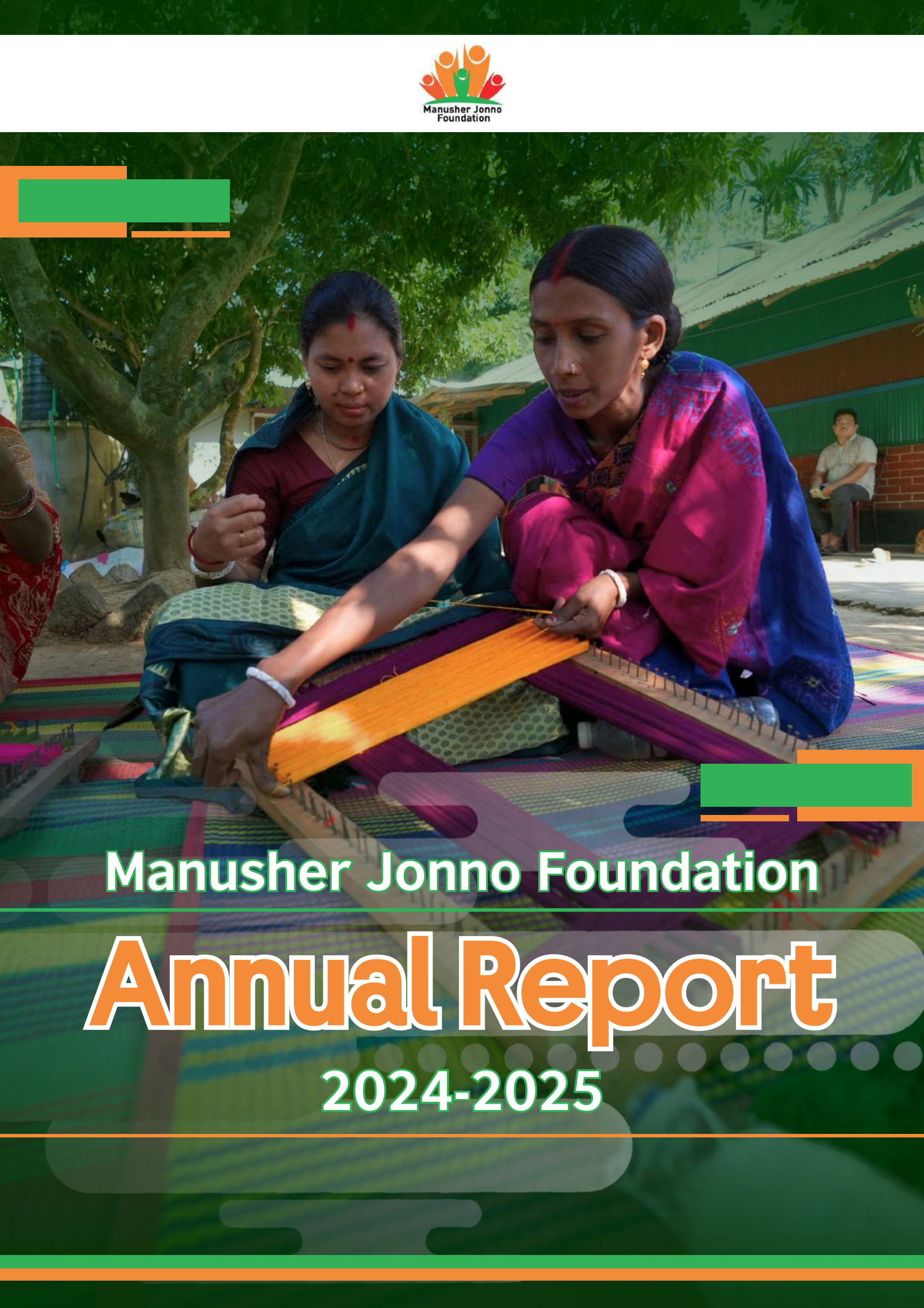


The background of the entire page is a photograph of two women sitting on the ground, weaving on a large wooden loom. They are wearing traditional Indian clothing (sarees). The woman on the left is wearing a green and blue sari, and the woman on the right is wearing a purple and blue sari. They are both focused on their work. The loom is set up on a colorful, patterned rug. In the background, there are trees and a building. The text "Manusher Jonno Foundation" is overlaid on the image in a green, sans-serif font. Below it, the words "Annual Report" are written in a large, bold, orange font with a white outline. At the bottom, the years "2024-2025" are written in a green, sans-serif font. There are also some decorative elements like a green bar and an orange bar on the left side of the image.

Manusher Jonno Foundation

Annual Report

2024-2025

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Message from Chairperson

It is my privilege to present the Annual Report of the Manusher Jonno Foundation (MJF) for the period from July 2024 to June 2025. This report reflects our continued commitment to advancing human rights, social justice, and equitable development for the most marginalized and socially excluded communities in Bangladesh.

The year under review unfolded against a backdrop of ongoing economic uncertainty, increasing climate risks, and a rapidly evolving development context. Despite these challenges, MJF remained steadfast in its mission and strategic direction. Guided by our long-standing values and experience since our establishment in 2002, we continued to support civil society organizations and community partners in promoting rights, dignity, and inclusion across the country.

Throughout 2024–2025, MJF prioritised women’s empowerment, gender equality, social inclusion, and climate resilience, while strengthening rights-based approaches across all programme interventions. We also placed a strong emphasis on institutional learning, adaptive programming, and partnership building to ensure our work remained responsive to emerging needs at both national and local levels.

This reporting year also underscored the importance of collaboration. I would like to acknowledge the Bangladesh Government, development partners, civil society organisations, implementing partners, and experts whose continued cooperation and trust have enabled MJF to sustain its impact in a challenging funding environment. I extend my sincere appreciation to the MJF team, led by Executive Director Shaheen Anam, and to the members of the Governing Board for their guidance, dedication, and invaluable contributions. As we look ahead, we remain deeply aware of the long and complex path toward social justice, particularly in the face of growing climate vulnerability and inequality. Nevertheless, MJF remains committed to strengthening its work at both national and local levels, standing in solidarity with vulnerable and marginalised communities, and contributing to a more just, inclusive, and resilient Bangladesh.



Parveen Mahmud FCA

Chairman
Manusher Jonno Foundation

Message from Executive Director

It is my pleasure to share this Annual Report, which, at its heart, is a collection of stories about hope, courage, and the remarkable resilience of the marginalized communities we serve across Bangladesh. This year has been a powerful reminder that behind every percentage point is a person reclaiming their right to a life of dignity.

We see this transformation in the families who are finally breaking the cycle of extreme hardship; we have watched the poverty rate among our participants fall from a staggering 99.6% to 74.4%. It is visible in the 20,000 households in the CHT region including households with disabilities, who now have the essential services they deserve. We celebrate the 261 women entrepreneurs who have started small businesses.



Women's safety and freedom have advanced remarkably. Reported domestic violence has plummeted from 30.7% to 4.6%, and women's freedom of movement and community participation has surged from 26.2% to 93.1%. Additionally, we welcomed 2,209 returnee women migrant workers, helping them reintegrate, with 805 achieving economic independence. Primary healthcare access has risen to 96.6%, and climate-smart livelihoods have helped reduce child stunting rates from 63.2% to 38.5%.

Our impact also extends to systemic change. Through high-level events like our 2024 International Human Rights Day dialogue, we engaged policymakers and diplomats to advance the 'Leave No One Behind' agenda. Meanwhile, our youth leaders have protected peers from child marriage and engaged over 2.2 million people in digital conversations about equity.

These milestones reflect our shared commitment to learning and adapting. I am deeply grateful to our communities, partners, and colleagues for making this journey toward equality possible.

Finally, MJF remains committed to standing in solidarity with the marginalized communities to ensure their rights, dignity and well-being.

Shaheen Anam

Executive Director,
Manusher Jonno Foundation

List of Abbreviations

AE	Agricultural Extension
AWRTI	Advancing Women's Right to Access to Information
BCCTF	Bangladesh Climate Change Trust Fund
BDT	Bangladeshi Taka
CANSA	Climate Action Network South Asia
CEF	Civic Engagement Fund
CHT	Chittagong Hill Tracts
CJAB	Climate Justice Alliance Bangladesh
CoP	Community of Practice
COP29	29th Conference of the Parties (UN Climate Change Conference)
CREA	Community-based Resilience, Women's Empowerment and Action
CFRM	Complaint, Feedback, and Response Mechanism
CSC	Community Score Card
CSO	Civil Society Organization
CSR	Corporate Social Responsibility
DAE	Department of Agricultural Extension
DC	Deputy Commissioner
DEMO	District Employment and Manpower Office
DoF	Department of Fisheries
DLS	Department of Livestock Services
DPO	Disabled People's Organization
DRPC	Disability Rights and Protection Committee
DSS	Department of Social Services
ECSAP	Expanding Civic Space through Active CSO Participation and Strengthened Governance System in Bangladesh
EU	European Union
FCA	Fellow Chartered Accountant
FGD	Focus Group Discussion
FPAR	Feminist Participatory Action Research
FWC	Family Welfare Centre
GBV	Gender-Based Violence
IGA	Income Generating Activity
IEC	Information, Education and Communication
IDI	In-depth Interview
KII	Key Informant Interview

List of Abbreviations

KM	Knowledge Management
KMKS	Khagrapur Mahila Kalyan Samity
KIMS	Knowledge & Information Management System
LAPA	Local Adaptation Plan of Action
LGI	Local Government Institution
LLA	Locally Led Adaptation
LFA	Logical Framework Approach
MBE	Member of the Order of the British Empire
MEAL	Monitoring, Evaluation, Accountability, and Learning
MFIs	Microfinance Institutions
MIS	Management Information System
MoU	Memorandum of Understanding
MSC	Most Significant Change
MJF	Manusher Jonno Foundation
MJSKS	Mahideb Jubo Somaj Kallayan Somity
NAGORIC	National Advancement for Governance and Rights Initiatives in Communities
NAWG	Needs Assessment Working Group
NGO	Non-Governmental Organization
NNPC	Nari Nirjatan Protirodh Committee
NIRAPAD	Network for Information, Response, And Preparedness Activities on Disaster
NSS	Nazrul Smriti Sangsad
PCM	Partner Coordination Meeting
PKB	Palli Karma Sahayak Bank
PLWD	Persons Living with Disabilities
PNGO	Partner Non-Governmental Organization
PRLC	Partnership for Resilient Livelihoods in CHT Region
PWD	Persons with Disabilities
RBA	Rights-Based Approach
RLF	Revolving Loan Fund
RMW	Reintegration of Migrant Workers
RRMWB	Reintegration of Returnee Migrant Women in Bangladesh
RTI	Right to Information
SAFE	Safeguarding Children by Engaging Youth

List of Abbreviations

SAT	Social Accountability Tool
SDG	Sustainable Development Goal
SGBV	Sexual and Gender-Based Violence
SSNP	Social Safety Net Programme
SWADHINATA	Strengthening Women's Access to Digital, Human Rights, and Information
TTC	Technical Training Centre
UDMC	Union Disaster Management Committee
UNO	Upazila Nirbahi Officer
UP	Union Parishad
USAID	United States Agency for International Development
VAW	Violence Against Women
VGD	Vulnerable Group Development
VGf	Vulnerable Group Feeding
WCAN	Women in Climate Action Network
WEWB	Wage Earners' Welfare Board
WEE	Women's Empowerment and Energy
WRO	Women's Rights Organization
WVLB/RWVL	Women's Voice and Leadership Bangladesh/Renewed Women's Voice and Leadership
YED	Youth Economic Development
YLO	Youth-Led Organization



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Executive Summary

The reporting period of 2024–2025 signifies a pivotal phase in the ongoing progression of rights-based, inclusive, and resilience-focused development by the Manusher Jonno Foundation (MJF). Operating within a complex socio-economic and environmental landscape characterized by economic instability, governance difficulties, and increasing climate-related risks, MJF maintained its strategic dedication to advocating for human rights, gender equality, accountable governance, and sustainable livelihoods for marginalized populations throughout Bangladesh.

Guided by its five core thematic areas, Marginalization and Inclusion; Gender and Diversity; Governance and Accountability; Climate-Resilient and Inclusive Livelihoods; and Youth Engagement and Social Cohesion, MJF executed integrated, evidence-based initiatives through a network of more than **400 civil society partners** spanning all **64 districts**. These initiatives collectively fostered observable enhancements in socioeconomic conditions, institutional responsiveness, and community resilience.

Under the **Marginalization and Inclusion** theme, MJF promoted equitable access to services, strengthened agency among excluded groups, and encouraged inclusive participation in local governance. Notable progress was made in reducing poverty in the Chittagong Hill Tracts (CHT), where the percentage of program participants living below the international poverty line dropped from 99.6% to 74.4%. Targeted efforts also improved access to legal aid, social protection, and essential services, especially for persons with disabilities, indigenous communities, and other structurally marginalized groups, reinforcing the principle of “Leave No One Behind.”

In the theme of **Gender and Diversity**, MJF demonstrated transformative outcomes in women’s empowerment and gender justice. Reported domestic violence among program participants declined markedly from 30.7% to 4.6%, while women’s mobility and participation in public life increased significantly from 26.2% to 93.1%. Women’s leadership was reinforced across community and institutional platforms, and twenty Women’s Rights Organizations enhanced their organizational capacities through feminist and inclusive governance practices. Furthermore, 3,645 returnee women migrant workers received reintegration support, with a considerable proportion attaining economic independence through entrepreneurship and livelihood initiatives.

MJF’s initiatives in the **Governance and Accountability** theme have strengthened relations between citizens and the state while simultaneously promoting institutional transparency. Through a series of 37 public hearings and ongoing civic engagement activities, particularly marginalized communities were empowered to articulate their needs and hold service providers accountable. Consequently, 74.5% of respondents expressed satisfaction with public services.

The expanded utilization of the Right to Information (RTI), enhanced grievance redress mechanisms, and increased representation of marginalized groups within local committees have further contributed to more inclusive and participatory governance frameworks.

Under the **Climate-Resilient and Inclusive Livelihoods** theme, MJF addressed the link between climate vulnerability and socio-economic exclusion through locally-led adaptation and livelihood diversification. Over 22,000 people received direct training in climate-resilient techniques, and most targeted households reported increased income and improved food security. The widespread use of climate-resilient technologies boosted their ability to adapt. Significantly, child stunting in these communities decreased from 63.2% to 38.5%, illustrating the combined impact of nutrition-focused and livelihood programs.

The **Youth Engagement and Social Cohesion** theme emphasized the important role of young people as agents of social change. By focusing on leadership training, civic involvement, and digital advocacy, youth gained the ability to challenge harmful social norms, support inclusion, and strengthen community resilience. Youth-led campaigns and initiatives engaged over 2.2 million individuals, illustrating the expanding influence of young people in shaping public discourse and encouraging social cohesion. Additionally, capacity-building activities improved youth skills in digital literacy, combating misinformation, and disaster preparedness.



Across all thematic areas, MJF continued to invest in **knowledge generation, Monitoring, Evaluation, Accountability, and Learning (MEAL) systems**, and adaptive programming. These efforts ensured that field-level evidence informed policy dialogue, programme design, and strategic decision-making, reinforcing MJF's role as a learning-oriented and knowledge-driven organization.

In summary, the achievements of this reporting period show not only quantitative progress but also transformative changes in dignity, agency, and resilience among marginalized populations. MJF's integrated and rights-based approach has strengthened inclusive systems, empowered communities, and advanced equitable development outcomes. While structural challenges remain, the evidence from this year highlights the effectiveness of sustained, partnership-driven efforts in fostering systemic change and building a more just, inclusive, and resilient society.

About Manusher Jonno Foundation

Manusher Jonno Foundation (MJF) is a national rights-based organization in Bangladesh working to promote inclusion, gender equality, accountable governance, and sustainable livelihoods. Established in 2002 and registered as an independent organization in 2006, MJF supports marginalized communities through grant-making, capacity development, and policy advocacy.



The Mission of the organization is: _____ ”
‘Promote human rights and governance through partnership with relevant stakeholders, including duty bearers, to ensure dignity and wellbeing of all people, especially the marginalised’.



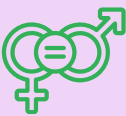
The Vision of the organization is: _____ ”
‘A world free from poverty, exploitation and discrimination where people live in freedom, dignity and human security’.

Working across all **64 districts** with **over 400 civil society partners**, MJF has managed around **USD 200 million** in funds and reached more than **4 million people**. The organization also ensures strong accountability through systems such as beneficiary feedback mechanisms, RTI compliance, and safeguarding policies.

MJF renders its programs under **Five (05) Thematic Themes** as below:



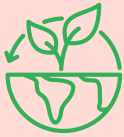
MJF centers its work on **marginalized communities**, promoting human rights, inclusion, and participation. Through initiatives like RWVL, PRLC, CREA, WEE, Ekota, SAFE, ECSAP, and SWADHINATA, it supports vulnerable groups while strengthening civic participation and freedom of expression.



Gender equality is central to MJF's work, promoting women's leadership, rights, and economic empowerment through initiatives such as feminist advocacy, access to information, cybersecurity, and community programs like MotherSchools. MJF also advances diversity by supporting ethnic minorities in the Chittagong Hill Tracts through PRLC and CREA projects, reintegrating returnee migrant workers, and protecting vulnerable youth and children.



MJF promotes **accountable governance** through initiatives like NAGORIC, ECSAP, and SWADHINATA, which strengthen civic participation, governance, and digital rights. The organization maintains strong institutional accountability through a governing board, transparent policies, audits, beneficiary feedback systems, and RTI compliance.



MJF supports **climate resilience and sustainable livelihoods** through CREA and PRLC projects that promote environmental stewardship, responsible fisheries, renewable energy access, and women's economic empowerment. It also strengthens economic inclusion for returnee migrants and marginalized groups through grant-making, capacity building, and policy advocacy.

