

GENDER COUNTRY PROFILE BANGLADESH

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ABBREVIATIONS AND ACRONYMS

7FYP	7th Five Year Plan
8FYP	8th Five Year Plan
ADR	Alternative Dispute Resolution
ASK	Ain o Salish Kendra
BBS	Bangladesh Bureau of Statistics
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CSO	Civil Society Organizations
CLIP	Country Level Implementation Plan
DAW	Department of Women Affairs
EUD	European Union Delegation
EC	European Commission
ELLA	Eco-friendly Low-cost Liquid Absorbent
GoB	Government of Bangladesh
GAP	Gender Action Plan
GBV	Gender Based Violence
GEWE	Gender equality and women's empowerment
HRW	Human Rights Watch
IPU	Inter Parliamentary Union
MoE	Ministry of Education
MoH	Ministry of Health
MoPME	Ministry of Primary and Mass Education
MoWCA	Ministry of Women and Children Affairs
MS	Member State
NCWD	National Council for Women Development
NGO	Non-Governmental Organisation
PfA	Platform for Action
TA	Technical Assistance
Tk	Bangladeshi taka
UNICEF	United Nations Children's Fund
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development
VAW	Violence Against Women
VAWG	Violence against women and girls
WB	World Bank
WID	Women in Development

EXECUTIVE SUMMARY

Gender equality is one of the fundamental pillars of fair and stable societies. Gender equality encompasses the intrinsic and instrumental value of women and men, in their rich diversity, to the development of their respective societies and the sustainable growth of economies. Nowadays, it is widely acknowledged that gender equality is not only a crucial development outcome but also a fundamental element of the human rights frameworks to which Bangladesh and the European Union have adhered. In addition to this, gender equality is a steppingstone towards inclusive, equitable and sustainable economic growth. From a macro policy and political level, gender equality and intersectional social inclusion can be instrumental in ensuring social stability and sustainable peace and can pave the way towards achieving social and economic justice for all.

To the European Union, gender equality and women's empowerment (GEWE) is a core value and a core objective of its internal and external action, as evidenced by the EU Gender equality strategy 2020-2025 (adopted in March 2020) and the Gender Action Plan for EU external actions for the period 2021-2025 (also known as GAP III; adopted in November 2020). The EU-GAP III takes stock of the fact that in most countries and sectors, the marginalisation of women and girls, especially those from most disadvantaged groups remains a major obstacle. Reliable empirical evidence shows that pervasive intersecting inequalities resulting from biased beliefs, social and gender norms continue to (re)produce a wide range of discriminatory mechanisms and practices on the ground (e.g. based on gender, ethnicity, economic income, age, disability, geographical and or cultural origins, to name but a few). These intersecting forms of discrimination hamper women and girls' advancement in all areas of public life and across development sectors.

In the framework of its commitment to implement the EU- GAP III in a way that it is recognisant of the specific context of development in Bangladesh, the European Union Delegation in Bangladesh commissioned a Gender Country Profile in April 2021. The overall purpose of the GCP is to provide an updated and comprehensive overview of the state of play of gender equality in the country, in order to facilitate the development of EUD gender sensitive country strategy, programmes and projects. With this purpose, this Gender Country Profile provides qualitative and quantitative data, entry points and recommendations that can be used in EUD's dialogue with the government of Bangladesh (GoB), with EU MS and other key stakeholders during the programming consultations, project design and implementation, policy dialogues and discussions around political support for gender equality, women's empowerment and women's rights in the country.

In accordance with the EU-GAP III Action Plan, this EU-GCP also proposes some entry points on how to engage with the issue of diversity through an intersectional approach that embraces non binary gender (the Trans condition) and the specific realities and priorities of social groups which endure conditions of multiple discrimination in the country. In addition to this, the EU-GCP provides inputs that could be used by the EUD when developing the Country Level Implementation Plan (CLIP) requested by the EU Action Plan for Gender Equality and Women Empowerment 2021-2025 (GAP III).

This Gender Country Profile is organised in seven Sections. Altogether, they explore areas where progress has been made, other areas of gender inequality, its underlying causes and how gender inequality intersects with other forms of discrimination. The sections below also analyse how gender and intersectional inequality impact on human rights enjoyment by women and girls in their diversity, and their access to benefits freed from programmes of development efforts. The Sections below provide qualitative

and quantitative information, and analysis on the gender situation in the country with regards to the respective sectors of the EUD MIP and the EU GAP III. The quantitative data is drawn from statistics published in official reports, documents, among others; while the qualitative data was collected from interviews and email exchanges with key stakeholders in the public and private sector, international organisations, EU-Member States as well as from civil society organisations. Representatives from women's organisations and academics were also interviewed. The findings of this GCP were shared and validated by stakeholders during an online workshop (July 13th). The findings were enriched thanks to their feedback.

The findings below are structured as follows. **Section one** introduces the purpose, methodology and the conceptual framework applied in this GCP. **Section two** discusses key issues related to gender equality at the political (human rights) and institutional level. **Section three** maps out key gender equality issues (achievements, barriers and challenges) related to key thematic areas of relevance to the EUD and in connection with the priority areas of the EUD's Multi-Annual Indicative Programme for the period 2021-2027, namely: (i) Human Capital Development; (ii) Green Inclusive Development and (iii) Inclusive Governance. In a similar way, **section four** presents key gender equality issues (achievements, barriers and challenges) related to the six areas of engagement of the EU-GAP III. These six areas are: i) Ensuring freedom from all forms of gender-based violence; ii) Promoting sexual and reproductive health and rights; iii) Promoting economic and social rights and empowering girls and women; iv) Promoting equal participation and leadership; v) Integrating the women, peace and security agenda; vi) Climate change and environment and Digitalisation. **Section five** discusses the important challenge of transforming gender and social norms and changing mentalities. This challenge emerges as a structural constraint, as it permeates all dimensions of social, political and economic life, cutting across institutions, policies, practices and attitudes which continue to impinge on the real lives of women and girls throughout the life cycle. The structural nature of this challenge is the reason why it is presented as separate section below. Consequently, the policy recommendation presented in section seven is to a) include it as a crosscutting issue in all policies, programmes and projects; b) to accompany this policy objective with adequate resources within a strategy of gender budgeting for gender-sensitive behavioural change. **Section six** presents entry points, ways forward and recommendations (ways forward) for EUD support and dialogue in the context of GAP III (namely general entry points related to GAPIII- PART I related to institutional gender mainstreaming, and GAPIII-PART II related to key thematic areas of engagement).

As requested in the ToR, the eight Annexes at the end of this document include respectively, Annex 1) A list of recommendations from GAPIII Objectives and indicators, customised (where relevant) to suit the Bangladeshi context; Annex 2) A Mapping of donors' support to gender equality, women empowerment and women's rights (including GBV); Annex 3) A gender glossary; Annex 4) A list of stakeholders interviewed; Annex 5) The List of participants to the multi-stakeholder workshop to share and validate preliminary findings of the GCP; Annex 6) Sources consulted; 7) A sample of the tailored survey questionnaires used for this assignment; Annex 8) the Terms of Reference.

It is hoped that the information provided by this Gender Profile of Bangladesh will provide the European Union Delegation and EU members states with practical and applicable elements to guide their overall work in mainstreaming gender equality and intersectional inclusion according to the contextual realities of the country.

1 INTRODUCTION

In line with the Terms of Reference for this assignment, this Gender Country Profile (GCP) presents the state of play for gender equality and women empowerment (GEWE) in Bangladesh.

The overall purpose of the GCP is to provide an overall background on the gender equality situation in Bangladesh in order to facilitate the development of gender sensitive country strategies, programmes and projects.

This gender country profile provides information, and cross-references reliable sources of information. The aim is to provide the EUD with data, entry points and recommendations that can be used in its dialogue with the government of Bangladesh (GoB) and its counterparts during the programming consultations and project/programme implementation. In addition to this, the Gender Country Profile provides inputs that could be used by the EUD when developing the Country Level Implementation Plan (CLIP) requested by the EU Action Plan for Gender Equality and Women Empowerment 2021-2025 (GAP III).

1.1 Methodology

This GCP was developed building on data collected from a wide range of sources. This data was analysed, processed and cross-checked during two phases, namely inception and field phase. During these two phases, substantive data (quantitative and qualitative) was collected from selected interlocutors (Government, EU-MS, international donor community, CSOs/NGOs, women's organisations, private sector representatives, think tanks and academia). The data was collected through a methodology mix which included desk-review of selected policy and project documents, interviews with selected stakeholders, and two workshops for sharing, validation and feedback with a multi-stakeholder audience. Importantly, the participatory methodology designed made a positive difference, as the key elements of meetings and exchanges with selected interlocutors were embedded in this GCP.

