaka from 16th - 17th November 2018 under close supervision of the Project Coordinator and Program Development Officer. The major objectives of the training were to discussion around Philosophy of leadership, concept of leadership, characteristics and types of leadership, who will / can lead, team building and leadership, leading a team, exploring self-leadership qualities and scope of work, leadership behavior and attitude and leadership for Possibility members.

Awareness Program on SRH issues for adolescent girls and young women

One of the specific targets of the health-related Sustainable Development Goal (SDG-3) to achieve by 2030, the world should ensure universal access to sexual and reproductive health-care services, information and education for all with a special focus on young and adolescent group. To support this, the project of Possibility is being implemented by Bandhu to create awareness on young and adolescent girls regarding their health issues. In order to work towards the project's objectives, the group is working with the goals of creating a massive awareness among adolescent girls to make them aware on health and hygiene issues so that they can minimize health hazards and risks associated with it. In November 2018, Possibility has conducted a session with girl students in Excellent High Scholl and College, Tongi, Gazipur. Major objectives of the session were promoting the importance of personal and menstrual hygiene practices, encourage them to follow healthy life style, building awareness about breast & cervical cancer and STI diseases, raising awareness about physical and psychological violence, role of parents to reduce health risk of adolescent girls.
Training on Human Rights

Knowledge based empowerment of the gender diverse population through intensive training could be considered as a mechanism of protecting their rights. With a view to create an opportunity to learn about rights, human rights, international mechanisms (CEDAW, UPR) the training was arranged under the intervention of Possibility in April where 20 members took part. Major objectives of the training were:

- To give an insight on rights and human rights to the gender diverse participants,
- To aware about the existing international mechanism against gender-based violence i.e. CEDAW,
- To give a brief orientation on the Universal Periodic Review, its process and importance to the gender diverse population as a means of documenting cases of violence.

A number of valuable recommendations came from the participants at the end of the training, which include further training on SOGI issues, increasing the length of sessions, and arranging life skill-based trainings on personality traits and pattern of behaviors, anger and stress management, negative thinking and thoughts, cognitive behavior therapy etc. in future.

Training on SRHR and CSE for the Young People

One of the major interventions of 'Building Next Generation Movement Leaders and Organizations in South Asia for Young People's SRHR in Bangladesh-Phase II' project funded by ARROW was to train the young gender diverse youth leaders on SRHR and CSE. So that, they would be able to share their knowledge among their peers and thus a fruitful outcome will be achieved in near future.

On 27 and 28 July, Bandhu has arranged training on SRHR and CSE for ten young people in Dhaka. The young participants were selected from Bandhu’s HIM initiative which is a platform for young gender diverse male groups and from Possibility which is the platform for gender diverse girls & women groups. The major objectives of the training were to develop the knowledge level of gender diverse youth leaders on SRHR and CSE, to strengthen capacity of the participants on SRHR and CSE advocacy and communication and to produce an action plan with deliberate thinking and input by the participants.

The major subject matters of the training were basic sexuality concepts, sexual and reproductive health of adolescents, intersectionality, sexual abuse and impact analysis, sexuality and education, sexuality and employment and so on.
Youth Talk on SRHR and CSE

To know about the youths thinking and experiences regarding SRHR issues and giving them information on CSE and SRHR is equally important. To bridge the knowledge gap, Bandhu arranged sessions with youth participants called 'Youth Talk on SRHR and CSE' from ARROW funded project titled 'Building Next Generation Movement Leaders and Organizations in South Asia for Young People's SRHR Phase II'. The young participants were selected from Bandhu's two platforms for gender diverse young boys and young girls namely HIM and Possibility.

This discussion sessions aim to develop the knowledge level of gender diverse youth leaders on SRHR and CSE; Capacity strengthening of the participants on SRSH and CSE advocacy and communication; and to produce an action plan with deliberate thinking and input by the participants. Last 'Youth Talk' was held on 30th November 2018 in Dhaka. A number of thought-provoking recommendations came out of the participants including development of SRHR mobile app, working with 'Shishu Academy' and 'School Scout', photography competition, making of short films, building students' forum in schools and so on. However, a booklet on CSE is being developed in Bangla for adolescents which was vetted in the youth talk as well.

Yearly Meeting with members of Possibility groups

With an aim to meet annually and have discussion around the year-long interventions, Possibility arranged Yearly Meeting with general and core group members between 27th to 28th December 2018 in Dhaka with the support of FRI. Major agendas of the meeting were reviewing activities and planning of Possibility (FRI and Mama Cash) for 2019, assessing successes, loopholes, challenges and way forwards of Possibility's interventions over the last one-year period, following-up on interviewing survivors' and case documentation process and update of documentation, discussion on new innovative activities to be included in new proposals, and pre-discussion on development of Strategic Plan of Possibility. However, this year participation of core group members, general members and representatives from like-minded organizations made the meeting fruitful.

Since Possibility initiates trainings, workshops, advocacy meetings and also does networking and communication with stakeholders with a view to drawing the attention of broader society on the issues around human rights and health rights of gender diverse women, so it was equally important for Possibility to meet in yearly meeting where the results against the different programs/activities were emphasized through discussing and taking necessary decisions as well.
Consultation on SRHR and Gender Diversity with Govt. Health Professionals and NGOs at the remote locations of Bangladesh

Bandhu has been involved with UBR-2 supported by EKN since 2016 as Technical Partner and playing vital roles by ascending the issues around SRHR of gender diverse community at different geographical location including the hill tracks and Haour areas where UBR has been working. By developing as well as enhancing the capacity of alliance staff and relevant stakeholders in relation to their SRHR service and human rights, this effort has been kept significant level of contribution. Beside developing the capacity for the workforce of partners organizations, the year of 2018 given emphasize on local level advocacy by hosting series of consultation and meeting with the relevant stakeholders particularly the Govt. health professionals and NGOs representatives at the very remote locations on SRHR and gender diversity issue with an aim to serve the following purpose:

- To develop linkage and coordination among the local level GOs and NGOs to serve the young people including gender diverse population for their healthcare service through referral mechanism
- To orient the health professionals of the Govt. hospitals/healthcare institutes on Gender Diverse population that includes their SRHR service needs and Human Rights

A number of local level Govt. High officials i.e. UNO, Civil Surgeon, Deputy Civil Surgeon, UHFPO, DD-Family Planning, Doctors, Education Officers, NGOs representatives and other elites took part in the meetings/workshops. The meeting concluded with number of recommendations in terms of creating access to SRHR services for the gender diverse communities where human rights was a prior condition to establish.

Pilot training for Government Health Service Providers to improve HIV service delivery for Gender Diverse Population

To provide information and global updates on gender diverse community, a three days training was jointly organized by Bandhu and AIDS/STD Program (ASP) from 11-13 March 2018. A total of 25 Government Health Service Providers of Sylhet Medical College and Civil Surgeon office joined the training. Dr. Deboprodo Roy, Deputy Director Sylhet MAG Osmani Medical College Hospital was there as Chair of the event and Dr. Ehtesamul Hoq Chowdhury, President BMA and Ex ADG, DGHS graced the event as Chief Guest. This training enhanced the understanding of Doctors on SOGI population and program interventions with their roles, responsibilities and supports during implementation of programs in Bangladesh. At the end of the training, the doctors recommended to conduct such demanding training to all Medical College Hospitals and other Government Health Service Providers who are working at Upazilla Health Complex.
Regional Partnership

SRHR training and photo voice workshop by international fellows and Bandhu

Saksham is Bandhu's Tri-nation Partnership project with Humsafar Trust (HST) - India and Blue Diamond Society (BDS) - Nepal. The project is NOREC (FK Norway) supported which fosters and develops capacity of youth gender diverse community members through skill exchange. In 2018 two international fellows from BDS and HST worked at Bandhu. As a part of exchanging the skills, they organized capacity building trainings on SRHR and Human rights issues among young community people in Chattogram and Mymensingh. Alongside the said training the photo voice methodology was merged since this methodology has been frequently used to explore community health and social issues and becoming famous among people as well.