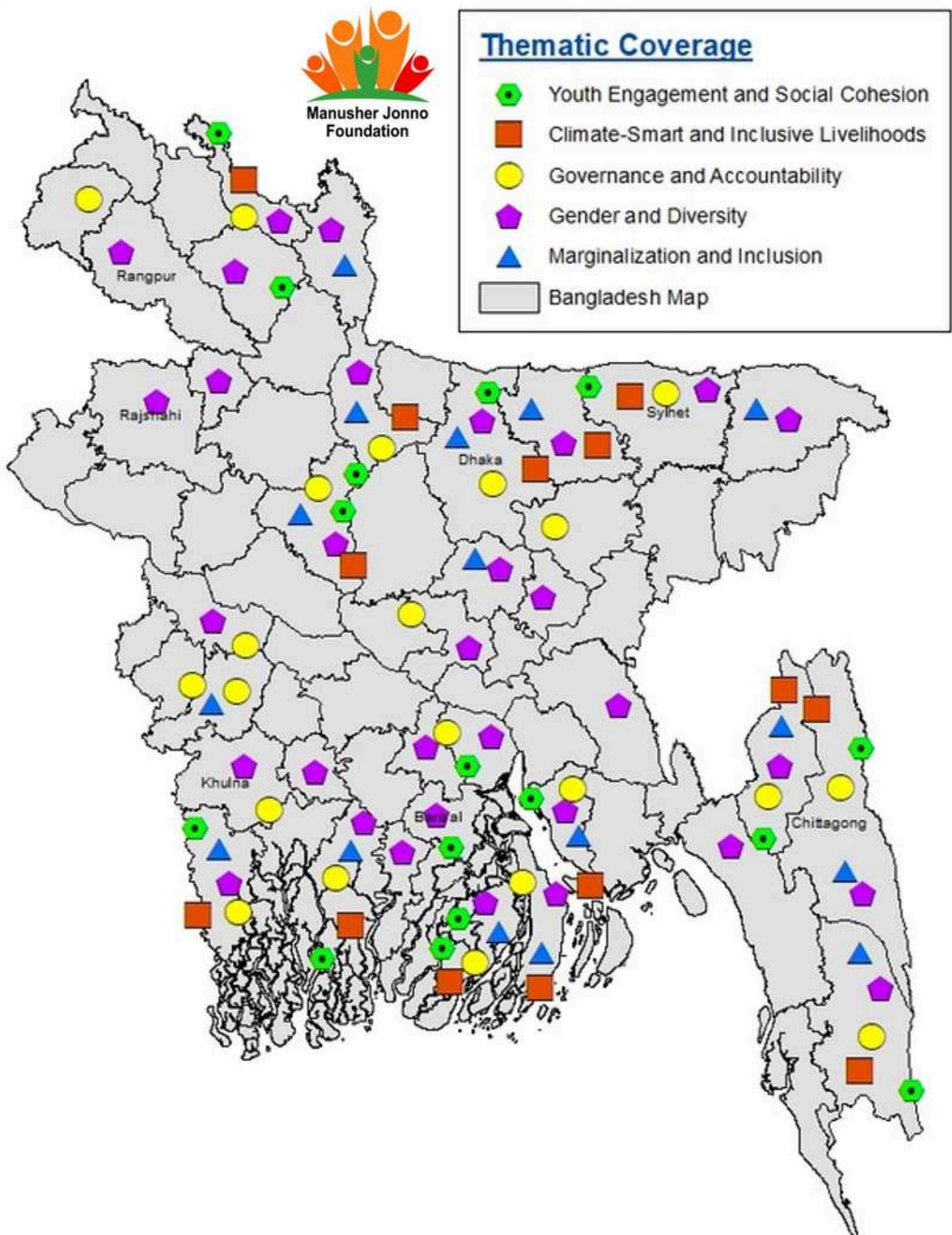


MJF **engages youth** as agents of change through initiatives that promote civic participation, child protection, and digital rights. It also fosters social cohesion and prevents extremism through community-based programs while supporting marginalized groups and ethnic inclusion. Through its rights-based approach, MJF works to build an inclusive, accountable, and equitable society where everyone can participate in sustainable development.



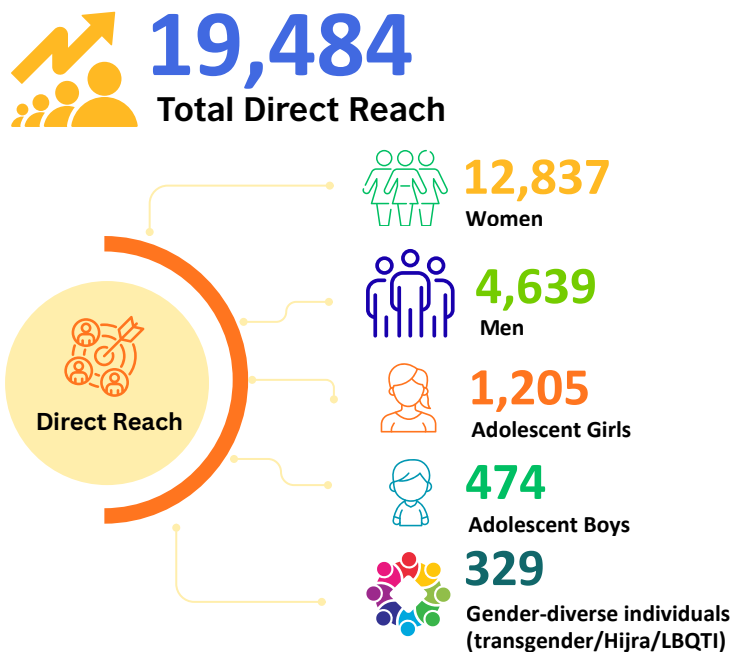
Map of Reach Across Bangladesh

Coverage of Manusher Jonno Foundation

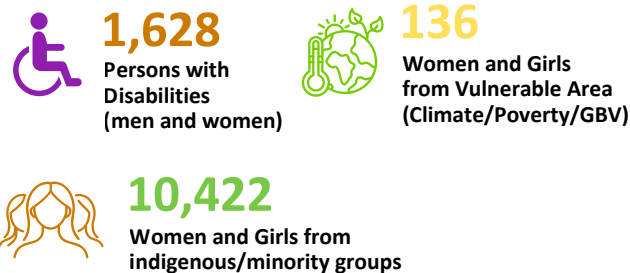


Infographics on Major Reach

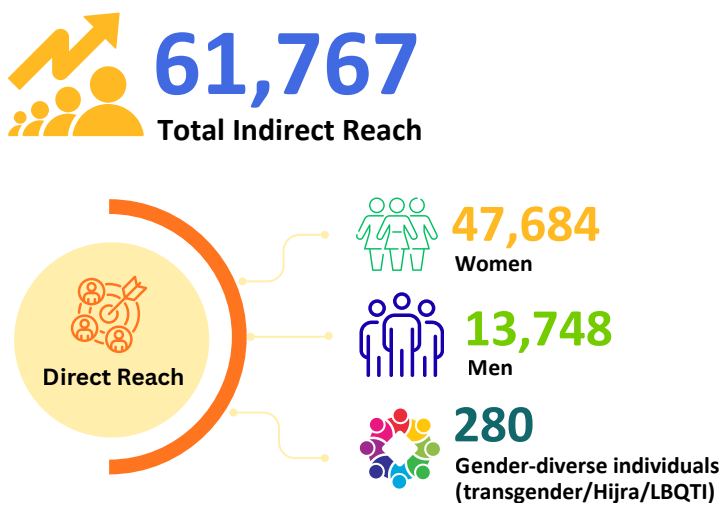
Theme-1: Marginalization and Inclusion (Rights & Dignity of Marginalized Populations) Direct Reach: Basic Information



Intersection



Theme-1: Marginalization and Inclusion (Rights & Dignity of Marginalized Populations) Indirect Reach: Basic Information

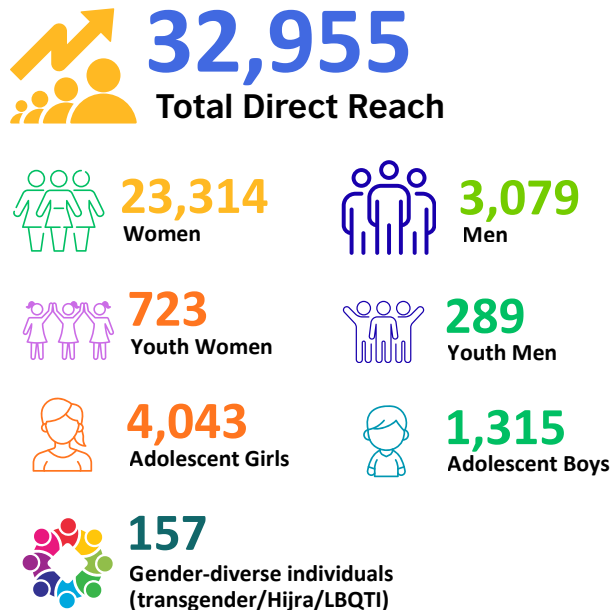


Intersection



Infographics on Major Reach

Theme-2: Gender and Diversity (Women and Girls' Empowerment) Direct Reach: Basic Information



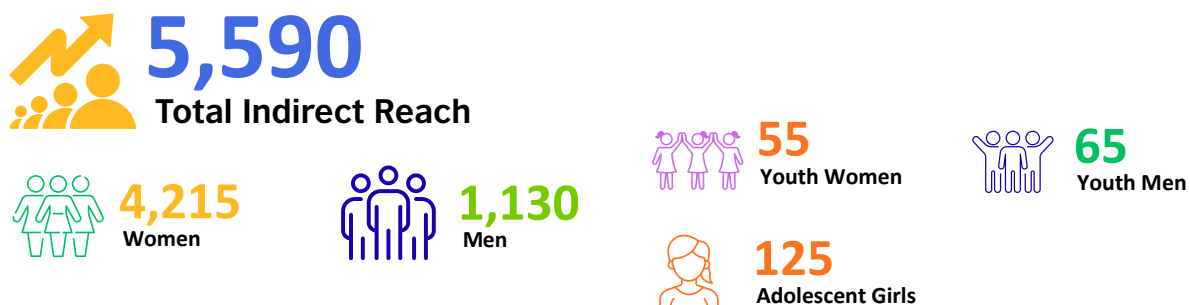
Intersection



119

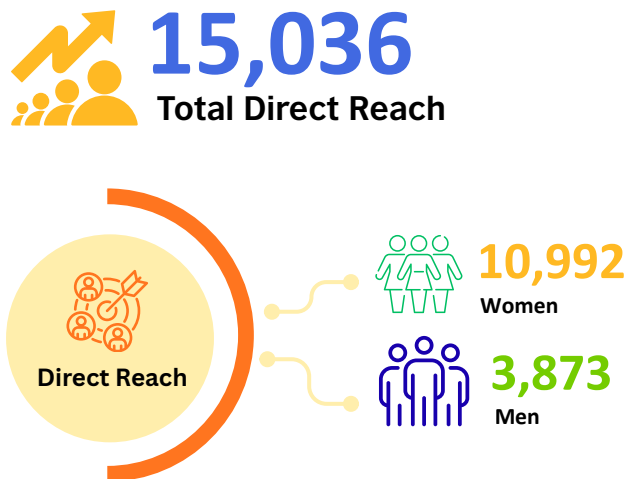
of Women and Girls from
indigenous/minority groups

Theme-2: Gender and Diversity (Women and Girls' Empowerment) Indirect Reach: Basic Information



Infographics on Major Reach

Theme-3: Governance and Accountability Direct Reach: Basic Information

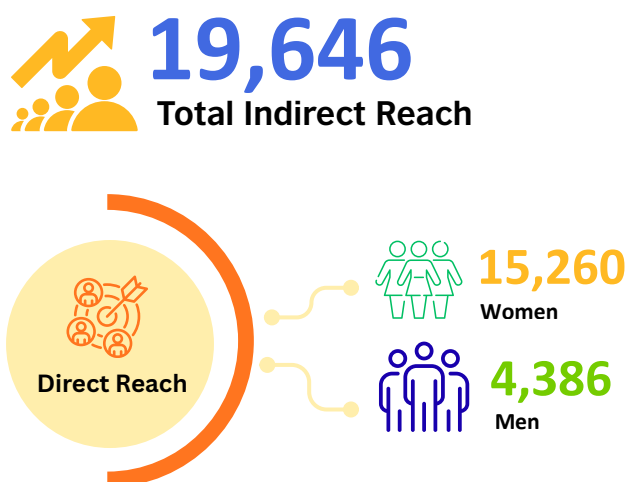


Intersection

70
Persons with Disabilities
(men and women)

3,667
Women and Girls from
indigenous/minority groups

Theme-3: Governance and Accountability Indirect Reach: Basic Information



Intersection

344
Persons with Disabilities
(men and women)



Infographics on Major Reach

Theme-4: Climate-Smart and Inclusive Livelihoods Direct Reach: Basic Information

 **1,32,287**
Total Direct Reach



95,382
Women



34,248
Men



1,258
Youth Women



732
Youth Men



02
Adolescent Girls



16
Gender-diverse individuals
(transgender/Hijra/LBQTI)

Intersection



1,641
Persons with
Disabilities (men and
women)



77,579
Women and Girls from
indigenous/minority groups



686
Women and Girls
from Vulnerable Area
(Climate/Poverty/GBV)

Theme-4: Climate-Smart and Inclusive Livelihoods Indirect Reach: Basic Information

 **4,39,475**
Total Indirect Reach



2,64,684
Women



1,12,073
Men



2,995
Youth Women



2,630
Youth Men



10
Adolescent Girls



2,06,506
Gender-diverse individuals
(transgender/Hijra/LBQTI)

Intersection



3,455
Persons with
Disabilities (men and
women)



1,140
Women and Girls from
indigenous/minority groups



Infographics on Major Reach

Theme-5: Youth Engagement and Social Cohesion Direct Reach: Basic Information



Intersection



06
Persons with
Disabilities (men and
women)



280
Women and Girls from
indigenous/minority groups

Theme-5: Youth Engagement and Social Cohesion Indirect Reach: Basic Information



Theme
01

Marginalization and Inclusion



Marginalization and Inclusion

Manusher Jonno Foundation (MJF) places marginalized people at the center of its work to protect rights, strengthen participation, and promote social inclusion. Through different initiatives, MJF focuses on advancing the rights and dignity of communities that often remain excluded from mainstream development, including people with disabilities, indigenous communities, dalits, and gender-diverse people. Besides, MJF works closely with women and girls, migrant workers, ethnic minorities, children, and other vulnerable groups through programs designed to address their specific challenges and expand equitable access to opportunities.



Several flagship projects strengthen this commitment. Renewed Women's Voice and Leadership (RWVL) focuses on building women's leadership and advocacy capacity. Women's Empowerment and Energy II (WEE) connects economic empowerment with access to renewable energy. The CREA project also prioritizes marginalized populations, supporting their participation, leadership, and access to justice in the climate vulnerable areas. The Ekota (Unity: From Invisible to Visible) works to bring marginalized groups into public visibility so their voices are heard and their rights recognized. SAFE (Safeguarding Children by Engaging Youth) mobilizes young people in child protection initiatives, encouraging youth leadership while creating safer environments for vulnerable children. MJF also promotes inclusion across economic and governance sectors. Through a rights-based approach, the organization supports safe and sustainable livelihoods, particularly for women and disadvantaged workers. Civic engagement is strengthened through ECSAP, which enhances citizen participation and builds the capacity of local civil society organizations to engage in governance processes.

By combining human rights protection, sectoral inclusion, and civic engagement, MJF ensures that marginalized communities not only survive but thrive, contributing meaningfully to sustainable development, social cohesion, and a more equitable society. Its holistic approach bridges economic, social, and governance gaps, creating long-term empowerment and resilience for those often left invisible.

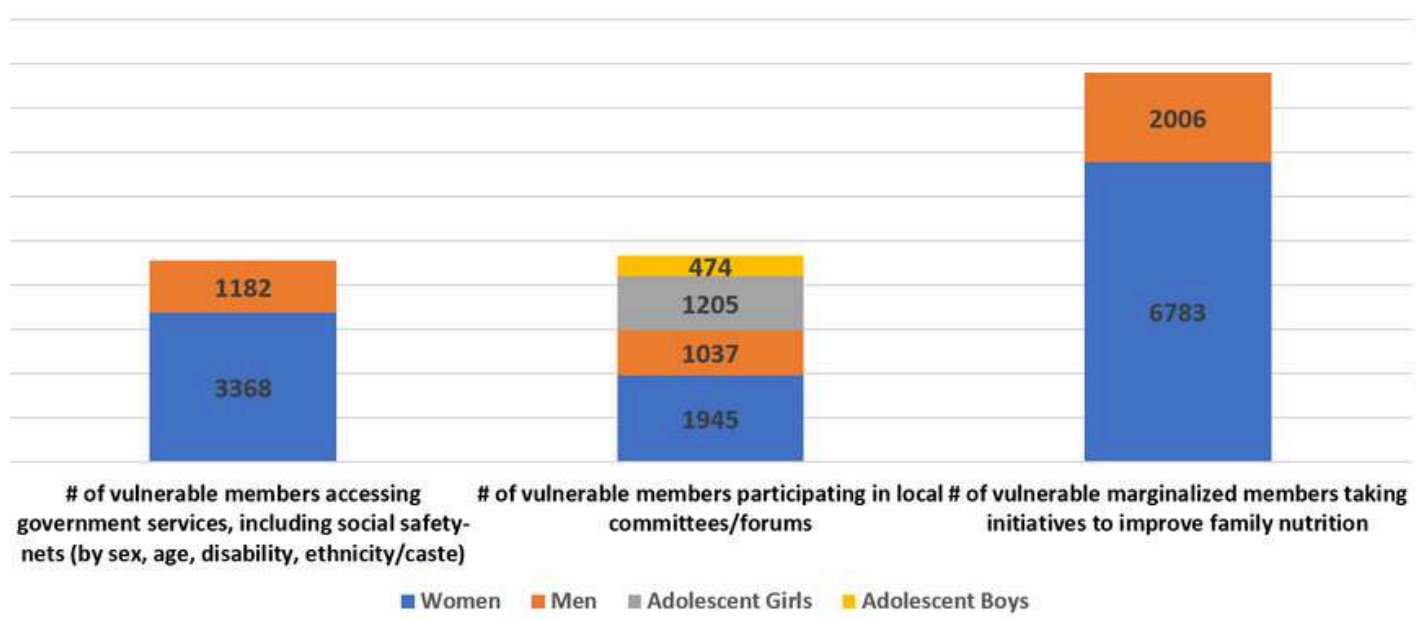
Key Achievements (Marginalization and Inclusion)

Marginalization and Inclusion remain central to MJF's strategic commitment to advancing rights, dignity, and equitable development outcomes for historically excluded populations. Interventions of this theme are predominantly grounded in the first three strategic pillars: research and evidence-based advocacy, grassroots partnership and social mobilization, and capacity strengthening of both rights-holders and duty-bearers, and directly operationalize the SDG principle of Leave No One Behind. MJF will primarily focus on excluded populations in Bangladesh groups that are systematically blocked from or denied full access to rights, opportunities, and resources that are otherwise available to more privileged segments of society. These include more than twelve marginalized categories, such as ethnic and Indigenous communities, Dalit and other disadvantaged groups, persons with disabilities, sex workers, older persons, fisherfolk, widowed and destitute women, transgender people, youth and adolescents, child laborers, women survivors, and vulnerable or exploited workers.



Equitable Access to Essential Services and Social Protection Systems

Access to public and private services for marginalized populations was addressed through a deliberate shift from awareness-based interventions to structural and proximity-based solutions. In geographically remote and underserved areas, particularly in the Chittagong Hill Tracts, physical



distance, transportation costs, and administrative barriers have historically excluded communities from essential government services. The interventions were targeted at strengthening community-level service delivery mechanisms and improving institutional responsiveness. Overall, across the projects of MJF total of **5285 participants** were directly reached through these interventions, where **622** were **PwD**, and **3333** were from the **indigenous community**.

Equitable Access to Essential Services and Social Protection Systems access to public and private services for marginalized populations was addressed through a deliberate shift from awareness-based interventions to structural and proximity-based solutions. In geographically remote and underserved areas, particularly in the Chittagong Hill Tracts, physical distance, transportation costs, and administrative barriers have historically excluded communities from essential government services.



The interventions were targeted at strengthening community-level service delivery mechanisms and improving institutional responsiveness. Overall, across the projects of MJF total of **5285 participants** were directly reached through these interventions, where **622** were **PwD**, and **3333** were from the **indigenous community**.

However, community clinic management committees were reinforced, health camps were organized in hard-to-reach areas, and paramedic outreach was supported to ensure services reached those most excluded. These efforts reduced dependency on distant facilities and increased trust between communities and service providers.





Strengthened Agency, Collective Voice, and Inclusive Local Governance

Participation and capacity building focused on strengthening agency, voice, and leadership among marginalized groups while simultaneously enhancing the responsiveness of governance systems. Interventions facilitated structured training on leadership, advocacy, and rights awareness for diverse community groups, enabling participants to engage more effectively in collective action and local decision-making processes. Across interventions from different projects, it directly reached a total of **5,410 participants**, which includes **596 participants** from **PwD** and **40 participants** from **Transgender**.