A three-pronged methodology was designed to ensure that data collected included a multidimensional approach (macro- meso, micro level) that could embrace the following dimensions:

- The macro level policy and legal framework.
- The Institutional level (including measures and mechanisms to promote and ensure equal participation in policy- and decision-making on local, national, regional and international levels, and equal representation in these policies and decisions.
- The Community and family level (micro level)

To ensure this, the Team of experts applied an analytical approach that assessed not only the current state of play of GEWE in the country but also the underlying reasons and determining factors affecting the country's progress towards gender equality and women empowerment outcomes. As readers will see in the sections below, due consideration was given to context- specific factors (socio-economic, cultural, religious and traditional aspects) informing the observed changes, developments and trends.

1.2 Overview of the conceptual framework

Alignment of EUD's thematic priorities to GAPIII key areas of engagement requires inclusion of an intersectional approach to gender discrimination. An intersectional approach means that discriminations take different forms and they are not only gender based; there is discrimination based on age, race, caste, and ethnicity, geographical and social origins, among others.¹

The ToR clearly indicate EUD's concern with integrating intersectional and or multiple discrimination in its new approach to gender equality and women's empowerment ensuring the programming phase stated in the MIP 2021-2027. This is an important step ahead, especially since the EUD in Bangladesh has made the strategic choice of working with youth. **One recommendation at this stage is that inclusion of diversity and intersectional perspectives in the Gender Country Profile is an effective approach to the issue of GEWE and would increase alignment to GAPIII recommendations, especially in terms of implementing its three core principles, namely:**

- **Taking a gender-transformative approach.** This entails examining, questioning, and changing rigid gender norms and power imbalances which disadvantage women and girls, in all their diversity, and generate discriminations at all ages, starting from early childhood, in societies. This means the EU promoting change in social attitudes, including by **actively engaging men and boys and by putting a focus on young people as drivers of change.**"
- **Addressing intersectionality (multiple forms of discrimination).** GAPIII recommends an approach to gender (in)equality that includes focus on the most disadvantaged women (for ex. indigenous peoples and persons belonging to racial/ethnic/religious minorities, forcibly displaced, migrant, economically and socially deprived women; persons living in rural and coastal areas). Going a step further, GAPIII's conceptual framework highlights that specific challenges for girls, elderly women, women with disabilities, migrant women and other women and girls from socially disadvantaged groups should be considered. Recommendations are also made as to advancing the rights of LGBTIQ persons, as defined in the EU LGBTIQ equality strategy.² The key rationale behind this GAPIII recommendation is that "all intersecting dimensions are equally relevant."
- **Following an approach based on human rights.** This approach places the principles of non-discrimination and countering inequalities at the centre of all action. This includes helping every human being to exercise their human rights, participate in decisions concerning them and seek redress when their rights are violated.³

The conceptual and analytical framework of this Gender Country Profile is also in line with the policy objectives of the 2020-2025 EU gender Equality strategy "A Union of Equality."⁴ The recent EU strategy pays special attention to gender based violence as endured by women and girls, to the gender wage gap as (women in the EU still earn on average 14% less than men per hour), and to the so called "glass ceiling" hampering women's equal access to decision making in all areas of public life (economic, social and political).⁵

¹ See for example, the UNCHR policy recommendations regarding intersectional and or multiple discrimination against women and girls, especially those from most disadvantaged groups. <https://www.refworld.org/docid/593a6b004.html>

² EU LGBTIQ Equality Strategy 2020-2025

³ Cf. GAPIII, "Tackling the root causes of gender inequality: three core principles," p.4.

⁴ A Union of Equality: Gender Equality Strategy 2020-2025

⁵ Gender Equality in Europe: Striving for a Union of Equality, https://ec.europa.eu/commission/presscorner/detail/en/ip_20_358

1.3 Overview of the key thematic areas

As shown in the Boxes below, this Gender Country Profile is structured according to two main EUD policy frameworks: the six GAP III areas of engagement as well as the tentative sectors selected for the Multi-Annual Indicative Programme.⁶

Box 1: The Multi-Annual Indicative Programme (MIP 2021-2027)

Programming

3 Priority Areas and 2 Team Europe Initiatives were tentatively identified:

Human Capital Development (TEI Decent Work)	Green Inclusive Development (TEI Green Energy Transition)	Inclusive Governance
<ul style="list-style-type: none">● Improve Access to quality education● Better employment for youth● Decent work and social protection	<ul style="list-style-type: none">● Energy efficiency and affordable renewable energy● Environmental protection & Climate Change mitigation and adaptation	<ul style="list-style-type: none">● Gender-based violence● Access to Justice● Public service and PFM improvement through digital government

Cross-cutting issues: migration, Health, Gender, Human rights, CSOs.

Regional priorities: Migration management, Rohingya crisis

Thematic: CSOs, Human rights, Health

Box 2: EU-GAP III areas of engagement

1. Ensuring freedom from all forms of gender-based violence
2. Promoting sexual and reproductive health and rights
3. Promoting economic and social rights and empowering girls and women
4. Promoting equal participation and leadership
5. Integrating the women, peace and security agenda
6. Climate change and environment and Digitalisation

It is hoped that this Gender Country Profile will contribute to and updated mapping of gender equality in Bangladesh and will provide the EUD and EU MS with inputs on how their current work on GEWE (approach, methods, delivery and results) can be improved.

⁶ It is worth noting that the MIP adoption is ongoing and minor changes could still occur.

2 THE COUNTRY CONTEXT

2.1 The political, legal and human rights situation

Reliable data shows that Bangladesh has been performing well on gender equality. While the countries assessed worldwide closed from 60% to 76% of the total gender gap, and South Asia closed 66% of its gap, Bangladesh ranks 50 worldwide among 160 countries reviewed in 2019-20.⁷ In a similar way, the 2020 Global Gender Gap Report (GGGR) published by World Economic Forum records the solid progress made by Bangladesh in reducing the gender gap.⁸ As Box 1 below shows, Bangladesh emerges with an overall score of 0.726, closer to gender equality, as compared to 2006.

Table 1: Bangladesh in Global Gender Gap Index

	2006 score		2020 score	
Global Gender Gap Index	91	0.627	50	0.726
Economic participation and opportunity	107	0.423	141	0.438
Educational attainment	95	0.868	120	0.951
Health and survival	113	0.950	119	0.969
Political empowerment	17	0.267	7	0.545

According to the GGGR, Bangladesh ranked 50th among 153 countries and first among seven South Asian countries. The areas of strength include eliminating gender gap in primary and secondary education (rank of 1); in sex ratio at birth (rank of 1); and political empowerment (rank of 1). In addition to this, in the GGGR for 2018, Bangladesh was among the first five countries (together with Iceland, Nicaragua, Norway, Rwanda) in the political empowerment sub-index, as it achieved a level of gender parity of over 50%. However, the country's experienced growing inequalities between men and women in labour force participation.⁹

More recently, according to the 2021 World Bank's Women, Business and the Law index, which measures a country's legal and regulatory framework to promote women's participation and representation in economic life (specifically in the world of business), Bangladesh gets a score of 49.4 out of 100. The overall score for Bangladesh is lower than the regional average observed across South Asia (63.7). Within the South Asia region, the maximum score observed is 80.6 (Nepal).¹⁰

⁷ As compared to a GII value of 0.536, ranking it 134 out of 189 countries in the 2018 index. See Asian Development Bank (2017): Bangladesh Gender Equality Diagnostic of Selected Sectors.

⁸ The Global Gender Gap Report (GGGR) ranks countries based on their progress towards closing the gender gap across four thematic dimensions: (i) Economic participation and opportunity, (ii) Educational attainment, (iii) Health and survival, and (iv) Political empowerment.

⁹ http://reports.weforum.org/pdf/ggi-2017/ggi_index_2018_BGD.pdf

¹⁰ The WB index covers 190 economies and is structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator. 100 represents the highest possible score. One important limitation of the WB index for Bangladesh is that data refer to the laws and regulations that are applicable to the main business city (Dhaka).

As regards indicators for human development, the United Nations Human Development Index (HDI) estimated Bangladesh's HDI value for 2019 as 0.632. This value puts the country in the medium human development category, thereby positioning it at 133 out of 189 countries and territories. This is an increase compared to previous years, especially if one considers the period between 1990 and 2019, when Bangladesh's HDI value increased from 0.394 to 0.632 (an increase of 60.4 percent).¹¹ More specifically, between 1990 and 2019, Bangladesh's life expectancy at birth increased by 14.4 years, mean years of schooling increased by 3.4 years and expected years of schooling increased by 6.0 years. Bangladesh's GNI per capita increased by about 220.1 percent between 1990 and 2019.¹²

Table 2: Bangladesh Progress in Gender Indicators

Performance Indicator	Baseline	Target By 2020	Current Status
% of seats held by women in National Parliament	20 (2014)	33	20.63 (2019)
% of women aged 20-24 married before 18	65 (2011)	30	51.4 (2019)
Ratio of girls to boys in tertiary education	0.7 (2015)	1	0.72 (2018)
Gender budget as % of total budget	27.7 (2014)	30	30.82 (2019)
% of female officers (class-I)	21 (2014)	25	No data available

Source: MoP (2020) - 8FYP 2020

As the table above shows, Bangladesh has made progress in several areas relevant to gender equality and reducing inequalities in political, social and economic life. Some of the sectors where progress has been documented are increased access to education by women and girls, reduction of infant mortality and maternal mortality, and access to credit by women (Bangladesh Perspective Plan, 2021-2041). Bangladesh is also moving in the direction of achieving targets in raising age at marriage, as well as reduction in women's share of unpaid domestic work and concomitant increases in male share of such work. However, progress has been slower in terms of equal access to property rights by women, equal access to business start-ups, affordable and quality public services, parental authority, access to sanitary napkins. Moreover, inequality gaps persist in labour markets, and in particular, regarding women's participation and representation in high-levels of decision making in challenging areas (financial, economic, trade, digitalisation, e-commerce, green markets, circular economy, climate-change). Moreover, data on some key areas of public sector employment is missing, for example gender differentials in administrative, middle and high-level management and access to decision-making (across all levels).

