

Thematic Strategy Paper

Tackling Marginalisation and Discrimination (TMD)

(Target Population: Person with Disabilities, Landless, Dalits and Fisher-folk)

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1. Introduction

MJF is a national Non-government Organisation (NGO) that promotes human rights and good governance through funding, policy advocacy and capacity building of NGOs and CSOs. MJF assists in supporting entitlements of people by building their capacity to demand basic services and raise voice against rights violation through support to local /national CSO's and peoples movements. MJF also works on the supply side to promote organizations responsiveness towards the demands of people, especially the poor and marginalised. MJF's work includes policy advocacy which has facilitated enactment of some of the most progressive and pro-poor laws and policies in the past 15 years. MJF is known for testing innovative approaches and willingness to take risk.

MJF has gained credibility over the years as an organization with high standards of financial and program accountability along with an effective monitoring and evaluation system capable of reporting on achievements, results and lesson learned. MJF is governed by a nine-member Governing Board comprised of eminent personalities from civil society

MJF received grant from Department for International Development (DFID) in 2002 as a project of CARE Bangladesh to implement HUGO (Human Rights and Governance) Project. MJF later started its journey as an independent organisation, obtaining registration from NGO Affairs Bureau and Joint Stock Company. Since then MJF received international development grants from the British Initiative for International Development Assistance (UKAid) in two more phases. In 2013, MJF received over 26 million GBP for the Creating Opportunities for the Poor and Excluded People (COPE) Project which was completed in June 2017. In October 2017, UKAid awarded a five-year Project titled 'Excluded People's Rights in Bangladesh' (EPR) to MJF.

MJF Vision:

A world free from poverty, exploitation and discrimination where people live in dignity and human security.

MJF Mission:

Promotion of human rights and governance through partnership with different stakeholders including duty bearers to ensure dignity and well-being of all people, especially the marginalized.

MJF will support CSO's to work on the following programme areas.

- a. Tackling Marginalization & Discrimination (including rights of ethnic people)
- b. Security and Rights of Women and Girls
- c. Decent & Safe Work (Protection of Workers and Working Children)
- d. Youth & Social Cohesion
- e. Strengthening Public Institutions

Moreover, two other cross cutting issues i.e. Disability and Women's Economic Empowerment integrates with all other programmes.

This thematic paper builds on strengths and experiences of previous years of MJF. The paper premised lessons learned, contextual realities, EPR business case, priorities of the 7th five-year plan of GoB and Sustainable Development Goals (SDGs) and a series of consultations with all level of MJF staff, stakeholders and experts. It clarifies specific problems associated with thematic issues, programme brief, programme implementation, approach, coverage, intended key results, theory of change and monitoring mechanism for the next five years.

2. Tackling Marginalisation and Discrimination:

There are many different groups of people who face marginalization and discrimination in Bangladesh. Although the paper addresses the entire issue of marginalization and encompasses all the different groups, separate papers have been developed on Ethnic Minorities and Persons with Disabilities. Disability is a cross cutting issue even though these are part of the TMD programme. It is to be noted that certain number of beneficiaries from PWD's, and Fisher Folk communities are included in other programmes as well.

Definition: Anderson & Larsen (1998) stated that marginality is generally used to describe and analyse socio-cultural, political and economic spheres, where certain groups of people are prevented or excluded by society and State from gaining access to services and resources, and full participation in social life. The UKAid document (2015) gives strong emphasis on addressing marginalisation issue and have set their perception of marginalisation as: "Marginalisation describes both a process, and a condition, that prevents individuals or groups from full participation in social, economic and political life. As a condition, it can prevent individuals from actively participating in the development process."

MJF's understanding is that marginalisation is both a process, and a condition, that prevents individuals or groups from full participation in social, economic and political life. MJF describes marginalisation and discrimination in Bangladesh when certain category of people (like Dalit, Harijan fisher-folk); minorities (religious, caste or ethnic); vulnerable groups (disability, landlessness) and hard to reach people (living in *Char* or *Haor*) population are marginalised and discriminated by the State and society. Community and State have prevented and excluded those population from participation in social, economic and political life forcing them to feel less important and less relevant. As a result, they are unable to exercise their rights and gain access to services and resources which are the key factors for enjoying their basic and fundamental rights and lead a life of well-being and dignity

Tackling Marginalisation and Discrimination (TMD) programme of Excluded People's Rights (EPR) aims to create an environment and space for targeted marginalised communities to empower and enhance their capabilities and improve their lives and livelihoods. The core purpose of the programme is to ensure full realisation of rights and entitlements of the marginalised and excluded populations as equal citizens of the State.

