



خواجہ سراء سوسائٹی
Khawaja Sira Society (KSS)

KHAWAJA SIRA
SOCIETY

*We Strive for healthy &
better life*

ADVOCACY TOOL ACTION PLAN 2019 – 2022

Transgender protection act 2018

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A letter from the desk of the Executive Director and president

Letter from KSS President and Director,

Being president and director of KSS Board we are writing this letter on the behalf KSS board of directors, Staff, and clients whom are part of KSS or whom gets services from KSS. We are very thankful to a donor and to a stakeholder that support our organization financially and technically for the support that you are giving to our client by helping us to provide them a better and healthy life.

Khawaja Sira Society has registered under the societies ACT 1860 as an independent entity and further developed its own goal, vision and mission.

Khawaja Sira Society envisions a society where Trans-gender community can live with dignity, self-respect, social justice and wellbeing

Khawaja Sira Society striving for the advancement of the social and health needs of trans-genders by supporting the development of community-led health and social interventions along with advocating for social justice, equity, health and well-being

However KSS is providing services in order to meet the changing needs of our community also KSS is working on community strengthening, stigma reduction, working on the transgender rights and low implementation and also advocacy with key stake holders to create an enabling environment where the community can get the basic health services and human-rights without any discrimination or harassment.

Your support being a donor and a stakeholder ensures that Transgender community is considering to be marginalized and together we can continue to lift our community and work together to reduce stigma, discrimination and collectively we can continue work to ensure that every community member belonging to this society have health services, justice, equality, safety and equal human rights as of any person living in this city and country.

Again, thank you for supporting the life-changing work of KSS. Your support helping us to makes difference.

Sincerely,

Marvia Malik
Board President- Khawaja Sira Society
Lahore- Pakistan.

Moon Ali AKA Mahnoor CH
Director Program- Khawaja Sira Society
Lahore- Pakistan.

Abbreviations

- CBO – Community Based Organization(s)
- CSO – Civil Society Organization(s)
- TPA – Trans protection act 2018
- GM – Gender Minorities
- KSS – Khawaja Sira Society
- TG – Transgender
- CRC – Means Child Registration Certificate or B-Form.
- NADRA – Means Authority the National Database and Registration
- PMDC – means The Pakistan Medical and Dental Council constituted under the PMDC Ordinance
- NCHR – National Commission of human rights
- MOHR – Ministry of human rights
- NCSW – National Commission status of women
- ECP – Election commission of Pakistan
- NACP – National AIDS control Program

Glossary

- **Enabling environment:** An enabling environment is a set of interrelated conditions – such as legal, organizational, fiscal, informational, political, and cultural – that impact on the capacity of development actors such as CSOs to engage in development processes in a sustained and effective manner
- **Gender Identity:** Gender identity refers to a person’s deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth. It includes both the personal sense of the body, which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical, or other means, and other expressions of gender, including dress, speech, and mannerisms.
- **Intersex:** An intersex person is an individual with both male and female biological attributes (primary and secondary sexual characteristics).
- **Sex & Gender:** The term ‘sex’ refers to biologically determined differences, whereas ‘gender’ refers to differences in social roles and relations. Gender roles are learned through socialization and vary widely within and between cultures. Gender roles are also affected by age, class, race, ethnicity, and religion, as well as by geographical, economic, and political environments. Moreover, gender roles are specific to a historical context and can evolve over time, in particular through the empowerment of women. Since many languages do not have the word ‘gender’, translators may have to consider alternatives to distinguish between these two concepts.
- **Transgender:** It is frequently used as an umbrella term to refer to all people who do not identify with their assigned gender at birth or the binary gender system. This includes transsexuals, two-spirit people, and others. Some transgender people feel they exist not within one of the two standard gender categories, but rather somewhere between, beyond, or outside of those two genders.
- **Khawaja Sira:** This is a south Asian subcultural gender identity. Khawaja sira people form a subculture with its own indigenous norms, mores and languages. All Khawaja Siras are biologically male and in some cases intersex. Individuals may identify as bi-gender, third gender, or as women.
The Khawaja Sira gender identity is therefore an umbrella transgender identity that encompasses gender variant identities and behavior from the cis-gender male. The terms khawaja sira are used interchangeably.
- **Transphobia:** The fear or hatred of transgender people or gender non-conforming behavior.
- **Transsexual:** A person whose gender identity is different from their biological sex, who may undergo medical treatments to change their biological sex, often times to align it with their gender identity, or they may live their lives as another sex.
- **Public Stigma:** Refers to the attitudes and beliefs of the general public towards specific persons with specific reason or mental health challenges.

- **Self-Stigma:** occurs when people/person internalize these public attitudes and suffer numerous negative consequences as a result.
- **Perceived Stigma:** Perceived stigma is the belief that other have negative belief about people or a specific person.
- **Stigma by association:** Stigma by association Places strains on the relationship between marked individuals and their family members
- **Structural Stigma:** **Structural stigma** is the “societal-level conditions, cultural norms, and institutional practices that constrain the opportunities, resources, and wellbeing for stigmatized populations

CHAPTER: 1

Introduction

Overview

Khawaja Sira Society realized the need to institute an advocacy tool action plan to direct its operations during the implementation of Tran's protection act 2018.

With the conclusion of the Transgender protection act 2018 approaching in 2017-2018, having no prior experience in implementing any Act/Legislation guided projects, KSS initiated a process of developing a medium term two to three year advocacy tool action plan to provide a road map to implement the advocacy activities.

FOREWORD

The Majlis-e-Shoora (Parliament) recognizes the Khusra and Transgender person as per their self-perceived identification and have unique needs and concerns, and it would be prudent to view them as a recognize group.

Community based organization recognizes that existing and upcoming TG/ Khawaja Sira identification across the country need much support especially in the area of advocacy for the TG/Khawaja Sira community. The need for advocacy to address the challenges of health, dignity, acceptance right is widely acknowledged and accepted. There is also ample evidence of the changes good advocacy has been able to bring about among the targeted intervention programmes for the other marginalized communities and minorities of female sex workers, injecting drug users. Therefore, it has proactively decided that the upcoming TG/Khawaja Sira acceptance and law implementation interventions should be equipped with its advocacy module.

While the laws, policies, social norms, and community attitudes and perceptions shape the environment in which we respond to transgender rights, there has been little effort in creating such conducive environment for the TG/ Khawaja Sira population.