Challenges also remain in terms of ensuring intersectional inclusion, meaning inclusion of the specific needs and priorities of women and men from social groups that are discriminated in several interlocking ways (due to their ethnicity, caste, gender, gender identity and sexual orientation, geographical origins, age and disability). The 8FPY shows some level of GoB's awareness with intersectionally marginalised persons such as Hijras, women and men living with disabilities, Dalits and Rohingyas, but their needs and priorities, including their rights to entitlements are not substantially addressed.¹³

¹¹ UNDP (2021), Human Development Report 2020 – Bangladesh, Briefing Note, <http://www.hdr.undp.org/sites/default/files/Country-Profiles/BGD.pdf>

¹² It has to be noted that Bangladesh's HDI of 0.608 (for year 2017) was below the average of 0.631 and 0.645 for countries in the medium human development category and countries in South Asia respectively. The Gender Inequality Index (GII) value of 0.524 in 2017 placed Bangladesh on a rank of 134th out of 160 countries, which indicates a high level of inequality (Islamic Development Bank, Country Gender profile-Bangladesh, February 2019).

¹³ See for ex. job opportunities for the Dalits (p.777); persons with disabilities (p.769); Hijras and transgender persons (p.768-9); and migrant workers, for which there is a 10-point agenda but no differential analysis of the specific needs of migrant women and men in all their diversity and across the life cycle.

2.1.1 Commitments to international legal and development policy frameworks

Bangladesh has signed most of the UN conventions related to women's rights. This includes the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), which the country ratified in 1984, even though it made four reservations on articles 2, 13(a), 16.1(c) and 16.1(f). Later, and due to growing demand by civil society, the government lifted reservations 13 (a) and 16.1 (f). To date, reservations to articles 2 and article 16.1 (c) have not been lifted. CEDAW's concluding observations on the eighth periodic report of Bangladesh (2016)¹⁴ reports on progress made in terms of undertaking legislative reforms, in particular the adoption of important legislation related to human rights, including women's rights and gender equality, some of which is listed in the table below:

Table 3: CEDAW's eight periodic report on Bangladesh

<ul style="list-style-type: none">▪ Bangladesh Labour (Amendment) Act (2013), increasing maternity leave to six months;▪ Persons with Disabilities Rights and Protection Act (2013), providing for the rights of women with disabilities;▪ Prevention and Suppression of Human Trafficking Act (2012);▪ Domestic Workers Protection and Welfare Policy, providing legal protection, including access to social benefits, and maternity leave and establishing the minimum age of employment in domestic work at 14 years, in 2015;▪ International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.
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The Recommendations of the CEDAW Committee also include important concerns. Some of these are:

- many discriminatory laws and provisions remain in the national legislation, the restrictive scope of marital rape in the Criminal Code, and the lack of jurisdiction of special tribunals on violence against women to hear cases of discrimination against women;
- the lack of implementation of the provisions of the Constitution and existing laws on the rights of women and girls, owing in part to prevailing patriarchal attitudes in the State party, the lack of accountability mechanisms;
- the lack of access to justice for women, especially women and girls in marginalised and disadvantaged situations, owing to their lack of awareness, their legal illiteracy, the costly legal procedures and the lack of capacity-building programmes for judicial and law enforcement officials.

In terms of ways forward, the Committee makes the following recommendations to the GoB:

- take measures to collect intersectional data in all areas covered under the Convention (data will be disaggregated by sex, age, ethnicity, religious background, socioeconomic status (including caste), marital status and other categories);
- review and repeal all discriminatory laws and legal provisions without delay, in particular personal status laws;
- adopt, within a clear time frame, a unified family code to ensure equality in matters of marriage, divorce, inheritance and child custody;
- set up accountability mechanisms with sufficient human, technical and financial resources to monitor the full and effective implementation of legislation that

¹⁴ UN Committee on the Elimination of Discrimination Against Women (CEDAW) "Concluding observations on the eighth periodic report of Bangladesh" available at: <https://www.refworld.org/docid/583864444.html>

provides for the protection of women's and girls' rights.

As regards the Beijing Platform for Action (BPfA), Bangladesh has been periodically reporting since 2000. Presently, both the government and civil society submit reports on a bi-annual basis. Bangladesh has also adopted a NAP on WPS for the period 2019-2022. Bangladesh has also signed the Child Rights Convention (CRC), the Vienna Convention and several ILO (International Labour Organisation) conventions. The government is implementing the CEDAW, BPfA and the SDGs and has regularly prepared reports for relevant United Nations (UN) bodies.

With respect to the UN-SDGs agenda, the 2018 Universal Periodic Review (UPR) by the UN Human Rights Council makes several important recommendations to the GoB. Importantly, these recommendations are gender and intersectionally sensitive and some of them recall CEDAW recommendations, in particular, the ones related to:

- removing the reservations to article 2 and article 16 of CEDAW,
- adopting, non-discrimination legislation with a view to promoting gender equality, and, without discrimination based on ethnicity, religion or any other status,
- criminalise all forms of violence against women and girls, including marital rape, irrespective of the age of the victim, domestic violence and all forms of sexual abuse and harassment, ensuring also security and justice to the victims.
- Recommendations also include protection and promotion of the rights of lesbian, gay, bisexual, transgender and intersex persons through a broad legal framework that includes the revision of laws that may be discriminatory, such as section 377 of the Penal Code.¹⁵

In addition to CEDAW and Beijing, Bangladesh is a party to the International Covenant on Civil and Political Rights, 1966 (ICCPR) and International Convention on Economic, Social and Cultural Rights, 1966 (ICESCR). These international frameworks were adopted to ensure all persons the right to a life free from any form of discrimination (be it based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status). Bangladesh has also endorsed SDG Target 16.B, which relates to the enforcement of anti-discrimination law for sustainable development.¹⁶

2.1.2 The national policy framework promoting gender equality and women's rights

According to the Constitution of Bangladesh, "all citizens are equal before the law and are entitled to equal protection of law" (Art. 27). Article 28(1) refers to the principle of non-discrimination when it states that "the State shall not discriminate against any citizen on grounds only of religion, race, caste, sex or place of birth." In addition to this stated concern with intersectional inclusiveness, stated in Art. 28(1) of the Constitution, Art. 28(2) refers to gender equality when it states that "women shall have equal rights with men in all spheres of the State and of public life". Article 28(4) refers to specific measures by stating that nothing in Article 28 "shall prevent the State from making special provision in favour of women or children or for the advancement of any backward section of citizens."

The Constitution of Bangladesh also enacts the **participation of women in public life**, through Art. 10, where it states that "steps shall be taken to ensure participation of women in all spheres of national life." Article 11 stresses the importance of democracy and human rights when it mentions that "the Republic

¹⁵ See Infographic at: https://lib.ohchr.org/HRBodies/UPR/Documents/Session30/BD/BANGLADESH_Infographic_30th.pdf
See also "Matrix of Recommendations," available at: <https://www.ohchr.org/EN/HRBodies/UPR/Pages/BDIndex.aspx>

¹⁶ Rahman, 2020, p.15.

shall be a democracy in which fundamental human rights and freedoms and respect for the dignity and worth of the human person shall be guaranteed, and in which effective participation by the people through their elected representatives in administration at all levels shall be ensured.”

With regards to **access to justice**, Article 33(1) ensures the right of every citizen to consult with and be defended by a legal practitioner; and article 35(3) affirms that every person accused of a criminal offence shall have the right to a speedy and public trial.