TMD will focus more on acting as an overarching programme to contribute to other themes in promoting rights and entitlements of the marginalised communities. In addition to that, TMD will give emphasis to

wider platforms for advocacy and demand-led market-oriented economic opportunity creation. Moreover, this programme will integrate women's economic empowerment and disability issues across all projects under this theme.

3. What Causes Marginalisation and Discrimination?

Marginalisation is viewed as the inability of some persons or a group to use various societal powers and resources, and/or being treated unfairly than others by society and State mechanisms, leading to their exclusion and being side-lined in the society. This expression essentially indicates that the nexus of poverty and marginalisation is very strong and it needs proper attention from development endeavours.

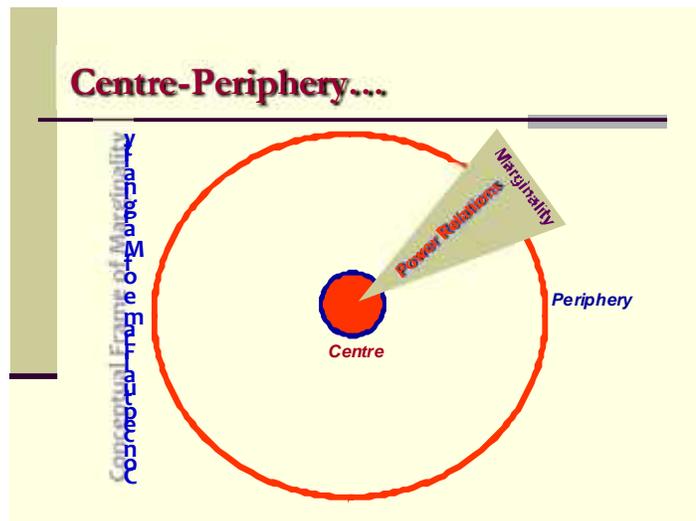
There is a multidimensional aspect, with social, economic and political barriers all contributing to the marginalisation of an individual or a group of individuals. People can be marginalised due to multiple factors like sexual orientation, gender, geography, ethnicity, religion, displacement, conflict or disability. Poverty is both a consequence and a cause of being marginalised.

Moreover, laws and policies in Bangladesh do not acknowledge such diversity and marginalisation adequately, especially from the perspective of promoting and protecting their rights considering their distinct ethnicity, professional and cultural identities. These marginalised groups are the most deprived segments because of systematic exclusion (Jenson, 2000), unfavourable inclusion (Harris, 1990) and gross violation of their fundamental human rights. They are generally powerless and therefore, have little or no bargaining power or access to basic services. Their fundamental rights are often violated due to weak institutions and non-functioning regulatory bodies. Contrary to the Constitutional provision, the law does not treat everyone equally, and usually they are victims of social injustice and insecurity.

Some of the marginalised groups including Dalits and fisher-folk community are culturally subjugated (considered untouchable, polluted) and politically marginalised (assigned to do low-graded work). Their status of 'untouchables' and 'impure' puts them at the heart of an insidious form of discrimination and social unacceptability. The given maxims of untouchability and impurity dictate what they are. They are also not allowed to seek employment, accommodation and socialisation among mainstream people. Within the marginalised groups, women are worse-off segment. They are marginalised and their rights violated as they face numerous discriminations through their conformity to the repressive norms and values justified by the social, cultural, economic and political institutions. Their low position, weak identity and lack of access to socio-economic opportunities force them to be subordinated and susceptible to violence¹.

¹ Ibid.

There always is centre-periphery relationship in bringing about marginalisation process. Chronic and seasonal unemployment, lack of vocational skills and education, unequal power sharing between women and men, poor and rich, lack of family and social support due to disability, sex-work and sexual orientation and minority status in terms of ethnicity, religion, caste, ideology or occupational identity all leads to marginalisation. It is a condition wherein exists a complex link between 'centre of power' and 'periphery of powerless' – the centre being dominated by the mainstream and powerful while the periphery is scattered with vulnerable groups. Marginalisation breeds factors such as forced migration, displacement, loss of property, long-term unemployment, deprivation, poverty, culture of silence, sub-human living condition, social detachment, structural inaccessibility, etc. On contrary, above factors also contribute to create marginalisation.



