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## Acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Definition</th>
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<tbody>
<tr>
<td>AIDS</td>
<td>Acquired Immune Deficiency Syndrome</td>
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<tr>
<td>BBS</td>
<td>Bangladesh Bureau of Statistics</td>
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<tr>
<td>BCC</td>
<td>Behavioral Changes Communication</td>
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<tr>
<td>BPC</td>
<td>Bangladesh Penal Code</td>
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<tr>
<td>BANDHU</td>
<td>Bandhu Social Welfare Society</td>
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<tr>
<td>CBO</td>
<td>Community Based Organization</td>
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<tr>
<td>CSR</td>
<td>Corporate Social Responsibility</td>
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<tr>
<td>DIC</td>
<td>Drop-in Center</td>
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<tr>
<td>DLLG</td>
<td>District Level Lawyer Group</td>
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<tr>
<td>EKN</td>
<td>Embassy of the Kingdom of Netherlands</td>
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<tr>
<td>EU</td>
<td>European Union</td>
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<tr>
<td>FGD</td>
<td>Focus Group Discussion</td>
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<tr>
<td>GDP</td>
<td>Gender Diverse Population</td>
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<tr>
<td>GOB</td>
<td>Government of Bangladesh</td>
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<tr>
<td>HIV</td>
<td>Human Immune Virus</td>
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<tr>
<td>HR</td>
<td>Human Rights</td>
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<tr>
<td>HR-D</td>
<td>Human Rights Day</td>
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<tr>
<td>HTC</td>
<td>HIV Testing and Counseling</td>
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<tr>
<td>ICDDR,B</td>
<td>International Center for Diarrhoea Diseases &amp; Research, Bangladesh</td>
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<tr>
<td>IEC</td>
<td>Information, Education &amp; Communication</td>
</tr>
<tr>
<td>INGO</td>
<td>International Non-government Organization</td>
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<tr>
<td>ICPD</td>
<td>International Conference on Population and Development</td>
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<tr>
<td>MSM</td>
<td>Male having sex with Male</td>
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<tr>
<td>MSW</td>
<td>Male Sex Workers</td>
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<tr>
<td>MIS</td>
<td>Management Information System</td>
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<tr>
<td>MOSW</td>
<td>Ministry of Social Welfare</td>
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<tr>
<td>MOHFW</td>
<td>Ministry of Health and Family Welfare</td>
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<tr>
<td>NHRC</td>
<td>National Human Rights Commission</td>
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<td>NLC</td>
<td>National Law Commission</td>
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<tr>
<td>TG</td>
<td>Transgender</td>
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<tr>
<td>NASP</td>
<td>National AIDS/STD Program</td>
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<tr>
<td>NGO</td>
<td>Non-Government Organization</td>
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<tr>
<td>PFT</td>
<td>Project Facilitation Team</td>
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<td>PLHIV</td>
<td>People living with HIV</td>
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<tr>
<td>RBM</td>
<td>Result Based monitoring system</td>
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<tr>
<td>SGM</td>
<td>Social Group Meeting</td>
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<tr>
<td>STD/STI</td>
<td>Sexually Transmitted Diseases/Infection</td>
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<tr>
<td>SHG</td>
<td>Self Help Group</td>
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<tr>
<td>UPR</td>
<td>Universal Periodic Review</td>
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<tr>
<td>UN</td>
<td>United Nations</td>
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<tr>
<td>UNAIDS</td>
<td>United Nations Program on HIV and AIDS</td>
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OUR MISSION
Bandhu works towards ensuring a dignified living for sexual and gender minorities 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.

LEGAL STATUS OF THE ORGANIZATION
Bandhu is a National non-governmental and non-profit organization. It has been registered under the Social Welfare Directorate (registration number DHA 03879) since July 1997. It is also registered with the NGO Affairs Bureau (1225); under Foreign Donation Regulation Act since December 1997.
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The year 2019 was significant for Bandhu in many ways. It was the mid-year of implementation of the organizational 4th Strategic Plan 2017-2021. Along with achieving its targeted results and reaching many milestones on its headway towards its mission and vision, this year Bandhu had also started pondering on setting up its strategic direction in the upcoming decade.

The year was very eventful, and the organization was successful in pushing forward its agenda and priorities to the next level. After successful piloting of Supplementary Reading Material on 3rd gender issues, Bandhu had a commitment this year from National Curriculum and Textbook Board, Bangladesh (NCTB) that the 3rd gender issues would be incorporated in 2021 National Curriculum of Standard VI.

Bandhu in 2019 continued its SRHR focused service interventions and HIV/AIDS prevention initiatives in five divisions directly. Contributing to the eighth target to achieve Universal Health Coverage of the third goal of SDG, the organization ensured quality and free health services for a total of 23,150 gender diverse population (GDP) where 18,909 were male, 660 female and 3581 were Transgender women (Hijras). In addition, 9920 GDP populations were covered through partnerships with 36 CBOs across the country. As a part of the innovative approach, the organization is also operating free Friday Clinics on a pilot basis in Chattogram for extending health services for communities from the RMG sector.

Apart from following the strategic directives of its 4th SP, Bandhu responded to Humanitarian Crisis on Rohingya influx in 2019 based on the fact that SRHR needs including the mental health of boys, men, and transgender were being ignored in other interventions. Bandhu now has USAID and UNFPA supported two field offices at the Rohingya Camp vicinity to support mental health and SRHR services.

Bandhu also developed a guide book this year on Hijra and TRANSGENDER from the perspective of four major religions involving the Faith
scholars from Buddhist Monks, Hindu Priests, Christian Pastors and Muslim Imams and published it to establish a support mechanism for social inclusion of the 3rd gender community. The document was validated in this same year through a 2-days workshop with the Faith Leaders of four religions. The Independent Consultant, Imam Muhsin Hendricks from South Africa facilitated the process.

Bandhu as a part of its commitment continued prioritizing its initiatives towards ensuring dignified living of GDP and as such, efforts made throughout 2019 for their dignified living through establishing rapport with different conglomerates and industries. As a result, a total of 6 hijras started working at Denim Expert Ltd in Chattogram EPZ, 4 hijras were employed in Ganasastha, 10 were involved in E-Commerce through domestic services in collaboration with We Serve company. In addition, 11 hijra students received Educational Stipend, 37 hijras were included under the Social Safety Net program under the Ministry of Social Welfare.

Following the tradition of previous years, this year the organization also honored ten individuals and organizations with Humanitarian Awards to recognize their contributions, appreciate their initiatives and to encourage others to work for the betterment of gender-diverse communities.

Along with this, Bandhu also organized a 3-days long South Asian Art and Film Festival 'REINCARNATE-II' in 2019 to harness strengths and support from regional partners to bolster its international advocacy drives on UPR, civic and youth engagement in policy formulation etc. The Fest also showcased the initiatives of writers, filmmakers, photographers and human rights activists of Bangladesh, India, Nepal, Sri Lanka and Bhutan.

For a steadier impact of its efforts and to strengthen its presence across the region and beyond, Bandhu has been continuing its tri-country partnerships and collaborations at international level. The organization has also been continuing to provide leadership in a youth SRHR focused partnership-based platform ‘Right Here Right Now’ Bangladesh (RHRN BD) as Host and Implementing Agency.

Amid the program activities for the targeted communities, Bandhu also had a focus on increasing the knowledge and skills of its staff members. It arranged different capacity enhancement engagements throughout the year through MDF Bangladesh to boost fresh thoughts and new idea generation so that they can cope up with upcoming programmatic dimensions, dynamics and can further contribute to organizational growth.

In terms of organizational capacity, this year Bandhu reviewed and updated a number of policies with support from USAID.

The success plethora of the organization would not be possible without the dedicated support of the development partners, allies, well-wishers and its committed workforce. The strategic advice from its Technical Advisors have always been noteworthy. It is therefore, with much sincerity, Bandhu expresses unconditional appreciation to all of them above who have consistently remained as encouragement to progress with the achievements.

Thank you.
Bandhu Social Welfare Society (Bandhu) acknowledges the guidance of the Government of Bangladesh and the financial support from all development partners cited above for accomplishing achievements in 2019.

The organization appreciates Rutgers supported Right Here Right Now (RHRN) partnership on SRHR with ten organizations and UBR alliance in the country.

Bandhu also values the international 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 also sincerely recognizes the support of RFSU/SIDA to organizational core activities, essential to materialize it's 4th Strategic Plan 2017-2021 for achieving the mission and vision.

The Global Fund support through icddr,b has remained as the strength of Bandhu to extend direct HIV/STI prevention support to thousands of beneficiaries.

As part of CSR support from business conglomerates, Bandhu is grateful to Denim Expert Ltd. Ctg-EPZ, for job provisions for hijra communities.
Highlights: 2019

Bandhu was awarded ISO 9001-2015 certification in this year after a thorough audit review of its policies and internal control mechanisms.

This year Bandhu stepped into Humanitarian Response and expanded its service interventions on mental health and SRHR issues of the Rohingya population and host communities.

With the adding of one mental health center this year, Bandhu is now operating five counseling establishments under mental health intervention.

Expansion of NCD activities in different geographical locations to ensure basic general health supports for its beneficiaries to contribute to Universal Health Coverage.