Box 3: Key Legal frameworks related to Gender Equality and Women’s Rights

- The Child Marriage Restraint Act 2017
- The Muslim Personal Laws (Shariat) Application Act 1937
- The Muslim Family Laws Ordinance 1961
- The Muslim Marriages and Divorces Act 1974
- The Dowry Prohibition Act 2018
- The Family Courts Ordinance 1985
- The Women and Children Repression Prevention Act 2000 (amended in 2020)
- Nari O Shishu Nirjaton Daman Ain 2000 (amended in 2003)
- The National Action Plan to Prevent Violence against Women and Children (2018-2030)
- Domestic Violence Prevention and Protection Act 2010
- Acid Control Act 2002 and Acid Crime Prevention Acts 2002
- Child Marriage Restrain Act 2017
- Prevention and Suppression of Human Trafficking Act 2012
- Pornography Control Act 2012

3 THE INSTITUTIONAL LEVEL

In addition to a solid policy and legal framework promoting gender equality and women’s rights, Bangladesh has also developed a series of national strategies, planning documents, gender sectoral analysis and gender policies in some development sectors:

Box 4: Policy documents as per sector of relevance to the EUD

- National Strategy for Promotion of gender equality in TVET (2015)
- Gender Policy in environment (2016)
- National Action Plan for Clean Cooking 2020-2030
- Gender Diagnostics, Policy, Strategy and Action Plan for National Social Security Strategy of Bangladesh (January 2020)
- National Action Plan on women peace and security (NAP-WPS) 2019-2022

All these documents have integrated gender equality concerns in a progressive manner, even though the specific needs and priorities of women, girls and youth in their diversity may not have been meaningfully addressed in all of them, and data comparing the situation of women and men, boys and girls may be sometimes missing.¹⁷

¹⁷ EU-GAP II Evaluation Report- Case Study Bangladesh.

As regards **gender mainstreaming**, this approach has been adopted as an overall approach for all social and economic development sectors, starting from the Fourth Five Year Plan onwards (1990-1995). The vision of gender equality as spelled out in the Seventh Five Year Plan (2016-2020) is that of “establishing a country where men and women have equal opportunities and rights, and women are recognised as equal contributors in economic, social, and political development.” The aim is to ensure women’s advancement as self-reliant citizens, and to reduce discriminatory barriers by taking both developmental and institutional measures.

Significantly, the 8th Five Year Plan for the period 2020-2025, further mainstreams GEWE through inclusion of a section on gender equality, women empowerment and social inclusion (pp. 741-765).¹⁸ In addition to this, it states that policy focus will be given to increasing economic empowerment and better implementation of the National Women’s Development Policy (NWDP). Bangladesh formulated its first National Women’s Development Policy (NWDP) in 1997, in the light of the BPfA and the CEDAW. The latest update of the NWDP dates from 2011. To implement the NWDP of 2011, a National Action Plan was developed in 2013. The latter is currently being updated and revised to ensure alignment with the SDGs.¹⁹

As regards other development sectors of strategic importance to the EUD, the 8FYP proposes a set of policy measures related to:

- i) increasing women’s labour force participation through closing the gap between male and female enrolments in tertiary education, especially in TVET, and better access to training programmes,
- ii) improving childcare availability,
- ii) improving safety of women’s movements and in the workplace,
- iv) increasing access to basic facilities like toilet and sanitary napkins in the workplace.
- v) The strategy for the children’s advancement during the 8FYP will emphasize full implementation of all child protection laws and reduction in child poverty through strengthened social protection benefits based on a reformulated Child Benefits Program as envisaged in the NSSS.

¹⁸http://www.plancomm.gov.bd/sites/default/files/files/plancomm.portal.gov.bd/files/68e32f08_13b8_4192_ab9b_abd5a0a62a33/2021-02-03-17-04-ec95e78e452a813808a483b3b22e14a1.pdf

¹⁹ This data was further confirmed during a working meeting (May 30th) of the donors’ partners (DP) in Bangladesh (also known as the LCG -WAGE Group). The Team learnt that the revised version of the NWDP will have three chapters and one section for each Ministry. A Matrix has been developed containing implementing actions for 54 Ministries (monitoring and evaluation actions based on the updated NWDP). Under the leadership of the MOWCA, a consultation process initiated by UN Women has been launched, including 2 inter-ministerial workshops with GoB and one session with CSOs/NGOs. Further inputs from consulted stakeholders are expected, including contributions from development partners (DPs). Originally planned for July 2021, the launching of the revised NWDP National has been delayed due to COVID situation. It is scheduled tentatively for March 2022.

4 KEY GENDER EQUALITY ISSUES, BARRIERS AND CHALLENGES RELATED TO KEY THEMATIC AREAS OF RELEVANCE TO THE EUD

4.1 THE MIP 2021-2027

Priority area 1: Human capital development TEI: Decent work	Priority area 2: Green inclusive development TEI: Green energy transition	Priority area 3: inclusive governance
<ul style="list-style-type: none"> •Specific objective 1: Improve access to a full cycle of quality education, learning opportunities and training-to-work support for young people in Bangladesh. •Specific objective 2: Better employment opportunities for Bangladeshi youth, capitalizing on the opportunities of the 4th industrial revolution and reducing the mismatch between labour supply and demand. •Specific objective 3: To enhance commitments for decent work and social protection for all in Bangladesh, covering the life-cycle, and enactment of labour legislation, in line with international labour standards. 	<ul style="list-style-type: none"> •Specific objective 1: To promote energy efficiency and affordable renewable energy. •Specific objective 2: To improve environmental protection and support climate change mitigation and adaptation in Bangladesh's sustainable development. 	<ul style="list-style-type: none"> •Specific objective 1: Women and girls are free from all forms of gender-based violence in the public sphere and in the work place. •Specific objective 2: To improve access to justice for disadvantaged and marginalized groups in Bangladesh. •Specific objective 3: Public service delivery and financial/fiscal management are improved through digital governance.

4.1.1 A rapid gender equality analysis of the MIP 2021-2027

The boxes above show the revised specific objectives of the MIP. It appears that no robust gender analysis (as requested by GAP III) to inform programming was undertaken. However, specific objectives and results for MIP Priority area 1 show a moderate level of gender equality sensitivity through inclusion of youth and women in key areas of human capital development such as employment, decent work, social protection and quality education and TVET (including skills enhancement). There is also a relevant gender-sensitive component relating to child and mother nutrition. The latter are indispensable factors ensuring human capital development through the life cycle. However, there is no specific reference as to how the objectives and results will take stock of the distinctive needs and priorities of women and men as equally responsible agents in care work, and how the specific needs of most socially disadvantaged groups of girls and boys will be taken on board. In a country with high levels of intersectional inequalities (meaning class/ethnic/geographical asymmetries), this is an important element to consider. Specific objectives for Priority area 2 show no gender sensitive element but the EUD will be working on women's role in clean cooking and would welcome a gender analysis of the energy sector (energy efficiency and affordability). Where the MIP framework shows some higher level of gender responsiveness is Priority area 3, which stands out as meaningfully mainstreamed. This area integrates gender equality issues including GEWE and diversity perspectives in the broader policy area of inclusive governance. EUD interlocutors from all MIP priority areas, including those responsible for the two TEIs stated their interest in moving forward in mainstreaming gender equality issues into their respective areas during implementation, and in particular, in relation to:

- i) quality education including TVET; ii) employment opportunities, labour supply and demand and iii) child and mother nutrition (MIP priority area 1)
- i) access to justice and ii) GBV at the workplace (MIP priority area 3);
- i) energy efficiency and affordability; ii) environmental protection, climate change mitigation and adaptation with specific focus on clean cooking (MIP priority area 2).

Considering the interest and willingness from EUD staff to further mainstream GEWE and women's rights through an intersectional approach in their MIP-related activities, **a key recommendation from this GCP assignment is that the EUD commissions a robust gender and intersectional analysis of at least two of the MIPs key sub-themes, for example the energy sector (with special emphasis on energy efficiency and affordability), and decent work. These two subthemes are also key in the two recently created TEIs, where some EU MS will join efforts for better outcomes in these work areas. These joint efforts represent an opportunity for enhanced GEWE mainstreaming in these two sub-areas, and several interlocutors expressed their interest in collaborating in possible future activities, including multi-stakeholder policy dialogues.**

4.2 MIP priority area 1: Human Capital Development

4.2.1 Gender equality in access to literacy and quality education, including TVET

According to 2017 data by the World Bank, primary schools' girls perform better than boys in term of enrolment and dropout rates. In secondary education, female enrolment rates have improved considerably, from 39% in 1980 to 67% in 2017 according to the World Bank.²⁰ At the same time, dropout rates are high, with 42% of girls dropping out at secondary school levels, and completion rates by girls at 59% compared to boys. This trend continues through tertiary education (MoP 2020).

It is important to note that the COVID-19 pandemic has had a negative impact on equal access to affordable and quality education in primary and secondary education. Before the COVID pandemic broke out, important challenges persisted, for instance, in terms of access to sanitary napkins, which was one important factor influencing school dropping by girls. Data from the National Hygiene Survey of 2018 reports that 35% of girls dropped out caused not getting access to the sanitary napkins. The correlation between access to education for girls and their sexual and reproductive health rights should also be born in mind in projects and programmes promoting equal access to quality education at all levels of the education system. Discussing with EU key interlocutors, it was ascertained that EU programmes are already focusing on increasing the attendance of students to school. The EUD-supported Suchana project informed the GCP team that they were addressing the issue at their project area in Sylhet, where they were developing the capacity of adolescent girls and increasing their leadership to solve the problem of menstrual hygiene to address the drop-out issue. The programme also shared their plan to expand these activities in coming years.