The aim of this training was to enhance the knowledge of young sexual and gender diverse people on Sex, gender and sexuality issues as well as their human rights. A total 38 young gender diverse people received the training and among them ten participants were engaged in photo voice workshop for developing skills on photo shoot on different topics like education, harassment, poverty, myth, mental stress etc. of gender diverse people. After the photo voice workshops, ten participants took photos & documents stories. Subsequently Bandhu published a photo novella capturing photos and stories of the participants.
ABOUT THE COURSE
Possibility is a platform of Bandhu for gender diverse women in Bangladesh. This platform initiates trainings, workshops, advocacy meetings and also does networking and communication with stakeholders with a view to drawing the attention of broader society on the issues around human rights and health rights of gender diverse women. With the support of Mama Cash, Possibility arranged a training course on gender, sexuality and mental health issues. A group of experienced resource persons from home and abroad conducted the training.

MAJOR CONTENTS OF THE TRAINING
- Disciplining Gender-Sexuality
- Gender-Sexuality and Body
- Femininity and Masculinities
- Gender-Sexuality and Disability
- Gender-Sexuality and Mind
- Gender-Sexuality and Violence
- Gender and Media
- Gender-Sexuality and Intersectionality
- Gender-Sexuality and Religion/Culture
- Gender-Sexuality and Laws
- Sexuality Rights Movement/Advocacy
- Prostitution, Pornography and BDSM

Gender Academy is an initiative of Bandhu to disseminate its experience and expertise of more than two decades on gender inclusive interventions with a view to increasing engagement of all genders irrespective of sexual orientations and all other biological and social identities in development activities and initiatives. Participants from different development organizations includes BRAC Institute of Educational Development (BIED), BRAC University, Plan International, BLAST, RHSTEP participated in the academy.
Despite constitutional guarantee and safeguards on equality and equal protection of law irrespective of religion, race, cast, sex or place of birth, the gender diverse communities are living in fear and faces indignity, discrimination, humiliation, deprivation at every stage in their lives. Considering all these drawbacks, Bandhu pioneered to respect and protects the rights of the sexual and gender diverse populations with a vow of ensuring dignity and social justice for this community.

Bandhu developed Supplementary Reading Materials for class VI with the support of National Curriculum and Textbook Board (NCTB)

Bandhu started advocacy with NCTB since 2016 with the mission to include TG and Hijra issue in the national curriculum. The national curriculum periodically review in every five years and next review will be done in 2019. Therefore, NCTB suggested to develop supplementary reading material for class VI and Teachers Training Material that will help to orient teachers before teaching the issue in classrooms. Considering the importance, Bandhu decided to develop supplementary reading materials for class VI with the support of NCTB.

To select the appropriate contents of the reading material, an intensive research was conducted involving students, teachers and parents of different schools located in Dhaka and urban Dhaka. However, the material was developed and submitted to NCTB for their approval in February 2018 and finally Bandhu got the official approval from NCTB through an informal occasion on 27 September, 2018.

The meeting was ornamented with the presence of Professor Narayan Chandra Shaha, Chairman of NCTB, Mirza Tarik Hikmat, Member-Finance of NCTB, Dr. Mia Enamul Hoq Siddiki, Member-Text of NCTB Professor, Md. Nizmul Karim, Secretary of NCTB.

In the welcome remarks, Shale Ahmed, Executive Director, Bandhu expressed his sincere gratitude to NCTB for this moment. He strongly believed that this supplementary reading material will help the children to create positive awareness amongst students. Professor Narayan Chandra Shaha, Chairman, NCTB expressed his sincere thanks and gratitude to Bandhu for this noble initiative. He added that, this material may help children to reduce stigma and discrimination towards this community. Md. Nizmul Karim, Secretary, NCTB, said 'this is really a great achievement that NCTB takes initiative to approve Supplementary Reading material and we believe this issue will be addressed in National Curriculum.'
Consultation on Inclusion of Third Gender in National Census

Bandhu Social Welfare Society is consistently working for advocating the rights of third gender community in Bangladesh with different key stakeholders. As a part of its policy advocacy initiatives, Bandhu Social and National Human Rights Commission (NHRC) jointly organized a consultation titled “Count Me In: Inclusion of Third Gender in National Census”. A total of 70 participants including representatives of NHRC, law enforcement agencies, journalists, professors of public & private universities, community members, research institutes, lawyer fellows, GO and NGO personnel.

The meeting was ornamented with the presence of Kazi Reazul Hoque, Hon’ble Chairman, NHRC, Bangladesh as Chief Guest, Dr. Krishna Gayen, Director General, Bureau of Statistics Department, Bangladesh, Habibur Rahman, BPM(BAR) PPM, Deputy Inspector General of Police (DIG), Bangladesh Police and Gokul Krishna Ghosh, Director, NGO affairs Bureau as Special Guest, Slavica Radosevic, Political Processes Team Lead, DRG Office, USAID Bangladesh, Kevin Goh, First Secretary, Australian High Commission, Dhaka attended the meeting as guest.

Mirza Tarik Hikmat, Member-Finance, NCTB and Professor Dr. Ratan Siddiki, Member, Text, NCTB, expressed their experience of development of SRM and said that, it was long journey with Bandhu to complete this process. There was a discussion about the process of SRM publication and piloting in sub urban schools of Dhaka City. Bandhu will print all material before December 2018 and handover those to selected few schools for one-year piloting (2019). Based on the recommendation of Piloting, NCTB will take further steps.
of honor. Anisul Islam Hero, Chairperson, Bandhu presided the meeting as Chair. Mr. Robaet Ferdous, Professor, Department of Mass Communication and Journalism, University of Dhaka presented the key note of this consultation.

**The major recommendations were:**

- Bangladesh Bureau of Statics can conduct a survey for Hijra before national household census in 2021
- Bangladesh NGO Affairs Bureau is more committed to give immediate approval towards third gender related fund
- A research can be conducted on transgender terminology in line with Health and Family Welfare Ministry
- DG, BBS assigned Md. Alamgir Hossain, Deputy Director, Bangladesh Bureau of Statistics for coordination with Bandhu and NHRC for further work on third gender issues
- BBS will develop a special questionnaire for third gender community along with main question paper under National Census. An orientation session will be organized for data collectors based on the special question paper and checklist for third gender community.
- Chairman, NHRC assigned Mr. Robaet Ferdous, Professor, Department of Mass Communication and Journalism, University of Dhaka to develop a concept note and checklist on third gender issues for national census
- National Human Rights Commission will work with Bandhu to file writ petition on third gender issue.