After several years of closely working with NCTB, confirmation has been received on the inclusion of the hijra issue into the national curriculum from 2021 for Standard VI.

Bandhu has started operating free Friday Clinics on a pilot basis in Chattogram for extending health services for communities from RMG sector without additional resource allocation.

New resources from NOREC, ViiV Health Care Positive Action, Christian Aid, Manusher Jonno Foundation, UNDP, CFLI-Canada mobilized for additional interventions in line with the organizational 4th strategic plan.

Bandhu was included in the hijra verification team of the Social Welfare Department of GOB for facilitating government social safety net initiatives.

With the partnership of MDF Bangladesh, Bandhu focused on increasing knowledge and skills of its staff members to cope up with upcoming development issues and challenges and to further contribute to organizational growth.

Bandhu expanded the media pool in 8 divisional cities and 90 Journalists enrolled in the Bandhu Media Forum who published/aired a number of reports round the year on social inclusion of the gender diverse population.

The organization developed a 'guide book' this year on Hijra and TRANSGENDER from the perspective of four major religions involving the Faith scholars from Buddhist Monks, Hindu Priests, Christian Pastors and Muslim Imams and published it to establish a support mechanism for social inclusion of the 3rd gender community.

Bandhu honored ten individuals and organizations with Humanitarian Awards to recognize their contributions to efforts towards social inclusion of 3rd gender communities.

A 3-days long South Asian Art and Film Festival ‘REINCARNATE-II’ was organized to harness strengths and support from regional partners to bolster its international advocacy drives on UPR, civic and youth engagement in policy formulation.
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 23 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 23 districts and 35 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 (GSM) 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 4thSP 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.

The 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 minorities, mainly via policy change
- Capacity building of communities and stakeholders
- Knowledge management
- Organizational strengthening
Organizational Annual Review Meeting 2019

As a part of organizational commitment to efficiently operate and manage its program interventions, Bandhu routinely conducts annual review of its operational plan (OP) of the previous year and designs OP of the following year in accordance with its 4th SP. The year 2019 was the mid-year of implementation of the organizational 4th Strategic Plan 2017-2021.

This method has already been proven effective in terms of measuring where the organization stands against its planned OP, what the existing gaps and upcoming challenges are and what could be the best possible mitigation strategies to address those and how effective the service deliveries are for achieving goals as set in its 4th SP.

The annual review 2019 and planning workshop 2020 was organized in Cox's Bazar. All staff members of HO, PMOs and some DICs including Chairperson and General Secretary of its Executive Committee took part in the workshop and contributed to the efforts.
Service Delivery Interventions

Under The Global Fund supported HIV/AIDS prevention intervention, Bandhu, with the technical support from icddr,b (PR of the grant) and overall guidance from AIDS/STD Program of Directorate General of Health Services (DGHS), has been rendering essential health services to the gender diverse communities directly in 18 districts under Dhaka, Chottogram, Sylhet and Mymensingh divisions of the country. The services are free and the intervention covers from outreaching to HIV testing and counseling, STI treatment and drugs, Group education session, distribution of the HIV prevention commodities etc.

With support from UNICEF, the organization is also extending services to youth clusters of the gender diverse population in Dhaka, Khulna, and Sylhet.

With UNFPA and USAID support, it also extended services to Rohingya and Host populations in the vicinity of Rohingya Camps at Kutupalong area of Cox's Bazar.

In the year 2019, the organization ensured quality and free health services for a total of 23,150 gender diverse population (GDP) where 18,909 were male, 660 female and 3581 were Transgender women (Hijras). In addition, 9920 GDP populations were covered through partnerships with 36 CBOs across the country.

Achievements Against the 90-90-90 Targets

In accordance with UNAIDS 90-90-90 targets, Bandhu accomplished 97% HIV testing and all clients know their HIV status under coverage areas of Bandhu. 91% of the cases were linked with ART services who are continuing the therapy. Bandhu has also tested viral load count with the technical support of icddr,b and BSMMU and it was found that 78% of the HIV positive clients suppressed their viral load.

<table>
<thead>
<tr>
<th>Coverage Status</th>
<th>Partnership</th>
<th>Direct</th>
<th>Unserved</th>
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<tbody>
<tr>
<td></td>
<td>9,920</td>
<td>23,150</td>
<td>106,930</td>
</tr>
</tbody>
</table>

HIV prevalence status under Bandhu coverage area

- Target
- Achievement
- % of Achievement
Mental Health Counseling Services

Mental health is a very common issue that is persisting wrongly among many of us about the conceptions and in most of the cases people do not focus on the importance of counseling.

Since the gender diverse population has mental sufferings at a greater length due to social stigma and family exclusion, mental health and psycho-social and psycho-sexual counseling services continued to remain under thematic focus of Bandhu considering their social suffering and need for healing from community perspectives.

With the support of USAID’s Rights for Gender Diverse Population (RGDP) project, Bandhu has continued to provide mental health support to the beneficiaries through four health care centers located in Mymensingh, Dhaka and Cox's Bazar. A total of 427 sessions for 345 individuals have been conducted in 2019 in these centers.

Health Education Sessions are part of Bandhu’s mental health counseling initiative. During the year, 27 sessions were held in Dhaka and Mymensingh where 487 Gender Diverse Population participated which helped them to gain mental strengths to cope with social challenges with necessary life skills.

The HIM Initiative for Youth and Adolescent SRHR

HIM is a part of Bandhu's youth and adolescent key population (YAKP) intervention which applies the community-based approach for delivering HIV/AIDS and SRHR related interventions through referral mechanisms. It also addresses the mental health issues of the targeted clusters.

The intervention has been implemented in four divisional cities of Dhaka, Khulna, Chittagong and Mymensingh with financial assistance from UNICEF, MJF and UBR-Embassy of the Kingdom of the Netherlands.

Up to 2019 year-end, a total of 2100 youth and adolescents received membership and services through HIM which also focuses on innovation and creative advocacy drives such as artworks, cultural therapy, performing dance and storytelling to reduce mental health burdens, social ignorance and thereby increase their health-seeking behavior to uptake HIV/AIDS and sexual health services and coping capacities to adjust with social stigma and discrimination.
Sensitization Meeting with Legal and Counseling Service Providers

Bandhu organized a sensitization meeting with legal and counseling service providers at Dhaka Bar Association Conference Hall, Dhaka Judge Court where prominent lawyers, psychological counselors, community representatives, Bandhu' and icddr,b officials were present. The goal of the meeting was to create an enabling environment through sensitization to legal and counseling service providers for providing relevant support to MSM and Hijra community people.

The panel lawyers of Bandhu also took part in the meeting. In the open discussion session, the speakers jointly agreed about the importance of legal and psychological supports towards the gender diverse community.
Bandhu in Rohingya Response Program to Address SRHR Issues

With support from UNFPA, this year a new project titled ‘Men, Boys and Transgender SRHR response amongst Rohingya and Host Community’ has been launched in April at Kutupalong, Ukhiya under Cox’s Bazar district. This project has been designed to respond to healthcare needs and human rights issues of gender diverse/SOGI population both in the Rohingya and host communities.

The project has a focus on STIs treatment, family planning, HIV/AIDS prevention & HIV screening, Mental health, gender-based violation (GBV), skin diseases, etiological management through referral, capacity building of service providers and legal support of project beneficiaries. The project serves a total of 2500 Forcibly Displaced Myanmar National (FDMN) and host community’s boys, men and transgender at Kutupalong, Ukhiya under Cox’sbazar district.

Inclusion of Transgender and Gender Diverse Population in SRHR Interventions and Healthcare System

Bandhu extended its support to Unite for Body Rights (UBR) Alliance, Bangladesh as the technical partner during the 2016-2019 period. It was a youth SRHR focused intervention supported by the Embassy of the Kingdom of The Netherlands.

Under this project, Bandhu hosted a national level consultation on ‘Inclusion of Transgender and gender diverse population in SRHR Interventions and Healthcare System’ with approximately 80 participants. Representatives from Govt. authorities, Embassy of The Netherlands and Sweden, UNICEF, UNFPA, other NGOs & INGOs working on SRHR issues, development partners, Govt. health service providers, transgender community, youth organizers, media personnel took part in the event.
The consultation contributed to creating awareness among the participants about the importance and needs of gender diversity inclusive SRHR interventions and getting commitment to work further towards increasing the social space and tolerance for the 3rd gender community.

**Sensitization Meetings with Multi-level Stakeholders**

Over the period of 2019, a total of 42 Local Level Sensitization Meetings were conducted by Bandhu' under the Global Fund Project in order to raise awareness among the local level key players. The drives were made to facilitate field level activities on sexual and reproductive health issues, HIV and AIDS, Human rights and legal rights for the gender diverse population.

In order to harness support at local level, the Health service providers, religious leaders, Lawyers, journalists, Law enforcement agencies and CBO representatives and local civil society organizations (CSOs) were under the focus.

Bandhu organized this kind of meetings at 4 divisions and all the project sites. Approximately 500 people attended the meetings and orientation.