Based on data collected during this assignment, it remains unclear what the EUD intends to do in this area, but some information collected from implementing partners provides strategic insights as to where the EUD could focus support. For example, during an interview with UNICEF officials, they expressed that

²⁰ World Bank Blogs on End Poverty in South Asia, Washington. <https://blogs.worldbank.org/endpovertyinsouthasia/girls-education-bangladesh-promising-journey>

they are working with the GoB (including MoWCA) on a new strategy for SRHR which is holistic and includes girls and boys, in addition to working with parents and teachers. The strategy is awaiting government's approval. **A recommendation here is that the EUD explores the possibility of supporting actions that tackle the nexus access to education/ SRHR.** The strategic added value of actions such as the one UNICEF is implementing is that they also engage with gender and social norms which often hamper girls' enjoyment of their rights (to education and SRHR), with the resulting consequences of girls having to drop out of school either to get married, due to family's concerns with the possibility of sexual violence in public spaces, or because of the socially constructed idea that women and girls belong more in the domestic space than in public life.²¹

In the area of TVET, Bangladesh has established a more market-oriented, competency-based technical and vocational education and training (TVET) system coordinated through the National Development Skills Authority (NSDA). The EUD is engaged in discussions related to this skills policy. **This provides an enabling environment for the EUD to mainstream gender equality and intersectional inclusion in policy dialogues on TVET, labour supply and demand, including the youth and girls from intersectionally discriminated social groups.** During an interview, a EUD expert confirmed EU interest in promoting participation of youth and girls in TVET paying attention to minorities (cf. MIP Area 1; result a.).

As regards budget support to the educational system, in its new MIP, the EUD will focus on teachers' development. In particular, the EUD would like to focus development of teachers' competencies, which is a challenging area, as focus tends to be on infrastructure. The EUD expressed commitment for further engagement with gender-responsive budget in education.²² **EUD's commitment represents a good opportunity to push forward an intersectional approach in gender-responsive budgeting in Budget support, especially since the EUD is actively engaged with GoB in this specific area.**

4.2.2 Gender equality in employment, economic participation, labour supply and demand

In Bangladesh, the nature of employment remains predominantly informal. Women's formal employment is only half of men's. Women work three times more than men, but the nature of their work is mainly domestic, unpaid, and in informal sector. About 5000 garment factories recruited combinedly about 4 million workers. In the past, 80% of the workforce was women but because of growing automation women's rate is cutting down and now about 65%. Moreover, this work is a forceful repellent to early marriage. The majority of women workers are highly vulnerable, often uneducated, unskilled, and the working conditions are not entirely conducive to women's safety. Not having access to sanitary napkins workers can hardly get full month salary as they are remained absent about 2/3 days each month without pay. In garment factories, women are used to work 3/6 hours of extra hours as overtimes.

Maternity leave in the formal and informal sectors: Implementation of the maternity leave provision in the formal sector is facing challenges, and it is an essential element in women's participation in labour markets. One of the challenges is that private sector actors are terminating contracts of expectant mothers arguing different reasons that bear no solid legal ground, as reported by the trade union leaders. The EUD could encourage implementation of government social protection incentive mechanisms so that maternity leave provision and social protection mechanisms related to women's health, and in particular,

²¹ Interviews with EUD expert, UNICEF and CSOs/NGOs working in education and SRHR.

²² Interview with EUD expert

their SRHR, are accessible and affordable for all women in their diversity. The EUD could encourage government and NGO partnerships to ensure equal access to these services, which are key to bridge the supply-demand gap in labour markets.

4.2.3 Gender equality in social protection

The COVID-19 pandemic exposed major risks and vulnerabilities of Bangladesh's social protection systems. The 8th Five Year Plan acknowledges this weakness and stresses the inequalities that it generates in the distribution of benefits of social protection. The 8FYP also recognises that there is considerable mis-targeting leaving a large part of the population out, for example persons with disability among other marginalised groups of women and men, girls and boys. Legal provisions are in place, but implementation is a challenge given the limited capacities at the local level. Safety net programmes have made some progress but full inclusion of the socially marginalised groups in social protection programmes remains a challenge. The 8FYP states that “the successful implementation of an overarching social inclusion strategy as envisaged in the Constitution requires the institution of strong local government institutions” (8FYP p.16).

In the framework of its new MIP, the EUD will pursue the work done in the last seven years, where the EU was a major supporter and financier of the GoB's efforts towards an inclusive social protection system. The support was provided through the 6th and 7th Five Year Plans (Bangladesh's National Development Plan), using government systems, via budget support, in critical sectors such as education, social protection, among other key areas of human sustainable development. In the EUD's new MIP, social protection is part of the priority area human Capital Development, along education, skills development, access to decent employment. The EUD's human development dimension of social protection will adopt a life cycle perspective, aiming to improve social protection for mothers and children, to support the necessary psychophysical development, which should lead to a better education and training from early childhood through work related training. The life-cycle approach is in line with the GoB's approach as stated in its National Social Security Strategy NSSS).²³

Through its work on social protection, the EUD will contribute to gender equality (through mother and child benefit programmes and workers' unemployed benefits for export oriented industries – who are mainly women). The EUD can also support GoB's efforts to strengthen social protection mechanisms for women and men workers, including youth in all their diversity, in line with minimum international standards, including setting up sustainable insurance schemes for unemployment. Importantly, evidence collected during the GCP also highlights the need to engage in multi-stakeholders' policy dialogue (public and private sector, and CSOs, including women's organisations) to tackle and ultimately the gender and social norms that perpetuate unequal access to adequate social protection schemes and programmes by women and girls in all their diversity.

4.3 MIP priority area 2 - Green Inclusive Development

The two major objectives of the MIP priority area Green Inclusive Development are a) Energy efficiency and affordable renewable energy for all; and b) Environmental protection & climate change mitigation and adaptation. Through this MIP area, the EUD is expected to contribute to GoB's efforts to develop a) 'policy

²³ National Social Security Strategy (NSSS) of Bangladesh – Social Security Policy Support (SSPS) Programme, <http://socialprotection.gov.bd/en/2015/07/21/national-social-security-strategy-nsss-of-bangladesh/>

framework for an inclusive green energy transition' while ensuring b) 'energy efficiency in selected value chains and industries.'

Regarding the objective of 'improving the environmental protection and support the climate change mitigation and adaptation in Bangladesh's sustainable development', the EUD has targeted the following results: a) improved environmental protection and supported climate change mitigation and adaptation aspects in planning and budgeting at an operational level and b) uptake of circular economy measures through consumption and production.

According to WEF data (WEF 2020), women should be empowered to be able to contribute to green transformation on an equal footing with men. This is necessary to make the green revolution a success globally. Same is true for Bangladesh, as the country is lagging behind to achieve its 10% of renewable energy target and has yet to mainstream gender equality, women's empowerment and intersectional inclusiveness in its renewable energy program and energy efficiency programs. Undoubtedly, the participation of diverse groups of women in inclusive, sustainable and green growth can propel the development of a genuinely equitable green economy business ecosystem. Currently, women are pioneering in green transformation by introducing many need base innovations aiming at reducing CO2 emissions. Many Bangladeshi women are also reusing textile scraps to make high value-added products including medical hygiene products, an initiative which has drawn global attention. This initiative needs to be branded with government support.

During a field phase interview, the EUD acknowledged that affordable energy efficiency will be encouraged in their upcoming programs. They also mentioned that women in rural areas are primarily responsible for the provision of household energy while men are busy with income generating activities. Pointing at the Sustainable and Renewable Development Authority (SREDA)'s current cooking plan, the EUD team mentioned that the 'National Action Plan for Clean Cooking in Bangladesh 2020-2030' includes some gender issues (see Box 5 below). They also mentioned that women in rural Bangladesh have been enduring the impact of traditional cooking system, which has caused numerous deadly diseases. Referring to a recent GIZ a study, the EUD official mentioned that about 60% of women are exposed to indoor air pollution.

It is also worth noting that over 90% of the Bangladeshi population cook with traditional fuels such as firewood, jute sticks, dry cow dung and agricultural waste.²⁴ Most women use traditional age-old designed stoves that are inefficient, and which cause high amounts of biomass consumption, indoor pollution and environmental degradation. Most at risk are women who use the old-style stoves and children who spend long hours in the kitchen exposing themselves to large amounts of pollutants and toxins that are particularly damaging to health, according to the World Health Organization²⁵.