**Introducing of Third Gender Box in the national election commission form**

In Bangladesh, the Hijra community was entitled to cast their vote either as Male or Female but not eligible to tick as Hijra or Other identity. The EC attempted to add the proposed Hijra option to the 2014 voter registration forms but was unable to do so because there was no amendment of the Voter List Act and the Voter List Regulations. The issue raised during a meeting on amending the regulations at the EC Secretariat on Dec 27, 2017. Finally, the commission decided that voters can register their names as Hijra as the government already officially recognized them as Hijras in 2013 through a gazette. However, the Election Commission (EC) added 'Hijra' as 'gender identity' by amending the Voter List Act 2009 and the Voter List Regulations 2012. Now the voters will be able to tick any gender identity alongside the 'male' and 'female' options.

**Divisional consultation meeting with multi-level stakeholder**

Bandhu Social Welfare Society (Bandhu) organized a consultation meeting to introduce CBO activities with local multi-level influential stakeholders and to create network accessing stigma free support at respective area. In 2018, Bandhu organized two divisional level consultation meetings at DC Office, Sylhet and Rajshahi. A total of 97 eminent guests representing DC office, Department of Social Service, NGOs, INGOs, Journalists, CBOs,
Educational Institutes, Media house, Lawyers, Doctors, Law Enforcement Agencies (LEA), and Students of public and private universities attended. In the consultation, various issues and challenges were discussed and few recommendations have been made to elevate their standard of life.

The major recommendations of the consultation were:

- Department of Social Service may take initiatives to protect the hijra children from any vulnerability.
- Public and Private Physicians are committed to provide free health services to the Hijra community.
- Consider residential school for hijras in Rajshahi. Hijra population should work in coordination with the administration for establishing such residential school, which will be a great initiative if implemented.
- Organize regular consultation with the network of Hijra Guru that might help to stop public nuisance and collect money forcefully from the general people.
- After receiving training, the monitoring of social welfare service needs to be strengthened.

Coordination Meeting with Hijra Gurus of Bangladesh

Bandhu arranged a National Hijra Guru Consultation at Conference room, CIRDAP, Dhaka where Director General of NGO Bureau K M Abdus Salam attended as Chief Guest. A total of 100 hijra guru participated in the consultation. The main purpose of this consultation meeting was to bring together the government, NGOs and CBOs partner of Bandhu so that aligning policies, difficulties and challenges can be reviewed. Different session on different topics i.e. Livelihood & Social Response, Health Services & Challenges, Law & Social Justice, Social Entitlement were discussed and specific recommendations were noted from the hijra guru.

- NGO bureau is requested to issue a letter to different NGOs to recruit at least one Hijra to their office. In Bangladesh there are thousands of NGOs who are registered under NGO bureau and NGO Bureau may take leadership to create employment opportunity for skilled hijra community thus might help to engage minimum 5,000 hijras.
- Livelihood options need to be expanded assessing the need of the community.
- Hijra can seek any kind of legal support from National Human Rights Commission as NHRC already created a committee for minority since 2011.
- Community Forum of Bangladesh is already formed consisting all Most At Risk Population (MARP) and any hijra take part its core committee following the rules of the forum.
Consultation with the department of Social Welfare Services under the Ministry of Social Welfare

Bandhu Social Welfare Society organized an advocacy meeting in collaboration with Department of Social Service (DSS) to analyze the immediate and long-term initiatives of social welfare services and overcoming strategies of ongoing challenges and social barriers. A total of 40 participants including Policy Makers, Civil Society Organizations and community people attended the consultation. Department of Social Service under the Ministry of Social Welfare already launched a project on marginal population where elderly hijra allowance, education stipend for child & young hijra and vocational trainings are designed for their better livelihood options. The role of DSS is to mainstreaming hijra through ensuring equal rights of hijra population. Director General of Department of Social Service also sent letters to the DC of every districts for allocating two acres of land for their livelihood and sustainability.

The key recommendations:

- Department of Social Service may take initiative to develop documentary as a part of awareness tools for changing the mind set of mainstream people towards hijra.
- Need to stop the traditional medical checkup for identifying hijra during any training or job placement as hijra can't be identified through physical examination only. To understand 'Hijra' terminology, the definition of hijra need to be clarified properly. Besides, medical test of hijra, psychological test is essential for hijra identity.
- The total number of Hijra should be reconfigured as the reference of social welfare service and national size estimation varies! Currently there is no national census on hijra population, so it is essential to arrange policy advocacy for Hijra Census involving all relevant stakeholders.
- Social Welfare Services should arrange consultations with different reputable boutique shops for creating job opportunities of Hijra along with ongoing initiatives. So that they can get job easily after completion of training under Social Welfare Services.
- Social Welfare may take lead to link Hijra Livelihood program with Migrant Skills program under relevant ministry. This linkage may help the hijra to utilize their skills in proper way.

Access to Justice: Involvement of NLASO and DLAC in Bandhu's program

Creating network with different organizations is one of the significant activities of Bandhu and building good rapport with National Legal Aid Service Organization (NLASO) was one of them! NLASO is a statutory body working under Ministry of Law, Justice & Parliamentary Affairs to adopt policies and principles for ensuring availability of legal services. To orient the SOGI issues and to develop effective strategies for ensuring legal support to the community victims at local level, Bandhu arranged daylong orientation with 26 district judges who were from different districts.
Recommendations of the meeting:

- NLASO will ensure the membership of Hijra community in District Legal Aid Committee (DLAC) based on the prayer of Bandhu.
- Bandhu should continue such type of consultation as this opportunity creates more about the interventions of Bandhu.
- Community voice is essential in any policy advocacy meeting and NLASO and district judges are more aware about the needs and concern of community. This meeting also helped them to understand the pattern of harassment and violence against the community at local level and what would be the best way to ensure support to the victims.
- Community participants were suggested to claim inheritance property rights as per country policy and no can deprive accessing that rights. DLAC is committed to ensure all kind of support if any victims seek support from DLAC.

Meeting with Law Enforcement Agencies

The sensitization meeting with law Enforcement Agency was jointly organized by Bandhu and Traffic & Driving School division of Bangladesh Police with the objective to create access of gender diverse population in different police stations when the need to lodge complaints and seek other supports to them.

With the financial support of Human Rights Program (HRP) of United Nations Development Program (UNDP), the event was participated by 75 (seventy-five) police officials of different ranks. This meeting helped to enhance capacity of law enforcement agencies and raising awareness on rights of gender diverse communities (Third gender population) as human being.

Key recommendations:

- Need to arrange more awareness building event at all levels for appropriate information and better understanding.
- Bandhu can arrange this program in all divisions in collaboration with LEA
- Members of Law Enforcement Agencies have to deal their issues on humanitarian grounds unless their activities are against country laws!
- Regarding dealings with community rights violation issues, Bandhu can use central police complain number otherwise community members can use local Thana/Police Station numbers for seeking legal support.
Formations of documentation of HR violation is very important and HR-based NGOs/CBOs work together for the documentation and share with police departments for next course of actions.

Formation of Local Change Agents at divisional cities

Bandhu organized 5 roundtable discussions with Local Change Agents in Barishal, Khulna, Rajshahi, Rangpur and Mymensingh under Right Here Right Now (RHRN) Bangladesh platform. These discussions-initiated dialogues among key actors and stakeholders on 3rd gender and hijra issues and challenges faced by the communities across the country, also created a network opportunity among RHRN platform and Change Agents, strengthened linkages between the RHRN platform and its partners.