As a result, the local stakeholders were sensitized about the health care needs and human rights aspects of Gender Diverse Communities. The initiatives also helped to generate a common understanding about the scope of HIV/AIDS programming among the local people and Gender Diverse Community and created positive responsiveness of local-level stakeholders towards the betterment of MSM & Hijra population etc.
SPARSHA: An Initiative with People Living with HIV

SPARSHA of Bandhu is a platform of PLHIVs from Hijra and gender diverse communities. It has 210 members altogether adding 44 new members in 2019. It is working to reduce HIV stigma and discrimination across the country through monthly educational sessions, peer counseling, home visit, WhatsApp group, crisis management, conduct workshop with ART centers under government hospital, ensure representation of PLHIV, provide partner management service and link with NOP+ which are considered as major activities.

In this Sparsha platform, the members motivate each other towards positive living with HIV, create hope of light for themselves with a commitment to keep others free from HIV. By sharing the experience among themselves, it also encourages new HIV positive people to understand the necessity of staying under treatment.

SPARSHA through its monthly Social Days, links the members for ART from government hospitals, maintain rapports with ART facilities, conducts orientation and sensitization sessions for service providers so that its members get attended and appropriate services at the Govt. health facilities.
Gender Diversity Inclusive SRHR for Youths: Bandhu’s Initiatives

Bandhu Social Welfare Society always believes that involving youth and encouraging their participation is important in promoting positive youth development. In the year 2019, Bandhu with the support from different projects, contributed to initiation of gender diversity inclusive Youth SRHR service interventions.

- Bandhu in joint collaboration with Manusher Jonno Foundation (MJF) started a project this year with the title "Youth engagement for inclusive development, Gender Parity and social justice". The project engages youth and develop their leadership skills so that they can stand for their rights and address social injustices.

The project extends its services through 4 youth centers in Dhaka, Mymensingh, Chittagong and Khulna. It has 16 youth forums that include 160 youth members from the four divisions mentioned above. The initiative has some exclusive training programs for youth members such as ‘Team Building and Leadership Capacity’, ‘Orientation of Para Legal Youth Team as Change Makers’, ‘Negative Impact of Radicalization and Terrorism’, ‘Drug Abuse and Unlawful Activities’, ‘Case Documentary of Harassment and Violence’, ‘Digital safety and Hygiene’, ‘Psycho-Social and Health Counseling’ etc.

- Right Here Right Now (RHRN) is a strategic global partnership of 163 organizations active in ten countries across Africa, Asia, and Latin America including the Caribbean sub region. RHRN initiative in Bangladesh is hosted by Bandhu as the implementing agency. It brings together the ten partner organizations and an alliance working on youth Sexual and Reproductive Health and Rights (SRHR) issues with an aim to create conducive policy environment through multi-level advocacy drives so that gender diversity inclusive youth and adolescent clusters have improved access to youth friendly services in public health facilities and meaningful participation in SRHR interventions.

The Asian-Pacific Resource and Research Centre for Women (ARROW) in Malaysia is the regional partner and Rutgers in The Netherlands supports the platform as the executing agency.

- United for Body Rights (UBR) is a project that focuses on youth and SRHR being implemented under a platform consisting 11 partners both from national and international level. UBR has been working on youth SRHR and inclusive development integrating the gender diverse communities to the SRHR service facilities being rendered by the associated partners at different urban and rural areas across the country.
Case Study

After a lot of struggle and hardship, I was able to achieve my present blissful life with my wife. I had to face a lot of discrimination and stigma when I was tested HIV positive. Even my own relatives cut me off from their lives. I was not even allowed to attend any social events. I felt so helpless and depressed that I thought of committing suicide. I was also unaware about any necessary and important information to live a healthy life as an HIV positive person. Then I found out about Bandhu Social Welfare Society and engaged with SPARSHA and then started my counselling with their counselor. I received training named “Treatment as Literacy”.

I am one of the regular PLHA members who is taking part in Social Days. I have learnt how to live positive life. My life has improved a lot through the life skills I learnt. After receiving training on "Training and Literacy" I focused on ART adherence, personal hygiene, infection prevention, HIV disclosure to partner and its management as well.

Now I know how can I stand up against stigma and discrimination. My wife is also HIV positive and we have a good understanding. My 16 years old son is also aware about our condition and he is supportive towards us. Bandhu's master trainers has always been supportive and one of them visited me in December 2019 and I hope he got the idea about how I am living a good life even being HIV positive. Now I am leading my life as self-identified HIV positive person in Chattogram and I am ready to protect myself, my family and the other HIV positive gender diverse community members.
Confirmation from NCTB on Inclusion of Hijra Issue into National Curriculum from 2021:

After successful piloting of Supplementary Reading Material in 2019 with the approval of NCTB (National Curriculum and Textbook Board, Bangladesh), Bandhu continued with its advocacy for incorporating a write-up on social inclusion of Hijra and transgender communities into national curriculum. Now it has been confirmed that in 2021 curriculum of Standard VI, the issue will be addressed. And, subject to approval of the Curriculum Committee, it may be included up to standard X.

Incorporation of Gender Diverse Issues into National Plan of Action for Adolescent Health Strategy 2017-2030:

The several years of persistent efforts of Bandhu to incorporate issues of gender diverse communities and CSE in national policies yielded positive results and now the National Plan of Action for government's Adolescent Health Strategy 2017-2030 and the strategy itself have addressed the gaps. HIM, an initiative of Bandhu for adolescent and young MSM and TRANSGENDER (supported by UNICEF) has also been recognized as ongoing intervention. The copy of the document has already been shared with RFSU by Bandhu during October 2019.

Organizing South Asian Regional Film Fest REINCARNATE-II:

Committed to upholding health and human rights of gender diverse population in the country and South Asian Region, Bandhu organized a 3-days long Art and Film Festival REINCARNATE-II during March 2019 in Dhaka with the support from different development partners.
REINCARNATE-II was the continuation of earlier Art and Film Festival of 2016 to acknowledge and celebrate the gender diversity focused initiatives of writers, film makers, photographers and human rights activists of the South Asian region.

Apart from some existing feature films and short documentaries from across the South Asia region, the festival also showcased the creative works of young community members and had a South Asian panel discussion on social inclusion of SOGI population.

**Panel Discussion with South Asian Regional Human Rights Actor**

Collective advocacy efforts to promote inclusiveness and equality of gender diverse communities in policy and practice have always been a priority for Bandhu. And as a part of this, along with national and international advocacy drives, a regional consultation to determine further actions was organized during March 2019. This was also a part of Bandhu’s South Asian Film Fest ‘REINCARNATE II’.

The transgender human Rights actors from Bangladesh (Anannya Banik), India (Simran Shaikh), Nepal (Manisha Dhakal), Sri Lanka (Satya Bashana Ramanayaka) and Bhutan (Dechen Selden) discussed the importance of concerted initiatives, joint drives at regional level towards ensuring dignified lives of transgender communities upholding their social equity and social justice.

**Consultation on Hijra Census with Bangladesh Bureau of Statistics (BBS)**

Bandhu jointly with National Human Rights Commission (NHRC) organized a consultation on inclusion of Third Gender in the upcoming National Census in 2021. Based on the recommendations of Chief Guest, the honorable Chairman of NHRC, the Director General of BBS committed to incorporate the Hijra population in the upcoming National Census. Considering the importance of this issue, Bandhu organized follow up meetings with the high officials of BBS in 2019 where both organizations agreed upon the need for a sample survey and other necessary tasks during this interim period. For this Bandhu and NHRC will assist BBS to reach the goal.
Roundtable Discussion with NGO Affairs Bureau for the Inclusion of Gender Diverse People

Bandhu hosted a first-ever roundtable with NGO Affairs Bureau for the inclusion of gender diverse people in forms and formats of development organization under Right Here Right Now (RHRN) Bangladesh platform. The participants received an orientation on the RHRN Bangladesh Platform and its activities and sensitized on the rights of gender diverse communities, and their challenges and discrimination as well. The Government of Bangladesh gave recognition to this community as Hijra gender/third gender in a gazette notification published by the Ministry of Social Welfare. Since then the government of Bangladesh especially the Ministry of Social Welfare took many initiatives to work for the betterment of this community. Despite all these the third gender community is still facing challenges in many ways. Their acceptance in society is still a challenge. The main objective of this roundtable discussion was to create more scopes to work with NGO Affairs Bureau for bringing transgender/Hijra community into mainstream workplaces.
Sensitization Meeting with Intern Doctors in Dhaka Medical College Hospital

To sensitize intern doctors on Gender Diverse Population (GDP), Bandhu organized a sensitization meeting with 22 intern doctors at Dhaka Medical College Hospital where Brigadier General AKM Nasir Uddin, Director, DMCH was the chief guest. In addition, Slavica Radosovic, Team Leader, USAID; Abdullah Akbar, AO, USAID and Sumana Binte Masud, Civil Security Advisor, USAID attended the meeting as guests. In the session, the young physicians of DMCH familiarized themselves with the community related issues and committed to serve stigma free health services in their hospital. Finally, Brigadier General AKM Nasir Uddin, Director, DMCH assured to establish a separate ward for the third gender community despite different challenges.