4. Situation in Bangladesh:

Both research-based and practical experiences show that marginalisation and exclusion in the society take its toll on the extreme poor, socially excluded and vulnerable groups with soaring discrimination, deprivation and poverty (marginalisation causes poverty, not the other way round). It has also been observed that the magnitude of marginalisation and deprivation shows an incremental trend in the recent past². The marginalised and excluded people suffer the most human rights violations, such as violence, abuse, disrespect and lack of access to justice. This happens mostly due to negative attitude of society towards them, negligence of service providers, inaccessibility to basic entitled services, inadequate pro-people policies and programmes, lack of information about entitlements and related service provisions, and finally, dismal social status.

The marginalised people in Bangladesh are not a homogenous group, but diverse in terms of culture, religion, professional identity, ethnicity and physical as well as social dimensions. It is estimated that there are at least 30 million marginalised people of different categories living in Bangladesh³. The country is inherently prone to the process of marginality practices that make a large number of people extremely vulnerable. The human rights situation of different marginalised communities is precarious, and the government and non-government responses to these problems are inadequate. The marginalised communities in Bangladesh have always been and still are subjected to harsh socio-economic discriminations. In other words, they are largely deprived of and excluded from access to many basic services, such as healthcare, education and social security. Their employment opportunities are very limited and their social identity and status is low. They are often forcibly displaced from their land and dwellings, and become victims of rights violation such as murder, abduction, and rape, physical abuse, arson attack,

² State of Marginalised Report by MJF, 2016.

³ Ibid.

discrimination, forced migration, forced labour, social and economic boycotts, threats and so on. They also become victims of hostile socio-political conditions.

Marginalised people in different locations of Bangladesh have a long history of facing humiliation and oppression. Their demands are often ignored by the policy-makers, politicians and even by the mainstream population. Generally the marginalised and excluded population includes destitute women and children, low occupational groups (weavers, sex workers, traditional fishermen, small land farmers, landless, boatmen, blacksmith, river gypsies, cobblers/shoemakers, pig rearers, cleaners/sweepers, etc.), minorities (ethnic, religious, sexual), people live in isolated/remote areas (*Char/Haor/hill/forest*), the disabled, aged people, different sexual orientation and gender identity (SOGI) and the poorest of the poor.

Marginalisation in Bangladesh at the 'individual' level results in an individual's exclusion from meaningful participation in society and mainstream development. An example of individual marginalisation in the context of Bangladesh may be the exclusion of individuals with [disabilities](#) from the [labour](#) force. On the other hand, marginalisation at the 'community' level results in massive exclusion of different groups in terms of religion, ethnicity, caste and occupational identity, particularly the population belonging to Dalit, fisher-folk and sex worker communities. Marginalisation of these communities is a product of their minority situation in the country. As a result these communities lose their land and abode, are forced into destitute areas, lose their sources of income, and are excluded from education, basic services and the labour market.

The populations which belong to disabled, landless, old aged, destitute women, widows, transgender (third gender), street children, etc. are also being treated with demeaning outlook from the State and society. They lead a miserable life without having access to basic facilities like housing, health, education, sanitation, employment, social safety-net or legal support.

Again, many people live in hard-to-reach like *Char's*, *Haor's* and remote hilly areas out of compulsion. These places are very isolated from the mainland either in the middle of the rivers or surrounded by larger water-bodies. These people have to face severe vulnerability due to isolation, food scarcity, lack of adequate shelter and basic services. They have very little or no opportunity to access basic facilities, like education, health, water, sanitation, social safety-net and legal aid.

Another group of oppressed section is victims of violence which emanates from inflicting violent acts and torture upon vulnerable women and girls. BBS (2015) found 80 percent marginalised women face different forms of violence. Violence against women and girls as a human rights violation requires immediate action and is crucial to challenge the economic, social and cultural marginalisation of women in Bangladesh.

Under TMD programme following populations will be addressed:

Disable population are left out of all mainstream development agenda. It may be mentioned, according to the Household Income & Expenditure Survey (HIES), conducted by the Bureau of Statistics in 2010, the prevalence of disability was recorded as 9.07% meaning more than 15 million people are disabled in Bangladesh (in reality the number is much higher more than 15% of total population)⁴. Discrimination in the family, in the community and at the workplace is widespread as part of violation of rights of people with disabilities in Bangladesh. MJF experience confirms that the stigma on disability still exists in society and affects access to care, employment, health services and education. Despite strong legislation, inadequate

⁴ World report on disability, WHO and WB, 2011.

support for implementation of the law is the key barrier to address the issues of people with disabilities. The TMD programme will cover 64,400 persons with disabilities under EPR programme.