Daylong sensitization workshop and divisional consultations with media

Bandhu organized a daylong media sensitization workshop with journalists on 11 May 2018 at the Chuti Resort, Gazipur. A total of 16 journalists attended the workshop and oriented on issues around Gender Diverse Population and SRHR. The aim of the workshop is to orient journalists and motivate to write more positive articles on Gender Diverse Population highlighting real struggles of their daily life. They also tried to clarify the misconceptions on SRHR related issues ensuring fundamental and other human rights of individuals.

Meeting with divisional faith leaders on 3rd gender/Hijra issues

Bandhu organized a consultation meeting with faith leaders on 17 December 2018 where a total of 20 leaders from all religions attended from all divisional cities. Participants received an orientation about RHRN Bangladesh Platform and its activities and sensitized on the rights of gender diverse communities, their challenges and discrimination in accessing basic services. In the meeting, they also discussed about the concept of hijra, inheritance law, religious views regarding hijra etc.

Bandhu also organized 5 sensitization meetings with divisional journalists in Barishal, Khulna, Rajshahi, Rangpur and Mymensingh.

Sensitization meeting with the Lawyers

Partnership and different types of advocacy events are a continuous process of the program of Bandhu. Bandhu works with the legal service provider's organizations and also with the individual for creating a synergy between the health service and the human rights issues of the Hijra and gender diverse population. The FR-GF Project of Bandhu organized sensitization and a briefing meeting with the lawyers in related to the Global Fund Project and the beneficiaries. The meeting conducted in June 28, 2018, lawyers along with transgender (hijra) colleagues participated in the meeting.
Mass Awareness Interventions

CASE STUDY

Perception Change: A story of Boshir Ahmed, Station Manager, Community Radio Chilmari

"Mithu, is a member of third gender community, living in Minabazar of Ulipur Upazilla at Kurigram District. She usually depends on others for her living. That day, she was waiting at Minabazar for a transport to reach Ulipur. At that time a friend of mine come to me asking whether I can drop Mithu to Ulipur and I happily agreed to do so. Mithu was very pleased with such favor. Many people were giving astonished look, considering my favor for a third gender person.

'As a member of the society, I have a hatred tendency to accept transgender people. I hate them, and avoid them. I thought that I would be a sinner if I touch them, they are unclean, shameful and untouchable- said Bashir Ahmed, Station Manager, Radio Chilmari, Kurigram.

The perception of Mr. Bashir didn't remove in a day. According to him- 'With the financial and technical support of Bandhu Social Welfare and BNNRC, Radio Chilmari has been broadcasting radio programs and Public Service Announcements (PSA) for the rights and social acceptance of Transgender Communities since last year respectively. As member of the program production team, I have had opportunity to talk to Transgender people, knew their problems, and understood why they took make up and beg money from others. It is true that we have sympathy to the beggars or but not for the transgender community people. I believe that the media, specially the community radio can lay a vital role for build awareness of the community about the right and social acceptance of the transgender people. Thus they will not separate from their families. They will have a nice social life.

Ain Alap (Talk) Helpline

Bandhu established "Ain Alap" help line in 2013 to provide inclusive support regarding human rights violation issues of the gender diverse community in Bangladesh. Since its inception, Bandhu is providing services in terms of legal information, case referral related to discrimination, violence, harassment, property issues etc. In 2018, a total of 407 phone calls were received by Ain-Alap, among them 223 phone calls came through Watchdog Committee member from all over the country.
Radio messages for mass awareness

Bandhu disseminated related information through community radios as Public Service Announcement (PSA) to draw the attention of different clusters of people and sensitize them on giving social spaces to the gender diverse population for education, health services, property and human rights. As per broadcasting report the PSAs reached out approximately 81,58,000 listeners.

Various Day Observation

In 2018, Bandhu observed different days including Transgender Day, World AIDS Day, World Human Rights Day and Mental Health Day. The broader objective of the day observations was to create mass awareness towards community.

The Transgender Day, also known as the International Transgender Day of Remembrance was observed in November 20, 2018. The specific objectives of the event were to create awareness and remember those Hijra and Transgender population who gave up their noteworthy contribution for the community as well as society.

Bandhu designed the programs differently and decentralized the activity in 7 divisional cities including Chattogram, Sylhet, Rajshahi, Barishal, Rongpur, Khulna, Mymensingh and demonstrated a rally in collaboration with local partners. More than 500 participants including some government officials, journalist, lawyers, students, police, and community representative took part in the event.

Bandhu Social Welfare Society celebrated World Human Rights Day on 10 December, 2018 through various activities i.e workshop, seminar, rally etc. The major objectives of the day were to create social awareness towards World Human Rights Day ensuring human rights of our Beneficiaries. A total of 162 participants attended the rally in different cities along with workshop.

World Mental Health Day was observed highlighting the tagline 'Young People and Mental Health in a Changing World' on 9-10 October, 2018. Bandhu also participated the Mental Health Fair, organized by Clinical Psychology department, University of Dhaka. Bandhu set up a booth.
Besides, Ain Alap unit regularly received written complaints on violation of TG rights and resolved most of the cases through mediation, case investigation and referral mechanism.

A total of 67 human rights violation case received from all over the country. The cases were related to discrimination, violence, harassment, property issues etc. As a part of alternative dispute resolution, Bandhu also referred 10 cases to panel lawyers and NHRC for appropriate solutions.

Bandhu celebrated World AIDS Day 2018 both nationally and locally where approximate 450 people from Bandhu participated in national program and approximate 2,550 people participated in local level World AIDS Day celebration.

The national level program was led by National AIDS/ STI Program (ASP), Ministry of Health and Family Welfare where Mr. Mohammad Nasim- MP, Honorable Minister, Ministry of Health and Family Welfare, The Peoples Republic of Bangladesh attend as chief guest.

Details of phone calls are given below (January-December, 2018)
Participate in District Legal Aid Committees (DLACs)

To ensure effective legal services and easy access to government Legal Aid Services of the Gender Diverse community, Bandhu with the approval of NLASO (Legal Aid Services Organization) has become the observer member of 64 legal Aid offices all over the country.
Bandhu's Partnership with BLAST

Strong, viable and resilient partnership with numerous national and international organizations enables Bandhu to function more widely and adroitly. Bandhu's partnership with Bangladesh Legal Aid and Services Trust (BLAST) could be traced back in different initiatives since Bandhu’s inception in 1996 as both the organizations' mission and vision are to voice out for marginalized and disadvantaged part of the society. Apart from RHRN partnership, Bandhu has partnered with BLAST in project titled 'Legal Empowerment and Gender Diversity' with the financial support of The Global Equality Fund.

Bandhu is extending full support to BLAST in four districts i.e. Dhaka, Chattogram, Khulna and Sylhet through community led CBOs that Bandhu supports. One of the project staff of BLAST who is from Hijra community stationed at Bandhu Head Office and works under close supervision of a senior staff of Bandhu. This way both the organizations and staffs and beneficiaries are reciprocally benefitted.