It is also worth noting that over 90% of the Bangladeshi population cook with traditional fuels such as firewood, jute sticks, dry cow dung and agricultural waste.²⁶ Most women use traditional age-old designed stoves that are inefficient, and which cause high amounts of biomass consumption, indoor pollution and environmental degradation. Most at risk are women who use the old-style stoves and children who spend long hours in the kitchen exposing themselves to large amounts of pollutants and toxins that are particularly damaging to health. According to the World Health Organization²⁷ 32,000 children and 14,000 women die each year as a result of indoor air pollution. Moreover, according to UNEP, "every

²⁴ [http://sreda.gov.bd/site/page/e2e11971-0e8e-4ef7-b764-f5e09d21f73b/\[front\]](http://sreda.gov.bd/site/page/e2e11971-0e8e-4ef7-b764-f5e09d21f73b/[front])

²⁵ Cited by SREDA <http://sreda.gov.bd/site/page/40992257-8ea6-4d54-8bd9-5d81c9e4f3c0/->

²⁶ [http://sreda.gov.bd/site/page/e2e11971-0e8e-4ef7-b764-f5e09d21f73b/\[front\]](http://sreda.gov.bd/site/page/e2e11971-0e8e-4ef7-b764-f5e09d21f73b/[front])

²⁷ Cited by SREDA <http://sreda.gov.bd/site/page/40992257-8ea6-4d54-8bd9-5d81c9e4f3c0/->

year, indoor air pollution contributes to 49,000 premature deaths in Bangladesh. While the country's Seventh Five Year Plan—its guiding development policy—sets out strong measures to tackle air pollution from brick kilns, vehicular emissions and waste burning, it lacks in measures to tackle indoor air pollution. More than 41 per cent of households in Bangladesh still rely on firewood as the main cooking fuel".²⁸

A study by Practical Action in Bangladesh, Nepal and India notes that introducing an improved cookstove (ICS) results in a 28.1% reduction in firewood consumption on average, as compared to a traditional cookstove (TCS). Firewood collection is time-consuming, with the TCS user household (HH) spending around 660 hours per year on average for firewood collection compared to 539 hours/year/HH time by an ICS user household (equating to 122 hours/year/HH of time saving). For firewood collection, there is greater involvement of women as compared to men. On average, in a TCS user household, 56.7% of the time required for fuel collection falls on women, equating to around 374 hours per year, compared to 286 hours for men. However, women who use ICS spend only 305 hours on fuel collection, saving approximately 70 hours per year (Global Alliance for Clean Cookstove 2014)²⁹

Box 5: NAP on Clean Cooking in Bangladesh: some gender-related aspects

Women are exposed to a high level of household air pollution from traditional stoves, because of women's role in food preparation as part of social constructs and norms. These women are more than twice as likely to suffer from Chronic Obstructive Pulmonary Disease (COPD) compared to women who use cleaner stoves, as traditional stoves emit much higher volumes of fine particulate matter particles. The young children are also exposed to this health risk, since they spend a significant amount of time with their mother/grandmother near the cooking area inhaling toxic fume.

Even though women do most of the cooking in households, and women empowerment is on the rise, men are often the ones making purchasing decisions in general (e.g. cooking fuel and cookstoves), as they are the household heads in the family. To ensure a sustainable change towards ecologically-sensitive behaviour. In other words, the awareness on the benefits of clean cooking should be infiltrated among the whole family, not just women to ensure a sustainable change. This is an important issue, especially considering the fact that clean cooking programs have largely focused on women as the receivers of technology, rather than capable agents of valid technological knowledge.

Empowering women in the area of green inclusive development can be a steppingstone towards achieving the societal change required by climate change and environmental hazards.

The EUD will collaborate with international donors (WB/ICF/ADB) and the GoB through SREDA to promote and implement clean cooking programs focused on women as the receivers of technology. The ultimate goal is to empower women as change agents to promote clean cooking solutions in their neighbourhoods and communities and to promote dissemination of clean cooking through them.³⁰

A recommendation here is that, in addition to promoting women's roles in climate change mitigation and environmental adaptation (through support to clean cooking solutions at the household and community level, women's SMEs in circular economy and initiatives led by rural women in who are harvesting rainwater and using the saline water for irrigation), the EUD also supports initiatives aiming to empower women and youth as influencers in decision-making

²⁸ <https://www.unep.org/news-and-stories/story/bangladesh-womens-right-clean-air-starts-kitchen>

²⁹ <https://www.cleancookingalliance.org/binary-data/RESOURCE/file/000/000/363-1.pdf>

³⁰ Interview with EUD staff responsible for MIP priority area 2

related to environmental protection and climate change mitigation and adaptation. Due attention should also be paid to ensuring that the needs and proposals of diverse groups of women and youth are taken into consideration during implementation of the NAP, and that their proposals shape future policy and practice in this area.

4.4 MIP Priority area 3: Inclusive Governance

4.4.1 Gender-based violence

In line with commitments of the EU Gender Action Plan III to achieve a gender-equal world, the EU will support a stronger engagement on gender equality in Bangladesh, and in particular the fight against gender-based violence, as a key driver for a sustainable transition to a middle-income country.

The Table below presents an overview of key achievements and challenges in tackling VAWG in the country.

Table 4: Overview of key achievements and challenges in tackling VAWG

Achievements ³¹	Challenges
<p>In the domain of legal frameworks:</p> <ul style="list-style-type: none"> - Creation of specialised women's tribunals; tribunals have been created in almost every district. Each District has one or more dedicated Tribunal presided over by a District Judge to try only offences committed against women and children.³² - Improvements in legal frameworks to tackle combat and prosecute cases of GBV and VAWG. For ex. the Law on domestic violence (2012) under which a case can be directly filed to the tribunals. - Presently, there is a more gender-responsive narrative on GBV and VAW. In particular, there has been gradual change in the social mindset, which is illustrated by the fact that certain terminology which was formerly considered taboo in the country has been included in legal frameworks and is more openly talked about in public life. For example, "rape" has been included in the rape and sexual offences Law. The fact that this terminology is now used in law to sanction and punish cases of GBV and VAW and that these sexual offences/crimes against women and girls are more openly discussed in social life reflects important advances in terms of changing social norms and mindsets in ways that improve 	<p>There are gaps in policy implementation and enforcement of existing laws. For ex. the Domestic Violence Law (DVL) has been implemented in only 4 districts. Where good levels of implementation could be seen, it was due to intervention of NGOs who had received funding to enforce the Law.</p> <p>Factors explaining low implementation and inequality in provision of justice:</p> <ul style="list-style-type: none"> - Many district officials responsible for women's issues are not aware of the Law on DV. Judges are not trained on this Law. - Several laws were pushed by CSOs and were based on provisions from other countries. Ownership from GoB was low. Challenge of domestication of laws adopted is important. - Divorced and widowed women are excluded from the Law (this is not in line with the principle of equality and/or non-discrimination, both <i>de jure</i> and <i>de facto</i>). Criminal court has jurisdiction to change the law. - Stereotypes and taboos influence prosecution, certain types of GBV are not properly defined/typified therefore not adequately treated as crimes" consent, penetration. Certain terms do not exist, ex. sexual harassment. - Lack of monitoring mechanisms and budgets for implementation of existing laws. Ex Child marriage act (2018) gave local authorities the mandate to prevent child

³¹ Interview with legal experts and scholars, UN officials and NGOs/CSOs including representative from women's organisation in the garment industry unions.

³² Data received from written response to questionnaire by an anonymous Judge

Achievements ³¹	Challenges
<p>an overall environment for prevention and protection of women's rights.</p>	<p>marriage but no budget was allocated for implementation. As a result, there are not enough shelter homes for victims and those that are in place (7) are either privately managed or not adequate (public ones).</p> <ul style="list-style-type: none"> - Lack of protection mechanisms for witnesses of cases of VAWG/GBV. This has an impact in the number of cases that can be dealt with by prosecutors, contributing to backlogs in cases of GBV and VAW. - Data found also confirms some of the causes of backlogs: shortage of judges, lack of coordination among different government departments and some lawyers' unwillingness to settle the case within a short time.

One important challenge encountered during the inception and field phase is the lack of recent data to **assess evolution of the prevalence of VAW and GBV over time.** Latest data available is from ILO 2017 survey. **Recent data on the prevalence of gender-based violence and violence against women and girls (such as acid violence and dowry-related violence) was not found. In the context of COVID 19 pandemic data has been collected by international agencies and CSOs which corroborates the fact that gender-based violence against women is on the rise. For example,** A 2018 joint research by Action Aid Bangladesh and Jatiyo Nari Nirjaton Protirodh Forum, titled 'Spotlight on Violence Against Women in Bangladesh: Trends and Solution,' has found that more than 66% women in Bangladesh have been the victims of domestic violence and 72% women have never disclosed it to anyone.³³

Interviews with a legal scholar, with international organisations confirm that lack of an integrated data system is a major challenge for improving current levels of access to justice for women victims. This calls for the need to increase joint efforts by the EUD, the international donor community and the GOB work towards the creation and implementation of an integrated data system on violence against women, in close collaboration with local authorities. This is a key recommendation emerging from this study. To this one should add the need for the EUD to contribute to the creation of an CSO space (for example a citizens' observatory) to ensure citizens' monitoring and accountability by state duty bearers (at national and local levels).