Divisional Consultation with Multi-level Stakeholders

Gender Diverse Population in Bangladesh faces myriad difficulties in accessing citizen services. Often, they are discriminated against, stigmatized and harassed by the dominant society or individual on the basis of their gender identity, behaviors and sexual practices. Bandhu Social Welfare Society (Bandhu) works towards the wellbeing of the Gender Diverse Population by facilitating sexual and reproductive health services and disseminating knowledge about sexual and human rights which would assist them to lead dignified living and alternative livelihoods of their choices.

Considering the importance of these issues, Bandhu organized a series of consultation meetings with relevant stakeholders at divisional level i.e hijra gurus, city corporation major LEA, Govt. Health Service
Providers and other relevant stakeholders. The major objectives of the meetings were to familiarize the activities of Bandhu and ensure support from the local audiences through developing an effective linkage at local level.

After the consultations, a good rapport was developed with the local stakeholders and job opportunities created for the community to some extent. Not only this, a bridge was also formed among Bandhu, stakeholders and community representatives which will help Bandhu for upcoming interventions.

**Hijra Guru Consultation**

Though the Bangladesh government has recognized the transgender or Hijra community as the Third Gender in 2013, but still they face discrimination and can't enjoy or utilize their economic and social rights within the country. The source of income of Hijras in Bangladesh is basically begging. The lack of social acceptance, lack of access in education, the reluctance to get an appointment in a formal job and many other factors are pushing them to live a miserable life. This situation compels them to beg money from door to door to survive.

To ensure a dignified life for them through creating alternative livelihoods, Bandhu planned to organize a job fair jointly with garment factory associations such as BGMEA and BKMEA. However, before organizing the job fair, Bandhu realized to arrange a consultation with the hijra guru as most of the hijra are the followers of Hijra Guru and bound to follow Guru's command. According to tradition, no hijra can join any job unless they get approval from their Hijra Guru. So sharing with hijra guru on Job Fair and the responsibility of Hijra Guru in the fair is important! With this aim a consultation with Hijra guru was organized at Bandhu where 22 Hijra guru from across the country participated. In the consultation, Bandhu received a number of advice to make the job fair successful.
Consultation on PIL

Over the years, Bandhu received a huge number of Human Rights violation complaints against the Gender Diverse Community. These complaints raised various types of questions regarding their identity, definition of hijra, property rights along with other Human Rights issues. Although the Government of Bangladesh recognized Hijras as the third gender in a cabinet meeting in 2013 but so far no noteworthy steps have been observed in Bangladesh.

In India, Pakistan, Sri Lanka, Nepal, Bhutan and Maldives have excellent examples of working with Gender Diverse Population and having those experiences, Bandhu decided to file Public Interest Litigation (PIL). However, to find the most suitable issue for PIL, Bandhu organized a consultation titled “Ensuring Gender Diverse Population Rights in Bangladesh - Possibility of Public Interest Litigation (PIL)” with NLASO and other relevant stakeholders. The major objective of the meeting was to discuss existing laws of regional countries and identify most possible issues for filing Public Interest Litigation (PIL). Md. Aminul Islam, Director NLASO (Senior District Judge) along with Deputy Director and Assistant Directors from NLASO, representatives from different law firm, legal service provider organization, Court Officer from Labor Support Cell, Advocates, Community Representatives attended the consultation.
Sensitization Meetings with Law Enforcement Agency in Divisional Cities

To reduce harassment and secure safety and security of the community, continuous support of the Law Enforcement Agency (LEA) is imperative to uphold their human rights and social justice. In 2019 Bandhu conducted three consultations with LEA in Sylhet, Rangpur and Chattogram division. A total of 140 LEA members including Sub Inspectors and Asst. Sub Inspectors attended the events. The community members and panel lawyers joined them along with Bandhu representatives. After the consultations, community people are getting all kinds of support from local thana and central offices as well.

Legal Aid Clinic

Bandhu formed a Lawyers Panel representing 64 districts in 2018 to provide the legal support to the community and offer fellowship, training and sensitizing meetings periodically. So far 204 panel lawyers enrolled to extend legal assistance to the community members as pro bono basis. In 2019, Bandhu initiated a Legal Aid Clinic in all 8 divisions of the country with the active involvement of the panel lawyers to provide legal information, legal advice, immediate legal support, mediation at the local level for the community people. However, a total of 121 episodes were organized in 2019 where a total of 198 community members received support and legal assistance and 16 cases were resolved with the support of Panel Lawyers through 10 legal clinics and local mediation.
Ain Alap info-graphic

**Consultations with Bar Association**

Ain Alap - a legal helpline of Bandhu is being implemented with an objective to provide information and assistance on legal issues. Along with ensuring the legal assistance at local levels through Panel Lawyers, Bandhu decided to work with district-level Bar Associations, so that the victims of rights violations can get efficacious remedy besides Bandhu Legal Clinic. In 2019, Bandhu created a linkage with six Bar Associations through consultation meetings in different divisions.

The result was overwhelming as many lawyers expressed their interest to be affiliated as Bandhu Panel Lawyers and would like to provide legal aid support towards a gender diverse population in future. Some of the members even made commitments to consult with the District Commissioner and City Corporation for allocating Govt. khas land for Hijra and is also willing to discuss with different employers at local level to create job opportunities for them. Those consultations helped the association stalwarts to realize the distresses of the hijra community they face everyday and helped them to internalize the issue in depth.
Religion and Alternative Gender Identities

With a view to establish a support mechanism from multi-level stakeholders, Bandhu has been working to create allies with relevant stakeholders where Faith Leaders were one of the key allies. After a workshop with religious scholars, i.e. Buddhist Monks, Hindu Priests, Christian Pastors and Muslim Imams, Bandhu developed a guidebook focusing Religion and Hijra and transgender where different perspectives of four major religions are highlighted. As a part of the process, Bandhu validated that document through a workshop where 21 Faith Leaders attended. The Independent Consultant, Imam Muhsin Hendricks from South Africa facilitated the process.

Most religious leaders admitted that the initiative Bandhu took was an ‘eye-opener’ for them and committed to address social inclusion of hijra and the transgender community through their weekly religious preaching of all religions.
International Advocacy

ICPD25 Nairobi Summit 2019:
Participation of Bandhu in Realizing Promises

The year 2019 marked the 25th anniversary of the International Conference on Population and Development (ICPD) held in Cairo where 179 Governments adopted a landmark Program of Actions (PoA) to strive for achieving universal access to sexual and reproductive health for all. The Government of Kenya, Denmark and UNFPA convened together the Nairobi Summit on ICPD25 from 12-14 November 2019 attended by approximately 9500 delegates in Nairobi, Kenya. The summit addressed the 5 themes and highlighted the power of Gender Equality, Youth Leadership, Political and Community Leadership, Innovation and Data and Partnership to accelerate the progress through:

- Universal access to sexual and reproductive health and rights as a part of universal health coverage.
- Financing required to complete the ICPD Programme of Action, and to sustain the gains made.
- Drawing on demographic diversity to drive economic growth and achieve sustainable development.
- Ending gender-based violence and harmful practices.
- Upholding the right to sexual and reproductive health care even in humanitarian and fragile contexts.

The Honorable Minister of Health and Family Welfare, Zahid Maleque delivered time bound declarations on behalf of the State. Besides, the academicians, civil society representatives from RHSTEP, BRAC-Education, BLAST, MJF, Naripokkho, SERAC Bangladesh, Light House also attended the summit. From Bandhu, Shale Ahmed, Umme Farhana Zarif and Saraban Tahura Zaman attended the global summit as Bandhu is currently leading the RHRN Platform in Bangladesh consisting of 11 partner organizations to address the SRHR of youth adolescents in Bangladesh.
In the Nairobi Summit, RHRN members played a vital role and shared evidence-based recommendations and youth commitment through organizing a national level ICPD25 Youth Consultation in Dhaka and produced a Policy Brief before attending the summit in Nairobi. In addition, a session titled "Localizing ICPD commitment: Youth and Community" was organized by RHRN platform on 14 November 2019 where youth leaders from Nepal, Kenya, Uganda, Bolivia spoke as panelist. As a part of CSOs commitments, Bandhu along with other civil society organizations developed following 5 takeaway messages for further actions at country level: a) Reframing the Child Marriage narrative, b) Re-focusing SRHR narrative, c) Contextualize the GBV agenda for priority action spaces, d) Translating Commitments into reality, and d) Exploring New Partnerships.
UPR and a Call for Action

A number of initiatives have been taken in relation to UPR by Human Rights Forum of Bangladesh (HRAB) where Bandhu actively participated in all of them and contributions of Bandhu were significant. The initiatives are as follows:

a. Development of One-Year Progress Report on UPR

One year after the submission of the outcome document, HRFB reviewed the progress that the government has made during the year towards implementing its commitments under UPR 2018. In line of such, HRFB organized a workshop on "Development of one-year Progress Report on UPR 2018 Commitments" which was held in July 2019.

b. National Seminar on One Year after UPR 2018: Where are we?

The seminar was organized in 2019 to assess the progress of implementing UPR commitments of the government in the last one year. Among others Ms. Nahida Sobhan, Director General-United Nations, Ministry of Foreign Affairs, shared that the Government is hopeful that they can reach the desired destination but that it would take some time. The National Seminar was divided into four broad thematic sessions which were moderated by experts from the relevant fields.