Capacity building training for Panel Lawyers of Bandhu

Bandhu Social Welfare Society formed a platform titled "Bandhu Lawyers Panel" where a total of 203 lawyers are enlisted from various districts in Bangladesh. The major purpose of this platform was to enhance and ensure door step legal support to the victims. This is volunteer services by the lawyers but Bandhu ensured all kind of costs related to the cases. To enhance the knowledge on particular issues, Bandhu also arranged regular trainings for the lawyers. In 2018, Bandhu organized two trainings where over 40 lawyers presented. The core objective of this training was to enhance knowledge among lawyers about national and international laws related Gender Diverse population and provided a brief introduction about the pattern of case in line with Ain-Alap/legal support.
Watchdog Committee: Community Human Rights Defenders at Divisional Level

Considering the increasing frequency and magnitude of the rights violation and vulnerability of gender diverse population, Bandhu, as a part of its commitment has initiated an organized collaborative effort to stand alongside with the community. With its proactive workforce and collective support from different stakeholders Bandhu has formed Watchdog Committee (WDC). Watchdog members, known as local right defenders in divisional level have been formed for capacity building and the well-being of community people. Till date we have 48 watchdog members in 32 districts of the country.

The committee members collect information on violence, harassment and other rights violation incidents in their respective division. Afterwards, considering each complaint's credibility they refer those to Bandhu Legal corner, Ain Alap (Legal talk) in a written format so that necessary initiatives can be taken accordingly. Apart from referring complaints, in many instances these watchdog members play significant role in investigating cases and mitigating those via mediation (locally known as shalish). Bandhu envisions that the following outcomes will be attained through this committee:

- Mass awareness and better understanding among the community members about rights, laws and rights violations
- Uphold legal services as rights and raise voices (by the community) against every violation
- Compiled report on rights violation and ensuring documentation and dissemination
- Ensuring Immediate response at the Grassroot level in terms of any Human Rights Violation issues.

In 2018, Bandhu has received 67 written complaints referred by the watchdog members. Among all these complaints, 10 of them were from Sylhet. Again, amidst these 10 complaints 6 were resolved via mediation. In this regard, Md. Kawsar and Sukta Hijra, watchdog members of Sylhet played enormous role which is indeed praiseworthy. Bandhu, wholeheartedly recognizes their contribution.

Watchdog committee is working towards ensuring justice to each and every rights violation against the gender diverse population. Measuring the outcome, necessity and performance it can be envisioned that this committee will contribute at a grand scale to eradicate rights violation incidents of this community in the near future.
ALLIANCES FOR SOLIDARITY

In order to make a vibe in the civil society on mainstreaming gender diverse communities, Bandhu initiated for 'Humanitarian Award' in 2018 to different personalities who contributed to development of community members.

The awards were given through a grand ceremony where the Chairman of National Human Rights Commission (NHRC), representatives of Embassy of Sweden in Bangladesh, USAID, Save the Children-Nepal, journalists from different print and electronic media, community members, NGOs and INGOs, lawyers, Doctors, Law Enforcement Agencies, academicians attended.

Another objective of the event was to develop a strong network with different stakeholders in Bangladesh who will advocate for creating social spaces and tolerant environment for the gender diverse population.
HONORABLE Awardees

Who have contributed unconditionally for the development of gender diverse community in Bangladesh...

- Civil Society
- Selina Hossain
  Writer

- Law Enforcement Agency
- Habibur Rahman,
  BPM (BAR), PPM
  Additional DIG, Bangladesh Police

- Hijra Community
  Arifa Yesmin Mouyari
  President,
  Sirh Somaj Kallyan
  Shongsha, Jamalpur

- Entrepreneurship Development
- Mirza Azam MP
  State Minister of Textile & Jute, Government of Republic of Bangladesh

- Media and Communication
- Dhaka Tribune
  Online Newspaper

- Celebrity
- Sadia Islam Mou
  Model, Dance Choreographer, and Television actress

- Health Service
- Dr. Sharful Islam Khan (Bobby)
  Scientist and Director,
  Program for HIV, IDDD, icddr,b

- Social Justice
- Barrister Sara Hossain
  Honorary Executive Director, BLAST

- Education
- University of Liberal Art Bangladesh (ULAB)
  Private University
DEVELOPMENT PILLAR - 3
Access to social entitlements and social protection

To achieve the results under this pillar, Bandhu has focused on increasing access of gender diverse population to the existing government entitlements and social security provisions as per existing policies of the government. Along with this effort, Bandhu strives to increase employability of targeted population through networking with business conglomerates, financial institutions and development agencies.

KEY RESULTS

01. 45 Hijra have received employment in different business enterprises and Non Govt. organizations.

02. As a result of collaboration with Social Welfare department to improve livelihood for hijras, a total of 2340 received elderly allowance, 1330 received educational stipend, 1650 received livelihood training with financial support as cash from the Social Welfare Department of Ministry of Social Welfare.

03. Under equality fellowships, selected community members were empowered and given provisions to work on exploring and initiating business enterprises which ensured dignified living for hijra community addressing their community responsibility, empowerment and social entitlements.

04. A referral directory was developed and disseminated to support community knowledge enhancement and guide where to seek and access human rights, legal aid services and social protection at the local level.

In 2018, altogether 45 Hijra have received employment in different business enterprises and Non-Govt. Organizations with their own identity. Bandhu has conducted series of consultation, orientation and sensitization meeting with social welfare department (SWD), NGO bureau, Industrialist, garment owners, small entrepreneurship, local leaders for increasing the community employment opportunity. Gradually our gender diverse community have received so many positive notions from the private sector also. Here are some positive experiences given bellow:
Employment of Gender Diverse community at denim EXPERT LTD.

Dilruba Akther and Shima Akther started their jobs as Transgender Women in Denim Expert Ltd. located in EPZ Chottogram since September 2018. This is an outcome of effective advocacy of the organization with Denim Expert Ltd. USAID as one of the key development partners of Bandhu facilitated the process.

Denim Expert Ltd. also believes passionately in equality for all in the workplace. Therefore, Denim Expert Ltd. welcomed representatives of Bandhu to their company with the objective to establish the integration of transgender and hijra people into their workplace through a staff orientation where a total of 150 staff members both male and female of Denim participated.

The core objective of that orientation program was to give an overview on the TG community and to create a congenial space and conducive environment for 3rd gender community at their office premises. That session created an opportunity to discuss and interact with Bandhu team and the representatives of the transgender community. After a fruitful discussion between Denim Expert Ltd and Bandhu Social Welfare Society (Bandhu), a MOU was signed for the employment opportunity of TG women in Denim Expert Ltd.

Dilruba Akther has started her role as a Junior Supervisor in the housekeeping team and is responsible for overall housekeeping of the production floor under the guidance of her supervisor. She said, "after joining the company, I feel more accepted by society. All of the employees of the company treat me with respect and help me unconditionally in my work. Before I joined Denim Expert Ltd. I was not well accepted in my family and they did not even used to communicate with me but now we have regular contacts...a true satisfaction that I never had before...."

Shima Akther has started in her position as a Junior Safety Assistant. She is working on the factory production floor and responsible for the safety measures of the production floor. She closely works with the safety committee of Denim Expert Ltd. She said "I feel proud now as I am an employee of a renowned garment industry. I have gained respect from the people. I am trying my level best to do my job successfully and I am very much grateful to Denim Expert Limited and Bandhu Social Welfare Society for this opportunity"
Employment of Transwomen and Transman at National Human Rights Commission

The hijra subculture in Bangladesh remains one of the most marginalized and violated minority groups in Bangladesh. Bangladesh government gave recognition to Hijras in 2013.

Hijra community have long been excluded from accessing social institutions and social services, such as schooling, housing, basic health care services and employability. In addition to the social discrimination, members of the hijra community also face domination, discrimination, violence and abuse.