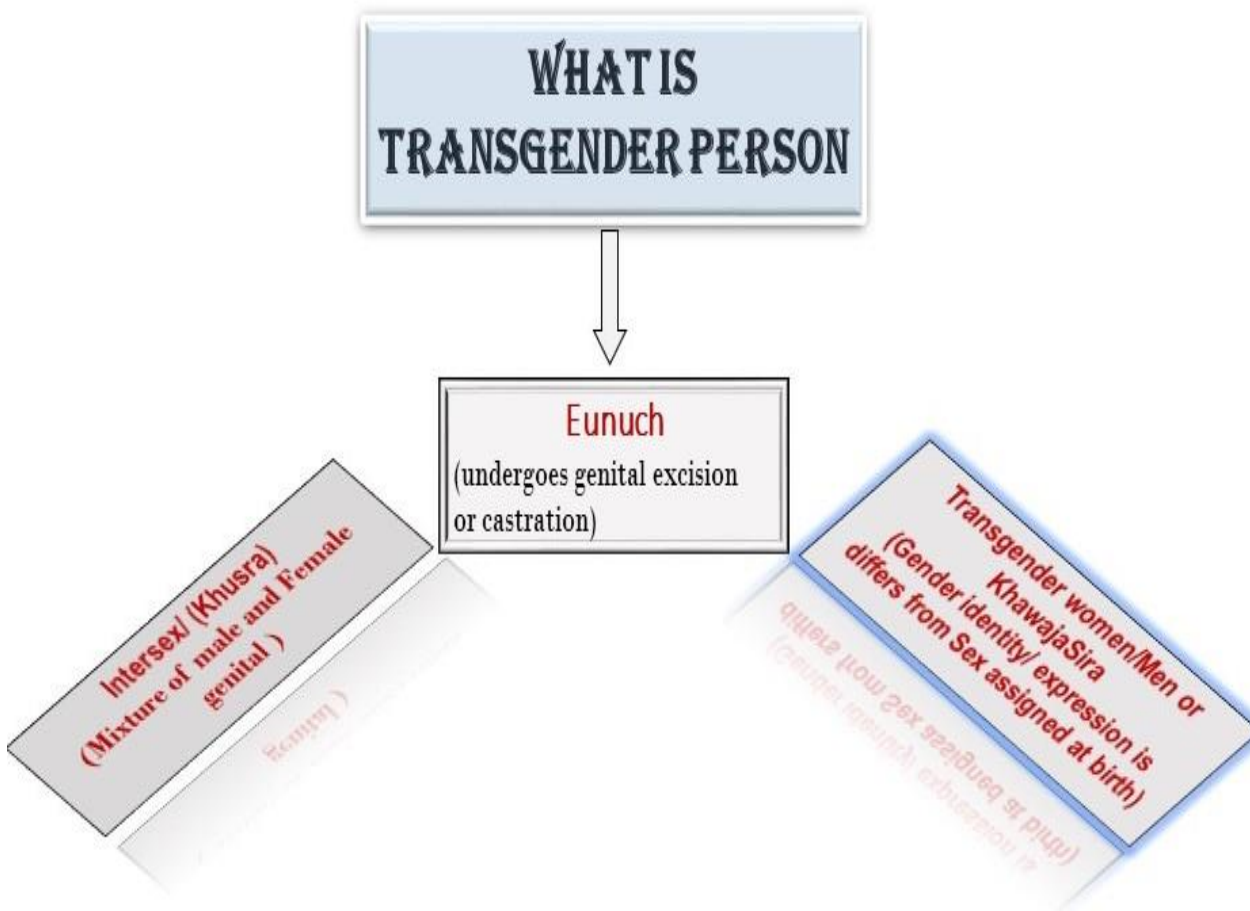
It is imperative to understand the causes and effects of many issues faced by the TG / Khawaja Siras, their challenges and fears, identifying the advocacy targets including who makes the decisions and who helps them in successfully dealing with especially the health care providers, the law enforcement agencies, judiciary, elected representatives etc, all of these have been deliberated with the community members to prepare this TG/Khawaja Sira advocacy module. Additionally, it is observed that the society and family members physically and emotionally cause violence and often harass and stigmatize them. Also, the media if it needs to be sensitive and provide respectful representation on issues related to Transgenders and Khawaja Siras, effective advocacy strategy and its implementation is the key to the success of interventions.

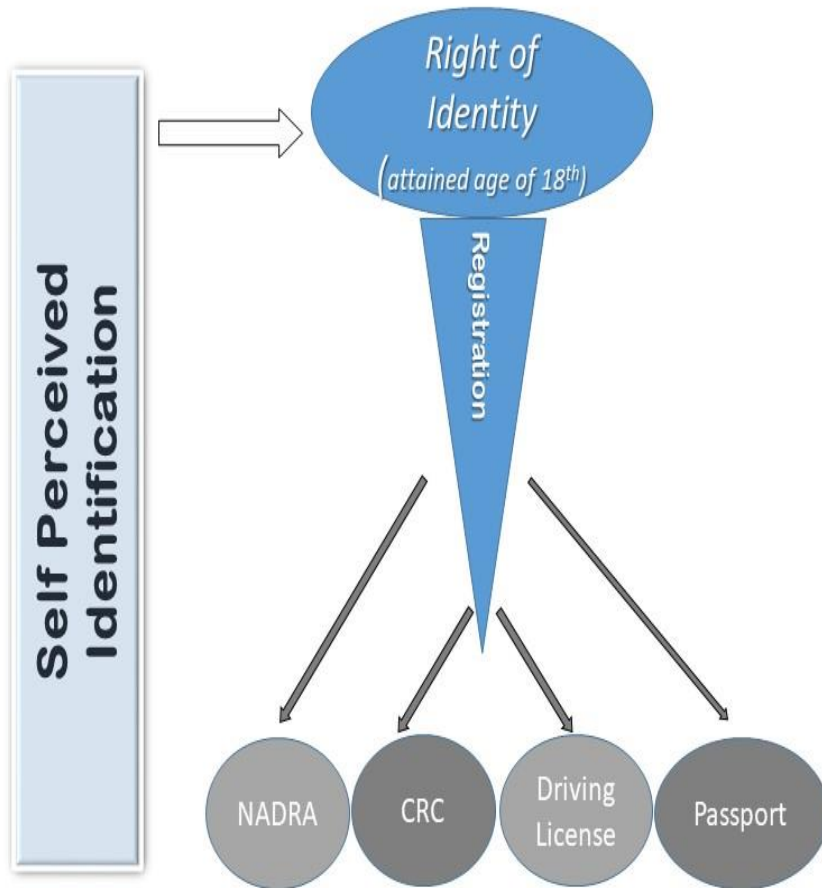
KSS had planned to bring out this advocacy strategy for transgender and Khawaja Siras that can be implemented across the country. This module is prepared after consultative meetings/FGDs with the grass root community members, their leaders/gurus and specialists working in the field of advocacy.