The first session on Civil and Political Rights was moderated by Tahmina Rahman, Human Rights Expert and Secretary-General, Executive Committee, ASK. Present in the panel were: Zahirul Islam Khan Panna, Senior Advocate, Supreme Court Bangladesh, and Chairperson, Ain o Salish Kendra (ASK) and Sara Hossain, Honorary ED, Bangladesh Legal Aid and Services Trust (BLAST).

The second session on Economic, Social and Cultural Rights, was moderated by Nina Goswami, Senior Deputy Director, ASK. Present in the panel were Professor MM Akash, Department of Economics, University of Dhaka and Shaheen Anam, Executive Director, Manusher Jonno Foundation.

The third session on the Independence and Effectiveness of National Institutions was moderated by Shaheen Anam. Iftekharuzzaman, Executive Director, Transparency International Bangladesh, shared his concern on the weak
mandate of the Commission in the 2009 founding Act. Present in the panel were AKM Sohel, Director General, Anti-Corruption Commission; Hiranmaya Barai, Secretary, National Human Rights Commission, Bangladesh and Sheeza Hafiza.

The last session of the Seminar on the Rights of the vulnerable and disadvantaged groups was moderated by Ranjan Karmaker, Executive Director, Steps Towards Development. Present in the panel were Md. Abdul Wahed, Executive Council, Bangladesh Institute of Labour Studies; Shale Ahmed, Executive Director, Bandhu Social Welfare Society; Falguni Tripura, Kapaeeng Foundation and Shirin Akhter, Women with Disabilities Development Foundation (WDDF).

Training on UN Human Rights Mechanism, UPR and UPR Follow-up

Bandhu has actively participated in the HRFB and United Nations Resident Coordinators’ Office (UNRCO) jointly organized a day long training on 'UN Human Rights Mechanism, UPR and UPR Follow-up' in June 2019, in order to review the progress of the government towards the implementation of its commitments made during its 3rd review cycle.

The event had sessions shedding lights on various topics centering UPR and Human rights mechanisms in order to capacitate the participating member organizations. The resource persons of the event were Heike Alefson, Senior Human Rights Adviser to UNCAT and UNRCO Bangladesh, Livia Cosenza, Human Rights Officer, Asia Pacific Section, Field Operations and Technical Cooperation Division, Office of the United Nations High Commissioner for Human Rights (OHCHR), Zahid Hossain, Human Rights Officer, UNRCO, and Sharmeela Rassool, Chief Technical Adviser, UNDP Human Rights Programme.
Throughout the year 2019, there were series of discussions and dialogues took place related to implementation of recommendation of 3rd cycle of UPR. There was also a strong request to the government to produce a plan of action on UPR implementation having coordination and coordination of civil society organization.

**Bandhu's Effort in Media Advocacy**

Media plays a vital role in keeping everyone updated about the various events around the world. It is also the best medium of communication for mass audiences. A vast majority of people, all across the world, rely upon various sources of media for keeping themselves updated on various ongoing issues around the world.

Keeping this in mind and raising mass awareness about community people, Bandhu started working with Journalists in 2011 and offered a Media Fellowship to the journalists of electronic, print media and online news portal. In 2019, Bandhu arranged a media fellowship in partnership with UNAIDS as like previous year where 13 journalists participated. After the fellowship, Bandhu also arranged a Media Award Ceremony and as a chief guest Professor Dr. Mijanur Rahman, Vice Chancellor, Jagannath University handed over the crests, certificates and cheques to all fellowship participants. The occasion was also illuminated by the presence of Farida Yasmin, General Secretary, National Press Club; Muqeed Majumdar Babu, Chairman, Prokriti O Jibon Foundation & Vice, Chairman, Impress Group / Channel I and Dr. Saima Khan, Country Manager, UNAIDS Bangladesh. During their fellowship assignments, a significant number of articles/issues were published and aired in all forms of media.
Bandhu Media Forum in Divisional Cities

To cover wide ranges of news and to introduce the Gender Diverse Community with divisional journalists, Bandhu formed 8 media pools consisting of 10 members in Chattogram, Khulna, Mymensingh, Barisal, Rangpur, Rajshahi, Sylhet and Dhaka. The forum members are working as a human rights defender towards the community. Throughout the year, a significant number of news were published on national and local media focusing on the diversity issues. They are also working in order to create job opportunities for the gender diverse community.

Mass Awareness through Radio Program

Bandhu with the coordination of Bangladesh NGOs Network for Radio and Communication (BNNRC), is regularly broadcasting promotional messages on community radio. Besides, they are also arranging magazine programs through 15 community radio stations across the country. The purpose of these programs are to draw attention as well as to sensitize the different local stakeholders on Gender Diverse Community, so that they can create space for their education, health services, property and human rights. In 2019, a total of 39,80,700 listeners were reached through PSAs and magazine programs.
Community Mobilization through Sustainable Approach

The right to work is a fundamental right and it is recognized by many international legal instruments. The right to work is essential for realizing other human rights, and forms an inseparable and inherent part of human dignity. It is enshrined in Article-6 of the International Covenant on Economic, Social and Cultural Rights and Article-8 of the International Covenant on Civil and Political Rights.

For Hijra and TRANSGENDER livelihood and sustainability, Bandhu is working in Mymensingh and Sirajgonj with two CBOs - Agragami and Setu Bandhan, with support from UNDP under Micro-Capital Grant.

With the technical support and guidance from Bandhu, the two CBOs are implementing activities engaging the district administration, Social Welfare Department and local level social elites towards achieving the objectives of the project.

Since the CBO members themselves and their peers are the beneficiaries, the activities are contributing to their own capacity development towards negotiating and establishing a pathway to include themselves and their community members into the government’s social safety net programs under Ministry of Social Welfare.

National Level Consultation with Different Stakeholders on Hijra Community Progress and Current Situation in Bangladesh

Bandhu hosted a 'National Level Consultation with the National Stakeholders on 'Hijra community progress and current situation in Bangladesh' during November 2019.

Bandhu shared the status of report on recognition of rights of Hijra and gender diverse community in the light of current laws and policies and discussed the possibility of setting up a Hijra Welfare Board in Bangladesh to establish a support mechanism for Hijra population in different government facilities.

The forum joined by Umme Kulsum, District Judge and Joint Secretary, Law ministry, Mir Ruhul Amin, Secretary, Law Commission and Chief guest Md. Aminul Islam, Director, Welfare Board.
**Social Dignity and Livelihood: Bandhu’s Commitments to Communities**

Bandhu as a part of its commitment, prioritized initiatives towards ensuring dignified living of gender diverse communities and as such, efforts made throughout 2019 for their dignified living and established links with We Serve an E-commerce based social service business, Zurhem Fashoin House, Walton, Uber Eats and Ganasastha Sanstha for the job placements of the communities.

Beside this, Bandhu arranged multi-level consultations with BGMEA (hub of RMG sector), BKMEA (hub of knit-wears) to sensitize and motivate them for creating job opportunities for gender diverse community. In addition, a total of 200 community participants were channeled for vocational training from Social Welfare Department under the Ministry of Social Welfare.

As a result, a total of 6 hijra community are already employed in Denim Expert Ltd, 4 hijra are employed in Ganasastha, 10 are involved in E-Commerce through domestic services in collaboration with We Serve company. In addition, 11 hijra students received Educational Stipend, 37 Hijra are included under Social Safety Net program under the Ministry of Social Welfare.

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**REACH IN 2019 BY GENDER**

- **Transgender**: 3581
- **Female**: 660
- **Male**: 18909

**BANDHU SOCIO-ECONOMICAL SUPPORT 2019**

- **200** Gender Diverse Population received government entitlements
- **16** Transgender/Hijras Received Job
**Shima Akhter**
ID: 180202564
Section: Production

"I am very much happy to get an opportunity to work. Now I am an employee of Denim Expert Limited and I am proud to contribute to readymade garment sector of Bangladesh. Peoples are respecting me as I can maintain my living with dignity. The management and employees of Denim Expert Limited are very cooperative. They have accepted us very positively and treat us with respect as their colleague. Our hon'ble MD Sir also respects us very much. Our management staffs are very helpful. I am sincere to my responsibilities and always push my limits to perform efficiently. I am grateful to Bandhu Social Welfare Society for facilitating this opportunity."

**Dilruba Akhter**
ID: 205100196
Section: House Keeping

"At first I want to give my heartiest thanks to the Managing Director of Denim and to Bandhu. I am very much lucky for being an employee of this company. Denim Expert Limited is not a company, it is a family for me. All employees are like my family members. Everybody respects me and help me to do my work. After joining this company, I feel that now I am a member of the mainstream society. Before my employment, my own family members did not respect me...they did not even communicate with me. Now they are taking care of me regularly. Thanks Denim Expert Limited management team"
Bithi
ID: 161010856
Department: Sewing-13

"When I understood my gender identity at the age of 15, a Hijra community near our home brought me in Chattogram with them and engaged me in collecting 'badhai'...a traditional livelihood option of collecting money for hijra community. People humiliated me and used to use slang words always. I always dreamed of a beautiful life. After 6/7 years, I joined in a company in CEPZ. But after 1 year of work, knowing my Hijra identity, they sacked me from that job. Then I started searching for a job again, but nobody was hiring me, so again I went back to collect money. One day I met Shima apa while collecting money in the street. She told me to join Denim Expert Limited. They employ hijra community members since they are sensitized by Bandhu. I love the working environment of Denim Expert Limited. The behavior of my colleagues is so much better. My neighbors also praise me very much, when they see me going for work at Denim. Everyone here appreciates our work. Denim Expert helped me to change my life."