Despite all these challenges some of hijra frontrunner make their own pathway and get back their rights through using their skills and capacity. For example, Chaiti hijra started her service life with Bandhu at Rajbari field office as peer educator. She was only 18 then. During that period, she continued her study with the full support from Bandhu. She initially gained and increased her skills and knowledge through training, workshop and working experiences. She was the active member of "Shopno-Rajbari" CBO and now became the president of this CBO. After a long struggle she received an interview call from NHRC through Bandhu and after her successful interview, she got the offer letter as Front-Desk Executive on 30th June’2018.

Chaiti has proved that if with academic competency, focused perseverance and social space, a person irrespective of gender, ethnicity, religion, cast can achieve societal position and honor.

Livelihood Support

Bandhu has arranged resources mobilization and community sustainability training for the gender diverse community by his own managements. 33 CBO participants are actively involved with this process. Along with this, by the support and collaboration with social welfare department to improve livelihood for hijras, a total number of 2340 received elderly allowance, 1330 received educational stipend, 1650 received livelihood training with financial support as cash from the Social Welfare Department of Ministry of Social Welfare. Given one comments from the training participants who gained highest score during the post evaluation test.

"After taking part in the resources mobilization and community sustainability training my way of thinking and the way I worked before changed. Now, I automatically use a set of tools in my mind. I explore the social support and possible way to survive with dignity. I feel that I gained a strong and clear position in regards to social inclusion with dignity."
Equality Fellowship

For the purpose of "Empower and enhance capacity of gender diverse population through collective action and participation" we have planned to introduce equality fellowship for the community and community friendly activists. The fellowship to community member has been offered across the country. Bandhu assessed and evaluated 14 applications and selected 5 fellowships through a process to work on respective target in 2018. Under these fellowships, selected community members were empowered and given provisions to work on exploring and initiating business enterprises which ensured dignified living for hijra community addressing their community responsibility, empowerment and social entitlements.

Referral Directory on legal support provisions

A referral directory was developed and disseminated to support community knowledge enhancement and to guide where to seek and access human rights, legal aid services and social protection at the local level.

Before that Bandhu has arranged a consultation panel with National Legal Aid Service Officers (NLASO) for ensuring / assurance lawful support to Hijra community. It was held on 14th July 2018 where a number of 20 participants from NLASO, Ministry of Law, NHRC and the community participated. As an immediate output of that consultation National Legal Aid Service Officers has given their commitment to provide their country wise legal service information for the development of referral directory for the gender diverse population. so that they can reach support center in finger steps.

TOT on Life Skill Development

HIV and AIDS prevention programs need balanced knowledge, attitudes and skills related to HIV transmission have proven more effective in actually changing behavior than those that have focused on information alone. Skills-based programs have proven more effective increasing safe sex behavior among key population (e.g., increasing safer sex behavior, reducing number of sexual partners). Bandhu always value the staff
development and capacity building initiatives. Global Fund Project organized 2 days like sills training (TOT) in February 2018, where 11 Managers/Sub In-charges from different DIC & Sub-DICs were attended.

The key objectives of the training were to enhance and capacitated the Master training and through them other staffs and beneficiaries also taught on Life skills. Problem solving, critical thinking, effective communication skills, decision making, creative thinking, interpersonal relationship skills, self-awareness building skills, empathy and coping with emotions and stress. All these basic components of life skills were discussed through different groups works, games etc. It is an important training for the staffs and beneficiaries.

Program Management and M&E Training

Bandhu organized two days long Project Management & Monitoring training where 22 DIC Managers and Sub DIC In-Charge were participated from the field offices. The main objective of this training is to increase the capacity and the professional skills among the staffs in relation to program management, implementation, monitoring, and government coordination. The training was facilitated by Team Leader of the project Akhtar Jahan Shilpy and other project staffs, colleagues and experts from icddr,b. Mr. Shale Ahmed, Executive Director, Bandhu attended the closing session of this training where he emphasized different capacity building initiatives for the staffs for achieving organizational strategic goals and objectives.
Experience Sharing Workshop with Field level staffs

Field offices of Bandhu implementing the HIV service intervention for Hijra and gender diverse population. Bandhu organized experience sharing meeting with field level staffs to share performance of each center, visit findings, knowledge sharing among PMO and field level staffs and provide feedback to improve quality program activities. This type of meeting organized in a regular interval. Representatives of PR also attended this meeting. The main goal of the workshop was identifying the loopholes and find out the strategies to way forward for implementing the project activities effectively.

Boutique booth third gender community in International Trade Fair

Siri, a Community Based Organization (CBO) and handicraft producing center participated in Dhaka International Trade Fair 2018. Siri is located in Jamalpur and Bandhu is ensuring all kind technical supports to the CBO for its sustainability and good governance.

As a part of it, Bandhu provided them with the training on Resource Mobilization and Sustainability so that they can start their own business within their capacity.

Currently there are around 60 gender diverse members in Siri Shomaj Kollayan Songstha belonging to third-gender community. Among the members, a total of 40 members invested their small savings and engaged themselves with Siri handicrafts business. They also received training from social welfare services on block-boutique, handicrafts and tailoring.

With Bandhu's technical assistance, Siri is now part of SME Foundation and under the banner of the Foundation, it participated in Dhaka International Trade Fair 2018 with a stall to display and sell female costumes, nakshi kantha, bed cover, cushion cover, and Jainamaj produced by the community. The organization has an office and sales center at Govindbari area under Jamalpur district.
Important Trainings Organized by Bandhu in 2018

In 2018, Bandhu hosted number of important trainings for CSOs, CBOs, Governmental officials, health service providers and community members on different need-based topics which included individual and organizational capacity enhancement, safety security and Human Rights issues. Some of the salient trainings were:

- CBO sustainability and alternative livelihood through resource mobilization and governmental schemes for the gender diverse and Hijra community people.
- Addressing stigma in health care provisions to improve HIV service delivery for MSM, Hijra and TG people.
- Mental wellbeing and SRHR issues for Counselors of Global Fund country program.
- 'Treatment as Prevention' for MSM and TG people who living with HIV.
- Human Rights and case documentation process for the gender diverse population.
- Human rights and national and international laws related to SOGI population for District Level Lawyers Group (DLLG).
- Safety and Security training for the protection of human rights activists in Bangladesh.
- Sexual and Reproductive Health Rights for Community.
- Art therapy to reduce mental stress and discomfort related to sex, sexuality and gender of MSM and Hijra.
- TOT to service providers on "new HIV diagnosis workshop" base on the guideline of The HIV Foundation Asia and APM Global Health, Thailand.
- UPR for community representatives at local level.
- Dance Movement Therapy (DMT).
- Leadership training for potential and dedicated enrolled members to develop future leaders.
- Security training for activists of the organizations working for gender diversified population.
- Action- based learning/orientation on SRHR and Gender diversity for the youth organizer at upazila level.
- Paralegal for the front-line community members.
PUBLICATIONS IN 2018

[Images of various publications, including pamphlets and posters with text in English and Bengali.]
Knowledge Management

As a part of Knowledge management, Bandhu documents the lessons learned, what worked better, what did not and also keeps records of promising practices so as to design future program interventions.

Young leadership development for action research

Bandhu has associated itself as a partner in Tri-country (India, Sri Lanka and Bangladesh) Action Research initiatives 'YIELD' (South Asian Youth for Inclusive Development: Empowering Individuals; Strengthening Communities) in 2018. The project engages youth and adolescents aged between 15-29 from marginalized religious and caste minority communities in India and gender diverse communities in Bangladesh, and empowers them to become the 'Changemakers' of their communities.