Through this, we hope that we can be able to effectively address the advocacy needs of TG/ Khawaja Sira populations through the upcoming targeted strategies across the country and to enable their voices to be heard and for communities to be empowered to meet the challenges of implementation of transgender protection act 2018 themselves.

Executive summary:

RECOGNITION OF IDENTITY OF TRANSGENDER PERSON





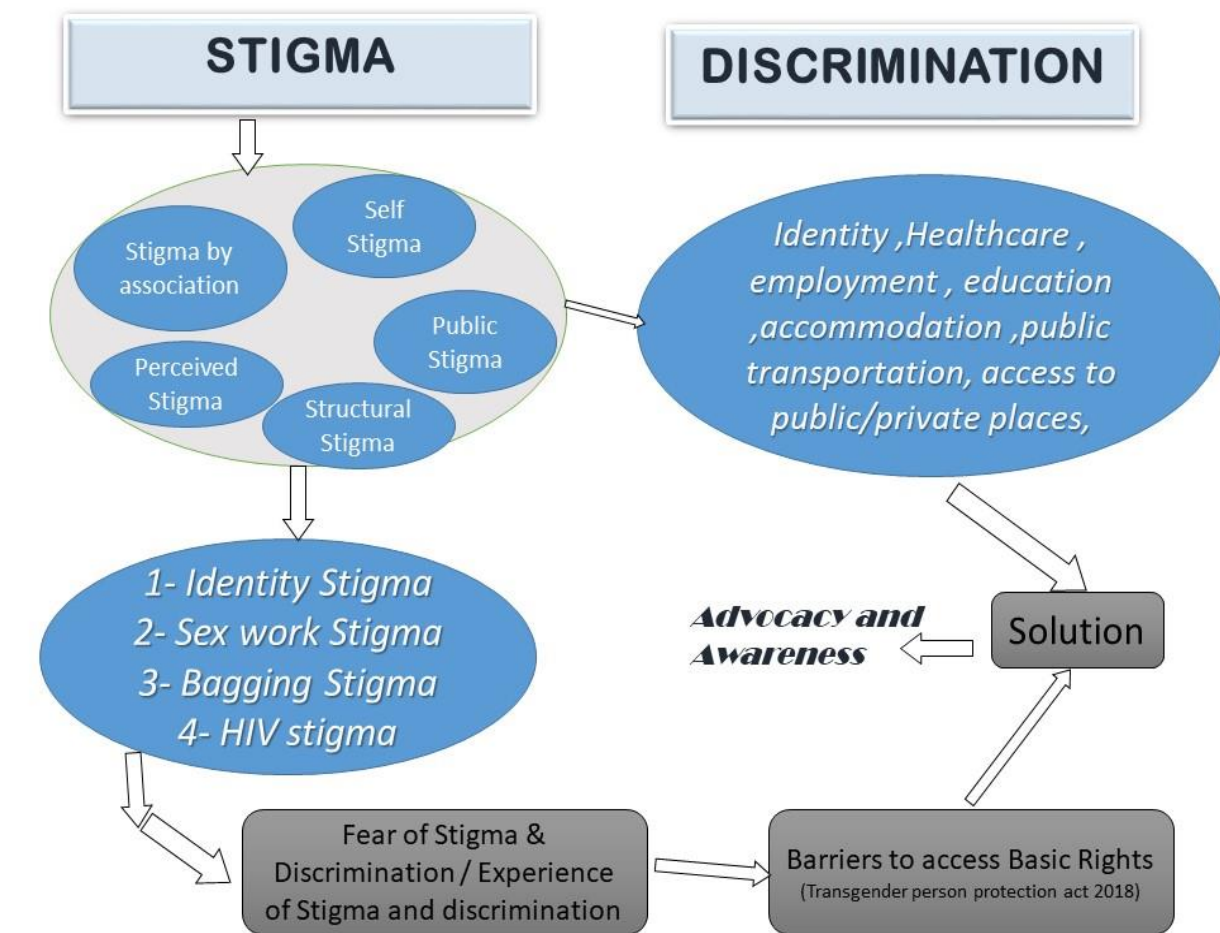
Ref: Transgender protection Act 2018 CHAPTAR I & II

And registration is in accordance with the provisions Of
The NADRA Ordinance, 2000 (VIII of 2000) or any other relevant laws.

CHAPTER: 2

Reason behind no implementation of Law (Transgender protection Act 2018):

**Stigma & Discrimination – a key driver of Human Inequalities
& a key barrier to Access basic Rights**



Based on the approved law (transgender protection act 2018) but there is no implementation of law at national level the above following are the barriers and need to be focus/prioritize for advocacy and key actions over 2018- 2021.

To identify the more and concrete key barriers and to make an evidence based advocacy tool Khawaja sira society-KSS has conducted FGDs. (To increase advocacy with stakeholders for the betterment of trans-gender/Khawaja Sira community and to implement transgender protection act2018)

Research Report of a study on ‘To increase advocacy with stakeholders for the betterment of Trans-gender/Khawaja Sira community’

Introduction & overlook:

Objective:

The research study led to the development of specific advocacy initiatives towards realization of equal citizenship and dignity for transgender individuals and community alike and find out the issues of transgender community related to their gender identity and access on basic rights.

Overlook:

KSS has conducted the study to identify the issues faced by the TGs regarding their self-identification.

Qualitative research method was used. Total 50-TGs were interviewed in detail to find out cases of stigma, discrimination and issues faced by the TG community. They were also interviewed to discuss the scope of education and employment opportunities, work-place harassment and discrimination toward them. Ethical standard were maintained which are mentioned in KSS manual.

The finding reveals TG’s face many issues like lack of support from society, comparatively less or no opportunities, recognition and respect from family, society and higher management includes government department. TGs also face verbal, physical and sexual abuse on public and private

places as they are ridiculed and people do not maintain physical boundaries as with male and female. Most of the times they are offered lower level jobs as maid, office boy etc. Therefore they are pushed to select sex work, begging, pocket picking, massage for their survival. Many a times they got raped by group, threaten to lose their homes, lives if they do not get sexually involve and asked to keep silence against violence. Moreover society also blames Tran’s genders community to be responsible for HIV spread because of their sex work which is now bread and butter for them as they don’t have other source of income for their survival

The study reveals that the advocacy and sensitization of the society is highly needed to create a safe and favorable environment for TGs through showing them best practices of Trans Community. State and society should take the responsibility of their gender recognition based on transgender protection act2018 and to provide them opportunities of education and to work as provided for males and females. They should be empowered by providing, Skill and vocational training, and should be empowered through providing them the space where community can work together and generate the income for their survival and to provide them separate schools and free educational environment so that they can get higher education. They should be given job quota in government and private organizations as well.