During the stakeholders' workshop, one participant stated that there is a difference between the administrative and political branches, as the UNOs at local level are willing to enforce existing laws punishing GBV, but some Union Parishad members prefer to deal with GBV cases locally without conviction, favouring personal and political affiliations.

4.4.2 Gender equality in access to justice

At the macro-policy level, the Government of Bangladesh is committed to improving access to justice for all and in particular for poor and marginalised citizens, women and men in their diversity. Indeed, GoB's policy direction and priorities on criminal justice are set forth in its 7th Five Year Plan (2016-2020). The policy direction is therein stated as reducing the inflow of cases into the criminal justice system that are

³³ Data shared by interviewed anonymous Judge. See also 'Implementation challenges of the domestic violence law', The Daily Star, July 15, 2021 <https://www.thedailystar.net/law-our-rights/news/implementation-challenges-the-domestic-violence-law-1853959>

clogging the courts and congesting the prisons and improve access to justice for citizens. These policy priorities are in line with UN SDG Goal 16 (Peace, Justice and strong institutions).

Results reported in the 7th Five Year Plan (MoP 2020) document that a total number of 100,806 beneficiaries have received government legal aid services through the National Legal Aid Services Organisation (NLASO). The percentage of women vis-à-vis the total number of cases is unknown, a fact which highlights the gap in data availability to inform policymaking and also to inform progress towards expected targets. Overall, this target is much higher than the target that was laid down in the 7th Five Year Plan (7FYP), which aimed to provide legal aid to at least 37,000 victims annually by 2020. In fact, between 2009 and 2019, nearly half a million people received legal aid service and it highlights the government's commitment to improve the state of access to justice in Bangladesh. The National Legal Aid Services Organisation (NLASO) is providing services in 64 districts through the District Legal Aid Offices along with a national hotline. During a meeting, the UNDP stated that they are improving the capacity of judicial institutions to undertake Alternate Dispute Resolution (ADR) along with enhancing public awareness of such mechanism. This is in line with the report of the Ministry of Planning (MoP 2020), which in its 7th Five Year Plan set target to settling at least 25000 disputes annually through ADR by 2020—a milestone that was attained prior to 2020. The 8FYP reiterates commitment by the GoB to improve effectiveness of in justice delivery and equal access to justice. As the Table below shows, the GoB is aware of the need to adopt measures to improve equal access to justice in practice.

Table 5: Legal Aid and Access to Justice

<ul style="list-style-type: none"> ▪ Legal aid will be offered to approximately 200,000 victims annually by 2025 (no sex/intersectional disaggregation is mentioned) ▪ GoB's investment in the National Legal Aid Services Organization's (NLASO) capacity so that it can effectively reach the poor and marginalized communities and improve their access to legal redressal.³⁴ ▪ The NLASO will formulate greater partnerships with the NGOs and other non-state actors to facilitate the access to justice. This will help greater synchronization of efforts and will assist an efficient delivery of quality legal aid; it will also assess and document the proportion of the vulnerable population who qualify for legal aid, and their key profiles in order to understand the combination of factors that shape who has access to justice and when. ▪ The Government will institutionalize Para-legalism as an instrument to complement the objectives of the NLASO. The 8FYP acknowledges the role played by paralegals to achieve positive outcomes, as they have mitigated the problem of case-backlogs and under-trial prisoners. Importantly, they have also tackled the problem of 'asymmetric information' that hinders access by poor or women to legal redressal.³⁵

GoB's awareness may contribute to an enabling environment for the EUD to further encourage progress towards realising a gender equality-responsive reform of the justice system that guarantees non-discriminatory access to justice for women and men from intersectionally discriminated social groups and communities.

³⁴ Created in 2000, the NLASO started to operate in full since 2009 in all 64 districts of Bangladesh aiming to provide legal assistance to the poor and marginalised groups. At present, sixty-four District Legal Aid Offices, Supreme Court Legal Aid Office, two Labour Court Legal Aid Cells and the National Helpline Call Centre are working to ensure government legal aid services under NLASO. However, capacity constraint still remains a major problem in the NLASOs. Even though the plan committed to recruit legal aid officers in all 64 districts, a 2017 report states that 41 out of 64 districts do not have legal aid officers. Source: 8FYP, p. 177.

³⁵ Paralegals are also encouraging the Police to submit reports within time, especially for petty crimes, as they reduce the amount of time prisoners have to stay in prison awaiting those Police reports. As a result, courts are becoming more 'proactive' in administering such cases. Source: 8FYP, p. 177.

At the micro level, evidence collected from implementing partners during field phase³⁶ demonstrates that despite progress in some areas, important challenges persist in other aspects of access to justice for women, as regards the formal justice system. One case in point is the “Nari-O- Shishu Nirjatan Daman Ain 2000” (Law on the Suppression of Violence against Women and Children 2000), which poses challenges to the functioning of the Nari O Shishu Courts, in their duty to ensure that every rape survivor has effective access to remedies and to reparation. Even though the 2000 law expanded the definition of rape, and sexual assault and sexual harassment became punishable offences under this Act, the Law does not yet acknowledge marital rape as a criminal offence. Moreover, despite the fact that the 2000 Law also provides for a mandatory sentence of a fine in all cases of rape and that the Nari-O- Shishu Nirjatan Courts have imposed a fine as part of the sentence in many cases, there are still weak aspects of this Law affecting equal treatment of cases of rape by the Courts. One problem is that the Law provides for the Courts to exercise their discretion regarding when and whether to convert an order of fine into an award of compensation. Making compensation a matter of judicial discretion and not a statutory right has had a negative impact on access to justice for rape victims. A study conducted by BLAST (2020) shows that the Courts exercised their discretion to convert the fine into compensation in only three out of the 44 cases. Moreover, the Supreme Court acquitted the rape convicts in two out of these three cases, therefore the award of compensation was actually sustained in only one case (BLAST 2020; confirmed during interview with Blast expert). **Comparative data showing the trend in treatment of conviction rate of cases filed under the Nari-o-Shishu Nirjatan Daman Ain, 2000 was not found.**³⁷ This corroborates the recommendation made by several interlocutors: that the EUD supports the compilation of recent data to assess evolution and the construction of an integrated data system. Another important recommendation put forward is that the EUD contributes to the creation of a CSO/NGO space for oversight of the functioning of the judicial system and in particular the handling of GBV cases, and those women’s organisations and survivors of GBV are also included in this space.

Some interlocutors also mentioned that despite progress, challenges remain related to women’s effective participation in decision-making in Courts (as judges, prosecutors). A second challenge reported during interviews with selected interlocutors is the fact that some local leaders may take advantage of their powerful position within the village court and promote traditional views on women. This may create obstacles to women’s accessing justice on equal terms with men.³⁸ Here, interlocutors **recommend adopting a careful approach to working with local leaders on gender equality issues, and in particular in working with those leaders who have responsibility in rural areas and within the village courts.** This finding is corroborated by evidence from desk review stating that to some rural residents, informal dispute resolution mechanisms can be biased or used by local power structures, a fact which tends to discourage marginalised groups of women and men from using those systems (IPA Year).

A gap in data sustaining progress in equal access to justice by women and men in their diversity (including evidence from rural and remote areas, women from ethnic minorities and third gender persons) was mentioned as an important challenge. Another challenge mentioned was the lack of sufficient shelters and the poor quality of existing ones. In a similar way, interlocutors stressed the importance of collecting empirical evidence in equal access to justice as impacted by the COVID19

³⁶ Focus group virtual meeting with UNDP Team on May 9, 2021.

³⁷ A 2015 BRAC University study seeking to explain the low conviction rate of cases filed under the Nari-o-Shishu Nirjatan Daman Ain, 2000, compiled case records from the special Nari-o-Shishu tribunals in three districts from 2009-2014 and found that conviction rates have near-steadily dropped from about 2 percent to 0.42 percent. According to the Justice Audit, in 2016 courts disposed of just over 20 percent of the over 170,000 open Nari-o-Shishu cases that year, convicting only 0.5 percent of those accused.

³⁸ Interview with interlocutor from international organisation and CSO.

pandemic (especially in terms of gender-differentiated and intersectional impact in accessibility and affordability).