Multi-level coordination meetings with district and upazila administrations played a critical role in creating an enabling environment for civil society and community participation. These platforms supported relationship-building between rights-holders and duty-bearers and contributed to more inclusive representation in local committees and governance forums.



Social accountability tools, including Community Scorecards and interface meetings, helped communities identify service gaps and engage with authorities. Coordination efforts supported activation of legal aid and standing committees for more inclusive functioning. These actions strengthened meaningful participation of marginalized groups in decisions affecting their lives.



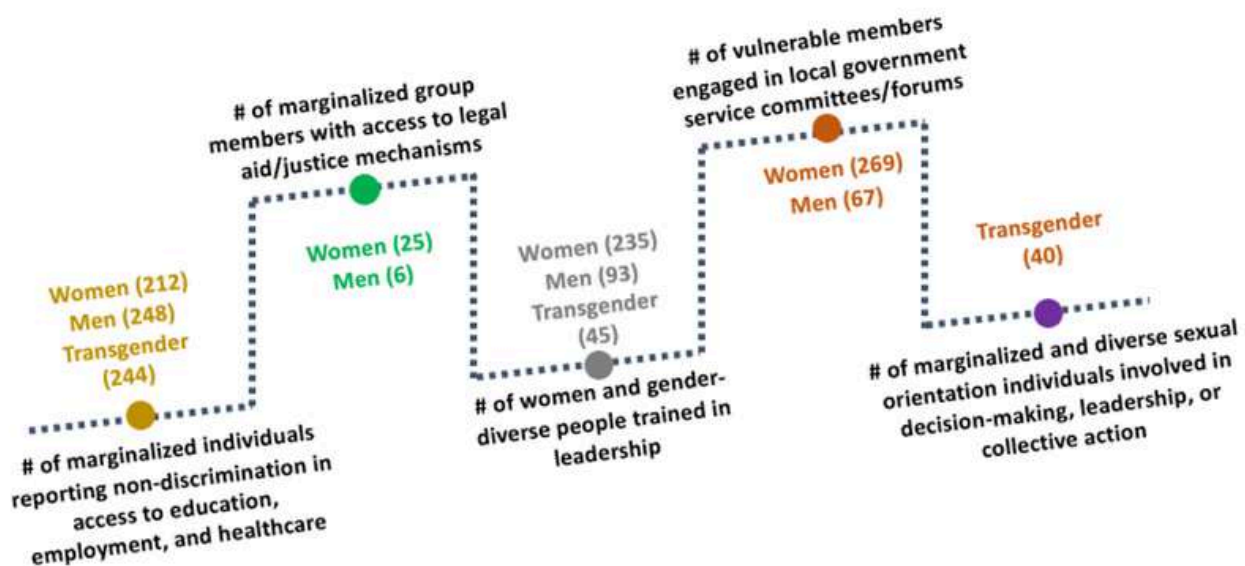
Social accountability tools, particularly Community Scorecards and interface meetings, were used to bridge gaps between service providers and communities. These processes enabled communities to articulate service gaps, assess performance, and engage in evidence-informed dialogue with authorities. Lobby and coordination efforts further supported the activation of legal aid committees and standing committees, ensuring that mandated structures functioned more inclusively and transparently.

Collectively, these interventions contributed to shifting participation from symbolic inclusion toward meaningful engagement, where marginalized groups increasingly influence decisions affecting their lives.



Inclusive Livelihoods, Nutrition Security, and Transformative Household Practices

Demonstration initiatives showcased how inclusive, household-level interventions can translate into tangible improvements in well-being, resilience, and social norms. Integrated livelihood, nutrition, and caregiving practices demonstrated that addressing economic vulnerability and social exclusion simultaneously yields sustainable outcomes.



Nutrition-sensitive interventions, delivered through mother groups and community learning platforms, strengthened household dietary practices and caregiving behaviors. These efforts were complemented by climate-resilient agricultural support, including homestead gardening, poultry rearing, and integrated farm management practices. Hands-on training, input support, and follow-up mentoring enabled households to translate knowledge into sustained practice. A total of 8,789 participants were directly reached from these interventions, where 7,089 participants were from indigenous communities, and 410 were persons with disabilities.

Beyond material outcomes, demonstration activities contributed to normative change, particularly in relation to women's decision-making authority, caregiving roles, and public participation. Peer-led education through mother groups and adolescent clubs fostered collective learning, confidence, and mutual accountability. These platforms enabled women and marginalized caregivers to exercise greater influence within households and communities, reinforcing dignity and social recognition alongside economic and nutritional gains.

There are some **significant achievements** during the reporting period under 'Marginalization and Inclusion':



Poverty Reduction: The population (of MJF projects) living below the international poverty line saw a major reduction, **dropping from 99.6% to 74.4%** in the CHT region, with the support from MJF project interventions



Disability Inclusion: A total of **480 vulnerable community members**, including **336 persons with disabilities**, successfully accessed government services and social safety nets.



Justice Access: **31 marginalized group members with disabilities** gained access to legal aid or justice mechanisms.



Education for Vulnerable Groups: The "Youth School Project" provided essential education to approximately **250 underprivileged and street children**.



Economic Empowerment: **261 persons with disabilities** launched small entrepreneurship initiatives such as livestock rearing, tailoring, and small businesses.



Case Story

Story-1: Life story of a visually impaired indigenous person

Mo Thai Marma is a man in his mid-thirties from the hilly village of Moghaichhari, Rangamati. He was born visually impaired. Despite never attending formal school, he is known for his remarkable memory and love for learning, especially reciting rhymes in his native Marma language.



Mo Thai Marma

Growing up without formal education and with limited access to economic opportunities, Mo Thai faced many challenges. Supporting his family while navigating life in darkness was difficult, and he relied on sound to understand and interact with his surroundings.

Through the PRLC project, Mo Thai received goat-rearing knowledge from the Farmer Field School sessions. He also bought three goats from the cash grant support of the project, which became a source of income and companionship. He learned to manage and care for them, using the jingling bells to track their movements, turning sound into a vital tool for his independence.

The goats have improved his economic situation and given him confidence in his abilities. Now he dreams of buying a cow to further stabilize his income and reduce his family's burden, particularly supporting his younger brother's education. His determination and skills have earned him respect in the community.

Mo Thai aims to expand his livestock business, become economically independent, and continue supporting his family. He hopes to show that even in darkness, persistence and skill can create opportunities and allow dreams to flourish.

Case Story

Story-2: A struggled third-gender starts dreaming to better life

Rinku is a transgender individual who grew up facing discrimination and abuse in their community. From a young age, Rinku knew they were different, and their surroundings constantly reminded them of this reality.

During school, Rinku faced confusion and exclusion, being sent back and forth between boys' and girls' seating. Walking in public invited harassment, including people throwing water or avoiding them at tea stalls. At home, Rinku suffered physical abuse from their father and lived under constant fear. Eventually, Rinku left home to stay with 'Guruma' (Hijra community leader) for safety and support.



Through the WVLB project, Rinku received support to start a small clothing business. In addition, skills training helped them overcome hesitation, develop practical expertise, and gain confidence in running their business independently.

With the training and guidance, Rinku successfully established their shop and earned the trust of customers with quality products. Their confidence and independence grew, and they now enjoy a much better standard of living and respect within their community.

Rinku aims to work for marginalized communities, using their experience and skills to empower others who face discrimination and exclusion.

Case Story

Story-3: Tanjila, a person with disability young girl

Tanjila Sultana, born in 2003 in Dhaka with Down Syndrome, is the youngest of four sisters. Despite early health complications, including a heart defect and ankle condition that required surgery, her family ensured she received proper treatment and care. She studied in a local school until Grade 3 but remained socially withdrawn and struggled with confidence.

Before intervention, Tanjila often kept to herself and had limited opportunities to develop social and leadership skills. Like many children with disabilities, she faced societal perceptions that underestimated her potential.

Her transformation began in 2022 when she enrolled in the non-formal education program of the Down Syndrome Society of Bangladesh. She slowly came out of her shell, started talking to people more, doing art and Zumba dance. She became involved in the “Promotion of Human Rights for Persons with Disabilities” project supported by Manusher Jonno Foundation.

Through leadership and life skills training, and workshops on the Rights and Protection of Persons with Disabilities Act, 2013, she gained knowledge about her rights and responsibilities.



Tanjila Sultana

As of, Tanjila is a confident self-advocate and Bangladesh representative of Down Syndrome International. She leads self-help groups, participates in national and international forums, and raises awareness about disability rights.

Looking ahead, Tanjila aspires to continue advocating globally, proving that persons with disabilities are not a burden, but active contributors to an inclusive society.

Case Story

Story-4: Tanim, a hearing and speech impairment young girl

Tanima Khatoon, a 22-year young woman with hearing and speech impairment, lives in Rayarchar Mollapara village of Jamalpur Sadar Upazila. Despite the challenges of living with a disability in a rural community, Tanima hoped to build a peaceful life after her marriage in November 2022.

Soon after her marriage, however, Tanima faced severe hardship. Her husband and in-laws began demanding money and land from her family. When the demands were not met, she was subjected to mistreatment and physical abuse. Unable to endure the situation, Tanima finally shared her struggles with her parents, who brought her back home in March 2023 to protect her.

A turning point came when the Unity (Ekota) Project, implemented by the Centre for Disability in Development (CDD), formed a Self-Help Group in her village and included Tanima in the Shapnajayee group.

Through the project, Tanima and her family learned about legal rights and available support services. With guidance from the project team, Tanima and her mother took legal action against her husband and in-laws. Their case was now waiting to be resolved in the Jamalpur District Court.



Tanima Khatoon

Now, Tanima is courageously pursuing justice through the legal process. Her journey has strengthened her confidence and inspired others with disabilities in her community to stand up against injustice and discrimination. Tanima now hopes for a future where persons with disabilities can live with dignity, rights, and equal protection under the law.

Theme 02

Gender and Diversity



Gender and Diversity

Women's empowerment is central to achieving gender equality (SDG 5) and the 2030 Sustainable Development Goals. It involves eliminating. Gender equality is not only a fundamental human right but a necessary foundation for an inclusive, peaceful, prosperous, and sustainable State. Empowering women with diverse intersectional identities is a critical lever for national development, offering opportunities in education, skills, employment, and active participation in leadership, decision-making, and other productive roles.



It enables individuals to gain control over their lives, transform structures of subordination, and challenge institutions that perpetuate male domination. Caroline Moser described it as a “redistribution of power,” encompassing power over (control), power to (creating possibilities), and power from within (spiritual strength).

Manusher Jonno Foundation (MJF) promotes human rights and good governance, placing gender equality at the center of its programs. MJF views empowerment as a holistic, multidimensional process spanning social, political, and economic spheres. It supports partner organizations, particularly women-led, women's rights organizations, and socially excluded organizations—to expand grassroots initiatives, strengthen institutional capacity, and foster networking. These efforts enhance women's skills, capacities, and ability to exercise rights, particularly for vulnerable and marginalized groups.

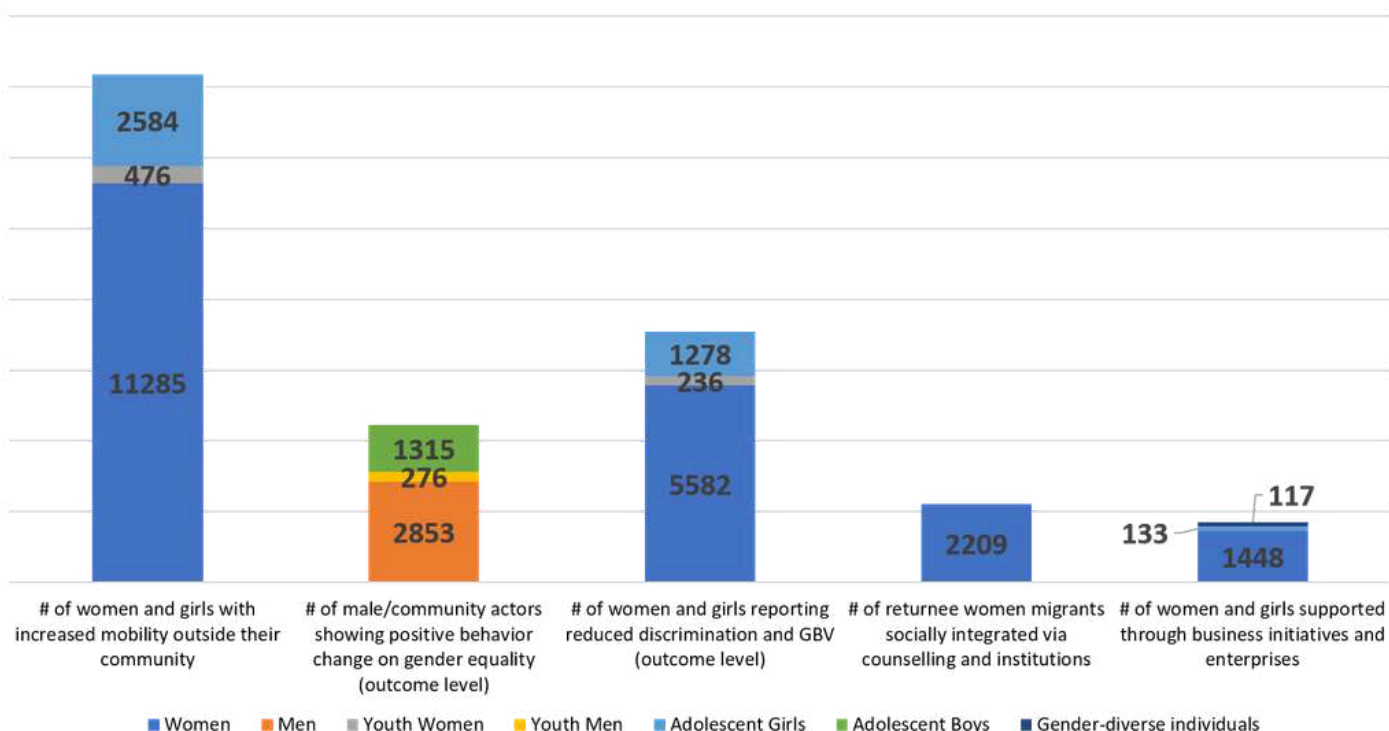
MJF's strategic priorities emphasize social, political, economic, and legal empowerment, including reducing violence and discrimination. The organization recognizes that cultural, social, and economic structures, along with diverse social identities such as age, ethnicity, class, gender, and religion, shape behavior and decision-making. MJF includes gender-diverse individuals and considers socially constructed roles and responsibilities in its approach.

The expected outcomes include recognizing diverse gender needs, integrating feminist principles to foster participation, inclusion, and empowerment, and promoting gender-responsive interventions. This approach empowers women, girls, gender-diverse individuals, and communities to become active agents of change and stewards of their own development across social, political, cultural, and economic spheres.

Key Achievements (Gender and Diversity)

Prioritizing the Third Strategic Pillar of MJF, during the reporting period total 20 Women Rights Organizations (WROs) went through the comprehensive internal organizational capacity review focusing on governance, feminist leadership, financial management and advocacy system. By settings action-oriented plans from these reviews, it resulted in strengthening structure, including improved management of Revolving Loan Funds (RLF), enhanced record-keeping practices, compliance with financial procedures, and the application of participatory monitoring systems. Collectively, these measures contributed to stronger accountability, sustainability, and feminist leadership within the partner organizations.

Among all WROs, total 4 organizations were covered from the intersectional groups (Trans, Dalit and Indigenous) that also reflects the core issues of the third strategic goal. All partner WROs adopted and operationalized feminist and inclusive internal policies through Memoranda of Understanding (MoUs), tripartite agreements, safeguarding-compliant fund disbursement mechanisms, and inclusive decision-making processes. These mechanisms ensured the meaningful participation of women, adolescent girls, Dalit women, indigenous women, and transgender groups in Women's Economic Empowerment (WEE) interventions.





Enhanced Women's Leadership, Participation, and Gender-Transformative Social Norms

Women, adolescent girls, and transgender individuals demonstrated increased agency and leadership by actively participating in collective decision-making processes within women's groups, adolescent clubs, and enterprise committees. They engaged in key decisions related to enterprise selection, revolving fund utilization, savings and repayment mechanisms, and group management structures. During the reporting period, a total of **3,390 direct beneficiaries** were reported to participate in community-based decision-making, participate in local government standing committee etc. Qualitative evidence from mentoring processes, peer learning circles, and community engagement activities also indicates observable shifts in community perceptions regarding women's leadership and social roles.



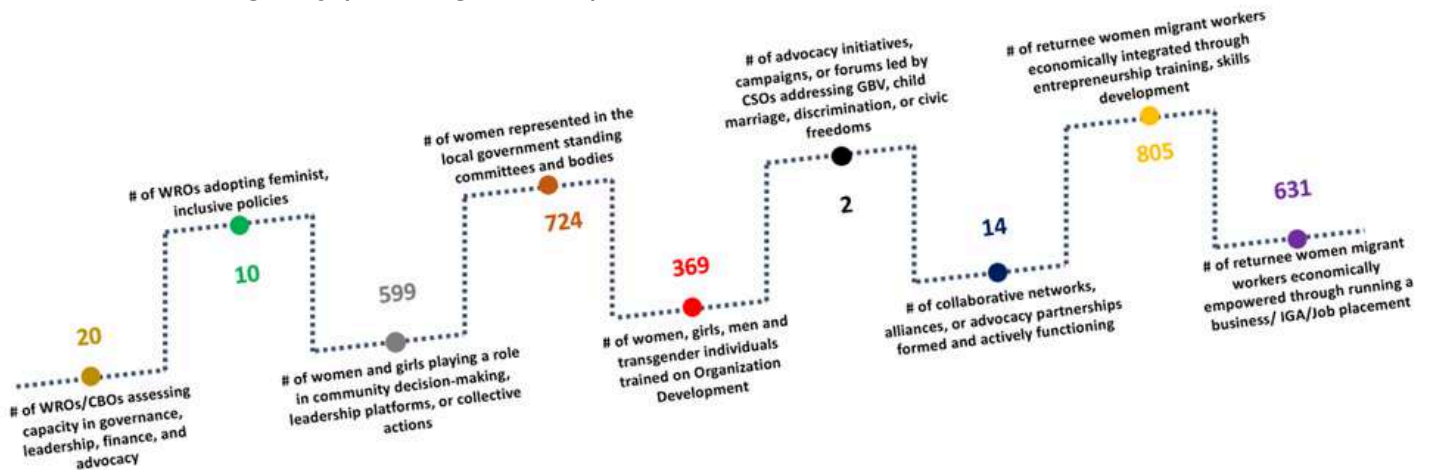
Through transformative leadership development initiatives, participants received structured training on conflict resolution, rights advocacy, feminist values, and participatory decision-making. This was reinforced through mentorship support and peer learning circles, enabling women and girls to challenge patriarchal norms and lead community-based initiatives.

Women are increasingly recognized as decision-makers in economic initiatives and contributors to local governance discussions. Indigenous and marginalized women's public engagement has improved community acceptance of their leadership and participation. Part of the individual enterprise development, A total of **1698 participants** (women, girls, and transgender individuals) supported through business initiatives, including individual entrepreneurship and collective enterprise models, among them **117** are from **trans**. Capacity-building support included financial literacy, record-keeping, production skills, group enterprise management, and leadership strengthening.