Results:

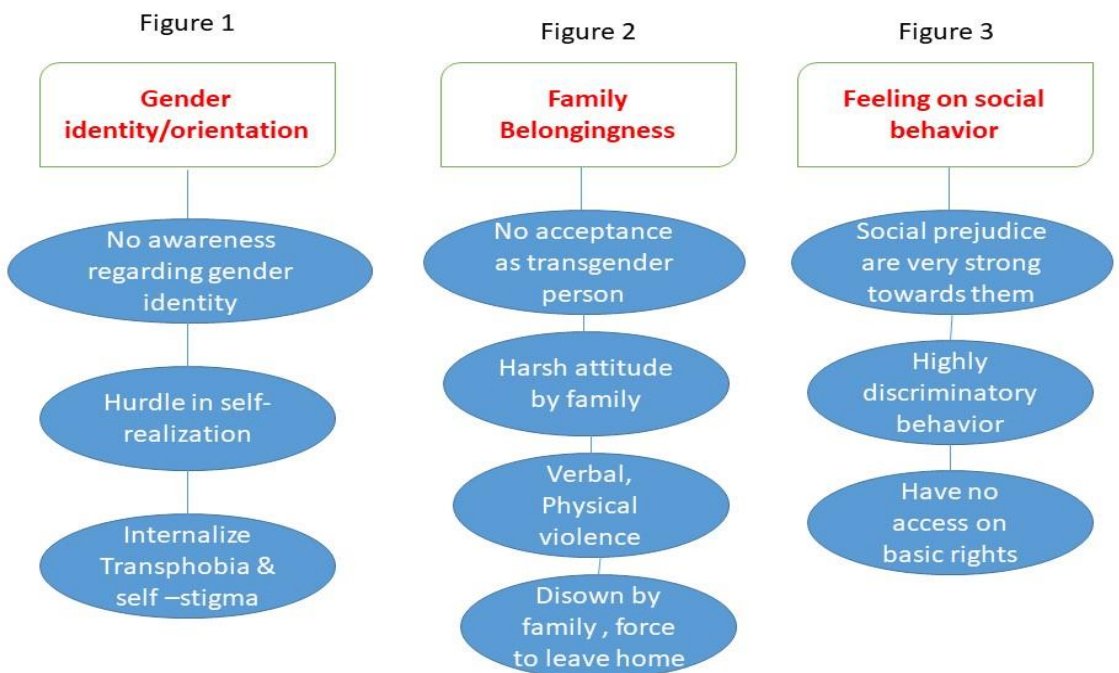
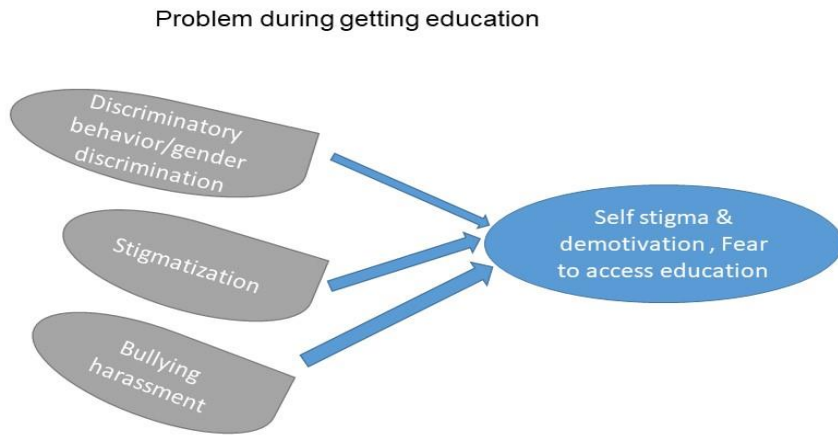


Figure: 4

Problems during Getting Education



4.1. Perception about Education

The participants were asked to respond on what they think about role of education in their future, education as an agent of change, education can increase job opportunities, reduce social prejudice, bring confidence to face social attitude, need of separate schools.

Table No: 1 Role of education

Responses	Frequency	Percentage
Very True	50	100%
Certain	0	0%
Not Necessary	0	0
Total	50	100%

The table 1 shows the perceptions of third gender community towards the significance of education in their lives. 100% of the members agreed that education can play a very important role in a person’s life and to their upward mobility in society. They

were interested in education that could cater their needs. 6% participants were not sure about the importance of education in their existence as they were more concerned about their earning for living.

Table No: 2 Education As an agent of change

Responses	Frequency	Percentage
Very True	50	100%
Certain	00	0%
Not Necessary	0	0%
Total	50	100%

The table 2 indicates that 10% participants truly believe that education can bring change for their betterment while 0% participants were not in an opinion that education can bring change in their life rather they believe that it depends not only on third gender community's education but also on the social consideration. And 0 %

Believe that it is not necessary that education can bring change in their betterment because social prejudice is very strong.

Table No: 3 Education can increase job opportunities

Responses	Frequency	Percentage
Very True	47	94%
Certain	03	06%
Not Necessary	00	0%
Total	50	100%

Table 3 illustrates that 94% participants perceive that their education can increase existing as well as new job opportunities for them. While 06% believe that it depends on government interventions. While 0% said that it is not necessary that job opportunities be increased as the attitude of the society is a big hurdle.

Table No: 4 Education can reduce the social prejudice

Responses	Frequency	Percentage
Very True	00	0%
Certain	50	0%
Not Necessary	00	0%
Total	50	100%

The table 4 displays those 0% participants who are in a view that it can never be possible that their education can reduce the social prejudice towards them as most of the members of society are already educated. People consider them abnormal human being. 100% of the total participants perceive that their education can reduce the social prejudice as they get education people will start thinking positive towards them.

Table No: 5 Education can bring confidence to face social attitude

Responses	Frequency	Percentage
Very True	42	84%
Certain	08	16%
Not Necessary	00	0%
Total	50	100%

The table 5 indicates that 84% participants in the opinion that their education can bring them confidence to face social attitude to move in the society. Other 16% participants were not sure about that education can bring confidence to face the social attitude. The rest 0% were sure about it that education cannot bring confidence to face social attitude, it is their training within the community that gives confidence to face social attitudes.

Table No:6 Necessity of separate schools

Responses	Frequency	Percentage
Very True	3	6%
Certain	17	34%
Not Necessary	30	60%
Total	20	100%

The table 6 shows that 60% of the community perception is that it is not necessary to make separate school for them as it will again create a border line between them and the society. There is a need to make likely place for them within the society. Similarly 34% of the participants also show their concerns for the separate system of their schooling due to the rude behavior of the people while other 6% respondent shows that it may necessary for a separate system initially for their upward mobility.