Aduri Hijra
ID: 161010857
Department: Sewing-14

"When I realized that I am a Hijra, my family shifted me to Hijra Community. But I didn't want to go and live with the Hijra Community, always looked forward to human dignity and honor through decent employment. Then I got a job in CEPZ, there I got some experience in machine operation works. When the company authority and other workers realized that I am a Hijra, everyone started misbehaving with me which was very painful and horrible for me. Then I left that job and went back in Hijra community. One day when I met Shima apa and Dilruba apa in a shop, they got me a job at Denim Expert Limited where I found the staffs and other workers are very cordial, helpful and were respecting and treating like a normal person which made me feel very happy. The management of Denim Expert Limited is providing us with all the facilities that are also available for others. We are being treated as equal. Now people including my neighbors do not undermine me as hijra. Bandhu and Denim Expert Limited helped me to get this honour."
Akhi Sultana
Helper- Sewing Training Centre
Denim Expert Limited
Id No: 161011166

"I am very much happy to be a part of Denim Expert Ltd. family. Thanks to our MD sir for this opportunity. Previously, I was leading a miserable life of collecting money from the streets and shops. But I never wanted that life for me. I always wanted to get a job but because of my identity I could not find any. At last, came to know about Bandhu and Denim opportunity. Then I got a job here and now my dreams have come true. I love to work here because it has given me a meaningful life."
Humanitarian Award

Over the last two decades, Bandhu has reached many milestones with cordial and unconditional supports of many different stakeholders and individuals.

With a view to recognize their contributions, sincerely appreciate their initiatives and to encourage others to work for betterment of gender diverse communities, Bandhu like the previous years, honored ten individuals/organizations with Humanitarian Awards in 2019 as well.

The ceremony, held in June 2019, covered different sectors such as, the Law enforcement, Media, celebrity, health, social justice, livelihood, entrepreneurship, civil society, education, gender diverse community.

The Awardees:

- **Poly Hijra**, President, Diner Alo Hijra Sangho, Rajshahi
- **Bidhan Tripura** PPM (Bar), AIG (Land and Estate), Bangladesh Police
- **Denim Expert Ltd.**, EPZ Chattogram
- **National Legal Aid and Services Organization** (NILASO)
- **Professor Dr. Md Shamiul Islam**, Director, MBDC & Line Director, TBL-ASP, DGHS
- **Professor Robaet Ferdous**, Dept. of MSS Communication & Journalism, Dhaka University
- **Professor Dr. Ratan Siddique**, Distinguished educator and dramatist
- **Channel-i**, Dhaka, Bangladesh
- **Ain o Shalish Kendra (ASK)**, A legal right and human rights organization
- **Kabirul Islam Ratan**, Dance Director and Choreographe

Special Guests

Her Excellency **Julia Niblett**, High Commissioner, Australian High Commission
Her Excellency **Winnie Estrup Peterson**, Ambassador, Royal Danish Embassy

Chief Guest

His Excellency **Earl R. Miller**, the U.S. Ambassador to Bangladesh
ENABLING ACTION

As a part of enhancing the capacity for the workforce and community, this year a number of trainings have been provided on various components utilizing both external and internal resources. Considering the needs as well as demands, the trainings covered the areas on Gender Transformative Approach (GTV), Abuse, Stigma & Discrimination related to SRH & Human rights, Life Skills Education, Safety and Security, SOGI & Youth Leadership, International Human Rights Mechanisms including National Laws. The summary of the trainings that organized over the period has been given below:
CAPACITY ENHANCEMENT

114
Community

139
Stakeholders

752
Bandhu Staff

499

TRAINED
Dance Movement Therapy (DMT) for Mental Wellbeing of Gender Diverse Youths

Dance Movement Therapy (DMT) is a psychotherapy form of activity which reduces mental stress and increase inner peace. This is not a traditional way of dancing…it follows a grammar with its rhythmic movement. As a modality of the creative arts therapies, DMT looks at the correlation between movement and emotion using music, color and different objects.

Realizing the necessity of this psycho-physical therapy, Possibility arranged a workshop for gender diverse youths during June 2019 with the financial support from Mama Cash. The principal goal of the workshop was to accelerate the capacity of gender diverse youths to cope with their day to day stresses. The expatriate facilitator of this workshop helped the participants to meet with their inner self. Participants experienced the strategies of dealing with their aggression, love and different hidden emotions and acknowledged their self-power that made them stronger to deal with their daily challenges.
3rd Gender Academy Flagship Course

Gender Academy is not just a regular training course of Bandhu. It is rather a mission for the organization to reflect the spotlight in every gender identity.

Bandhu arranges this intensive flagship course under title 'Gender Academy' once in a year through Possibility platform. This prestigious four-day long course is facilitated by a group of resource persons from home and abroad. Sessions plan of this course is designed with a view to challenging the conventional gender concepts and disseminate true base of knowledge so that the participants can gain knowledge, change attitudes positively towards gender issues, understand the importance of their social inclusion and social dignity. Every year, prior to three months of the academy, Bandhu promotes this course through online and organizational networks and platforms to reach potential candidates as many as possible. Participants are selected through a competitive and transparent process by a selection board.

In 2019, Bandhu arranged its 3rd Gender Academy Flagship Course through Project Possibility which was financed by Mama Cash. This time the academy was held during 26th to 29th April 2019 with the participation of 20 person coming from different national and international organizations. All the participants either works in the field of gender and sexuality or engaged in activism in the similar sectors. Since the course has become a core activity of Bandhu, it will be arranged annually.
Training on UN Instruments Related to Human Rights

Since its inception, Bandhu works towards addressing the rights and human rights issues of gender diverse population, therefore, it is important to disseminate knowledge about the UN instruments related to human rights so that its usefulness, challenges and overcoming strategies can be understood clearly. Keeping this in mind, three days residential training on ‘UN Instruments related to Human Rights’ was conducted for advance level staffs of Bandhu from 29-31 July, 2019. This training included various effective exercises like Check-in method, Open-arm theory, Human mapping and AAAQ framework etc. that helped the participants to understand the pressing issues of human rights effectively.

Major discussing points were functions of General Assembly and Secretariat OHCHR, Treaties including treaty Bodies, HR council, Universal Periodic Review (UPR), process of preparing National Report and stakeholders report and Special Procedure etc. This training helped us to gain an in-depth knowledge on UN mechanisms.

Leadership Among the Young Gender Diverse Community

Investing various efforts to the youth and adolescent, Bandhu has developed capacity and leadership skills/quality among the gender diverse community to explore opportunities of participating and raising voices in different youth forums both at national and international level. As a result against the efforts, they have actively participated in 'APFSD Conference, Bangkok', 'SANGAT-BD Youth Platform', 'Youth platform for Transformation Masculinity', 'BYLC youth conference', 'Nari Pakkho Sunani', 'Sexual Reproductive and Health Rights Youth Assembly', 'UBR Youth Conclave' etc.
Capacity Building and Empowering Organization through Partnership with MDF:

Capacity building is the process by which individuals and organizations obtain, improve, and retain the skills, knowledge, tools, equipment, and other resources needed to do their jobs competently. Community capacity building is the element that gives fluidity, flexibility and functionality of a program/organization to adapt to the changing needs of the population that is served, thus takes place at an individual, an institutional, societal level and non-training level.

Considering all elements, Bandhu designed a project in partnership with MDF for developing the capacity of Bandhu’s employees including field staff. Based on organizational and training need assessment of all individual’s, a total of 8 trainings were designed for different tires in the year 2019. The experts from the MDF facilitated the sessions over the year. Besides the regular training, MDF also initiated a coaching process to follow up the training learnings and its utilizations in the ongoing works. The trainings were:

- Social Business Development Approach
- Leadership and People Management
- Sexual and Reproductive Health Rights (SRHR) including FOs
- Resource Mobilization and FundRaising
- Advocacy and Policy Influencing
- Result Based management

Under this capacity building project, a total of 160 staff members enhanced their knowledge on particular issues. In addition, as a result of those training, Bandhu developed a draft organizational sustainable business plan with the direct guidance of MDF and also formed a resource pool with the staff of Bandhu to mobilize resources using the learning of training.
COMMUNITY SYSTEM STRENGTHENING (CSS)

Bandhu started working with CBOs in 2011 and currently Bandhu has developed partnerships with 35 CBOs that were provided with all kinds of technical support to strengthen the CBOs capacity and sustainability. As a result of Bandhu's effort Shustha Jiban CBO from Dhaka and Diner Alo CBO from Rajshahi submitted proposals titled "Women's Voice and Leadership" for Manusher Jonno Foundation (MJF) grant and were awarded 4-year projects in 2019. The goal of these projects is to ensure human rights of the Hijra community through developing public awareness. Besides, for CBO sustainability and alternative livelihood, Bandhu also supported 12 potential CBOs to develop business plans and among them, four CBOs have already started small-scale business on handcrafts, auto rickshaw and pharmacy business in 2019 with the support of EC members of respective CBOs and local loan.
Technical Assistance to the Community Based Organization (CBOs)

To promote Good Governance and achieving the minimum capacity of CBOs, Bandhu ensured all kinds of Technical Assistance through developing different guidelines for 9 CBOs including Financial guidelines, Human Resource Guidelines, Monitoring & Evaluation guidelines, CBO organogram, strategies for developing linkage with GOs and NGOs at local level, Strategic Plan, process of Annual General Meeting and EC election, etc. However, as a result of continuous TA, a strong linkage was developed with the Department of Social Services, Zila Sadar Hospitals including other health service providing organizations at local level. Moreover, a total of 200 Hijra received Livelihood training in 2019 under the Department of Social Services. Deputy Commissioner, Jamalpur allotted two pieces of kash land (one land is 1.55 acre and another one is 10 decimal) to Siri Shomaj Kollayan Shangho CBO in Jamalpur.