Conduct Research on Social Behavioral Change Communication

Over the past couple of years Bandhu has developed a number of IEC materials for project beneficiaries. These days it becomes very important to assess the effectiveness of the IEC/BCC materials and adopt corrective measures for reaching the organization goal. Bandhu commissioned a study to assess the effectiveness of current Social Behavior Change Communication (SBCC)/Information Education and Communication (IEC) materials and to identify future needs. The assessment was conducted using a methodology combining both qualitative and quantitative methods and collected data through Focus Group Discussion (FGD) with beneficiary groups, Structured Interview (SI) with field staff, and Key Informant Interview (KII) with stakeholders. There were very important recommendations came out in this research, which organization can be used for further development of materials.

Need Assessment to create a template on Mental Health Issues

Mental Health issue is one of the concerning issues of Gender Diverse Population. Since last couple of years, Bandhu has been providing psycho social counselling to Gender Diverse Population through two counseling centers in Dhaka. But considering the need of the beneficiaries, Bandhu planned to extend this service by including family members of the beneficiaries in the Psycho-social counselling sessions to make it more effective and make a favorable living environment for the transgender community in their family.

Following that under Rights for Gender Diverse Population (RGDP) project, Bandhu conducted an assessment through a consultant in September, 2018 in Dhaka and Mymensingh where target population was 3000 and sample size 341 (Used by the sample size formula). Secondary Data collection size was 114 Parents/Guardian (One third of the community sample size).

The major objectives of this need assessment are to assess mental health condition of gender diverse population and also involve their family in this process. This assessment will also help to craft a data base of the mental health status of gender diverse people as well as their family which will describe a bright notion of the mental health situation of gender diverse community in our country.

Bandhu Website

The Bandhu website (www.bandhu-bd.org) remains as a good source for knowledge and information dissemination on Sexual Orientation and Gender Identity (SOGI), Sexual and Reproductive Health and Human Rights at local, regional and global level.
The web browsing log report 2018 shows that most visitors explored Bandhu’s website by searching “Bandhu Social Welfare Society” or “Hijra in Bangladesh” or Third Gender in Bangladesh etc. According to the report, a total of 114,952 visitors visited Bandhu website. Total number of page visits was 302,215 and total data transaction size was 134.01 GB.

Apart from visitors within the country, the website was visited mainly from USA, India, Thailand, Netherlands, European Union, United Kingdom, and Australia. On the other hand, a large number of visitors visited the website from unresolved / unknown locations.

National HIV/AIDS Disclosure Guideline

In Bangladesh there was no specific guideline for disclose the HIV status though there is written instruction in the HIV/STD related policy. Bandhu took initiatives to develop a guideline with funding support from Multi-Country South Asia Global Fund Regional Grant. Bandhu and AIDS/STD Programme jointly produced the National HIV/AIDS disclosure guideline which is endorsed by Technical Committee of National AIDS Committee (TC-NAC) on 18 April, 2018. Prof. Dr. Abul Kalam Azad, Director General, DGHS graced the event with his presence as Chair besides Deputy Director and Programme Manager, NASC/ASP and Member Secretary of TC-NAC. The background and development process of the guideline was briefly shared in the meeting. The whole development procedure was supported by the Global Fund regional grant and UNAIDS Bangladesh provided necessary technical inputs for further enhancement. According to recommendations of ASP, Bandhu already translated the guideline in Bangla for wider dissemination.
E-BULLETINS

COUNT ME IN! Consultation on Inclusion of Third Gender in National Census

Orientation Session on Radio Program

R GoP, Bandhu, 09 August, 2018
Bandhu Social Welfare Society organized an orientation session with people of transgender identity on 09 August, 2018 at Chowdhury Bari, Pratibha, Banani, Bangladesh. The session was held with the purpose of introducing the transgender community to the General Population. A total of 30 participants attended this session.

Consultation on Inclusion of Third Gender in National Census

Orientation Session on Student Fellowship at Department of Sociology, University of Dhaka

R GoP, Bandhu, 09 August, 2018
The meeting was organized and conducted with the assistance of Mr. Mahbub Alam, Professor of Sociology, Dhaka University. Mr. Mahbub Alam presented the overview of the project and the objectives of the meeting.

Award Giving Ceremony to Celebrate IDAHOT 2018

26 May 2018 // E-Bulletin

E-BULLETIN

Media Advocacy Forum

E-BULLETIN
## Bandhu Social Welfare Society (Bandhu) Statement of Financial Position

*As on 31 December 2018*

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Notes</th>
<th>Amount (TK) 2018</th>
<th>Amount (TK) 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Property, plant &amp; equipment (Core)</td>
<td>3</td>
<td>1,168,741</td>
<td>1,567,039</td>
</tr>
<tr>
<td>Property, plant &amp; equipment (Project)</td>
<td>3</td>
<td>1,532,657</td>
<td>688,627</td>
</tr>
<tr>
<td>Advances, deposits and prepayments</td>
<td>4</td>
<td>5,233,605</td>
<td>997,615</td>
</tr>
<tr>
<td>Investment in fixed deposit receipts</td>
<td>5</td>
<td>6,173,252</td>
<td>5,864,183</td>
</tr>
<tr>
<td>Loans &amp; Receivables</td>
<td>6</td>
<td>12,932,829</td>
<td>7,655,582</td>
</tr>
<tr>
<td>Cash and Cash equivalents</td>
<td>7</td>
<td>32,235,005</td>
<td>21,829,496</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td></td>
<td><strong>59,376,089</strong></td>
<td><strong>38,602,542</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES &amp; NET ASSETS</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant received in advance</td>
<td>8</td>
<td>4,649,008</td>
<td>4,981,205</td>
</tr>
<tr>
<td>Donor Property Plant and Equipment</td>
<td>9</td>
<td>1,532,657</td>
<td>688,627</td>
</tr>
<tr>
<td>Liabilities for expenses</td>
<td>10</td>
<td>10,346,845</td>
<td>4,474,967</td>
</tr>
<tr>
<td>Provision and other liabilities (Bandhu Core)</td>
<td>11</td>
<td>10,176,968</td>
<td>3,975,848</td>
</tr>
<tr>
<td>Loans</td>
<td>12</td>
<td>14,348,362</td>
<td>6,001,301</td>
</tr>
<tr>
<td>Employees Welfare Fund</td>
<td></td>
<td>109,606</td>
<td>70,373</td>
</tr>
<tr>
<td>Capital Fund</td>
<td></td>
<td>18,212,642</td>
<td>18,410,221</td>
</tr>
<tr>
<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td></td>
<td><strong>59,376,089</strong></td>
<td><strong>38,602,542</strong></td>
</tr>
</tbody>
</table>

The annexed notes form an integral part of these financial statements.

Chairperson                                                                

Executive Director

Director - Finance & Admin.