Women and girls reported increased mobility as a result of their engagement in leadership training, enterprise activities, collective forums, and interactions with local government structures. As the total participants assessed, 93% of them reported increasing their mobility outside of their community. Participation in committee meetings, market engagement, training sessions, and public events contributed to expanded movement beyond their immediate communities, strengthening confidence and public presence.



To achieve the structural equalities, organization facilitated engagement with Local Government Institutions (LGIs) to promote the inclusion of marginalized women in governance platforms. Women's participation was strengthened in local committees such as the National Nutrition Coordination Committee (NNPC) and Union Disaster Management Committee (UDMC), while Union and Upazila Disaster Management Committees (UDMC/UzDMC) were activated to ensure gender-sensitive emergency planning and response. Management Committees (UDMC/UzDMC) were activated to ensure gender-sensitive emergency planning and response.



Additionally, Indigenous women's groups supported by KMKS engaged informally with local government authorities, including participation in public fund disbursement events attended by the Upazila Nirbahi Officer (UNO). On the other hand, tailored support for Indigenous, Dalit, and transgender participants fostered safer spaces and greater awareness of rights, contributing to reduced experiences of discrimination and gender-based violence at the community level. A critical component of the organizational intervention strategy was the deliberate inclusion of men and boys, who transitioned into active supporters of gender equality.

This engagement was instrumental in fostering long-term attitudinal shifts within both families and the broader community, ultimately leading to increased participation and influence in local decision-making processes, particularly concerning investment, spending, savings, and childcare education. Women reported increased empathy and support from men in household chores and childcare.





Strengthened Civil Society Advocacy and Collaborative Action for Gender Justice

In aligning with the MJF's Strategic Pillar one, throughout the reporting period, total 16 evidence-based advocacy was conducted through collaborative actions for gender justice. MJF utilized Social Accountability Tools (SAT), such as Community Score Cards (CSC) and Public Hearings, to bridge the gap between duty-bearers and rights-holders.

By conducting interface meetings and public hearings, the project directly provided community people, especially, women and girls with information on available services, resulting in eligible participants accessing government Social Safety Net Programmes (SSNPs).



Reintegration and Economic Empowerment of Returnee Women Migrant Workers

A total **3645 Returnee women migrant workers** supported through entrepreneurship training, capital support, and psychosocial accompaniment. These interventions enabled their social reintegration into community institutions and supported sustainable livelihoods through income-generating activities and entrepreneurship.

The **remarkable achievements** of the 'Gender and Diversity' theme are:



Reduction in Violence: Reported domestic violence among direct beneficiaries dropped significantly from **30.72% to 4.6%**.



Increased Mobility: Women's and girls' mobility outside their communities increased from **26.2% to 93.1%** through transformative leadership and sports.



Migrant Reintegration: **2,209 returnee women migrant workers** were socially integrated, with **805 achieving economic integration** through entrepreneurship training.



Digital SGBV Awareness: Community stakeholders gained a better understanding of digital-based sexual and gender-based violence, helping to challenge stereotypes and promote positive online behavior.

Case Story

Story-1: Economically solvent Selina inspires others to become self-independent

Selina Chakma is a resident of Panchari Mukh in Jurachari upazila of Rangamati. She is a devoted mother who believes strongly in equal opportunities for her children. Although she could not continue her own education due to poverty, she dreams of ensuring that both her daughters and sons receive proper schooling.



To support her children's education, she cultivated vegetables and reared chickens alongside managing household responsibilities. However, she had no formal training in farming or poultry rearing. Because of limited knowledge and traditional practices, her production was low and income remained uncertain, making it difficult to consistently cover educational expenses.

Selina's journey began to change when she joined the Farmer Field School under the PRLC project of Manusher Jonno Foundation (MJF), implemented by Taungya and funded by the European Union in Bangladesh. Through this training, she learned improved techniques in vegetable cultivation and poultry rearing.

With the new knowledge and skills, Selina was able to increase both her crop yield and poultry production. Her income gradually improved, allowing her to support her children's education more consistently. She now feels stronger in her role as a decision-maker in her family.

Selina hopes to inspire other women in her community to become economically independent and confident in pursuing their own dreams.

Case Story

Story-2: Rubina's struggled life is a learning for other city young women

Rubina (Pseudonym) is a young woman from Dhaka who has always loved music. She dreamed of developing her talent and attending music classes regularly.

Rubina had to give up her music classes, not because she lost interest, but because she no longer felt safe. She was repeatedly harassed while using public buses and eventually had to stop taking the only route that brought her to class. As a result, her passion for music was interrupted, and her personal freedom was limited.

Through the **'Hold the Bar, Not Her Space'** campaign of **CREA project**, Rubina's story was shared to raise awareness about harassment in public transport.

While Rubina's personal access to music classes remains constrained, her story has inspired broader reflection and action in the community. The campaign amplifies her voice, creating awareness about women's safety in public spaces and encouraging changes that protect the rights of all commuters.

Rubina hopes that public transport in Dhaka will become safe and respectful for all women, allowing them to pursue their dreams freely. She aspires to see a city where women can move confidently without fear and continue their personal and professional ambitions.



Case Story

Story-3: Tukhna Chakma built her own and communities' dignity

Tukhna Chakma, 50, lives in the remote hill village of Gulsachhari in Burighat Union, Naniarchar Upazila of Rangamati. A member of the Chakma community, she now serves as the main Karbari (Village head) and president of her women's group under the Community-based Resilience Women's Empowerment and Action (CREA) project.

Before joining the project, Tukhna accepted gender discrimination and domestic oppression as normal. Like many women in her community, she believed that deprivation of property rights, education were to be accepted and the power of decision-making was simply a man's right.

Women endured abuse, child marriage dowry pressures, and violence in silence, with little awareness that these were violations of their rights. Through the CREA project, implemented by Ashika Development Associates, Tukhna learned about women's rights, gender-based violence, mediation, and impact of climate change. Courtyard meetings, one-on-one training and workshops helped her recognize equality as a universal right. Gradually, she went through a radical change and transformed into a confident leader.



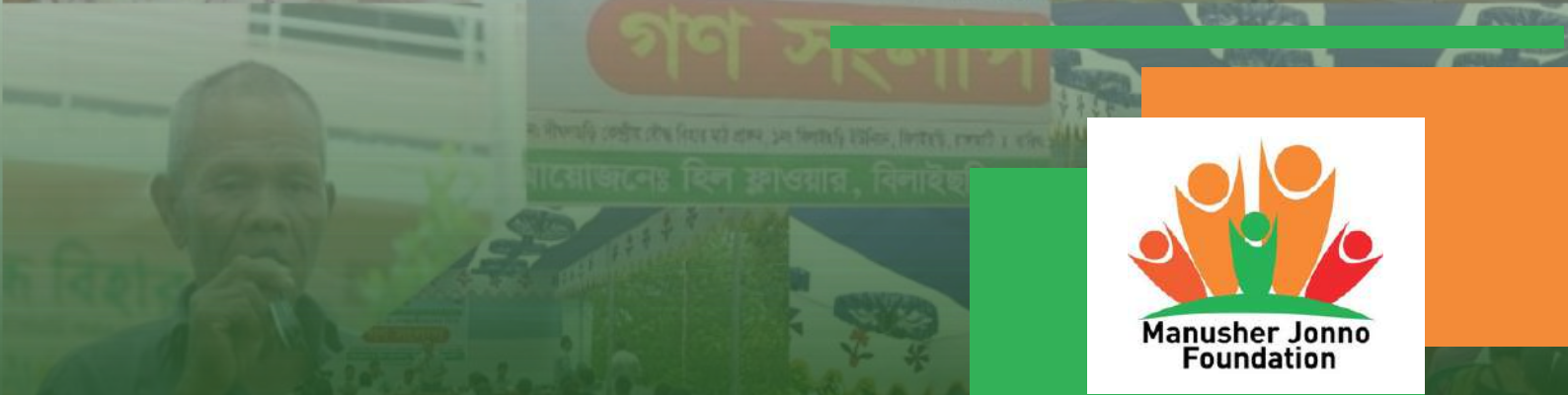
Tukhna Chakma

Today, Tukhna leads community trials and arbitrations, prevents child marriage and domestic violence, resolves land disputes, and mentors other women. Family harmony in her own household has improved.

Looking ahead, she is determined to dismantle harmful norms in the hills and build a just, inclusive community where women live with dignity and equal rights.

Theme 03

Governance and Accountability



Governance and Accountability

The mission of MJF is to promote human rights and governance through partnerships with relevant stakeholders, including duty bearers, to ensure the dignity and wellbeing of all people, especially the marginalized. MJF works with public institutions to enhance their accountability and responsiveness toward marginalized communities. It strives to build the capacity of poor and marginalized people to demand basic services and claim the opportunities they are entitled to. Policy advocacy is also a key aspect of MJF's work, having contributed to some of the most progressive and pro-poor laws and policies enacted in Bangladesh over the past two decades.

MJF's governance program aimed to improve capacity and efficiency of the Local Government Institutions (LGI) and other public institutions in their governance and service delivery towards people, especially those who remain underserved. It focuses in the areas of Social Accountability, Local governance, Right to Information, Grievance Redress, Transparency, Civic Engagement and Policy compliance. MJF has been closely working with the relevant ministries, Cabinet Division, Information Commission, Human Rights Commission (although these two commissions remain dysfunctional after July-August 2024 uprising) and urban and rural local government institutions.

Governance is integrated into all MJF projects, which include training, campaigns, and activities to promote transparency and civic engagement. Certain projects specifically focus on governance processes, using tools like social accountability, participatory planning, and open budgeting to make public authorities, including local governments, accountable and transparent. Over the past year, projects such as AWRTI (TCC & USAID), NAGORIC (GFA), CREA (Sweden), and RMW (BRAC & Swiss government) have strengthened institutional governance in their respective areas.

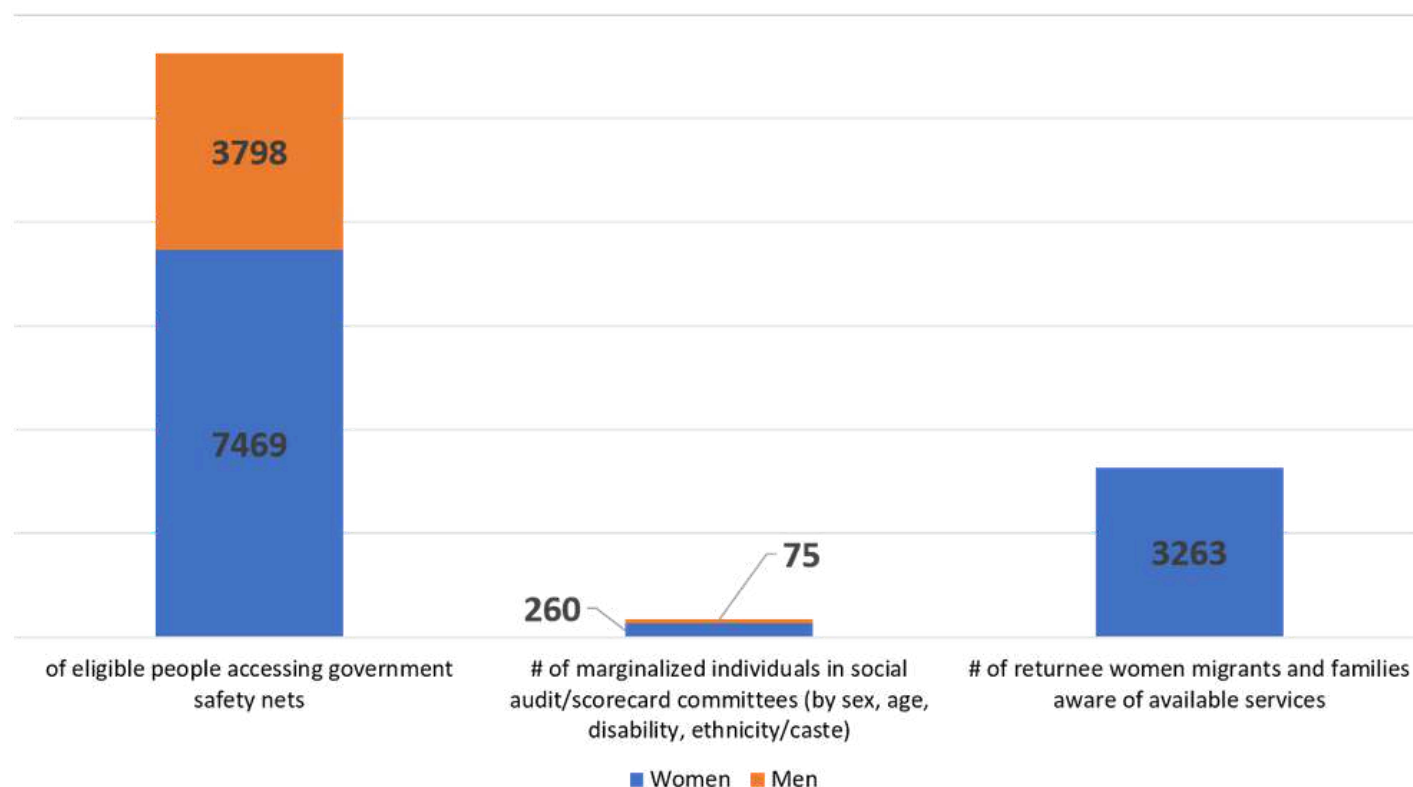
There are plenty of instances that the Citizen Forums across MJF project facilitated Social Audit, Public Hearing, etc. of local service, like social security programs, primary health care service- Community Clinic, FWC, Agricultural, fisheries and livestock services enhanced significantly improved.

MJF has had significant role in organizing the civil society movement for popularizing RTI in Bangladesh. It has supported the Information Commission in formulation the rules and some other procedural functions. MJF has supported in developing training manual and done several courses of training for the Designated Officers both for the government and non-government offices.

Key Achievements (Governance and Accountability)

The governance and accountability component of MJF focused on strengthening the capacity and efficiency of Local Government Institutions (LGIs) and other public bodies to ensure improved governance and inclusive service delivery, particularly for underserved communities. The program emphasized key areas such as social accountability, local governance, Right to Information (RTI), grievance redress mechanisms, transparency, civic engagement, and policy compliance. Through these efforts, MJF aimed to promote participatory decision-making and enhance the responsiveness of public institutions to citizens' needs.

To advance these objectives, MJF maintained close collaboration with relevant ministries, the Cabinet Division, the Information Commission, the Human Rights Commission, and both urban and rural local government institutions. However, the functionality of the Information Commission and the Human Rights Commission remained limited following the July–August 2024 uprising, posing challenges to institutional engagement in these areas.





Policy Dialogue

A total of **37 public hearing events** were conducted in MJF project areas across the country with the participation of approximate **3,161 populations**. These events aimed to strengthen the relationship between service providers and service recipients, sensitize government officials to enhance accountability and transparency, and raise awareness among community members about available government services and entitlements.

Representatives from various government departments—including Agriculture, Women Affairs, Livestock, Health, and Union Parishad (UP)—participated in the hearings. During the discussions, government officials committed to visiting project locations at least two to three times per month to improve service accessibility in remote communities. The Agriculture Department assured support for affected farmers by providing seeds and agricultural assistance during floods, heavy rainfall, and landslides, while the Department of Women Affairs committed to addressing issues of financial corruption and nepotism and taking necessary actions when required. Additionally, regular satellite service camps were promised, with priority given to remote and underserved areas in the CHT region.



Local-level policy dialogues are conducted bringing together key stakeholders, including the District Legal Aid Officer, legal aid office staff, panel lawyers, representatives from government line departments, LGIs, civil society members, NGOs, and leaders of Disabled People's Organizations (DPOs).

Union Parishad representatives also pledged to take concrete measures to combat corruption and nepotism, ensuring that eligible community members receive government services fairly. They committed to establishing complaint boxes at UP offices and installing Citizen Charters at visible locations within UP premises to improve transparency and public awareness of services.

Overall, the public hearings fostered trust, accountability, and gender-inclusive governance by creating a direct platform for dialogue between communities and local authorities and establishing clear follow-up mechanisms for improved service delivery.

Local-level dialogues were organized bringing together key stakeholders, including the District Legal Aid Officer, legal aid office staff, panel lawyers, representatives from government departments, civil society members, PNGOs, and leaders of Disabled People's Organizations (DPOs). In total, 250 officials participated in these dialogue and orientation sessions.

The discussions focused on improving access to government services and entitlements for persons with disabilities, including disability allowances, health services, agricultural inputs, assistive devices, and legal aid support.

The dialogues also engaged social support and pressure group members to address broader issues such as access to safety-net programs, agricultural extension services, school enrollment, income-generating opportunities, community mobilization, and awareness-raising. Particular attention was given to challenges related to violence against women and girls, social stigma, early marriage, social mobility, and representation of persons with disabilities. Following the discussions, group members and DPO leaders actively engaged with relevant local government offices and service providers to facilitate service linkages for persons living with disabilities (PLWD).

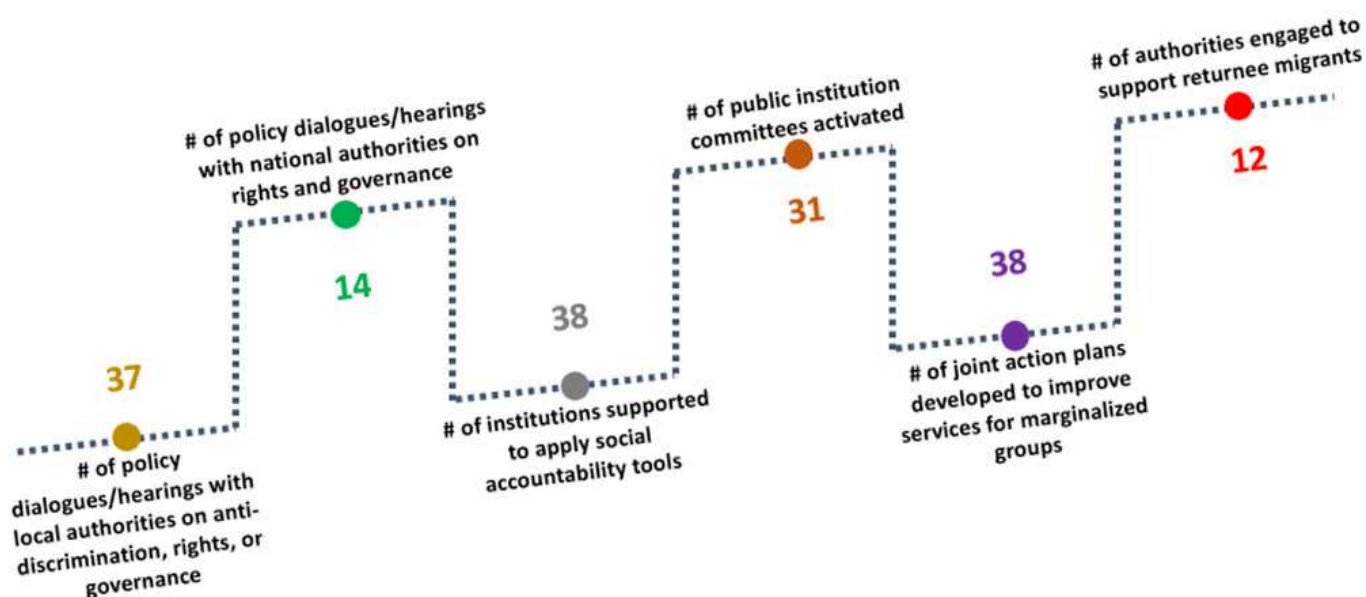
As a result, these initiatives strengthened coordination between community actors and public institutions, improved accessibility to essential services, and empowered persons with disabilities through collective advocacy. The dialogues also fostered stronger collaboration among civil society members, PNGOs, and DPOs, creating a more coordinated platform to promote and protect the rights and entitlements of persons with disabilities.