Khas land related study⁵ shows that at present 22 percent rural agri-dependent families have no land at all. These people are called landless which is estimated about 10 million families. The landless people are entitled to have access to *Khas* land (government land) and water-bodies for their life and livelihoods. But most of the *Khas* land and water-bodies are occupied by powerful people. Under government jurisdiction there exists more than 5 million acres of *Khas* land and water-bodies which if distributed among about 10 million landless families will drastically result in reducing food shortage and poverty in Bangladesh⁶. The TMD programme will cover 34,000 landless households under EPR programme.

The *Dalit* community is the most economically marginalised and socially excluded groups in Bangladesh. It is estimated⁷ that 5.5 million *Dalit*'s (low-caste minority community) are living in 63 districts in Bangladesh and engaged in socio-economic development of the country. In terms of socio-economic conditions, *Dalit*'s are involved in professions which are considered low, impure and filthy – such as sweeping, sewerage cleaning, pig rearing, burying dead bodies, shoe and leather work, drum beating, laundering clothes (*Dhopa*), etc.⁸ MJF's working experience reveals that people treat these communities as untouchables, they constantly suffer neglect, disgrace, torture, discrimination, humiliation and deprivation. There is a common practice in the society not to allow them in restaurants, salons, schools, hospitals, government offices, cinema halls, markets and public functions in their locality. Due to unfavourable policies of the government, bureaucratic hassles, non-cooperation of concerned authorities, and social detachment – *Dalit*'s are losing their professions, which is aggravating the sufferings of this vulnerable group. The TMD programme will cover 52,000 *Dalit*'s under EPR programme.

It is estimated that 17.93 million (11 percent of 163 million total populations) people in Bangladesh are engaged on fulltime and part-time basis for their livelihoods in fishery sector. It contributes 3.69 percent to country's GDP and one-fourth (23.12 percent) to the agricultural GDP⁹. A large number of the total population who are engaged in fishery sector are considered as marginalised in regard to religion and caste. Fishing is the only major source of income for them. They are considered as one of the marginalised sections for different socio-economic reasons, such as i) limited access to public water-bodies; ii) inadequate alternative livelihood support during banned fishing seasons and sanctuary maintenance; iii) political impediment/power barrier to participating in leasing process; iv) lack of financial support to take lease of the water-bodies; etc. Improper management and unwise use of water resources in addition to the imbalanced policies to manage the surface water has impacted adversely on the lives of many professional groups in the plain land of Bangladesh. Moreover, the land grabbers contribute further to deterioration of water resources of the country. As a whole, they are victims of many economic, social and political injustices¹⁰. The TMD programme will cover 64,800 fisher-folk members under EPR programme.

⁵ The Political Economy of *Khas* Land in Bangladesh by Dr Abul Barkat, 2010.

⁶ Ibid.

⁷ Poverty Profile of *Dalit* Community in Bangladesh by Prof. Mesbah Kamal, 2007.

⁸ Ibid.

⁹ Fisheries Statistical Report of Bangladesh July 2014-June 2015.

¹⁰ State of Marginalised Report by MJF, 2016.

5. MJF's Previous Work:

MJF's has vast experience of working with marginalised and excluded population and some particular communities to address their problems. TMD will work with individuals, communities, local power groups and government simultaneously. This is because change needs to happen at all levels starting from the attitudes and awareness of individuals, up to legal and institutional reforms. MJF past interventions have been based on the underlying causes identified above. Our approach is to increase the awareness of individuals and communities, build leadership and help them organise themselves in order to collectively demand and realize their rights and entitlements. MJF works through partner NGOs and civil society organisations located across Bangladesh.

6. Lessons from Previous Work (what worked and what did not work):

Past experience from COPE shows that marginalisation of people happens due to lack of access to basic services and resources, deficiency in rights awareness and dearth of optimal skills to make their occupation competitive in the market. Therefore, as a result, a multi-pronged strategy is needed in implementing the objective of TMD theme.