Non-formal Education

This was a new initiative of Bandhu to provide functional literacy of adult and youth Hijra who were illiterate or semi-literate. The objective of the session was to enhance the ability of the hijra community and help them to take responsibility for their own life by taking an active and meaningful engagement in society. Bandhu is working for the inclusion of Gender Diverse Population (GDP) in mainstream society and therefore equal opportunities need to be provided for achieving the United Nations Sustainable Development Goal 4 (Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all) and Goal 5 (Achieving Gender Equality).

To achieve this purpose, Bandhu formulated two batches in collaboration with Paddakuri Hijra Shongho CBO, Dhaka, and Setu Bandhan Kollayan Shangho CBO, Mymensingh. A total of 20 participants from the Hijra community attended the sessions where two expert facilitators facilitated the sessions.

Organization Development

Coordination Meeting among the Partners

Coordination meetings among the consortium partner's - Bandhu, Badhan Hijra Sangha (SHS) and Sustha Jiban (SJ) were organized under the FR project. The main goal of these meetings was to discuss the current scenario of the project including quarterly achievement, identify constraints with wayout strategies. The meeting created a role to build a good relationship among the partners thus helping each other to implement the program efficiently.
Motivation through Best Employee Award

Appreciation is a fundamental human need and when employees and their work are valued, their satisfaction and productivity rise. In return, they get double motivation to maintain or improve their good works. To recognize the works of DIC/Sub DIC in-charges, Bandhu introduced Best Employee Award in 2019. As a part of it, the PMO team assessed the activities of 21 service centers focusing their quality deliverables and achievements against targets. After a detailed evaluation process amongst 21 candidates, three staff were nominated for the award. 1) Md. Johirul Islam, Sub DIC In-Charge, Habigonj Sub DIC, 2) Bhabendra Nath Mollah, DIC Manager, Gazipur DIC and 3) Saidur Rahman, DIC Manager, Cumilla DIC. Shale Ahmed, Executive Director, Bandhu awarded them with the crests and handed over the Letter of Appreciation. This initiative was carried out by Bandhu's own cost to motivate the staff for target oriented performances.

Networks and Partnerships

National and International Partnership

Bandhu implements all its works within the framework of "health rights as human rights" and partners with national and international organizations for a steadier impact on its efforts.

National

On SRHR issues, Bandhu is the host and implementing organization for 'Right Here Right Now' (RHRN) Bangladesh Platform. RHRN is a strategic global partnership of 163 organizations active in ten countries across Africa, Asia, and Latin America including the Caribbean sub-region.

RHRN initiative in Bangladesh brings together 10 organizations and an alliance with an aim to create a conducive policy environment for ensuring gender diversity inclusive youth SRHR. The platform members are:

- Bangladesh Mahila Parishad (BMP)
- Bangladesh Legal Aid and Services Trust (BLAST)
- BRAC (Education Program)
As a part of Community System Strengthening (CSS), Bandhu also extends technical assistance to 31 CBOs across the country so that can mobilize and address their health care support at local level.

**International**

- Bandhu is the Coordinating Partner of Norwegian Agency for Exchange Cooperation (NOREC) supported tri-country learning exchange partnership project "SAKSHAM". The other partners are Blue Diamond Society (Nepal) and Humsafar Trust (India). The partnership is focused on institutional and individual capacity enhancement through sharing and exchanging each other's promising and best practices contributing to ensuring overall well-being of gender diverse communities including their empowerment.

- Bandhu is also a partner of IDRC funded tri-country Action Research project 'Youth for Inclusive Development: Empowering Individuals; Strengthening Communities (YIELD)' that engages youths from religious and caste minority communities in India and gender diverse communities in Bangladesh and empower them to become the 'Changemakers' of their communities. This is done through handholding selected youth groups for a period of two years and building their capacities to document human rights violations and take action.

Misaal (India) and Bandhu implements the action element of the project while Law and Society Trust (LST) of Sri Lanka supports the research element of the project.

**Field Coordination with Government Agencies and Recognitions**

Bandhu has been working on HIV/AIDS prevention intervention for gender diverse communities with the support from The Global Fund since 2010. icddr,b is providing necessary technical support in its implementation of activities and the national AIDS/STD Program (ASP) is supporting Bandhu with overall guidance. Therefore, the HIV prevention programs of Bandhu is directly contributing to the goal and objectives of the national response inline with ASP formulated a national strategic plan for HIV and AIDS.

Under the intervention, Bandhu is operating 31 field offices in 19 different districts of four divisions and its field offices work closely with the Civil Surgeon offices and district local administrations. In the year 2019, five Service Center (DIC) Managers received appreciation and awards from civil surgeon offices for coordinating and working together along with the government for the betterment of health services.

The AIDS/STD Program (ASP)-DGHS play a key role to enhance the coordination between the HIV and AIDS implementing partners and civil surgeon offices through their district coordination approach in national level and in district level.

As a result, referring critical cases of STI, TB and general health patients to different government facilities has become smoother. The community people, especially the Hijra population are receiving various trainings from the Social Welfare Department of the Ministry of Social Welfare. Bandhu is also receiving supports of Law enforcement agency to implement its outreach activities.

Bandhu values these supports from government agencies and is encouraged by their recognition.
MASS AWARENESS

Collaborative Approach with Different Educational Institutions

Collaboration is one of the core components of Bandhu to create mass awareness and in 2019, Bandhu conducted a series of sensitization workshops with school children, university students. The objective of these events was to create awareness among students on Gender Diverse Population and make a bridge for reducing the drop rate from the educational institutes. For school sessions, Bandhu selected Pogose Laboratory School and College, Abdullah Memorial High School, Siddique Memorial School and College and Madrasha-E Mohammadia Arabia Fazil Madrasha in Dhaka. A total of 499 children representing the students of class VI to X were present at the school sessions.

In the year 2019, Bandhu provided student fellowships to 14 students enrolled from University of Dhaka, North South University and Independent University, Bangladesh representing both public and private universities. A total of 9 research papers and a documentary focusing gender diversity rights were developed. To acknowledge the efforts of the fellows, Bandhu finally organized an award giving ceremony and handed over certificates and cash cheques to all individuals.
Key Days Observation in 2019

To increase mass awareness and knowledge among the Gender Diverse Population Bandhu celebrated various days like National Legal Aid Day, World Mental Health Day, International Transgender Day of Remembrance, Human Rights Day, Worlds AIDS Day, International Day Against Homophobia and Transphobia, World Health Day, International Women's Day along with 16 Days of activism through rally, workshop, seminar, human chain, awareness building fair, talk show, social media campaign, humanitarian award giving ceremony, psychosocial counselling, etc. Altogether more than 3,000 participants including our beneficiaries attended the programs across the country. Some of these programs were linked with multilevel stakeholders where many influential persons like the Honorable Prime

Minister of Bangladesh Sheikh Hasina, US Ambassador to Bangladesh Earl R Miller were present as guests.
**Coffee House Campaign**

Coffee House campaign is one of Bandhu's innovative approaches to reach-out the youths of mid- and upper-classes with information on SRHR, gender diversity and mental wellbeing.

Bandhu has been implementing Coffee House Campaign since the SRHR topics are still considered in the society as an issue 'not-to-be discussed' openly. The initiative has been supporting the youths to get necessary information on transitional physical changes at the puberty age, the facts and myths in maintaining personal hygiene, safer health, sexual and reproductive health, human rights, and links for legal support and psychosocial counselling.

With the support of HIM members, youth Link Associates and Coffee Shop owners, the campaign is continuing at 13 locations of Dhaka, Khulna, Chittagong and Mymensingh and 1300 youth and adolescents were reached in 2019.

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**Essence of Soul - a Core Dance Group of Bandhu**

Essence of Soul, known as Sattaya in Bangla was formed in 2006 with the core support of Bandhu. Sattaya was launched with the vision to ensure dignified life promoting the inbuilt skills of hijra community and create positive mass awareness towards them for equal opportunity in all walks of life. After its formation, a group of community people were trained by the professionals and started performing on thematic dance in different public forums.