Government Safety Net

During the reporting period, **20,339 direct beneficiaries (7427 male and 12,912 female)**, including **70 persons with disabilities**, gained access to government social safety-net services through local-level meetings and dialogues with Union Parishads and Upazila-level sensitization meetings with traditional leaders and relevant government departments. Among them, **3,333 were women and girls** from indigenous and minority communities. The initiative also reached **19,646 indirect beneficiaries**, including **344 persons with disabilities**, by increasing community awareness and engagement on social protection services.

Key linkages were established with major government safety-net programs. The Vulnerable Group Development (VGD) programme supported **1,919 beneficiaries**, including **1,732 women**, while **566 widows** and destitute women received government allowances. A total of **498 individuals (273 male and 225 female)** received family cards, and **234 people (84 male and 150 female)** benefited from the Vulnerable Group Feeding (VGF) programme. The Old Age Allowance reached over **425 elderly individuals**, and **400 lactating mothers** received maternity allowances. In addition, the continued distribution of family cards and issuance of disability ID cards contributed to strengthening the inclusion of vulnerable populations in government social protection systems.



A total of **74.5% of respondents** expressed satisfaction with public services provided by local government and other service delivery institutions. Among them, **46.2% were women** and **16.1% were men**, while youth women and youth men each represented 1.0% of the satisfied respondents. In addition, **5.6% adolescent girls** and **4.6% adolescent boys** reported satisfaction with the services received. Overall, **45,895 women** and **12,993 men** participated in the assessment.

From an intersectional perspective, **23.7% of satisfied respondents** belonged to marginalized groups, including **0.5% persons with disabilities** and **23.2% women and girls** from indigenous or minority communities. The findings indicate improved community confidence in public institutions and greater accessibility of services for women and marginalized groups.

A total 38-RTI Applications and Complaint Mechanisms reach is achieved by implementing a rights-based approach where participants are trained to understand their entitlements and use the Right to Information (RTI) to ensure transparency. The project has empowered beneficiaries to become proactive "rights-claimers" by activating a Complaint, Feedback, and Response Mechanism (CFRM) and orienting them on safeguarding protocols. This process is further supported by women leaders who actively submit applications to service providers for justice and essential services.

During the reporting period, 31 members from marginalized communities were included in different public institutional committees to strengthen inclusive participation and accountability in local governance mechanisms. Among them, 19 members from marginalized communities were incorporated into Community Clinic Management Committees, while 12 members were included in the Union Disaster Management Committees (UDMCs).

The inclusion of marginalized community representatives in these committees aims to ensure their voices are represented in decision-making processes related to health services, disaster preparedness, and community-level governance. Their participation contributes to improving transparency, accountability, and equitable access to public services, while also enabling communities to raise concerns and influence local development and service delivery processes. This initiative has helped activate and strengthen the functionality of these public institutional committees, ensuring more inclusive representation and responsive governance at the local level.

During the reported period through the social audit/scorecard committees a **total 335 marginalized individual participates of Women and Girls** from indigenous/minority groups where **Women-260** and **Male-75** were directly benefited

31 joint action plans were developed and displayed at the respective Union Parishad premises in the CHT region, as well as with the Disability Rights and Protection Committees (DRPCs) at both District and Upazila levels. These initiatives aimed to activate and strengthen the functionality of the committees in promoting and protecting the rights of persons with disabilities.

The meetings provided an important platform for committee members and relevant stakeholders to review their roles and responsibilities, discuss key challenges faced by persons with disabilities, and identify practical actions to enhance coordination among government departments and local actors. Particular emphasis was placed on improving institutional responsiveness, ensuring better access to government services, and addressing issues related to discrimination and social inclusion.

As a result, the process contributed to revitalizing the DRPCs, strengthening their role in monitoring disability-related issues, promoting inclusive governance, and facilitating improved access to services and protection mechanisms for persons with disabilities.



Women Migrant Workers

A total of **12 authorities and institutions** at the Union Parishad (UP), Upazila, and District levels were influenced through liaison and coordination to extend support to returnee migrants. These included representatives from UP and Upazila administration, Agricultural Extension (AE), Youth Development Department, Department of Social Services (DSS), Department of Women Affairs, Technical Training Center (TTC), District Employment and Manpower Office (DMEO), Wage Earners' Welfare Board (WEC), District Legal Aid Office, Deputy Commissioner's (DC) Office, Palli Karma-Sahayak Bank (PKB), as well as local public and private financial institutions, trade unions, service providers, NGOs, and local to national level networks/forums.

Through this engagement, stakeholders committed to support returnee migrants by linking them with local trade associations and chambers for guidance on viable business opportunities, facilitating access to public and private financial services such as banks, MFIs, and government grant schemes, and assisting with business proposal preparation, bank account opening, and access to start-up capital or revolving funds. In addition, support was provided to help beneficiaries establish micro or small enterprises near their residence or within feasible market areas. For those interested in employment, coordination with local industries, service providers, and community enterprises was facilitated to explore potential job placement opportunities.

Awareness initiatives enabled returnee migrant women and their family members to learn about available services from government and private institutions that support reintegration and social protection. Through these efforts, **367 women** received one-time cash assistance, while **2,416 family members** benefited from psychosocial counselling services to address emotional and social challenges related to migration and reintegration. In addition, **52 individuals** were connected with referral institutions for reintegration support, and **428 women** accessed referral services from relevant service providers. Through this process the project reached a total **3263 returnee migrants**.

These interventions helped participants better understand and access essential services such as social safety-net programs, health and family planning services, protection from violence against women (VAW), trade licensing procedures, skills development training, and financial services including loans, thereby strengthening their capacity for sustainable reintegration and improved well-being.

Mentionable achievements under ‘Governance and Accountability’ are:



Local Representation: Women now hold **60.9% of positions** in Nari Nirjatan Protirodh Committees (NNPC), and their representation in local standing committees grew to **9.5%**.



Public Service Satisfaction: High satisfaction levels were recorded for public services, including **87%** for Union Parishads and **83%** for the Department of Agricultural Extension.



Policy Influence: Projects influenced **12 regional authorities** to support returnee migrants and established a national advocacy network of **38 organizations** to influence renewable energy frameworks.



Health Access: Access to primary healthcare rose from **77%** to **96.6%** through health camps and strengthened clinic management committees.

Case Story

Story-1: Ranu Begum won the battle of humanity

Ranu Begum, a mother of two, lives in a financially struggling household where her husband suffers from chronic respiratory illness. With limited family income and mounting expenses, she decided to migrate abroad in hopes of improving her family's living conditions. To finance her migration, she took a loan of **BDT 50,000** and traveled to Saudi Arabia in January 2022 for domestic work. However, her hopes quickly turned into hardship.



Ranu Begum

Within four months, Ranu Begum was subjected to severe physical and mental abuse by her employer. Unable to endure the torture and receiving no help from the broker, she contacted her family in Bangladesh. With the support of Solidarity International's Save Migration initiative, her family managed to bring her back after she spent 21 days in the Saudi embassy awaiting repatriation. After returning home, Ranu faced deep financial and emotional distress, along with the burden of debt and a failing family tea shop.

Through the RRMWB project implemented by KMSS in Jessore, she received counseling and small business management training. With renewed confidence, she revived the tea shop, began selling pitha in winter, and added fast food items to her business. Today, Ranu earns around **BDT 8,500–9,000 per month** and supports her family independently. She now dreams of expanding her business further and building a secure future for her family.

Case Story



Story-2: Dulal Chakma: Discovering His Right to the Old-Age Allowance

Mr. Dulal Chakma, a 68-year-old resident of Barabannya Para in Maidu Union under Jurachari Upazila, had lived his entire life without knowing that he was eligible for the government's old-age allowance. Despite his age and financial hardship, he had never received this vital support.

Through the intervention of the PRLC Project implemented by the Taungya Organization, Mr. Chakma was identified and assisted in accessing the old-age allowance for the first time. With the project's assistance, he successfully enrolled in the program and began receiving the old allowance. Now, Mr. Chakma is very happy and grateful getting this support.

He shared that the allowance helps him cover his medical expenses and allows him to buy small gifts for his grandchildren. His joy has also inspired others in the community, the para karbari (village head) and fellow villagers are equally delighted to see him benefit from this initiative.

This success story reflects how community outreach and awareness through the PRLC project have made a meaningful difference in the lives of vulnerable elderly citizens like Mr. Dulal Chakma.



Dulal Chakma

Protecting Children's Voices through complaint boxes

In several schools across Patuakhali and Koyra Sadar Upazila, many children previously lacked a safe and confidential way to report abuse or harassment. Fear of social stigma and institutional hesitation often kept students, especially girls, from speaking up about the challenges they faced both inside and outside school.

To address this gap, the SAFE Project introduced complaint boxes in sixteen educational institutions, creating a secure platform for students to report concerns about physical, mental, or sexual harassment. Initially, some institutions were reluctant to install the boxes, fearing that complaints against teachers could harm their reputation.

Through continuous engagement and dialogue by the project team, schools gradually embraced the initiative. At the same time, Child Protection Committees (CPCs) were formed in each institution, including teachers, School Management Committee members, and student representatives, to review complaints and ensure timely action.

One powerful example came from Abdul Hai Dakhil Balima Madrasa, where a female student reported ongoing harassment by local boys through the complaint box. The CPC promptly raised the issue with the Union Parishad and project volunteers. Authorities issued warnings to the perpetrators, enabling the student to travel to school safely again.

Today, the complaint box system and CPCs are strengthening accountability, ensuring safer learning environments where children feel empowered to raise their voices.



Theme
04

Climate-Smart and Inclusive Livelihoods



Climate-Smart and Inclusive Livelihoods

Climate-smart and inclusive livelihoods focus on creating sustainable economic opportunities that withstand climate change impacts while ensuring fair access for all community members. This approach integrates environmentally sustainable practices across sectors, promoting both adaptation and mitigation. By fostering inclusive participation, it empowers marginalized groups, particularly women, girls, persons with disabilities, and transgender individuals to address their unique needs, improve food security, and strengthen local economies, building a more equitable and sustainable future.

Climate change is no longer a distant threat; its effects are visible in daily life, disproportionately affecting marginalized populations with limited resources. Women and girls are especially vulnerable due to harmful social norms and patriarchal structures. The Manusher Jonno Foundation (MJF) recognizes that climate impacts, combined with social inequalities and power imbalances, exacerbate risks for these groups. This understanding drives MJF to promote rights, equality, and resilience for marginalized communities.



Since December 2016, with support from the Embassy of Sweden, MJF has implemented initiatives to strengthen the resilience of marginalized communities, particularly women and girls, enabling them to take gender-responsive climate actions and access government-provided climate services. With support from UN Women, MJF promotes gender-responsive initiatives for climate-vulnerable women, and through Tara Climate Foundation, it advocates for women's access to renewable energy.

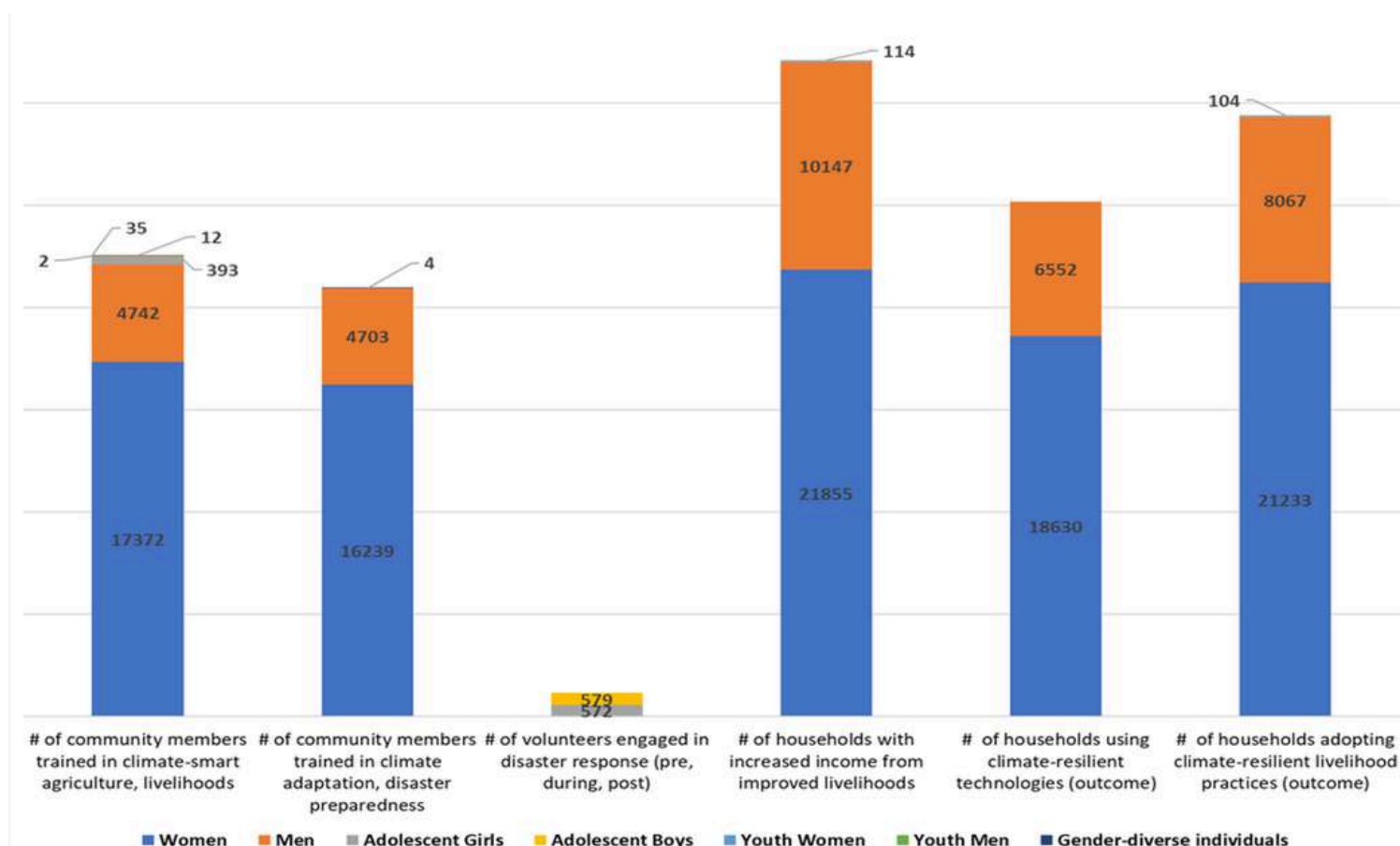
MJF actively collaborates with national and international platforms, including CANSA, GOBESHONA, NIRAPAD, NAWG, CJAB, and the National Platform on Locally Led Adaptation in Bangladesh, to share knowledge and promote coordinated action. Its programs address harmful social norms, governance gaps, and adaptation capacities that heighten climate-related risks, aiming to end discrimination and foster inclusive, climate-resilient livelihoods for women, girls, transgender people, and persons with disabilities.

Through this holistic approach, climate-vulnerable communities now benefit from stronger connections with public service providers, improved access to financial resources and government services, adoption of climate-smart livelihoods, and greater awareness of disaster management, hygiene, and gender-based vulnerabilities.

Key Achievements (Climate-Smart and Inclusive Livelihoods)

Climate change continues to intensify vulnerabilities for communities living in climate-exposed areas, affecting livelihoods, food security, and disaster resilience. Women, youth, persons with disabilities (PWDs), and marginalized households often experience disproportionate impacts due to existing social and economic inequalities. Under this thematic area, the programme focused on strengthening climate-resilient and inclusive livelihood systems by enhancing community capacity, promoting locally led climate adaptation, strengthening disaster governance mechanisms, and facilitating the adoption of climate-resilient technologies and livelihood practices.

Through coordinated interventions implemented by different projects, the programme supported communities to build adaptive capacities, diversify income sources, and engage with local government institutions (LGIs) for sustainable climate action. The approach emphasized gender-responsive disaster management, community participation, institutional strengthening, and peer-to-peer knowledge transfer to ensure long-term resilience and inclusive development outcomes.





Capacity Building for Climate Resilience and Disaster Preparedness

Strengthening community knowledge and technical capacity remained a core strategy for promoting climate-resilient livelihoods and disaster preparedness. During the reporting period, a total of 22,556 community members were directly trained on climate-smart agricultural practices, non-agricultural livelihoods, and gender-responsive disaster management. Among them were 17,372 women, 4,742 men, 393 young women, 35 young men, and 12 Hijras, including 354 persons with disabilities (PWDs) and 16,859 women and girls from indigenous or minority groups. Through knowledge sharing within communities, peer learning, and household-level engagement, these interventions reached an additional 108,871 individuals indirectly, including 85,307 women, 23,139 men, 220 young women, 175 young men, and 10 adolescent girls, along with 1,720 PWDs and 1,140 indigenous people.



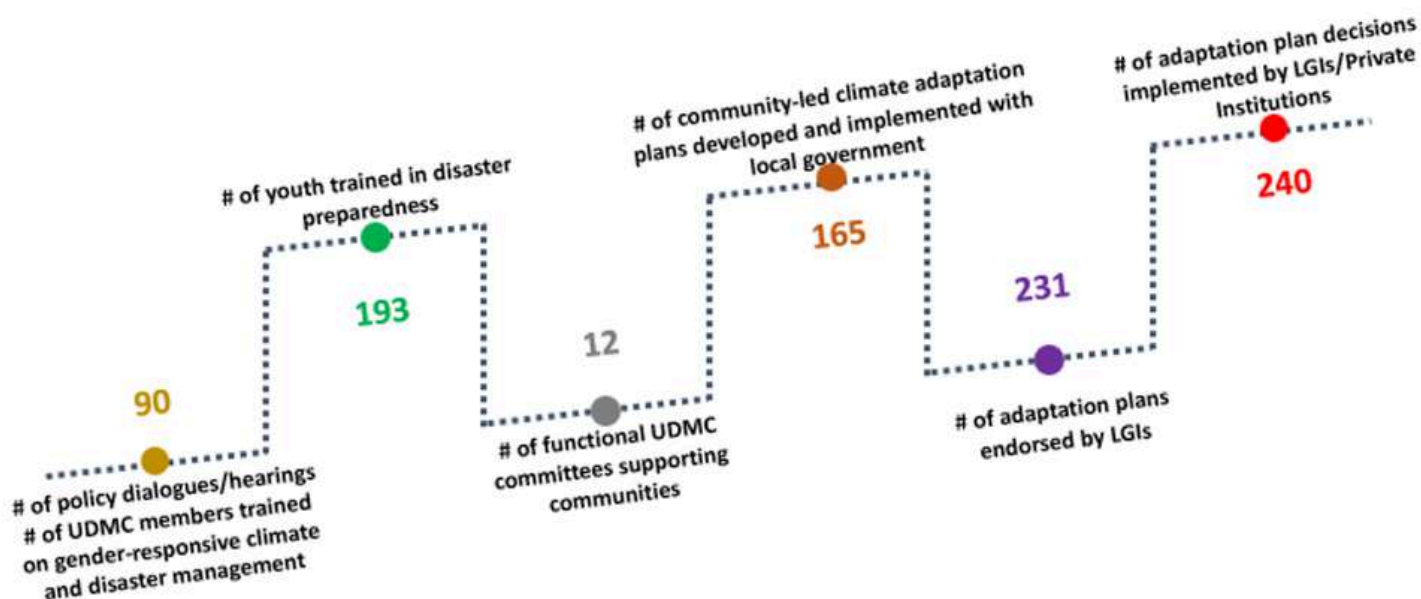
These initiatives are facilitated through a multi-layered implementation strategy adopted by the projects focused on climate change resilience building and adaptation. Community mobilization began with social mapping and the formation of primary groups, including women's, adolescent, youth, and men's groups, which served as platforms for awareness raising, leadership development, and training on climate resilience and disaster management.