CHAPTER: 3

ADVOCACY

Definition of Advocacy

Advocacy is an action directed at changing the Policies, Positions, or Programs of any type of Institution. It is speaking up, drawing a community`s attention to important issues and directing decision makers towards a solution.

Advocacy is putting a problem on the agenda, providing a solution to that problem and building support for acting on both the problem and solution.

Advocacy is a method and a process of influencing decision-makers and public perceptions about an issue of concern, and mobilising community action to achieve social change and a favourable policy environment to address the concern.

In fact there is no one universally agreed definition of the term “advocacy”. There are as many definitions of advocacy as the number of issues, groups, and individuals advocating. However, each definition shares common language and concepts. Advocacy is strategic, and is targeted with well-designed activities to key stakeholders and decision makers. Advocacy is directed at influencing policy, laws, regulations, programs, or funding – decisions made at various levels of public or private sector institutions. Advocacy includes both single-issue, time-limited campaigns as well as ongoing work undertaken around a range of issues. Advocacy activities may be conducted at the national, regional, or local level.

Why carry out advocacy:

- To bring long term policy and legal changes that make it easier for the transgender people to access basic rights (Transgender protection act 2018) and abolish prejudice and discrimination.
- To bring change in the in the attitude and behavior of general public towards Transgender community.
- To represent and communicate the state of transgender community.
- To fulfill the vision, mission and values of Khawaja Sira society and other community led organization.

Role of an advocate:

- Representing : Speak for people
- Accompany: Speak with people
- Empower: Enable people to speak for themselves
- Mediate: To facilitate communication between people
- Model: To demonstrate good practices to others
- Negotiate: To bargain for something
- Network : Build coalition and partnership

Why Khawaja Sira Society (KSS) is encouraging and involved in Advocacy work:

- Addressing prejudice and discrimination: The social behavior and mind set of society has led to immense prejudice and discrimination at all levels. It is imperative that these be addressed in a systematic manner, through educating and information sharing and most importantly by building the capacity of transgender individuals enable them to speak for themselves.
- Leveraging greater Change: Advocacy work can generate or attract resources, attention of stakeholder and action that would affect towards positive change.
- Networking and building partnership: It is equally important to expand partnership with influencers and stakeholder would help in creating enabling environment.

Good practice in advocacy:

Encourage participation: Reach out to as many people and agencies as possible. Encourage and bring on board as many partners and work together.

Ensure Legitimacy: Advocacy campaign must earn the trust of the people and the community. This can be done by respecting the opinion and experience of others especially of transgender people.

Be accountable: Discuss the issues faced by the community openly and honestly. Back up stories with facts and present reliable data. Be responsible for the information provided and be humble and altruistic.

Advocacy Message can be passed via the following:



Key domains for advocacy

Stigma and discrimination is complex and operates at many levels. Breaking down access barriers requires an effort across multiple fronts. To assist in determining priorities and strategies, this Framework identifies five key domains for action:

1. **Legal and Policy Environment:** Sensitization of legislators, parliamentarians, judiciary and law enforcement agencies to work towards implementation of the current law (Tran's protection act 2018), policies and practices with more rights-based approaches.
2. **Health Services:** Addressing stigma and discrimination by enhancing capacity of health system to respond to health concerns of transgender people and Khawaja Siras; the need for

expanding coverage to deliver basic health rights including prevention, treatment, care and allied health services.

3. **Police and access to Justice Services**: Turning good national Laws/policy into good local practice – co-operation of local police in implementation of law is necessary by, reductions in harassment, unnecessary arrest, violence, blackmail and corruption, improved responses to reports of crimes against transgender people and Khawaja Siras. Fair treatment in the justice system. Legal support services available.

4. **Community Structures**: Addressing stigma and discrimination by engaging with community based organizations, faith based groups and other stakeholders to ensure people of diverse gender identities can access basic rights and other social services with dignity and equity.

5. **Media**: Engagement of media to ensure more balanced and respectful portrayal of Transgender protection act 2018, transgender people and Khawaja Siras issues resulting in a reduction of stigma and discrimination.

High level advocacy and enabling environment considerations for the advocacy framework –

Priorities for the Govt -

- Change the existing policies of all government departments Includes (Social Welfare, NADRA, Law enforcement agencies, health service centers, educational department) associated with gender /gender identity/transgender identity and impose the anti-discrimination laws to explicitly include gender identity, non-conforming gender status.
- Ensure that transgender people have access to health care supplies and services (including preventive services and universal health coverage) in non-discriminatory environments, as well as access to health care personnel trained to respond to their unique medical and health needs.
- Recognize and respect existing civil and religious laws and practices that support individual privacy.
- Ensure that transgender people have access to education and empowerment system (including formal and non-formal education facility, Job opportunities) , health care supplies and services (including, preventive services and universal health coverage) in non-discriminatory environments, as well as access to health care personnel trained to respond to their unique medical and health needs.

- Implementation of laws and by making provincial policies to enable transgender people to obtain identification documents that reflect their lived gender, whether or not they have undergone any gender-related medical procedures

Priorities for civil society and community organizations -

- Ensure greater participation of transgender people and Khawaja Siras in decisions that affect their lives.
- Ensure that Transgender people legally recognized and protected under their self-defined gender identities/Self perceived identification as per transgender person protection act 2018.
- Increase public awareness about Transgender people and their human rights issues, inclusive of sensitive portrayal in all forms of media.
- Undertake research, in collaboration with transgender people, to address significant data gaps of violence, harassment and stigma.
- Address discrimination and improve the responsiveness of law enforcement agencies to trans people
- Address significant information gaps about trans people's health
- Ensure trans people's equal access to general health services and social protection services
- Improve trans people's access to medically necessary gender-affirming health services
- Improve the quality of gender-affirming healthcare for trans people
- Take comprehensive measures to tackle violence against trans people

CHAPTER: 4

Road map



Policy considerations -

Road map	Action by stakeholders/Advocacy with stakeholders	Time line
<p>Audit policies includes (social , legal , health and gender recognition)to determine how they currently apply to or impact the health rights and social protection of trans people; identify how the policy could be reformed, and/or improved, in collaboration with trans people. (Reference Chapter II Gender recognition TPA 2018)</p> <p>Note: on the basis of implementation of transgender Act, central government may enact rules on transgender related audit of policies on an annual basis similar to gender audit.</p>	<p>UN agencies, government – central and provincial , NCHR, Ministry of human rights, legal professionals, trans and other civil society groups, policymakers and decision-makers, NADRA</p>	<p>2019-2020</p>
<p>Engage trans organizations in national, and subnational health and gender committees/consultation/councils</p> <p>Include in governance.</p> <p>(Reference Chapter V Sub section 9, 11, 14) TPA 2018)</p>	<p>Governments, donors, research institutions, health academics, policymakers and decision-makers, Health ministry</p>	<p>2019-2020</p>
<p>Provide accurate information to trans people about health services and other gender corrective health services, and undertake continuing</p>	<p>Health policymakers, health ministry and decision-makers, health personnel, CBO's</p>	<p>2019 immediate</p>