This separate thematic programme (TMD) on rights and entitlements of the marginalised, poor and excluded will have a synergic and overarching effect across many groups through a process of providing technical inputs and common understanding on different aspects of marginalisation, poverty and exclusion – to MJF's different thematic programmes, to its partner organisations and to their beneficiary collectives. However, focus will also be given to address the underlying and root causes of different types of marginalisation, exclusion and discrimination within a rights-based framework through sharing, networking and initiating common actions and experimentations. This will also entail a combination of rights advocacy and training in skills development that could better capacitate the beneficiaries, than a singular approach. (*See Annex-1: Theory of Change*).

The experiential learning shows *what worked well*:

1. Collective actions by CSOs, CBOs, media and other community platforms can influence on reducing violence, improving service delivery, reforming pro-poor policy, ensuing inclusion, promoting mainstreaming and developing leadership. In TMD's future intervention collective action strategy will get high priority in implementing our programme for the marginalised.
2. Building peaceful, reciprocal relationship with the administration including relevant officials can considerably reduce the bottlenecks in handing over different services and resources to the marginalised communities. Case study by Jeremy Holland and Rikke Molin on Land Rights, 2015 also confirms that learning. Therefore, TMD will take on more collaborative effort with government counterparts, pushing the marginalised communities ahead in dealing with such encounter.
3. It was observed that when marginalised communities are capacitated with trade-based or job-focused income opportunities, they not only become self-reliant but also gain positive attitude from the society. Based on the overall learning from Rights of the Marginalised Programme under COPE, certain specific strategic measures will be required to fulfil the targets set out in the EPR. One such measure is to initiate a programme on women's economic empowerment beside similar activities by male members. Evidence shows from the above learning that there is a strong link between women's economic empowerment and poverty alleviation leading to uplifting of marginalised women from exclusion,

oppression, indignity and low social status¹¹. So economic empowerment will be imperative as a strategy for TMD programme implementation.

4. Our experience revealed that livelihood support like asset transfer and interest free loan or capital support can help a section of marginalised people for building their self-confidence, self-development and self-dependence. Thus they can earn and sustain their own livelihoods leading to poverty alleviation. Therefore, it is planned that we shall keep some allocation for livelihood support in extreme cases for marginalised people to become self-dependent.
5. Our work with the extremely marginalised and excluded people like disabled, Dalits and fisher-folks shows that if the needs of these communities are incorporated into mainstreamed development process, then they get optimum benefit to change their lives and livelihoods. As a result, this thematic programme will give utmost priority to change the existing government policies in favour of the extremely marginalised communities, so that they can be part of broader mainstreamed development process.
6. COPE experience also shows that collective advocacy is effective to enact or drafting law and government circular. During COPE period, due to collective advocacy initiative with different networks 'Rights and Protection of Persons with Disabilities Act-2013, Neuro Developmental Disability Protection Trust Act-2013 law has been enacted and Anti-discrimination Act, Comprehensive Land Law were drafted. The TMD programme will take such interventions so that different marginalised communities can be brought together on the same platform for facilitating the adoption of commonly-affecting laws and policies. Moreover, efforts will be made to facilitate implementation of existing laws, such as Disability Protection Act, Domestic Violence Prevention and Protection Act, etc. The programme will also work in close collaboration with "Strengthening Institutions" programme to ensure accountability and transparency of relevant public service providers¹².
7. Wider social movements done jointly by community platforms and MJF partners have proved instrumental to change in policy regime and in its implementation (a case study by Jeremy Holland and Rikke Molin on Dalit, 2015).
8. People's agencies (SHGs) dealing rigorously with issues of lives and livelihoods have created more productive engagement with multi-level stakeholders in sustainable and tangible manner.

What did not work:

- It was difficult to tangibly instil rights-based approach into those NGOs who have worked on service delivery, and are more focused out their own sustainability through micro-finance or other profit-oriented programmes.
- Social mobilization and collective action failed to resist the eviction of at least two brothels although there is legal provision that without rehabilitation no brothel can be evicted. In that case, community

¹¹ Some 40% of the single ownership (1 year) leases and joint ownership (99 year) leases have resulted in female land ownership in a context where women owning land is virtually unheard of. ... Evaluations reveal that low caste or ethnically indigenous women have increased their economic empowerment and their social standing and political participation in the wider community (A Synthesis Paper by Jeremy Holland and Rikke Molin, 2016).

¹² Evaluations confirm that through its support to these partners MJF has achieved immense progress in building "beneficiaries" knowledge of and demand for their rights in the targeted areas, linked strategically to national level pro-poor policy advocacy. The result has been an improvement in project area and at-scale service delivery targeted at marginalised groups (Ibid.).

leader's motivation was low and not interested to deal with that issue. There is need to review why community leaders didn't engage themselves effectively. .