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

Dated: 24 March, 2019

[Chartered Accountant's Signature]
### Bandhu Social Welfare Society (Bandhu)
#### Statement of Income and Expenditure
For the year ended 31 December 2018

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Note's</th>
<th>Amount (TK) 2018</th>
<th>Amount (TK) 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant Income</td>
<td>13</td>
<td>148,627,259</td>
<td>128,378,315</td>
</tr>
<tr>
<td>Other Receive</td>
<td>14</td>
<td>601,925</td>
<td>4,208,598</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>149,229,184</td>
<td>132,586,913</td>
</tr>
<tr>
<td><strong>EXPENDITURE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Project Expenses</td>
<td>15</td>
<td>148,042,822</td>
<td>127,201,307</td>
</tr>
<tr>
<td>Salaries &amp; Benefits</td>
<td>16</td>
<td>235,438</td>
<td>-</td>
</tr>
<tr>
<td>Program Expenses</td>
<td>17</td>
<td>302,621</td>
<td>3,040,509</td>
</tr>
<tr>
<td>Administrative Expenses</td>
<td>18</td>
<td>179,111</td>
<td>1,177,374</td>
</tr>
<tr>
<td>Depreciation</td>
<td></td>
<td>982,735</td>
<td>1,575,306</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>149,742,726</td>
<td>132,994,496</td>
</tr>
<tr>
<td>Excess/(Deficit) of income over expenditure before taxation</td>
<td>(513,542)</td>
<td>(407,583)</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>149,229,184</td>
<td>132,586,913</td>
</tr>
</tbody>
</table>

The annexed notes form an integral part of these financial statements.

Chairperson

Executive Director

Director Finance & Admin.

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

Dated: 24 March, 2019
## Bandhu Social Welfare Society (Bandhu)
### Statement of Receipts and Payments
For the year ended 31 December 2018

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Note's</th>
<th>Amount (TK) 2018</th>
<th>Amount (TK) 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RECEIPTS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opening balances</td>
<td></td>
<td>21,829,496</td>
<td>22,246,098</td>
</tr>
<tr>
<td>Cash in hand</td>
<td></td>
<td>33,656</td>
<td>1,318</td>
</tr>
<tr>
<td>Cash at bank</td>
<td></td>
<td>21,795,840</td>
<td>22,244,780</td>
</tr>
<tr>
<td>Foreign donation</td>
<td>19</td>
<td>148,691,701</td>
<td>127,275,458</td>
</tr>
<tr>
<td>Donation received by Core</td>
<td></td>
<td>167,583</td>
<td>1,766,460</td>
</tr>
<tr>
<td>Other receive</td>
<td>20</td>
<td>672,136</td>
<td>4,308,981</td>
</tr>
<tr>
<td>Bank Interest</td>
<td>21</td>
<td>377,180</td>
<td>157,678</td>
</tr>
<tr>
<td>Security deposit</td>
<td></td>
<td></td>
<td>22,623</td>
</tr>
<tr>
<td>Welfare Fund contribution</td>
<td></td>
<td>53,533</td>
<td>75,374</td>
</tr>
<tr>
<td>Inter-project payable</td>
<td></td>
<td>14,398,005</td>
<td></td>
</tr>
<tr>
<td>Project closing amount</td>
<td>22</td>
<td>315,963</td>
<td></td>
</tr>
<tr>
<td>Advance realized</td>
<td>23</td>
<td>17,173,362</td>
<td>1,184,345</td>
</tr>
<tr>
<td>Loan received from core</td>
<td>24</td>
<td>22,431,831</td>
<td>6,001,301</td>
</tr>
<tr>
<td>Receive against Common Pool</td>
<td></td>
<td></td>
<td>1,854,024</td>
</tr>
<tr>
<td>Grant Transfer from previous project</td>
<td></td>
<td></td>
<td>1,285</td>
</tr>
<tr>
<td>Accounts Receivable Realized</td>
<td></td>
<td>4,520,748</td>
<td>801,853</td>
</tr>
<tr>
<td>Transfer from projects (FK Norway- 1st Phase)</td>
<td></td>
<td>250,860</td>
<td></td>
</tr>
<tr>
<td>Loan realize</td>
<td></td>
<td>6,941,977</td>
<td>357,607</td>
</tr>
<tr>
<td><strong>PAYMENTS</strong></td>
<td></td>
<td>216,994,880</td>
<td>143,804,992</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>238,824,376</td>
<td>166,051,090</td>
</tr>
<tr>
<td>Project expenses</td>
<td></td>
<td>117,622,499</td>
<td>122,726,339</td>
</tr>
<tr>
<td>Salaries &amp; benefits</td>
<td></td>
<td>235,438</td>
<td></td>
</tr>
<tr>
<td>Program expenses</td>
<td></td>
<td>302,621</td>
<td>3,040,569</td>
</tr>
<tr>
<td>Administrative expenses</td>
<td></td>
<td>161,881</td>
<td>1,177,374</td>
</tr>
<tr>
<td>Fund refund to the Donor</td>
<td></td>
<td></td>
<td>665,272</td>
</tr>
<tr>
<td>Paid to projects by core</td>
<td></td>
<td>34,997</td>
<td></td>
</tr>
<tr>
<td>Capital expenditure</td>
<td>25</td>
<td>609,034</td>
<td>2,448,097</td>
</tr>
<tr>
<td>Advances, deposits &amp; prepayments</td>
<td>26</td>
<td>43,491,820</td>
<td>1,557,622</td>
</tr>
<tr>
<td>Common Pool Expenses</td>
<td></td>
<td>1,101,594</td>
<td></td>
</tr>
<tr>
<td>Loan paid to projects</td>
<td>27</td>
<td>23,546,063</td>
<td>3,351,514</td>
</tr>
<tr>
<td>Payment against accounts payable</td>
<td>28</td>
<td>3,724,425</td>
<td>5,179,692</td>
</tr>
<tr>
<td>Donation paid from Welfare Fund</td>
<td></td>
<td>14,300</td>
<td>5,000</td>
</tr>
<tr>
<td>Grant Transfer from previous project to new project</td>
<td>29</td>
<td></td>
<td>1,288</td>
</tr>
<tr>
<td>Transfer to FK Norway 2nd Phase</td>
<td></td>
<td>250,160</td>
<td>1,364,183</td>
</tr>
<tr>
<td>Investments in F9R</td>
<td></td>
<td>309,069</td>
<td>1,316,275</td>
</tr>
<tr>
<td>Accounts Payable Adjusted</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loan repayment to core by project</td>
<td>29</td>
<td>15,084,771</td>
<td>1,388,428</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>206,489,371</td>
<td>144,221,594</td>
</tr>
<tr>
<td>Particulars</td>
<td>Note's</td>
<td>Amount (TK) 2018</td>
<td>Amount (TK) 2017</td>
</tr>
<tr>
<td>---------------------</td>
<td>--------</td>
<td>------------------</td>
<td>------------------</td>
</tr>
<tr>
<td>Closing balances:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash in hand</td>
<td></td>
<td>32,335,005</td>
<td>21,829,496</td>
</tr>
<tr>
<td>Cash at bank</td>
<td></td>
<td>26,092</td>
<td>33,656</td>
</tr>
<tr>
<td></td>
<td></td>
<td>32,308,913</td>
<td>21,795,840</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>238,824,376</strong></td>
<td><strong>166,051,090</strong></td>
</tr>
</tbody>
</table>

The annexed notes form an integral part of these financial statements.

Chairperson

Executive Director

Director - Finance & Admin.

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

Dated: 24 March, 2019

Ashraful Haque Nabi & Co
Chartered Accountants
LEGAL STATUS OF THE ORGANIZATION

Bandhu is a National non-governmental and non-profit organization. It was registered under the Social Welfare Directorate (registration number DHA 03879) in July 1997. It was also registered with the NGO Affairs Bureau; under Foreign Donation Regulation Act vide no 1225 in December 1997, and then renewed on times.