<p>education to remain up to date on trans health</p> <p>(Reference Chapter V Sub section 12) TPA 2018)</p>		
<p>Collect gender identity data about trans people to monitor and address the effectiveness of policies in meeting their needs, particularly in relation to indicators for social determinants of health (Reference Chapter V Sub section 12) TPA 2018)</p>	<p>National statistical offices, academics, government agencies, service providers , CBO's, National Aids control program</p>	<p>2019 onwards</p>
<p>Promote and support national dialogues on how human rights obligations/Government obligation TPA 2018 apply to trans people, including through endorsing efforts targeting transphobia and all forms of verbal and physical abuse, hatred, exclusion, and intolerance .</p> <p>(Reference Chapter IV) TPA 2018)</p>	<p>Governments, NCHR , Ministry of human rights, bilateral and multilateral organizations, and the media</p>	<p>2019– 2022</p>
<p>Develop a trans focal point or trans desk within NCHR , Nadra</p>	<p>Government of Pakistan and NCHR and relevant bodies</p>	<p>2019 – 2020</p>
<p>Sensitize healthcare professionals to their professional obligation and ethical mandate to provide non-judgmental care and on ways to</p>	<p>Governments/ministries of health, WPATH, health professional bodies, health providers ,</p>	<p>2019 – 2021</p>

<p>work with trans people based on a human rights approach.</p> <p>(Reference Chapter IV & V Sub section 12) TPA 2018)</p>	<p>community trainers , CBO's</p>	
<p>Incorporate trans health as part of multidisciplinary health curricula, including (but not limited to) medicine, nursing, social work, and psychology.</p> <p>(Reference Chapter V Sub section 12) TPA 2018)</p>	<p>Health academics, health policymakers and decision-makers , Health Ministry</p>	<p>2019 – 2022</p>
<p>Promote Effectively investigate mechanism, prosecute, and punish all forms of violence , harassment based on someone's gender identity or gender expression, ensuring that victims are provided with appropriate support, remedies and redress</p> <p>(Reference Chapter III Sub section 2) TPA 2018)</p>	<p>Ministry of human rights and other access to justice mechanisms , NCHR ,</p>	<p>2019 -2022</p>
<p>Support both mainstream and targeted initiatives in schools, developed in collaboration with transgender and , to make schools safe and supportive learning environments</p>	<p>Education Ministry and other organizations working on education and increasing access to education</p>	<p>2019 – 2021</p>

<p>Audit human resource/Labor policies to ensure they protect trans people from discrimination based on gender identity or expression, with specific attention to their right to privacy</p>	<p>Labor ministry, chambers of commerce,</p>	<p>2019 – 2021</p>
<p>Develop resources on trans people’s rights at work, including in pre-employment situations and when transitioning at work and covering the rights of migrant workers</p>	<p>UN agencies Labor ministry Civil society organization , CBO’s</p>	<p>2019 – 2021</p>
<p>Recognize trans people’s choice as to whether their legal identity is male, female, other or a third option (including terms that reflect the cultural diversity of this region) (Reference Chapter I & II) TPA 2018)</p>	<p>Inter-ministerial group, NADRA , NCHR, Ministry of human rights</p>	<p>2019 – 2021</p>
<p>Develop a national social protection policy for transgender which can be applied to all state level transgender boards on uniformity of services</p>	<p>UN Agencies , Social protection Authority , Social welfare , Human right ministry</p>	<p>2019-2021</p>
<p>Develop rights-based policies allowing transgender people to amend their gender marker on education records, based on self-determination and with no other eligibility requirements, and obtain new education documents with the appropriate gender marker. ∞ Document the vulnerability of transgender students to bullying and</p>	<p>Ministry of Education, Policy makers, decision makers and other relevant bodies.</p>	<p>2019 - 2021</p>

<p>violence due to their gender identity and develop clear anti-bullying and anti-violence regulations and policies covering the actions of students and staff, focused on effective prevention, support and complaints mechanisms.</p> <p>(Reference Chapter V Sub section 12) TPA 2018)</p>		
<p>Implement and enforce policies against gender-based stigma and discrimination.</p> <p>Establish and enforce zero-tolerance policies against transphobia in public services.</p> <p>Implement measures to ensure respect for the use of a social or preferred name, which may be different from that used in a person’s civil or legal documentation.</p> <p>Establish referral networks that respect privacy and confidentiality. Ensure that compensation policies do not discriminate based on gender identity or expression. Ensure protection of personal information (health records, name in official documents, and other confidential information) that may violate</p>	<p>Recommendations for public agencies and private businesses and companies , Policy makers</p>	<p>2019 - 2022</p>

<p>privacy and lead to stigma and discrimination within the service</p> <p>(Reference Chapter III Sub section 1 & 2) TPA 2018)</p>		
<p>Promote and support national dialogue on trans persons.</p> <p>Promote and increase access to education and training of trans people, including support for initiatives by organizations working with this population.</p> <p>Develop partnerships to synergize efforts and actions to benefit trans people.</p> <p>Promote and support global, regional, national, and local efforts aimed at educating the public on gender diversity so as to eradicate all forms of transphobia and hatred, exclusion, and intolerance.</p> <p>Allocate resources to the health sector and other areas of public administration, including legislation and law enforcement to develop skills to address the needs of trans people.</p> <p>Publicly and openly proclaim that gender nonconformity is not a</p>	<p>For bilateral and multilateral agencies</p>	<p>ongoing</p>

<p>disease and promote greater public awareness of this issue.</p>		
<p>Create mechanisms for monitoring and following-up official commitments regarding the protection of human rights of all citizens, including trans persons.</p> <p>Participate in legislative/policies committees at state, provincial, and national levels to ensure equitable, appropriate, and accessible health care, education, and justice for trans people.</p> <p>Provide peer support and assistance to trans people (including their communities, families, relatives, and allies) facing stigma and discrimination, family rejection, violence, harassment, anxiety, depression, or any other adversities that may be addressed through solidarity and support.</p> <p>Develop processes and materials for peer education on issues that are relevant to the welfare of transgender people, nutrition, and use of cosmetics, apparel, post-surgery recommendations, and safer sex practices.</p> <p>Promote the development of leadership and other skills that</p>	<p>For Social welfare and Trans CBOS</p>	<p>2019 to onward</p>

<p>contribute to the improvement of personal life skills.</p> <p>Create mechanisms to develop the skills of trans community representatives to enhance their participation in public discussions, conferences, and social gatherings.</p> <p>Develop skills and promote vocational training to improve access to stable and dignified financial resources.</p> <p>Strengthen training in administration and management for trans organizations.</p> <p>Encourage reporting of rights violations and abuse at all levels, including those perpetrated by family members and partners of trans people. (Reference Chapter IV Sub section) TPA 2018)</p>		
<p>Redrafting and provide recommendations to make amendments in election commission act 2017 to make upcoming elections more inclusive for trans-gender's/ Khawaja Sira.</p>	<p>ECP- Election commission of Pakistan</p>	<p>2019-2021</p>

CHAPTER: 5

Based on the above needs identified, the following Strategy could be implemented.