- Economic opportunity creation ignoring demand-led market oriented approach didn't show promising results in spreading entrepreneurship sustainably.
- Inadequacy in capitalising potential of broad civil society and political force¹³ could not produce desired results in advocacy for comprehensive land laws and anti-discrimination act (recommendation of PCR, 2016, DFID).

Based on learning on weakness in MJF thematic approach, TMD programme plans to take more innovative strategies in collaboration with civil society collectives through reviewing and revising future interventions on this issue¹⁴.

The TMD programme will also take into consideration some learnings from PCR (Project Completion Review) of COPE including some other learning from its (ROM's) previous work during COPE (Jul 2013 - Mar 2017). These are as follows:

- To invest in and build the capacity of national-advocacy platforms to drive change at scale.
- To establish an annual event for partners to bring together and identify cross-cutting, common advocacy goals and strategies across all MJF programme components and to inform the overall advocacy strategy.
- To develop a strategy for addressing cross-cutting issues including violence against women and girls (VAWG), disability, access to justice, and use of social accountability tools.
- To design VAWG outcome and output indicators to capture prevention and response interventions – in line with DFID guidance.
- The new programme should consider plans for measuring whether and how social audits and scorecards (the accountability tools) contribute to better-performing public services.

7. Programme Brief:

Goal: Rights, entitlements and dignity of marginalised and excluded people enhanced.

Outcome:

- Marginalised and excluded people received public services, resources and facilities (e.g. health, education, safety-net, agricultural extension, Income Generating Activities (IGA), land, water-bodies and legal service).
- Marginalised and excluded people including women and girls' social status advanced.
- Marginalised and excluded women and men have better livelihoods/income options.

¹³ The most challenging aspect of working with the minority/marginalised situation is of course the structure and that is where the impact is yet to be felt en masse. (Programme Review of the Rights of the Marginalised, Meghna Guhathakurta, RIB, 2013).

¹⁴ We would recommend that future programming increase its focus on PNGO networking, including strengthening linkages across programmes to ensure that lessons learned and best practice developed by PNGOs ... are shared and implemented more widely so that programme outcomes can be further scaled up (Ibid.).

- Pro-poor laws and policies revised, drafted, enacted and facilitated to be implemented.

Output:

1. Marginalised and excluded people are organised and capable of claiming their rights and entitlements.
2. Duty-bearers of public service institutions are more sensitised to providing services and resources to marginalised and excluded communities.
3. Legal services are available to marginalised people upholding justice.
4. Awareness and sensitisation of group members on gender equality and VAWG improved.
5. Leadership and wider participation capacity of marginalised and excluded (men and women) developed.
6. Marginalised and excluded people's skill developed on IGA and different trades.
7. Marginalised and excluded people are having financial support from government and non-government financial institutions.
8. Knowledge based evidence produced for policy advocacy and lobbying.
9. People's opinion building at national and local levels for policy advocacy aiming at policy implementation/change.

8. Programme Approach:

MJF approach is basically build awareness and social mobilisation, build people's organisation and develop leadership, creating income opportunities through skill development, policy advocacy, and strengthening and ensuring Go-NGO service provisions, campaign and research.

Awareness and Social Mobilisation: TMD will develop awareness of targeted marginalised communities and capacity of the partner organisations by imparting training, skills development, meetings, workshops and seminars. TMD programme will organise targeted marginalised and excluded people and help them develop organisational and leadership skills in order to raise their voice collectively. Along with partner organisations, MJF will help marginalised communities amplify their voices from local to national level through negotiation, protest and demonstration against denial of all rights and entitlements. Partners will also facilitate community level meetings, dialogue with service providers and local government bodies, home visits to monitor cases of violation and exclusion from rights and entitlements. Support to community mobilisation and capacity building of local NGOs/CSOs through wider participation of civil society members both at local and national levels will also be ensured. Mass mobilisation to change community perception towards mainstreaming of poor and marginalised in the society and establishing their dignity will also be conducted. In addition, social movement against the violation of human rights of the marginalised and excluded will be undertaken. This will act as social deterrence against violation of human rights taking place among marginalised communities.