In addition, **20,946 community members** received training on climate change adaptation, disaster preparedness, water management, and resilient agriculture, including **16,239 women, 4,703 men, and 4 Hijras, with 354 PWDs among the participants** and **16,626 people from minority groups**.



These initiatives also generated a wider indirect reach of **102,671 individuals**, including **79,642 women and 23,009 men, and 1,735 PWDs** as trained participants shared climate-resilient practices within their households and communities. Institutional capacity at the local level was also strengthened through targeted training of **90 members** of Union Disaster Management Committees (UDMCs), including **53 women and 37 men, including 16 indigenous women**, on gender-responsive climate action and disaster management, while **285 additional UDMC members** benefited indirectly through institutional learning processes and coordination meetings.

Youth engagement in disaster preparedness was another critical component of the capacity-building efforts. A total of **193 youth members (75 women and 118 men)** were trained in disaster preparedness systems, with approximately **140 participants** belonging to indigenous groups. These youth-led initiatives indirectly influenced **300 additional young people**, including **150 Hijras**, strengthening community-level preparedness



These achievements were facilitated through a multi-layered implementation strategy adopted by the projects focused on climate change resilience building and adaptation. For instance, under the CREA project, community mobilization began with social mapping and the formation of primary groups, including women’s, adolescent, youth, and men’s groups, which served as platforms for awareness raising, leadership development, and training on climate resilience and disaster management. The project also equipped youth volunteers with disaster-response logistics such as gumboots, raincoats, helmets, torches, and safety equipment, enabling them to actively support communities during emergencies.

The EMPOWER project strengthened knowledge exchange and policy dialogue through community consultations, participatory workshops, and district-level farmers’ dialogues, enabling communities to share adaptive practices and climate-resilient livelihood strategies. It also established the Women in Climate Action (WCAN) Network, bringing together 100 women-led civil society organizations to strengthen collaboration and collective learning on climate resilience and gender-responsive adaptation planning.

Meanwhile, the PRLC project adopted a household-based approach, forming farmers’ groups and mothers’ groups by selecting representatives from each household and providing them with technical training and continuous capacity-building support. Through this approach, trained households applied climate-resilient practices and shared knowledge with neighbouring households, contributing to broader community learning and indirect outreach.



Strengthened Functionality and Locally Led Climate Adaptation

Strengthening the functionality of the community-based disaster management structures and promoting locally led climate adaptation remained a key focus under this thematic area. During the reporting period, **12 UDMCs** were supported to become functional and responsive, enabling them to coordinate disaster preparedness, response planning, and community support mechanisms. The programme also strengthened community volunteer networks, with **1,156 community volunteers** directly engaged in pre-disaster preparedness, emergency response, and post-disaster recovery initiatives. Among them were **512 young women** and **476 young men**, including approximately **140 women and girls** volunteers from the indigenous community. Through community mobilization and volunteer engagement, an additional **4,940 volunteers** were reached indirectly, including **2,560 young women** and **2,380 young men**, expanding the network of local responders and strengthening community resilience systems.

Locally led climate planning also showed significant progress. A total of **165 new community-led climate adaptation plans** were developed during this reporting period in collaboration with Local Government Institutions (LGIs) through participatory planning processes. In this same time period, **231 adaptation plans** were formally endorsed by LGIs, demonstrating increasing recognition of community-driven priorities in local development planning. Furthermore, **240 key decisions** from these adaptation plans were implemented by LGIs and public institutions, translating community priorities into concrete climate resilience actions.

These outcomes were achieved primarily through the Locally Led Adaptation (LLA) approach implemented by the **CREA** and **EMPOWER projects**. Participatory risk assessment enabled communities—particularly women and marginalized groups—to identify climate risks and propose locally relevant solutions. Through the Gender-Sensitive Local Adaptation Plan of Action (LAPA) process, conducted across upazilas and districts, partner CSOs and members of the WCAN network facilitated inclusive planning processes that integrated gender equality and climate vulnerability considerations.

Institutional strengthening was also supported through engagement with Union Parishads and local government officials, ensuring that community-identified adaptation priorities were integrated into local governance mechanisms. Additionally, mass mobilization campaigns, awareness events, and community-based dialogues further strengthened community ownership and participation in climate resilience initiatives.



Improved Climate-Resilient Livelihoods and Household Outcomes

Interventions under this thematic area contributed to significant improvements in livelihood resilience and household economic stability. During the reporting period, **74% of targeted households (50% women and 23% men)** reported increased income as a result of improved livelihood opportunities, benefiting **917 PWDs** and indigenous women directly and influencing approximately **212,166 individuals indirectly** through household-level economic improvements. The majority of these improvements were reported among women-headed climate-vulnerable households, where livelihood diversification and income-generating activities contributed to improved economic stability.

In addition, **59% of households implemented** climate-resilient adaptation technologies at the household level, directly benefiting **346 PWD households** and influencing **199,282 individuals** indirectly. These technologies included improved water management systems, resilient agricultural inputs (seeds and compost), and household-level climate adaptation measures that helped reduce vulnerability to climate shocks, such as raised plinths for households and sheds.

Similarly, **68% of households** adopted climate-resilient livelihood practices, such as drought- or saline-tolerant crop varieties, climate adaptive technologies (mulching, floating garden, Sarjan method, sack method, etc.), home gardening, livestock rearing, and off-farm income-generating activities. These practices directly benefited 346 households with PWDs and indirectly reached 218,592 individuals, demonstrating the wider community impact of livelihood interventions.

These outcomes were achieved through a combination of technical training, financial support mechanisms, and institutional linkages. For example, the CREA project provided interest-free Income Generating Activity (IGA) funds to women's groups, enabling them to initiate or scale up climate-resilient enterprises and reduce dependency on high-interest microcredit loans. In addition, communities received support for raised household plinths, eco-friendly cooking stoves, improved seeds, tube wells, and rainwater harvesting systems, which enhanced both livelihood resilience and household adaptation capacities.

The programme also facilitated linkages with government extension services, including the Department of Agricultural Extension (DAE), Department of Fisheries (DoF), and Department of Livestock Services (DLS), enabling communities to access technical support and climate-resilient agricultural inputs. Through peer learning and the "knowledge ripple effect," trained participants shared new practices with family members and neighbouring households, contributing to broader community adoption of climate-resilient livelihoods and strengthening long-term resilience.

The outstanding achievements during the reporting period are:



Agricultural Productivity: **88.1%** of households saw an increase in agricultural production.



Resilient Practices: **98.8% of households** of CHT region are now implementing climate-resilient technologies, and **40.6% adopted** specific practices like saline-tolerant crops.



Justice Access: **31 marginalized group members with disabilities** gained access to legal aid or justice mechanisms.



Nutrition Outcomes: Child stunting prevalence fell from **63.2% to 38.5%** through homestead gardening and nutrition communication in CHT region



Income Growth: Approximately **80.5% of households** reported increased income due to improved livelihood interventions.



Case Story

Story-1: The repeated displaced Nur Banu dreams of launching her own online portal (www.nurbanu.com)

Nur Banu, a resilient woman from Char Bhagabatipur in Jatrapur Union, Kurigram, faced a life marked by repeated displacement, child marriage, widowhood, and the loss of her home to river erosion multiple times. Married at twelve and widowed shortly after, she struggled to secure shelter and livelihood while raising her children in an erosion-prone area near the Indian border. Before the project, Nur Banu's options were extremely limited. She had no stable income, and her fragile home and repeated displacement made survival uncertain. Yet she remained determined to rebuild her life.



Nur Banu

Through the Community-based Climate Resilience Women's Empowerment and Action (CREA) project, implemented by Mahideb Jubo Somaj Kallayan Somity (MJSKS), Nur Banu joined a women's group and received training on women's rights, climate-smart agriculture, and income-generating activities. Project staff suggested mushroom cultivation and vermicompost production, linked her to technical training, and provided access to the group's IGA fund.

With these supports, she started small-scale mushroom and vermicompost production, expanded to vegetables, spices, poultry, and homemade dry foods, and created a Facebook page to market her products. Today, she earns 15,000 taka monthly, trains neighbors, and reinvests in new businesses.

Looking ahead, Nur Banu dreams of launching her own online portal, www.nurbanu.com, to expand her climate-smart entrepreneurial ventures nationwide and continue building resilience for herself and her community.

Case Story

Story-2: Renewable energy brings dignity for Beauty

Beauty Begum is a 42-year-old woman from Borokhal village under Chikajani Union in Dewanganj Upazila, Jamalpur, has spent most of her life managing her household. As a housewife in a rural char area, her days are filled with cooking, cleaning, and caring for her family, often supporting agricultural work whenever needed.

For years, her kitchen was heavy with smoke from firewood stoves. Cooking three meals a day left her eyes irritated, caused constant coughing, and drained her energy. Like many women in her village, she accepted this as normal as alternatives seemed inaccessible and costly.

Electricity in Borokhal has improved but remains unreliable. Load shedding disrupts daily life, and while some households use solar panels for lighting, renewable energy beyond basic electricity was rarely discussed.

From the WEE project, Beauty first learned about broader uses of clean energy during a community discussion. She discovered that renewable energy could power cooking, small businesses, irrigation, and more. The idea sparked her interest, especially when she realized how much her family spends on firewood and LPG each year. Cleaner solutions could save money, protect health, and reduce daily burden.



Beauty Begum

Now, Beauty wants practical training on renewable energy systems and how women can become service providers. She dreams of promoting clean cooking and small-scale solar enterprises in her village, helping families choose the right solutions and connecting them with suppliers.

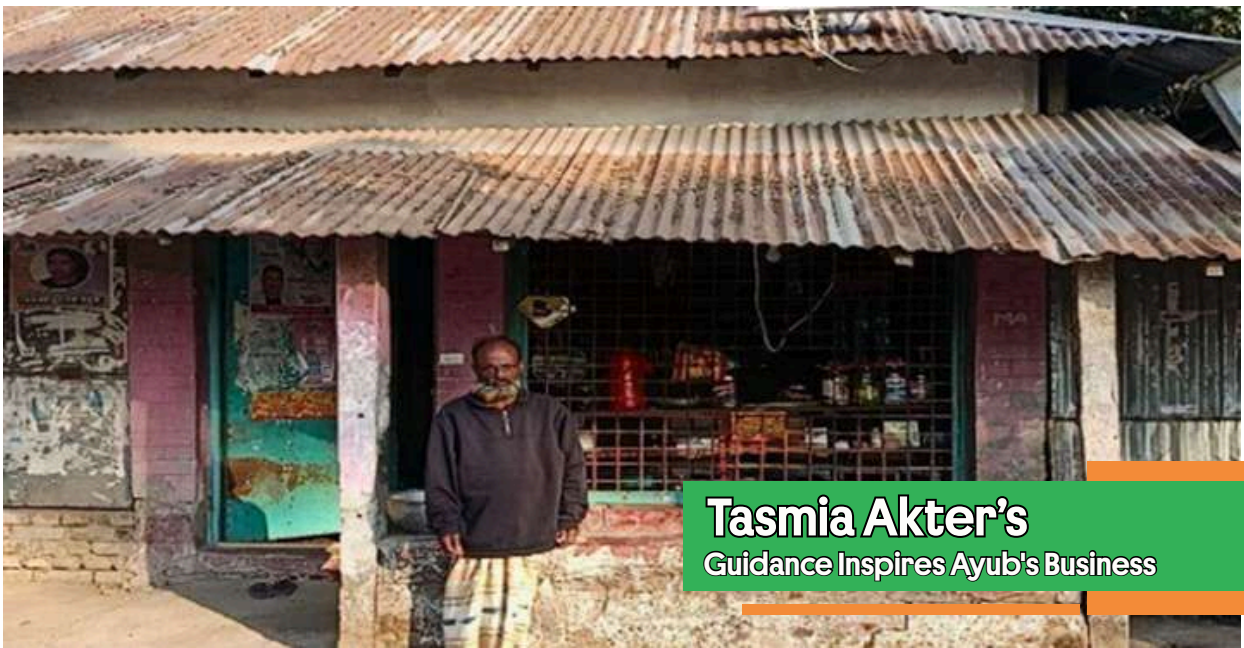
For Beauty, renewable energy now represents dignity, health, and economic opportunity. With support and skills, she hopes to transform her life and her community from smoke-filled kitchens to leadership in clean energy adoption.

Case Story

Story-3: Tasmia brings lights for her own and community

Tasmia Akter, a young woman from Khuriakhali, is a member of Lal Sabuj Society (LSS) and part of the WEE-Net under the Women's Empowerment and Energy (WEE) Project of Manusher Jonno Foundation (MJF).

Living in a remote coastal village, Tasmia witnessed daily challenges faced by her community due to unreliable electricity. Local businesses struggled, children could not charge devices, and dependence on fossil-fuel generators added to environmental risks and climate vulnerability.



Through the WEE Project, Tasmia received training on renewable energy and women's leadership. She learned how solar energy could provide reliable, clean power while reducing carbon emissions and protecting the environment. Armed with knowledge and confidence, she began sharing this information with her community.

Tasmia's guidance inspired Ayub, a local tea stall owner, to install a solar panel in his shop. The shop gained uninterrupted electricity, attracted more customers, and reduced reliance on polluting fuels. Seeing the positive impact, other women in Khuriakhali sought Tasmia's guidance, learning about solar energy and becoming active in advocating for energy access, sustainability, and climate-friendly solutions.

Tasmia aims to continue empowering women in her community, promoting renewable energy, and supporting local entrepreneurship, helping villagers, especially women, lead independent and climate-resilient lives.

Theme 05

Youth Engagement and Social Cohesion



Youth Engagement and Social Cohesion

Youth are a dynamic and transformative force shaping Bangladesh's social, economic, and civic future. Their energy, creativity, and leadership make them key drivers of inclusive development, community resilience, and social cohesion. Recognizing this, Manusher Jonno Foundation has established "Youth Engagement and Social Cohesion" to understand youth opportunities, risks, and capacities, and support their meaningful participation. Bangladesh's development depends on empowering youth to contribute actively to a just, inclusive, and democratic society. Recent political, economic, and social changes have further highlighted their potential as agents of positive transformation and the need for enabling environments for full engagement.

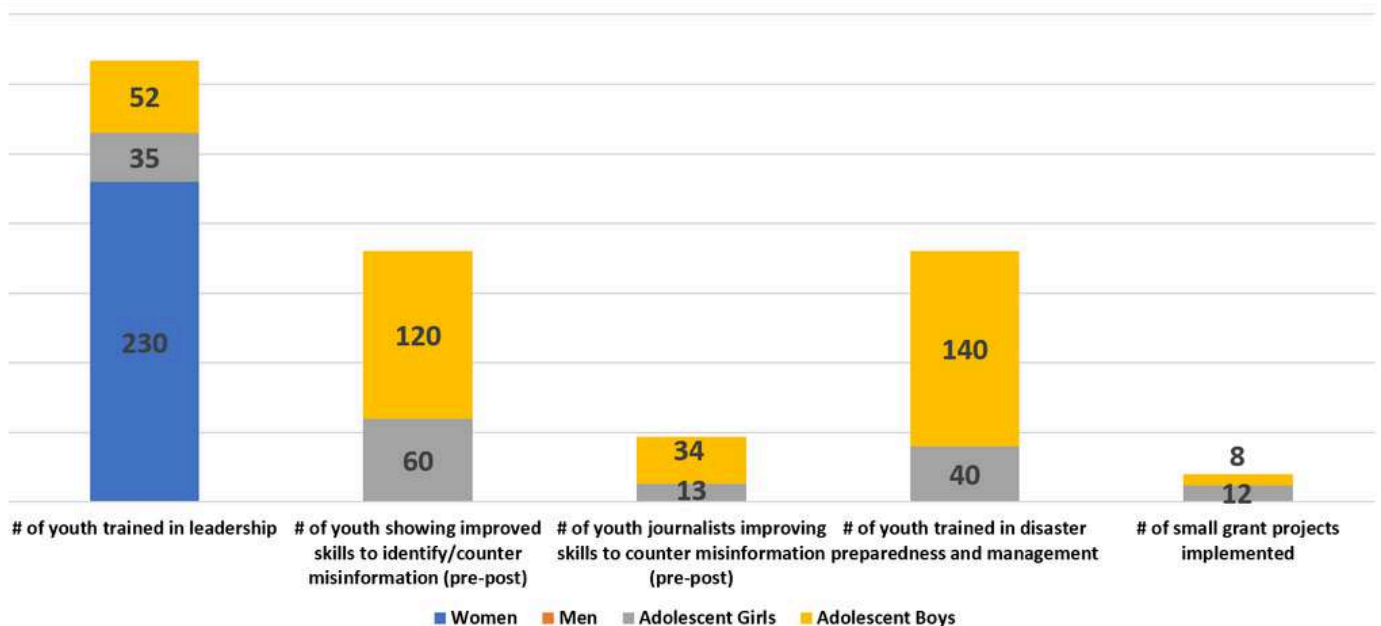
Young people in Bangladesh demonstrate strong civic engagement, participating in public movements, community campaigns, and electoral processes. Yet, opportunities for structured participation in policymaking and leadership remain limited. Youth also face socio-economic challenges, including disparities in education, limited market-relevant skills, and restricted access to stable employment. Digital transformation offers learning and entrepreneurial opportunities but also exposes youth to misinformation, cyber risks, and online polarization. Gender inequality and marginalization further constrain opportunities for young women, persons with disabilities, and ethnic or religious minorities. Strengthening social cohesion requires deliberate investment in youth empowerment and inclusion, ensuring all individuals feel a sense of belonging, have equitable access to opportunities, and can participate meaningfully in decision-making.

MJF's Youth Engagement and Social Cohesion programme positions youth as skilled, responsible, and empowered agents of change. It enhances capacities for active citizenship, expands livelihood opportunities, and fosters leadership at community and national levels. Leadership training, civic engagement initiatives, and structured dialogue with policymakers provide platforms for youth to voice concerns and influence decisions. The programme also equips youth with digital skills, including cybersecurity, combating misinformation, responsible online behavior, and preventing gender-based violence, ensuring safe and constructive participation online. Emphasizing youth economic citizenship, the programme combines financial literacy, vocational training, entrepreneurship, and civic engagement. By creating opportunities and supporting young leaders, MJF channels youth energy into positive action, contributing to stronger communities, inclusive decision-making, and a sustainable, equitable, and resilient future for Bangladesh.

Key Achievements (Youth Engagement and Social Cohesion)

Young people continue to play an important role in shaping inclusive, resilient, and democratic societies. Under the theme of Youth Engagement and Social Cohesion, MJF sought to strengthen youth leadership, expand civic space, counter misinformation, and promote collective action rooted in equality, inclusion, and social responsibility. Recognizing the multiple and intersecting vulnerabilities faced by young women, adolescents, persons with disabilities, and marginalized communities, MJF adopted an intersectional and youth-led approach throughout its design and implementation.