STRATEGIES

FAMILY AND SOCIETAL ISSUES FACED BY TGS

Example 1: Family issues

Major family issues faced by Transgenders and Khawaja Sira
<ol style="list-style-type: none">1. Family members are not accepting of their Transgender and Khawaja Sira status2. Family members physically and emotionally violent, often harass and stigmatize them3. Family members are discriminatory towards them and because of their Khawaja Sira status are deprived of their rights to property4. Family members make suggestive statements to leave the house and at times, Transgenders and Khawaja Siras are evicted from the house5. Transgenders are often forced to get married against their wish6. Family discourage for SRS and many a time come in the way or do not give consent for it
Intermediate factors
<ul style="list-style-type: none">• Family members do not understand why Transgenders and Khawaja Sira dress and behave differently from others• Family members fear that other families members may have problems to settle in marriage• Family members face societal stigma and reduced social status and respect• Transgenders do not have access to legal redressal systems that protect their rights• Social status and position of Transgender and Khawaja Sira in society
Selected advocacy issue
Families are not accepting of Transgender or Khawaja Siras
Advocacy goal

To build a favorable family response towards the Transgender and the Khawaja Sira	
Advocacy objectives	
<ol style="list-style-type: none"> 1. To generate greater family acceptance towards Transgenders 2. To draw attention to the rights of transgenders and Khawaja Siras as members of the family 3. To increase access to Transgenders to their rights as legitimate family members and as citizens 	
Expected outcomes	
Transgenders and Khawaja Sira are accepted by their families	
Strategies	
<ol style="list-style-type: none"> 1. Family education 2. Public messages 3. Improve access of rights of Transgender and Khawaja Siras as per transgender protection Act 2018 	
Audiences	Key messages
Family members	<p>Transgender or Khawaja Sira need your total support and care to lead fulfilling lives</p> <p>Gender corrective treatment is a well-established scientific procedure that is carried out after counselling and ascertaining person's sense of gender.</p> <p>Forcing a Transgender or Khawaja Sira is not a cure for the behavior</p> <p>Denial of rights is an offense punishable by the law</p>
Transgenders and Khawaja Siras	<p>Transgender and Khawaja Siras have rights within the family as other family members</p> <p>Free legal aid is available for Transgender and Khawaja Sira when one's rights are infringed, seeking them when needed is asserting your rights</p> <p>Create a collective effort to educate families and society on Transgender and Khawaja Sira</p>

General public	Raise positive visibility of Transgenders and Khawaja Sira Transgender and Khawaja Sira
Decision makers	Establish legal aid clinics service points
Allies	Building alliances
Human right ministry , Social welfare	Discussions, Meetings, presentations, trainings, reports and summaries
Donor organizations	Case studies, field visits, discussions, meetings and studies
Mainstreaming units CSO's , CBO's	Support in the issuance of Government orders, letters, instruction, best practice document disseminated
Media, political figures, celebrities and legal systems	Promoting their engagement on issues of Transgenders and Khawaja Siras Endorsement on support for the cause Sensitive and respectful representation on issues related to Transgenders and Khawaja Siras

Social inclusion and safety nets

Major problems faced by Transgenders and Khawaja Siras

1. Lack of livelihood options: Lack of options due to skills and education deficit, discrimination at work place when on the job
2. Housing problems as result of: family problems and troubles in getting a house on rent or on ownership
3. Education and skill issues: Drop out of school early, harassment and discrimination at work, limited options for competence and capacity based skill building
4. Violence against Transgender and Khawaja Sira from police, and law enforcement agencies
5. Stereotyped and poor reflection of Transgender in movies, media, judicial and legal redressal and public discourses and interactions

6. Exclusion from social benefits and lack of access to social identity documents
Intermediate factors
<ul style="list-style-type: none"> • Information that projects Transgender and Khawaja Sira population in a positive light is not available and hence knowledge on Transgendered and Khawaja Sira is negatively portrayed • Education and other systems do not recognize the special needs of children who are different or variant, children who are different fall between the crevices of education and often drop out of school • Vocational skills are often gendered, limiting access based on competence and interest • Socio-cultural norms direct what jobs should people do and when someone does not fall within the male and female role or behaviors, that person is stigmatized and discriminated • Transgenders and Khawaja Siras are often in poverty; many a times they are pushed to de-humanized states of living and are forced to beg and socially unaccepted behaviors.
Selected advocacy issue
Transgenders are denied civil and political rights
Advocacy goal
To assure that civil and political rights of the Transgenders and Khawaja Siras are respected and provided through government interventions
Advocacy objectives
<ul style="list-style-type: none"> • To increase employability and competence of Transgenders and Khawaja Siras by building livelihood skills • To enhance livelihood options of the Transgender through advocating for expanding reach of Government supported schemes and self-employment to Transgenders and Khawaja Siras
Expected outcomes
Transgender have access to services and schemes as citizens in need of special measures for inclusion
Strategies
<ol style="list-style-type: none"> 1. Promote establishment of a special cell for Transgenders and Khawaja Siras in line with the approved transgender act. 2. Collective advocacy through campaigns using multiple media and methods

3. Reframing perceptions of Transgenders and Khawaja Sira population in society	
Audiences	Key messages
Government and government departments (Social Welfare, Labour, Minorities, Ministry of human rights ,	Transgenders have citizen rights and should have access to all social and political services By providing services to Transgenders and Khawaja Siras, Government can be projected as socially sensitive and responsive The Government can learn from the experiences of neighbor countries (and other states) where Governments have made special provisions for the Transgenders and Khawaja Sira
Banks	are credit worthy and hence can become beneficiaries of loans and credits
General public	Transgenders and Khawaja Sira are citizens who have contributed to society and they will be able to do so only when we support them to live meaningful lives Harassing, stigmatising and discriminating Transgenders and Khawaja Sira in jobs and other activities can push them to opt for paths that are not beneficial to society.
Departments of Human Resources and Labour	Transgenders and Khawaja Sira need to be considered as a special category for education, skill enhancement and for employment
Allies	Building alliances
Like minded advocates, Civil society forums and watch NGOs	Discussions to sensitize them on the issues and the needs of Transgender and Khawaja Siras
Donor organizations	Harnessing support and commitment for specific activities