Build people's organisation and develop leadership: One of MJF's agenda is to foster leadership amongst marginalised population and ensure that more targeted marginalised people are placed in leadership and decision-making positions at the community level. Therefore, capacity of group members and leaders will enhance through leadership development training. Support people's organisation building through group formation in the forms of SHGs, CSOs, DPOs, etc. Build capacity and skill of self-help groups through

mobilisation, training, skills development, cross learning visit and related interventions. Promote leadership and agencies through training, exposures, debates, management skills, participation and representation. Moreover, bring together transformational leadership of self-help groups/people's organisations/DPOs to ensure their participation in the political sphere¹⁵.

Skills development: MJF's partners will link targeted marginalised men and women with government and non-government skills training and microfinance institutions for income generation, self-employment and job placement. Partner organisations will also organise skill training in some cases.

Advocacy: There are several laws and policies that exclude or discriminate marginalised community. In addition some essential laws are needed to protect marginalised community from discrimination. We will select advocacy issues through a process of consultation with targeted marginalised group and their organisations. Some of these policy issues include Anti-discriminatory law and comprehensive land law. Through sustained advocacy efforts, capacity of local and national institutions, policymakers and active citizens for policy change and implementation and transformation of political structure will be built and enhanced, where applicable. At the same time, linkages and platforms among communities and CSOs (SHGs, DPOs, etc) will be created. These platforms will bring about policy change and implementation.

Strengthening and ensuring public service provisions: Marginalised peoples organisations will be linked with relevant institutions and department for accessing different services and resources like health care, agriculture inputs, safety net, education, Khas land, water bodies etc. Interventions for public institutions i.e. training, meeting, seminar, workshop, dialogue, day observance, etc. to create more responsive public institutions will be supported.

TMD programme will strengthen institutions to ensure accountability and transparency of relevant public service providers for upgrading their performance. With support from the Strengthening Institutions programme, service providing institutions will be monitored and strengthened by applying social accountability tools – a mechanism of governance performance monitoring (GPM).

MJF Governance Unit will provide capacity building to strengthen public service provision institutions related to health, agriculture, education, local government etc. for effective response towards marginalised people. Social audit, Community score card and citizens' charters will be used to monitor public services and resources. We will use RTI as a tool to get information on entitlements and challenge lack of accountability in the service delivery mechanism. Capacity of partner organisations will be built on social accountability tools and RTI usage to increase citizen engagement. In exceptional case, MJF will extend service delivery support to extremely marginalised and excluded communities where specifically necessary.

Lobbying and Campaigns: Network, alliance, forum of the organisations working on similar issues related to rights of the marginalised and excluded for wider mobilisation and legal aid services will be developed or strengthened.

¹⁵ Participation in decision-making can bring about positive change at both national and local levels. Engaging with excluded people, and empowering them to take an active role in decisions that affect their lives ... will help bring about longer-term benefits, ... Reducing poverty by tackling social exclusion, (2005): a policy paper by DFID.

Research initiatives: Research will be carried out for linking with national and global policies and impact. This will support TMD/MJF to consistently revise and improve strategies and work performance. Technical knowledge and develop common understanding on different aspects of marginalisation among organisations will be shared, so that mass people develop solidarity in holding government institutions to account for their promised service provisions.

9. Programme Coverage

Target population: *Dalit's, Harijan's*, Persons with disabilities; Fisher-folk community; People living in hard to reach areas (e.g. *Char, Baor*); Landless (across all vulnerable communities); etc. (Total population: 324,350).

Geographic location: TMD programme will cover all over Bangladesh; however, number of districts may not be exactly 64 as the coverage will depend on the projects to be implemented by the PNGOs.

Stakeholders:

Duty-Bearers/holders (state actors as well as non-state actors): Service providers (health, education, land & water-bodies, forestry, agriculture, social safety-net, etc.); local government authorities; locally elected public representatives, parliamentarians (MPs) and bureaucrats; service providing NGOs; law enforcers; private institutions providing health and education services.

Community Level Actors: Local elites, professional groups, mediator, local leaders, religious leaders; political and economic actors.

Rights Defenders: CBOs; National and regional NGOs; Women's organisations; Human rights organisations; Media groups; Community platforms; DPOs.

Guardian Institutions: National Human Rights Commission and Information Commission.

11. Institutional capacity of MJF

The programme for ensuring rights of marginalised and excluded populations has always been a priority of MJF, contributing largely towards the overall achievements of the organisation. The TMD programme will be run by a senior coordinator with wide experience on the issue. There is also adequate skill within MJF to carry out the policy advocacy as well as mobilisation through partners from grassroots to national level. MJF also has good linkages with different ministries responsible for different marginalised communities in Bangladesh.