During the reporting period, MJF combined structured capacity-building initiatives, youth-led civic demonstrations, digital engagement strategies, and disaster preparedness interventions. Together, these efforts enabled young people not only to build individual competencies but also to act collectively as agents of social change within their communities and across digital platforms.



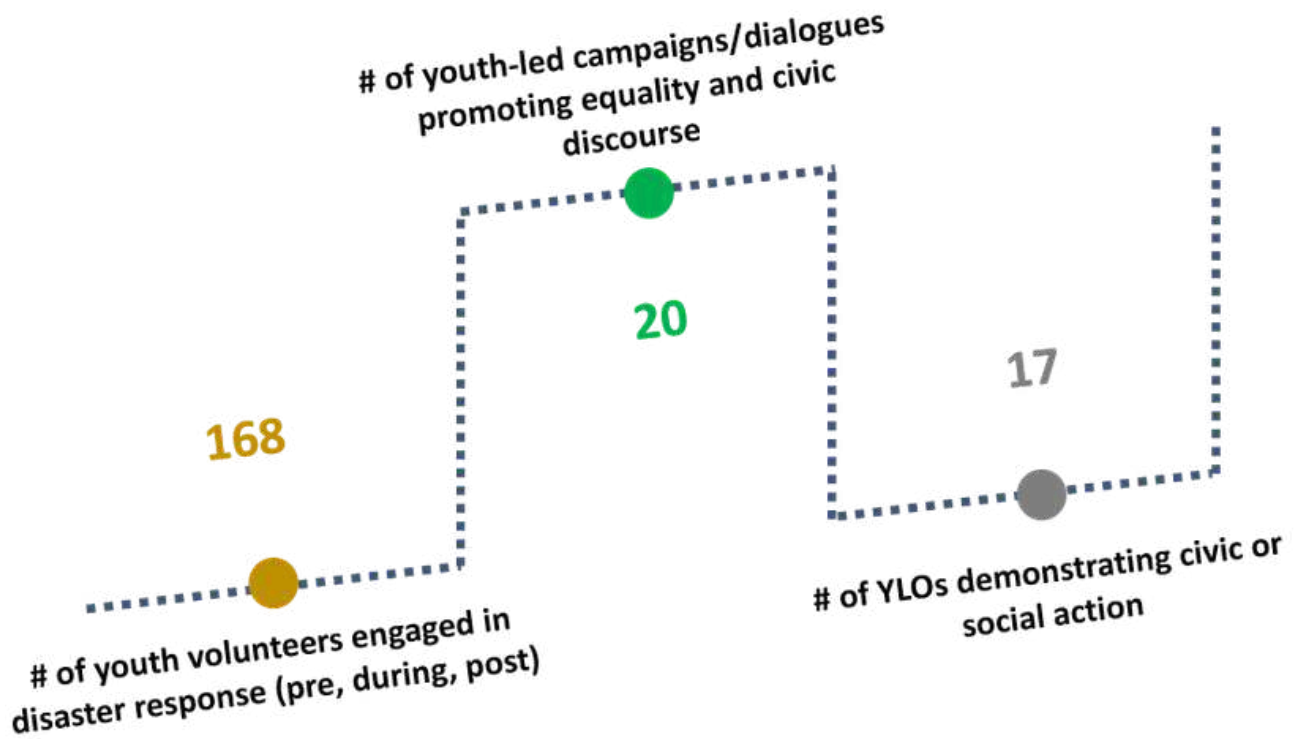
A total of 29,059 youth used social media to challenge harmful norms



Capacity Building: Strengthening Leadership, Safety, and Resilience

Capacity building remained the foundation of youth engagement efforts. A total of **317 youth** received structured leadership training. Participants included young women, young men, and adolescents from diverse socio-economic and geographic backgrounds. The training strengthened competencies in communication, teamwork, critical thinking, ethical leadership, and community mobilization.

Inclusion remained central. Youth from marginalized communities including persons with disabilities and those from indigenous, minority, and climate-affected areas actively participated. This contributed to more representative youth leadership and fostered empathy and collaboration across social divides.



With the objective of countering misinformation and strengthening media literacy and to address the increasing spread of misinformation and shrinking civic space, 180 youth demonstrators improved their capacity to identify and counter misinformation, as evidenced by pre- and post-assessment results and 47 youth journalists enhanced their skills in fact-checking, responsible reporting, and digital literacy. These initiatives strengthened informed civic engagement and promoted responsible digital participation among youth.

Additionally, 180 youth were trained on fundamental rights, civic space, and physical and digital safety. Participants gained practical knowledge to engage in advocacy safely, navigate online risks, and uphold democratic values.

Furthermore, recognizing Bangladesh's vulnerability to climate-induced disasters, disaster preparedness was integrated into youth programming, 168 youth received training on disaster preparedness and management and same number of youth volunteers actively engaged in pre, during, and post-disaster response initiatives.

These efforts strengthened youth roles as first responders and enhanced community resilience. Youth engagement in disaster response also strengthened intergenerational trust and collective responsibility.



Demonstration: Youth-Led Action and Social Influence

Beyond skills development, the programme emphasized visible youth-led action. A total of **17 youth-led organizations (YLOs)** were brought under common platforms, enabling coordination, peer learning, and collective strategizing. These platforms strengthened collaboration and enhanced youth engagement with local stakeholders.

As a result, **20 YLOs demonstrated** independent or joint civic and social change actions, reflecting increased organizational confidence and leadership capacity.

Youth leadership was further demonstrated through **20 youth-led** campaigns, public dialogues, and public hearings promoting gender equality, freedom of expression, inclusive civic discourse, and safeguarding. These initiatives created participatory spaces for constructive dialogue between youth and community members, contributing to more inclusive local discourse.

Digital engagement emerged as a powerful component of youth-led social change. A total of **29,059 youth** were directly engaged in social media initiatives aimed at challenging harmful traditional norms and practices. Digital advocacy significantly expanded outreach, particularly amplifying the voices of young women and marginalized youth while promoting gender-responsive narratives.

More importantly, **8 small grant-supported projects** were implemented by youth-led groups to translate ideas into action. These grants enabled youth to design and execute innovative, locally relevant interventions addressing community challenges. The small grant mechanism strengthened ownership, accountability, and the application of practical leadership.

The combined capacity-building and demonstration interventions contributed to:



- Strengthened youth leadership and organizational development of youth-led organizations
- Increased resilience through disaster preparedness engagement
- Improved digital literacy and informed civic participation for digital democracy
- Expanded inclusive digital advocacy
- Stronger collaboration among youth-led organizations
- Broader community outreach through direct and indirect engagement



The integration of structured training, collective platforms, digital activism, and financial support mechanisms positioned youth as active agents of change rather than passive beneficiaries. By fostering inclusive participation, enhancing skills, and creating opportunities for visible civic engagement, the programme contributed meaningfully to strengthening social cohesion, promoting gender equality, and expanding democratic space at both community and digital levels, directly advancing the vision and mission of MJF.

The significant achievements of the ‘Youth Engagement and Social Cohesion are:



Leadership and Advocacy: 87 youth received formal leadership training, while 100 youth were equipped with climate negotiation skills.



Child Protection: Youth leaders successfully prevented 3 child marriages and conducted awareness sessions for 9,000 students.



Digital Engagement: Youth leveraged social media to advocate against harmful traditional norms, reaching 2.2 million people organically with messages on equity.



Journalism Capacity: 17 youth journalists demonstrated an improved capacity to counter misinformation and published articles in national and local newspapers.



Income Growth: Approximately 80.5% of households reported increased income due to improved livelihood interventions.



Case Story

Story-1: Marjina breaks the harmful social norms and envisions a safe, non-discriminatory society

Marjina Khatun, a 17-year-old girl from disaster-prone Patharghata in Barguna, has grown up amid cyclones, insecurity, and social barriers that restrict girls' mobility. With her school located nearly two kilometers away, fear of harassment and threats to dignity once made her daily journey stressful and uncertain.

Before intervention, like many adolescent girls in coastal areas, Marjina's right to dream freely was constrained by safety concerns and social norms. The risk of insecurity discouraged girls from moving independently, limiting their education and confidence.



Her transformation began when she joined a self-defense karate training under the Community-based Resilience Women's Empowerment and Action (CREA) project, supported by Manusher Jonno Foundation and implemented by Nazrul Smriti Sangsad (NSS). Through structured training with 20 local adolescents, Marjina gained physical strength, confidence, and leadership skills.

Now, she trains **eight to ten other girls in karate**, conducts awareness sessions in schools and communities, and actively participates in public hearings to voice youth concerns. She also promotes girls' participation in football and other sports.

Looking ahead, Marjina envisions a safe, non-discriminatory society where girls and boys alike are confident, physically active, and empowered to face both social and climate-related challenges together.

Case Story

Story-2: Rima's Vision: A world where girls are valued equally

Rima (pseudonym) grew up in a small village where girls were expected to marry early and manage household responsibilities. However, from a young age, she dreamed of building a different future for herself and making a meaningful contribution to her community.

Like many girls in her village, Rima faced strong social pressure for early marriage and limited opportunities beyond traditional roles. She lacked awareness about her rights and the support systems available to protect girls from violence and child marriage.

Through the WVLB project supported by Manusher Jonno Foundation (MJF), Rima participated in awareness sessions on sexual and gender-based violence, child marriage, sexual and reproductive health, and women's rights. She learned about legal services and hotline support available for women facing abuse.

Empowered by the training, she now serves as the group leader of the adolescent girls' group in her village and advocates against child marriage. She successfully resisted early marriage for herself and supported a friend in doing the same. Today, she is respected as a young leader and role model.

Rima hopes to continue raising awareness and supporting girls in her village so they can pursue education, delay marriage, and achieve their dreams. She envisions a future where girls are valued equally and free to choose their own paths.



Major Events



Spotlight Advocacy

- October 6, 2024: Annual Community of Practice Network Convention (under the EmPower Programme)
- December 9, 2024: International Human Rights Day Public Call and Statement
- December 18, 2024: Signing of CSR Partnership with Sonali Bank PLC
- January 15, 2025: Statement Condemning Attack on Indigenous Students and Community Members
- January 29, 2025: Statement on Rights to Women's Sports and Recreation
- February 16, 2025: Gender Equality and Climate Alliance Bangladesh Conference
- March 10, 2025: "Reflection on Reality: Women's Journey Towards Leadership and Empowerment" (International Women's Day Discussion)
- March 16, 2025: Joint NGO Press Conference for Child Protection and Justice
- May 6, 2025: Coalition Press Conference Against Matarbari Coal-Fired Power Plant
- May 10, 2025: Public Hearing in Cox's Bazar regarding Matarbari Coal Plant
- June 2, 2025: Upazila-level Climate Adaptation Meeting in Kurigram Sadar
- June 2, 2025: Advocacy for Institutional Recognition of Women's Unpaid Work
- June 29, 2025: Statement Condemning the Rape and Digital Violence in Muradnagar, Cumilla.



Conference/Seminar/Round Table

- July 3, 2024: Youth Conference: Inspiring Young Women and Transwomen for Social Change (Supported by Global Affairs Canada)
- July 4, 2024: Dialogue on "Peace and Harmony: Youth Economic Empowerment" (Under the YED Project)
- August 14, 2024: Dialogue on Youth Experiences and Aspirations following the Anti-Discrimination Student Movement
- September 11, 2024: Virtual Seminar: "Renewable Energy and Gender Nexus: A Situation Analysis from Bangladesh"
- November 28, 2024: High-level Discussion for 16 Days of Activism 2024

Major Events

- December 15, 2024: International Human Rights Day Dialogue: “Our Rights, Our Future, Right Now”
- January 8 & 12, 2025: Pre-dialogue Sessions on Child Safeguarding and Protection (Patuakhali and Khulna)
- May 24, 2025: Roundtable Discussion: “Towards an Inclusive Renewable Energy Sector in Bangladesh”.



Mass Mobilization

- August 30, 2024: Emergency Response and Humanitarian Support for Flood-Affected Families in Cumilla
- September 21, 2024: Installation of School Complaint Boxes and Child Protection Awareness (Khulna)
- October 21, 2024: World Food Day Activities and Nutrition Quiz Competitions in CHT Schools
- November 27, 2024: "Every Pedal: Breaking Barriers Towards Equality" Women's Cycle Rally
- November 27–28, 2024: School-based Child Safeguarding Awareness Sessions (Patuakhali)
- December 19–25, 2024: Child Protection Fairs, Cultural Programmes, and Street Theatre (Khulna & Patuakhali)
- January 29, 2025: Participation in the Parbatya Mela and Youth Festival (Dhaka)
- January 31, 2025: Solidarity Gathering at Central Shaheed Minar for Indigenous Rights and Recognition
- February 24, 2025: Women's Football Match in Mongla to Promote Empowerment and Leadership
- March 16–23, 2025: Sexual Harassment Prevention Training for Public Transport Workers
- April 24, 2025: Public Awareness Campaign Against Harassment in Public Transport
- May 16, 2025: Participation in the “Narir Dake Moitri Jatray Songhoti” Solidarity Rally
- May 27, 2025: Commencement of the Three-Day Climate Leadership Bootcamp for Youth

Major Events



Day Observation

- August 1–7, 2024: World Breastfeeding Week Observation (PRLC Project, 26 unions in CHT)
- April 15, 2025: Bengali New Year (Pohela Boishakh) Internal Celebration
- June 19, 2025: World Day Against Child Labour Discussion at Concerned Ministries (SAFE Project)
- June 23, 2025: United Nations Public Service Day Social Media Engagement (CEF Programme).



Donor Visit

- Nov 11–22, 2024: EU delegation visited Rangamati PRLC projects, engaging with community leaders to observe climate-resilient livelihoods and gender-responsive interventions.



International Conference

- Nov 11–22, 2024: COP29 in Baku focused on climate finance and emissions, highlighting the urgent need for gender-responsive justice and resilience.



Project Launching

- May 14, 2025: Orientation Workshop and Launch of the NAGORIC Project (Supported by the Embassy of Switzerland and Global Affairs Canada).
- May 27, 2025: Launch of the “Renewed Women’s Voice and Leadership (WVL) in Bangladesh” Project (Supported by Global Affairs Canada).
- June 23, 2025: Launch of the Swadhinata Project in Dhaka (Implemented by Plan International and MJF, supported by the European Union).

Breakthrough Events:

February 14, 2025: MJF announced that Shaheen Anam, Executive Director, nominated the honorary Member of the Order of the British Empire (MBE) in recognition of contributions to human rights in Bangladesh. The recognition signaled international acknowledgement of long-term leadership in rights-based development and civic space. The announcement also reinforced morale and legitimacy for continued human rights advocacy, strengthening MJF's public positioning as a credible national institution working for dignity, justice, and inclusion.

Condolence:

March 12: MJF expressed condolences on the passing of Syed Manzur Elahi, recognizing his leadership as Chairperson of MJF and his long-standing commitment to the rights and welfare of marginalized groups. The message acknowledged his contribution to philanthropy and social justice alongside national leadership roles.

The tribute reinforced institutional continuity and respect for values-driven governance in development organizations. It also highlighted the importance of ethical leadership and sustained commitment to inclusion and dignity.

Election of the Governing Board of MJF

March 23: MJF announced the election of Parveen Mahmud FCA as Chairperson of its Governing body, recognizing her pioneering leadership in Bangladesh's finance and development sectors. The announcement highlighted her track record in institutional governance, women's leadership, and strategic oversight across major organizations.

This leadership transition strengthened MJF's governance architecture and reinforced accountability and strategic direction at the board level. The change supports long-term organizational sustainability and credibility in delivering rights and governance outcomes.

Research and Knowledge Management

During the reporting period, Manusher Jonno Foundation (MJF) made notable progress in strengthening its role as a national knowledge hub for human rights and good governance in Bangladesh. By bringing together Knowledge Management (KM), research, and communication within a coordinated framework, MJF improved its ability to generate evidence-based insights that inform both its internal programmes and broader policy advocacy efforts.



To promote a culture of learning and knowledge sharing, MJF expanded the use of collaborative digital platforms such as Workplace. These platforms enabled staff members and partner NGOs to systematically document field experiences and share lessons from grassroots interventions. As a result, the organization has been able to ensure that its thematic work, particularly on women's rights, social justice, and climate change is supported by credible data and real-life experiences from communities.

The KM unit also strengthened the documentation and dissemination of knowledge products throughout the year. A wide range of materials were produced, including news articles, video documentation, analytical reports, research studies, and information, education, and communication (IEC) materials such as brochures, leaflets, posters, and flip charts. For instance, under the PRLC project, a user-friendly flip chart on nutrition was developed to support awareness-building activities at the community level.

At the same time, the research and communication teams played an important role in translating field-based evidence into policy dialogue and public engagement. Using standard social research methods, MJF produced policy briefs and analytical reports that were shared through seminars, roundtables, media engagement, and an expanded digital presence. These efforts helped amplify the voices and experiences of marginalized communities and contributed to national discussions on human rights and governance. A major focus during the year was strengthening evidence-based advocacy on climate justice. Through the CREA project and collaborations with academic partners, MJF produced several research studies exploring the links between gender, water security, and climate finance.

One study presented at COP29 examined the gendered impacts of climate-induced disasters in Bangladesh's Haor region. The findings showed that 92% of women experience increased unpaid domestic work during disasters, while 64.7% reported a rise in gender-based violence (GBV) during crisis situations. The research also highlighted how climate-related economic hardship contributes to school dropout and child marriage among girls.

Another study, conducted in partnership with C3ER at BRAC University, analyzed water vulnerability in Char, Haor, Coastal, and Hill Tracts regions. The research identified gaps in policies addressing domestic violence and the heavy burden placed on women in collecting water. It recommended strengthening women's participation and leadership in water governance, including within frameworks such as the Bangladesh Delta Plan 2100.

In addition, MJF initiated a strategic study titled "Beyond Infrastructure", which analyzes the Bangladesh Climate Change Trust Fund (BCCTF). The study highlights the importance of integrating gender equality and social inclusion into climate finance mechanisms and calls for moving beyond infrastructure-focused investments to ensure more equitable and sustainable climate action.