Media, political figures, celebrities and legal systems	Promoting their engagement on issues of Trans-genders and Khawaja Siras Endorsement on support for the cause Sensitive and respectful representation on issues related to Transgenders and Khawaja Siras
Gurus	Partnership and promotion of rights of the Khawaja Siras
Collectives of Transgenders and Khawaja Siras	Leadership for increasing access of services to communities of Transgenders and Khawaja Siras Document, flag and bring visibility when access to services is denied. Generate Human rights violation report.
Family	Partnership on the cause
Mainstreaming units civil society organization	Support in the issuance of Government orders, letters, instruction, best practice document disseminated

Social Protection

<p>Problems of exclusion and impact on Transgenders and Khawaja Sira</p> <ol style="list-style-type: none"> 1. Many Transgenders are in need of social safety nets 2. Transgenders are found begging on the streets and often perceived as a public nuisance; not having a livelihood option, they are forced to beg to earn their income 3. A proportion of Transgenders and Khawaja Siras use alcohol to deal with difficulties of life
<p>Intermediate factors</p> <ul style="list-style-type: none"> • Transgenders and Khawaja Siras do not have access to social protection measures even though they may fit into the selection criteria • Transgenders do not hold relevant identity documents • Government officials are insensitive to and harass the Transgenders and Khawaja Siras and even when they do reach the services, they are likely to return without completing the purpose why they came for.
<p>Selected advocacy issue</p>

Transgenders and Khawaja Siras lack access to social protection and entitlements increasing their vulnerability to HIV and AIDS	
Advocacy goal	
To persuade State to demonstrate responsiveness to Transgenders and Khawaja Siras and to influence governments to generate mechanisms for inclusivity of TG/KHAWAJA SIRA in socio-political and economic empowerment processes	
Advocacy objectives	
<ul style="list-style-type: none"> • To build strategic partnerships with critical stakeholders for inclusion of TG in social protection and safety net • To strengthen leadership capacities of TG/KHAWAJA SIRA community to demand and successfully access services • Increased co-ordination and collaboration among stakeholders, decision makers and TG/KHAWAJA SIRA to mitigate impact and reduce vulnerability to HIV • To institute redressal mechanisms for protection of TG/KHAWAJA SIRA rights. 	
Expected outcomes	
Needy Transgenders and Khawaja Siras have access at least one social protection scheme	
Strategies	
<ol style="list-style-type: none"> 1. Strategic partnership with Government for social protection for Transgenders and Khawaja Sira 2. Make known to Government successful social protection measures that they could implement 3. Build comfort among community to demand and access social protection measures and entitlements 	
Audiences	Key messages
Ministries / Departments (Social Welfare, Health, Women and Child Welfare, Rural Development, Minorities, Consumer affairs, food and public	Social protection is a state mandate and TG/KHAWAJA SIRA have a equal rights as citizens Programs and schemes need to broaden inclusion criteria to expand reach to needy TG/KHAWAJA SIRA Transgenders /Khawaja Sira need to live socially productive and fulfilling lives.

distribution, civil supplies)	
General public	Transgenders/ Khawaja Sira need to live socially productive and fulfilling lives. They need your support.
Allies	Building alliances
Mainstreaming units	Support in the issuance of Government orders, letters, instruction, best practice document disseminated
District Administration / Local Ministries and departments / Civil society forums	Active partnership to facilitate the process of social protection measures for Transgenders and Khawaja Siras One to one or group advocacy <ul style="list-style-type: none"> • Using media (TV and Print) and celebrities to generate visibility and sensitivity • Presentations (Evidence based), briefing notes, advocacy brief, organize discourse and dialogue • Public hearings
Media, political figures, celebrities and legal systems	Promoting their engagement on issues of Transgenders and Khawaja Siras Endorsement on support for the cause Sensitive and respectful representation on issues related to Transgenders and Khawaja Siras

LOOKING TO THE FUTURE: A PLAN OF ACTION FOR THE NATIONAL TRANSGENDER KHAWAJA SIRA COLLECTIVE

After group discussions about specific priorities, the participants came together to prioritize an action plan. They identified the following guiding principles for such an action plan.

1. Work towards gender recognition policies and ensure the visibility of transgender people - end the invisibility of transgender people and other socio-religious-cultural identities like Khawaja Sira , Mukhanas etc.
2. Acquire and document Trans specific information (i.e. Vulnerability and needs) in Pakistan.

3. Build alliances and partnerships with Ministry of human rights, UN agencies, bilateral and other stakeholders.
4. Support the development to transgender people and their community based/ led organisations.
5. Develop trans specific guidelines/policies and documents.
6. Involvement of trans people and trans organizations/ networks in community driven/community-led interventions

RECOMMENDATIONS

- Capacity Building, focusing on: Fundraising, finances, and resource mobilization, Advocacy and political training, Personal and leadership development, Organizational network building, Community mobilization
- Consensus and Status Documents (each paying special attention to historically under documented groups of transgender people- Khawaja Sira , Mukhanas , Khunsa etc), focused on 3 key areas:
 - Gender recognition
 - Stigma and discrimination and
 - Health (including guidelines for policy makers and health professionals)
- Guidelines for policy makers and health professionals
- Social media campaign
- Alliances with other organizations

In pursuance to the transgender protection act 2018, the following may be undertaken -

1. Preliminary contact and one-on-one or group consultations with key stakeholders: Including CM, MNAs, MPAs of the State.
2. Interactions and consultation with individuals and networks representing People affected communities and vulnerable populations to utilize their experience in advocacy efforts with political leaders towards the shaping of work with parliamentarians and the bureaucrats.
3. Production/ collation of materials and diverse communications tools- Video Films, Advocacy Briefs for effective political advocacy- preparation of briefing papers for legislators, Policy makers and ministry.
4. Facilitate identification and prioritization of issues for sensitization of legislators/policy makers and build their capacity for follow-up activities

5. Identification of influential, community-friendly spokespersons and advocates among political leadership base.
6. Arrange meeting of TG/Khawaja Sira representatives with Political leaders.
7. Plan and implement relevant guided field visits and sensitization workshops.
8. Monitoring and Evaluation activities: Identification and usage of measurable indicators such as public speeches and reference to TG issues and on implementation of transgender protection act 2018.
9. Mobilization of political support has to broaden out to elected representatives at the level of the local/District.