The strength of MJF lies in its convening ability. MJF provides support to small local groups and movements as well as large national organization and build synergy among them in a spirit of collaboration and mutual learning. This will continue in the EPR project with more emphasis on gathering evidence, lessons and dissemination through quality publications, social media etc.

12. Integration of Cross-cutting issues:

TMD programme will contribute to meeting the overall target of EPR by sharing the achievement in these areas: women's economic opportunity creation, reducing violence against women, stopping child marriage, addressing youth, adolescent, old-aged, disability, gender, ethnic minority issues.

Integration of women's economic empowerment, gender equality, violence against women and girls, and disability into all programmes as crosscutting issues is a priority area of work for MJF. This integration is based on the fact that social inequalities and oppression are particularly acute for women and girls and disabled persons despite the fact that the country's economic development has created options for income opportunities and other essential services for women and disabled persons outside the home.

As TMD deals with the most marginalised and excluded populations who face multiple forms of harassment, discrimination and violation of rights, among them women and girls and disabled suffer the most, the programme will address the issues of economic empowerment, violence and disability at local level with diverse activities through group approach. In so doing the TMD programme will carry out the following:

- Build knowledge and understanding of MJF partner organisations on women's economic empowerment, gender equality, violence against women and girls, disability and marginalisation;
- Support organisations (CBOs, DPOs, SHGs) to carry on awareness, sensitisation and sustainability programmes at individual, community and institutional levels;
- Empower marginalised women and girls and disabled as a core of TMD in terms of capacity building, skills development, economic development, leadership development, movement creation and social deterrence;
- Ensure gender and disability specific budget allocation in MJF-supported projects;
- Extend legal aid services to the violence survivors (including disabled) so that they get justice and their dignity upheld;
- Ensures that MJF reporting format capture sex and disability segregated data on quarterly basis, collects cases stories and tracks results to measure success.

13. Risk and Mitigation Plan

- Any risk arising out while implementing TMD programme will be dealt with by MJF's overall risk management strategies to be furnished by M&E department.

14. Monitoring & Evaluation and Learning (MEL):

Monitoring, Evaluation and Learning (MEL) of MJF developed its system in light of principles of rights based approach. The MEL approach of EPR project is dedicated to gain knowledge and evidence and explore best practices to understand the progress and apply the learning to enhance programme efficiency and effectiveness.

MJF will adopt a simplified MEL system for the EPR programme, which will basically emphasize routine process monitoring and tracking results from the grassroots level. During inception phase, MJF will develop a detailed plan for process monitoring and framework for capturing evidence and learning. MJF has drafted a logical framework and Theory of change. MJF will revisit its MEL framework in line with theory of change and the logical framework milestones and targets. After finalize both LFA and ToC, it will outline data

requirements, data sources, data collection and analysis, and how monitoring and evaluation will be undertaken, including key evaluation questions. The revised MEL system will guide MJF and its' partners' projects to track the regular progress and capture the changes.

MEL system will emphasize learning and sharing to gain critical analysis from wide range of relevant stakeholders and embrace critical insights to fine tune program strategies. This system will give emphasis on systematic documentation of lessons learn in EPR phase. A number of surveys and action research will be done to collect programme and projects monitoring and evaluation information, using both quantitative and qualitative methods. Detailed indicators will be finalised through a participatory discussion process with DFID and MJF. However, some of the research questions and indicators are suggested in the following table:

Name of the Program	Key research question (suggested)	Key Indicators
Tackling Marginalization & Discrimination (including rights of ethnic people theme)	<ul style="list-style-type: none"> ▪ How marginalized people/community are organized to claim their rights? ▪ How marginalized people/community advanced their social status in the society? ▪ How indigenous identity, knowledge, tradition and culture persevered? ▪ Has the economic situation of marginalized people improved 	<ul style="list-style-type: none"> ▪ Number of marginalized people received khas land ▪ Number of people engaged to protect rights violation activities ▪ Number of marginalized people represented in social committees/ forums ▪ Number of people with increased income

MJF will also develop beneficiary feedback mechanism to understand programme success, challenges in relation to strategies. MEL of MJF will communicate its evidences and changes to donors, other development actors, decision-makers, champions and other audiences, using a range of medium (report, documentation, sharing session, workshop, press& social media), and will use it to advocate for reform.

Annex-1: TOC-TMD (next page)

Note: Assumptions of the TOC have been incorporated in the overall assumption page of MJF