It's been 15 years and "Sattaya" has now become a strong community cultural team who are proudly presenting dances nationally and regionally. 2019 was the most significant year for Sattaya, as the group performed 15 stage shows including Ocean Dance Festival, Cox's Bazar with full scholarship, which was the first dance festival where national and international dance artists performed in the same platform. In addition, Sattaya members also participated in the workshop of the World Dance Alliance (WDA) at Cox's Bazar.
## NEW PROJECTS IN 2019

<table>
<thead>
<tr>
<th>PROJECT TITLE</th>
<th>SUPPORTED BY</th>
<th>DURATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strengthen Capacity of Gender Diverse Communities</td>
<td>NOREC</td>
<td>36 months</td>
</tr>
<tr>
<td>Youth engagement for inclusive development, Gender Parity and Social Justice</td>
<td>Manusher Jonno foundation</td>
<td>36 months</td>
</tr>
<tr>
<td>Movement towards ensuring the equality of Human rights for the Gender Diverse Community</td>
<td>UNDP</td>
<td>13 months</td>
</tr>
<tr>
<td>Availing reverential life of Hijra/Transgender (TG) community people in Bangladesh</td>
<td>Christian Aid</td>
<td>12 months</td>
</tr>
<tr>
<td>Movement towards protecting the human rights of LGBTQI community in Bangladesh</td>
<td>Canadian Fund for Local Initiatives</td>
<td>12 months</td>
</tr>
<tr>
<td>Social Justice through empowerment and Parity (STEP)</td>
<td>Mama Cash</td>
<td>18 months</td>
</tr>
<tr>
<td>Upholding Human Rights of the SOGI population</td>
<td>International Republican Institute (IRI)</td>
<td>12 months</td>
</tr>
<tr>
<td>Promoting Social Inclusion of Transgender/Hijra Community</td>
<td>Diversity Fund UNDP</td>
<td>12 months</td>
</tr>
</tbody>
</table>
Knowledge Management and Documentation
Bandhu Social Welfare Society (Bandhu)
Statement of Financial Position
As on 31 December 2019

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Note's</th>
<th>Amount (TK) 2019</th>
<th>Amount (TK) 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant &amp; equipment (Core)</td>
<td>3</td>
<td>811,295</td>
<td>1,168,741</td>
</tr>
<tr>
<td>Property, plant &amp; equipment (Project)</td>
<td>3</td>
<td>914,359</td>
<td>1,532,657</td>
</tr>
<tr>
<td>Advances, deposits and prepayments</td>
<td>4</td>
<td>6,735,573</td>
<td>5,233,605</td>
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<tr>
<td>Investment in fixed deposit receipts</td>
<td>5</td>
<td>6,513,416</td>
<td>6,173,252</td>
</tr>
<tr>
<td>Loans &amp; Receivables</td>
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<td>10,998,736</td>
<td>12,932,829</td>
</tr>
<tr>
<td>Cash and Cash equivalents</td>
<td>7</td>
<td>32,197,695</td>
<td>32,335,005</td>
</tr>
<tr>
<td><strong>LIABILITIES &amp; NET ASSETS</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Grant received in advance</td>
<td>8</td>
<td>18,888,952</td>
<td>4,649,008</td>
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<tr>
<td>Donor Property Plant and Equipment</td>
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<td>914,359</td>
<td>1,532,657</td>
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<tr>
<td>Liabilities for expenses</td>
<td>10</td>
<td>4,186,971</td>
<td>10,346,845</td>
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<tr>
<td>Provision and other liabilities (Bandhu Core)</td>
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<td>5,879,964</td>
<td>10,176,968</td>
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<tr>
<td>Loans</td>
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<td>7,466,776</td>
<td>14,348,362</td>
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<tr>
<td>Employees Welfare Fund</td>
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<tr>
<td>Capital Fund</td>
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<td>20,661,699</td>
<td>18,212,642</td>
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<tr>
<td><strong>Total</strong></td>
<td></td>
<td>58,171,074</td>
<td>59,376,089</td>
</tr>
</tbody>
</table>

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

Chairperson

Executive Director

Director - Finance & Admin.

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

Dhaka, 9 May, 2020

Ashraful Haque Nabi & Co
Chartered Accountants
### Bandhu Social Welfare Society (Bandhu)

**Statement of Income and Expenditure**

For the year ended 31 December 2019

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Note's</th>
<th>Amount (TK) 2019</th>
<th>Amount (TK) 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Grant Income</td>
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<td>148,627,259</td>
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<tr>
<td>Other Receive</td>
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<td>601,925</td>
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<tr>
<td><strong>Total INCOME</strong></td>
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<td><strong>169,347,008</strong></td>
<td><strong>149,229,184</strong></td>
</tr>
<tr>
<td><strong>EXPENDITURE</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Project Expenses</td>
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<td>164,453,258</td>
<td>148,042,822</td>
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<tr>
<td>Salaries &amp; Benefits</td>
<td>16</td>
<td>417,277</td>
<td>235,438</td>
</tr>
<tr>
<td>Program Expenses</td>
<td>17</td>
<td>777,731</td>
<td>302,621</td>
</tr>
<tr>
<td>Administrative Expenses</td>
<td>18</td>
<td>289,953</td>
<td>179,111</td>
</tr>
<tr>
<td>Depreciation</td>
<td></td>
<td>1,278,470</td>
<td>982,735</td>
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<tr>
<td><strong>Total EXPENDITURE</strong></td>
<td></td>
<td><strong>167,216,688</strong></td>
<td><strong>149,742,726</strong></td>
</tr>
<tr>
<td>Excess/(Deficit) of income over expenditure before taxation</td>
<td></td>
<td><strong>2,130,319</strong></td>
<td><strong>(513,542)</strong></td>
</tr>
</tbody>
</table>

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

Dhaka, 9 May, 2020

[Signature]

Chairperson

[Signature]

Executive Director

[Signature]

Director - Finance & Admin.

Ashraful Haque Nabi & Co
Chartered Accountants
### Bandhu Social Welfare Society (Bandhu)

**Statement of Receipts and Payments**

For the year ended 31 December 2019

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Note's</th>
<th>Amount (TK) 2019</th>
<th>Amount (TK) 2018</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>32,335,005</td>
<td>21,829,496</td>
</tr>
<tr>
<td>Cash in hand</td>
<td></td>
<td>26,092</td>
<td>33,656</td>
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<tr>
<td>Cash at bank</td>
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<td>32,308,913</td>
<td>21,795,840</td>
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<tr>
<td>Foreign donation</td>
<td>19</td>
<td>172,102,582</td>
<td>148,691,701</td>
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<tr>
<td>Donation received by Core</td>
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<td>1,477,155</td>
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<tr>
<td>Other receive</td>
<td>20</td>
<td>3,418,164</td>
<td>672,136</td>
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<tr>
<td>Bank Interest</td>
<td>21</td>
<td>563,016</td>
<td>377,180</td>
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<tr>
<td>Welfare Fund contribution</td>
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<tr>
<td>Inter-project payable</td>
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<td>-</td>
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<tr>
<td>Project closing amount</td>
<td>22</td>
<td>318,738</td>
<td>315,963</td>
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<tr>
<td>Advance realized</td>
<td>23</td>
<td>8,869,704</td>
<td>17,173,362</td>
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<tr>
<td>Loan received from core</td>
<td>24</td>
<td>28,713,099</td>
<td>23,431,831</td>
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<tr>
<td>Receive against Common Pool</td>
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<td>211,389</td>
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<tr>
<td>Accounts Receivable Realized</td>
<td></td>
<td>2,957,084</td>
<td>4,520,748</td>
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<tr>
<td>Transfer from projects (FK Norway- 1st Phase)</td>
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<td>250,860</td>
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<tr>
<td>Loan realize</td>
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<td>3,531,102</td>
<td>6,941,977</td>
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<td></td>
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<td>222,224,780</td>
<td>216,994,880</td>
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<tr>
<td><strong>PAYMENTS</strong></td>
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<td>238,824,376</td>
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<tr>
<td>Project expenses</td>
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<td>117,622,499</td>
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<tr>
<td>Salaries &amp; benefits</td>
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<td>235,438</td>
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<tr>
<td>Program expenses</td>
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<tr>
<td>Administrative expenses</td>
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<tr>
<td>Fund refund to the Donor</td>
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<td>Paid to projects by core</td>
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<td>Capital expenditure</td>
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<td>Advances, deposits &amp; prepayments</td>
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<td>Common Pool Expenses</td>
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<td>Loan paid to projects</td>
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<td>Payment against accounts payable</td>
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<td>Donation paid from Welfare Fund</td>
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<td>Transfer to FK Norway 2nd Phase</td>
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<td>Investment in FDR</td>
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<td>Loan repayment to core by project</td>
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<td></td>
<td></td>
<td>222,362,088</td>
<td>206,489,371</td>
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</table>
## Particulars

<table>
<thead>
<tr>
<th>Note's</th>
<th>Amount (TK) 2019</th>
<th>Amount (TK) 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>32,197,695</td>
<td>32,335,005</td>
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<tr>
<td></td>
<td>26,875</td>
<td>26,092</td>
</tr>
<tr>
<td></td>
<td>32,170,820</td>
<td>32,308,913</td>
</tr>
<tr>
<td>Closing balances:</td>
<td>254,559,784</td>
<td>238,824,376</td>
</tr>
</tbody>
</table>

Cash in hand
Cash at bank

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