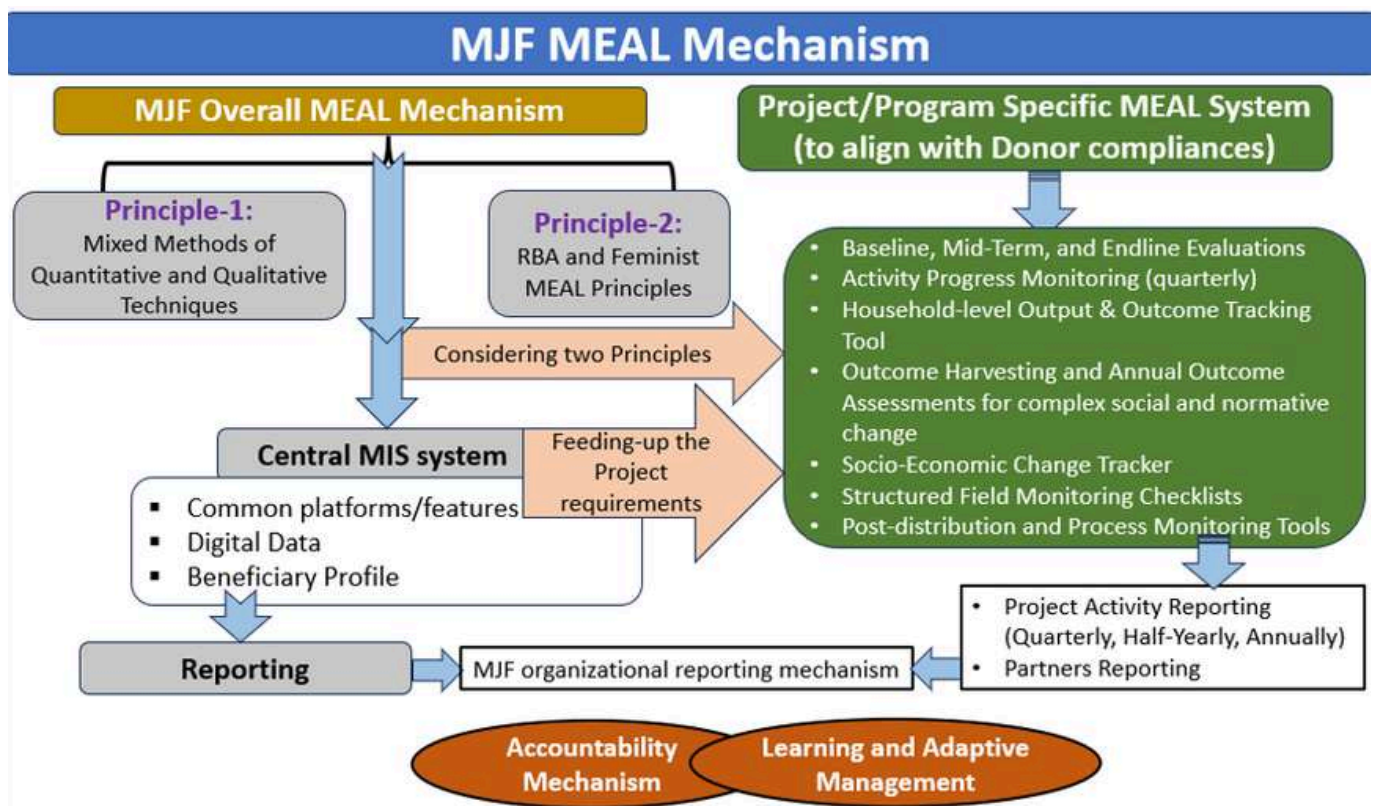
Through these combined efforts in knowledge generation, documentation, and policy engagement, MJF continues to strengthen its position as a trusted knowledge producer and policy advocate. These initiatives contribute to more informed decision-making and support efforts toward improved public service delivery and climate justice in Bangladesh.

MJF MEAL Mechanisms

The MEAL system is designed to systematically track progress, measure results, ensure accountability, and promote continuous learning across multi-sectoral outcomes, including:



The framework applies a Logical Framework Approach (LFA) combined with a set of well-defined performance indicators, data collection flow with responsibilities, evaluation plan, and defined learning and accountability mechanisms.



The MEAL plan is focused on the systematic collection, analysis, and reporting of information (quantitative and qualitative), which will be disaggregated by gender and geographic location. The Rights-Based Approach (RBA) and Feminist MEAL Principles form the foundation of the MEAL mechanism, ensuring that evidence generation addresses power imbalances and amplifies the voices of women, girls, Indigenous peoples, marginalized communities, persons with disabilities, Dalit communities, and gender-diverse groups.

A mixed-methods approach (quantitative + qualitative) is used to capture change at household, community, institutional, and system levels, remaining sensitive to geographic, cultural, and vulnerability contexts. All indicators are disaggregated by sex, age, ethnicity, disability, marginalized community, geographic location, and vulnerability status, including indigenous identity in CHT and intersectional feminist variables.

Progress is measured through a robust results framework aligned with donor logframes, supported by multiple tools and assessment points:

- Baseline, Mid-Term, and Endline Evaluations to assess change over time and outcome achievement
- Household-level Output and Outcome Indicator Tracking Tools
- Digital Beneficiary tracking tools
- Activity and Milestone Tracking Tools for implementation quality and timeliness
- Semi- Annual, Quarterly, Six-monthly, and Annual Report
- Outcome Harvesting and Annual Outcome Assessments for complex social and normative change
- Field visit and mentoring visit tools



Core Monitoring Tools	Qualitative & Participatory Tools
Central MIS-based Beneficiary Profile System/Digital Beneficiary Profile	Case Stories (Regular and Panel/Trajectory-based)
Digital data collection using Kobo / KIMS	Audio-visual documentation
Activity Progress Monitoring (quarterly)	FGDs, KIIs, IDIs
Household-level Output & Outcome Tracking Tool	Community consultations and participatory reflection
Socio-Economic Change Tracker	Feminist Participatory Action Research (FPAR)
Nutrition Home Visit Monitoring Tools	Most Significant Change (MSC) techniques
Structured Field Monitoring Checklists	
Post-distribution and Process Monitoring Tools	

Digital systems integrate supporting evidence (photos, registers, GPS coordinates) to ensure authenticity and data integrity.

The project produces Quarterly, Semi-Annual report, Result Matrix Indicators Documentation and Reporting (to track and cross-check quantitative trends with qualitative insights, ensuring reporting is consistent across all project components), Annual Donor Narrative Reports (Quantitative and Qualitative), Final Completion Report, etc. These reports are drawing directly from the MIS, CSOs/partners' submitted report and qualitative evidence. Findings from monitoring and evaluations are used to:

- Inform adaptive management and course correction
- Strengthen partner capacity and implementation quality
- Share learning across partners and stakeholders
- Feedback from communities and partners is integrated into planning and implementation to enhance accountability and sustainability.

In alignment with MJF's Rights-Based Approach (RBA) and commitment to human rights and inclusion, the MEAL system ensures beneficiary participation in planning, implementation, and monitoring. A Complaint, Feedback, and Response Mechanism (CFRM) is established, allowing partners staff and beneficiaries to register concerns via telephone or written letters, compass, through complaint/suggestion box. To ensure transparency, Partner Organizations have established complaint/suggestion box, Safeguarding and Gender Committees to manage these feedbacks and ensure a "Do No Harm" approach.

Learning and accountability are embedded throughout MJF project lifecycles through an evidence-based MEAL approach. Learning is generated through Annual Learning and Reflection Workshops, six-monthly Partner Coordination Meetings (PCMs), and Community of Practice (CoP) exchanges. In coordination with the Knowledge Management and Communication teams, the MEAL unit documents key lessons, good practices, and success stories and produces knowledge products such as case studies, infographics, videos, and briefs. Findings are used to refine implementation, strengthen advocacy and alliance strategies, and support policy engagement.

This **Integrated MEAL Mechanism** provides a comprehensive, feminist, rights-based, and results-oriented system that ensures credible evidence, accountability, and continuous learning across diverse project contexts. By combining rigorous quantitative measurement with rich qualitative insights, leveraging centralized digital systems, and embedding adaptive learning, the MEAL framework supports donor accountability while strengthening sustainable, resilient outcomes for marginalized communities.



Key Learning and Lessons

The major learnings lessons of the reporting year are characterized into three broad categories:

Strategic & Operational (Governance and Youth)

- Stakeholder Alignment: Success is hindered when key stakeholders have reservations about campaign content; deeper early-stage engagement is essential.
- Coordination Gaps: Unclear role allocation and the lack of structured decision-making among partners can lead to implementation delays.
- Institutional Support: Child protection mechanisms are often underfunded, meaning communities cannot effectively utilize resources without reliable infrastructure.

Context & Sustainability (Climate, Livelihoods, and Marginalization)

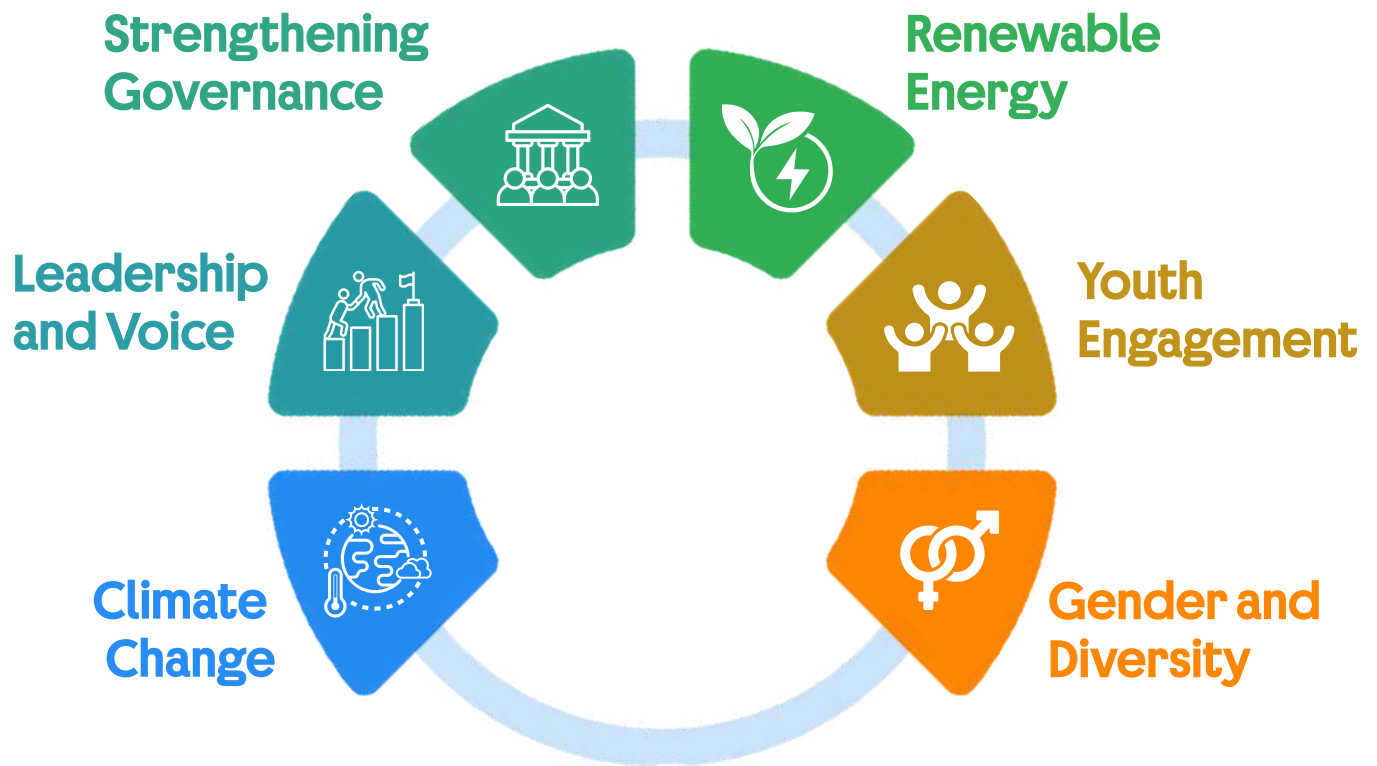
- Geographic Barriers: Awareness alone is insufficient in hard-to-reach areas like the CHT; services must be brought closer to the community to overcome travel costs.
- Tailored Interventions: Training must be tailored to individual interests and market potential; generic training yields mixed results.
- Policy Advocacy for Finance: There is a critical need to advocate for flexible bank loan policies to help returnee migrant workers transition into successful entrepreneurs.

Inclusion & Wellbeing (Gender and Diversity)

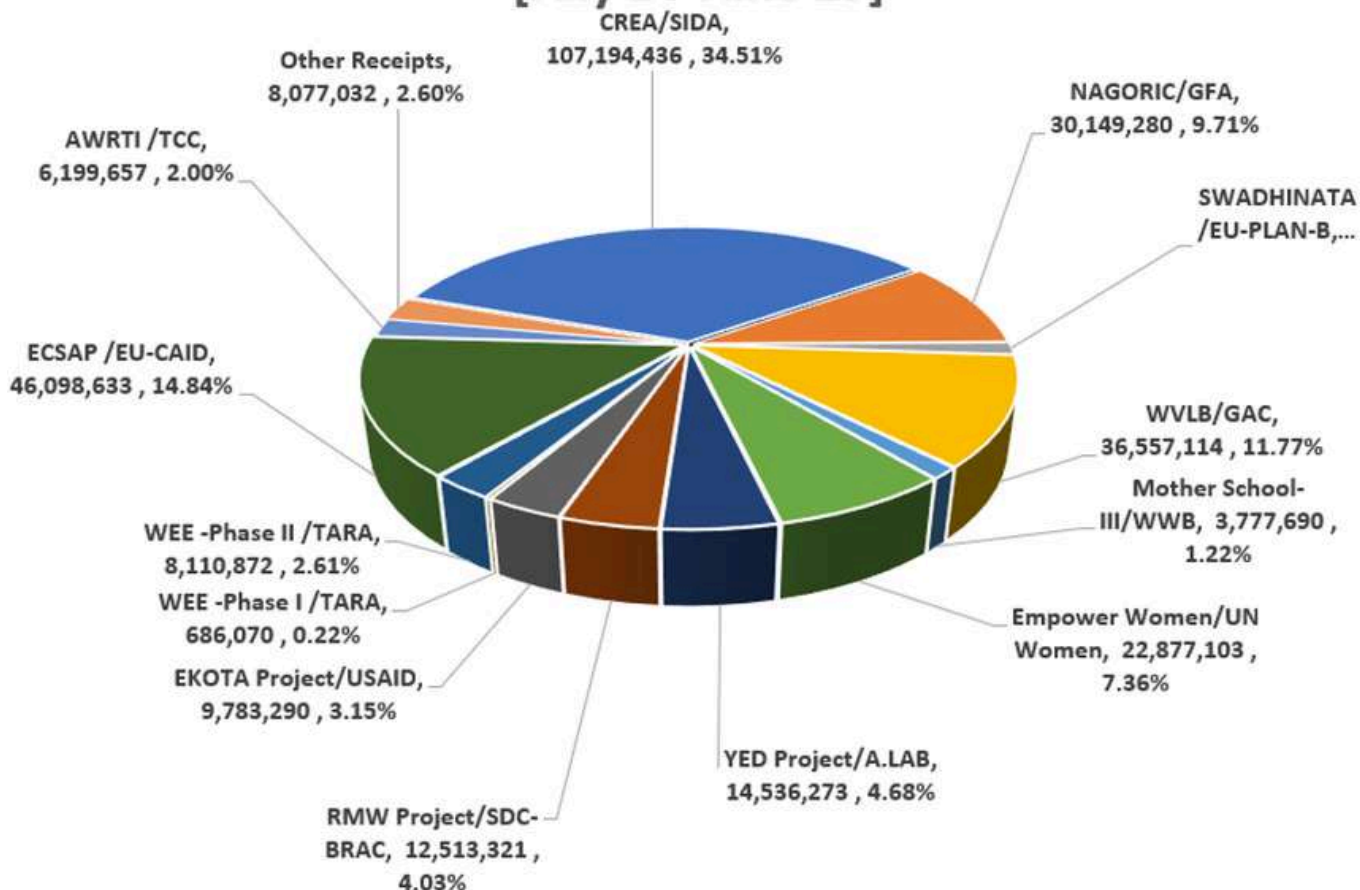
- Integrated Support: Digital safety education must be integrated with legal support and mental health services to help victims navigate trauma and the justice system.
- Cultural Stigma: Addressing abuse is often hindered by social stigma; efforts must mitigate the shame associated with these issues to break the cycle of silence.
- Adaptability: When direct advocacy faces backlash, projects should shift focus to strengthening community resilience and safe environments.



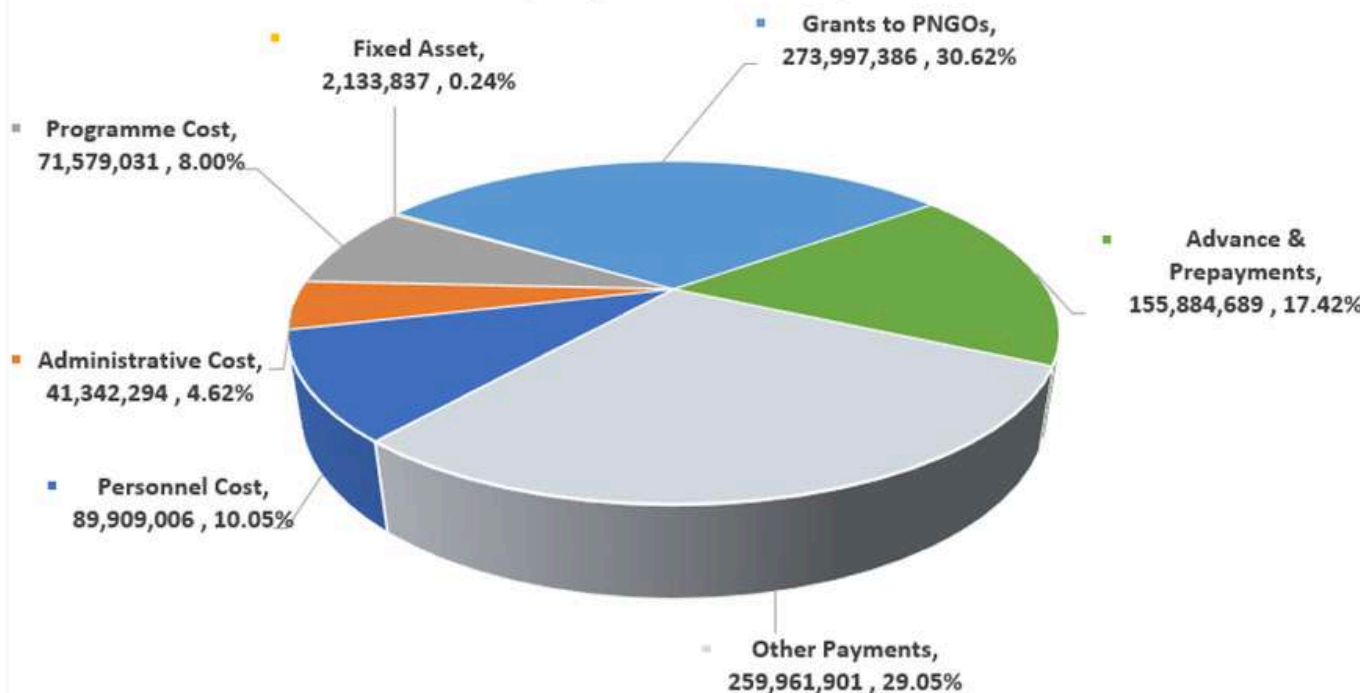
Next Year Focus



Receipts: BDT 310,647,133 [July'24-June'25]



Payments: BDT 894,808,144 [July'24-June'25]



Conclusion

The achievements of 2024–2025 reaffirm Manusher Jonno Foundation's commitment to advancing a just, inclusive, and resilient Bangladesh through a rights-based and partnership-driven approach. Despite a challenging operating environment, MJF successfully translated its strategic priorities into tangible improvements in the lives of marginalized people by strengthening human rights, promoting gender equality, enhancing accountable governance, building climate resilience, and empowering young people as agents of change.

The results presented in this report demonstrate that sustainable development requires integrated interventions that address structural inequalities while strengthening the capacities of individuals, communities, civil society, and public institutions. Through collaboration with more than 400 partner organizations across all 64 districts, MJF continued to amplify local voices, generate evidence for policy influence, and foster inclusive systems that leave no one behind.

Looking ahead, MJF remains committed to deepening its impact by expanding innovative, evidence-informed, and locally led solutions to emerging social, economic, and climate challenges. Building on the lessons and achievements of this reporting period, the Foundation will continue working with communities, government institutions, development partners, and civil society to advance equitable opportunities, strengthen democratic governance, and create a future where every person can live with dignity, rights, and resilience.