Some promising practices were identified during the development of the GCP assignment. For example, through the project “Activating Village Courts-AVC,” the EU has been contributing to the gradual development of a gender responsive judicial system in Bangladesh, and also to improving access to justice for women, especially through the village court mechanism. The village courts have been operational in 27 districts and their case disposal rate is high.³⁹ Under this project, between July 2017 and June 2018, a total of 982 cases (297 women’s cases and 685 men’s) were filed in 32 unions covering three Upazilas. Among the cases 823 (84%) were resolved while decisions were implemented for 602 (73%) cases. More recent data shows the crucial role played by this specific type of Courts to ensure equal access to justice, despite the lack of sex and intersectionally disaggregated available here, as well as in other areas of the justice system in Bangladesh:

Box 6: Village Courts Performance (July 2017- May 2021) Source: https://www.villagecourts.org/case-statistics/	
Disputes received	2,35,891
Application directly filed at Union Parishad	2,24,277
Cases transferred from District Courts	11,614
Pending dispute before implementation of project (30 June 2017)	2,340
Applications filed by women	69,727
Women in decision-making process	51,562
No & % of cases Resolved	1,95,742 (83%)
No & % of decisions Implemented	1,84,69 (94%)
Money recovered as compensation	BDT 191.25 crore (US \$ 22.63 million)

The AVC is a flagship programme, where some good results which are relevant to gender equality and women’s empowerment have been achieved: for ex. access to decision-making in local courts and especially in rural areas (interview with implementing partners). Another achievement relates to women actually using the dispute resolution mechanism offered by the Village Courts (1,078 unions started offering dispute resolution services). Up to April 2019, 105,595 cases had been reported (28% by women), with 82,536 cases resolved and 77,123 decisions implemented by village courts.

Other efforts by development partners to collect evidence on impact were identified, as for example, UNDP’s commissioning an evaluation study of the programme “Strengthening village court systems.” The aim of this evaluation is to gain a deeper understanding of the ways to provide access to justice among rural populations, and the effect of improved conflict resolution and the “rule of law” on economic activity

³⁹<https://www.villagecourts.org/success-story/after-smiles-coveted-village-courts/>. The project has been implemented in 1,080 unions of 128 Upazila in 27 districts under 8 divisions across the country. In 2019, the project was extended in three CHT districts covering further 121 UPs and initiated its interventions, with the aim of strengthening the traditional justice system in three CHT districts and explore the possibility of village courts in CHT areas doing action research. Countrywide Implementation of Village Court System on Cards | Activating Village Courts in Bangladesh Project; <https://www.villagecourts.org/news-events/countrywide-implementation-of-village-court-system-on-cards/>

and other socioeconomic and welfare outcomes (IPA 2021). Other interlocutors working in provision of legal aid for women (especially survivors of GBV) stressed the fact that there is still resistance from the judiciary on capacity building related to GBV but one way forward could be through inclusion of women survivors of gender-based violence in training for public prosecutors and police.

One key fact emerging from the interviews is the negative influence of social norms on women's participation in public places in the formal and informal sector in the Bangladeshi context, and the impact of these norms in access to justice at the local level. **One important finding during field phase is that some perceptions on women's roles and status in society are deeply engrained in the social mindset and often become a concrete impediment to women's right to equal access to justice.** As some interlocutors expressed, perceptions, ideas and beliefs around women and women's agency are to some extent still rooted in colonial times.⁴⁰ One academic expert and one Trade Union leader explained that the impact of these norms is most palpably seen in gaps in legal frameworks and the low level of implementation of existing laws related to women's rights, especially their right to a life free from any form of violence (as stated by CEDAW), including violence at the workplace, as recommended by the ILO Convention #190 (ILO C190).⁴¹ Another key interlocutor from the judiciary stated that despite having adequate legislations, the societal structure and general attitude towards the victims makes the justice system difficult to function properly. As a result, the justice system cannot always ensure remedies and justice for victims of violence because of the societal structure. Furthermore, the patriarchal structure of the society makes it difficult for female victims to come forward and seek justice, as there is a tendency to stigmatise the victims who seek legal remedies and protection. Even though the purpose of the enacted legislations is to serve the best interest of women and children, these legislations are sometimes taken advantage of, as on several occasions false complaints are brought under the provisions laid down in the Acts. This makes the real victims vulnerable. During the trial the victims often feel more violated by the way they are cross-examined and questioned.

The need to work on masculinities and social, gender norms was stressed as very important. In this regard, the UNDP is working to influence the trend on "toxic masculinities" in Bangladeshi society, since this type of behaviour affects equal access to justice. The challenge of "toxic masculinities" could be tackled through a more strategic approach to the issue, for example, through sustained policy dialogue with relevant government instances (at national and local level) on actions, activities to tackle forms of masculinities that would hamper progress towards gender equality in access to justice as well as in all areas of Bangladeshi society.

Below are key concrete recommendations identified during the phases of this GCP study:

- **Law amendment:** Encourage GoB to amend Section 15 of the Nari O Shishu Nirjaton Domon Ain 2000 so that compensation is a matter of right and not a matter of judicial discretion.
- **Capacity building:** Support GoB's efforts to enhance awareness and the capacities of judges, police and other stakeholders on relevant issues regarding equal access to justice for women and girls in all their intersectional diversity. Encourage training on restorative justice of the Nari O Shishu Nirjaton Domon Tribunal judges, through collaboration with the Judicial Administration and Training Institute.⁴²

⁴⁰ Interviews with CSOs, academic expert and UN agencies.

⁴¹ [Convention C190 - Violence and Harassment Convention, 2019 \(No. 190\)](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190), available at : https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190

⁴² BLAST proposes to include the principles of victimology, as it recognises the importance of compensating victims of violent crimes and the scope for utilising their powers under Section 15 of the 2000 Act to award compensation to rape survivors. BLAST 2000.

- **Case backlogs:** case backlog is a crucial detriment for the litigants to seek justice. The EU Delegation can support stakeholders (including legal scholars) working in the area of ADR and mediation and explore its potential to reduce case backlogs. As this is comparatively a new method of dispute resolution, a lot of improvements can be done in this area. **The EUD could also consider sustained support to digitalisation of the judiciary in order to address the issues of case backlog.**⁴³
- **Provide sustained support CSO advocacy/awareness campaign on violence against women and women's access to justice, including cyber violence against women and girls. Campaigns** such as the "Rape Law Reform Now campaign," and the Rape Law Reform Coalition are good examples for EUD to make robust contributions in GBV and equal access to justice; these are building blocks of gender equality and fundamental principles of gender-responsive governance. The former is working to identify protection gaps in existing laws which perpetuate impunity in cases of rape, and the latter was established as part of this campaign and brought together a range of organisations who have collectively formulated a set of demands for necessary legal and institutional reform (BLAST 2020).⁴⁴

4.4.3 Gender equality and intersectional inclusiveness in digital governance

As stated in the 2020 UN Report on E-Governance, the COVID-19 pandemic has had a transformational impact on governance worldwide. On the one hand, it has reinvigorated the role of e-governance, in terms of delivery of digital services as well as new innovative efforts in managing the crisis. In a similar way, it has exposed the urgent need to strengthen governments' efforts to provide effective, accountable and inclusive digital services to all citizens in their rich diversity, and to bridge the digital divides in fulfilling the principle of leaving no one behind, in accordance with SDGs commitments.

The GoB faces the big challenge posed by ensuring equal access to public service delivery through improved digital technology. Some awareness is perceived through a few policy measures, for ex. those contained in the revised National ICT Policy (NIP updated in 2015), which proposes ten related objectives to achieve the policy vision (namely social equity, integrity, universal access, education and research, employment generation, strengthening exports, supports to ICTs, healthcare, environment, climate & disaster management, and productivity).⁴⁵ **However, the 8 FYP does not build on those objectives of the NIP that could help reducing intersectional inequalities in digitalised access to public service delivery. The latter is a key equality outcome in digital governance and deserves further support from the EUD.**

Evidence from reliable sources demonstrates that in the context of the increasing digitalisation of everyday life, intersecting inequalities (economic, gender, ethnic, caste-based, among others) which have hindered the overall development and rights agenda are also affecting equal access to digital public services in Bangladesh. A survey by BRAC (2021) shows that progress made in narrowing the gender gap in areas such as education, labour force participation, wages, and income is likely to be undermined because of the existing digital rural divide (DRD). The contention is that rural women are more deprived of ICT than urban women in terms of ICT infrastructure, among others. This reinforces the increasing

⁴³ Proposal by anonymous female judge

⁴⁴ In the context of these campaigns, NGOs, activists, lawyers, and the media, alongside survivors themselves, continue to call for much-needed reforms to ensure justice without delay or discrimination.

⁴⁵ Aziz 2020, "Digital Inclusion Challenges in Bangladesh: A Case of National ICT Policy," available at: https://www.researchgate.net/publication/336127006_Digital_Inclusion_Challenges_in_Bangladesh_A_Case_of_National_ICT_Policy

gender gap in rural Bangladesh, particularly by most socially disadvantaged groups of women, men, boys and girls and members of social minorities. The BRAC survey refers to “a gulf between rural men and women in digital access and skills;” for example, twice as many households selected a male member as their most digitally literate person. And even among these digitally able men and women, the women are much less likely to use the internet and be able to use it for functional purposes.⁴⁶

A key recommendation for the EUD is to support GoB in its commitments to implement the objectives set forth in the NIP 2015, and especially those related to ensuring social equity, and universal access to quality public service delivery through digital technology. At the more practical level, the EUD could support CSOs (including women’s organisations) working to enhance the skills of most marginalised social groups in rural and urban areas, so that they can capably operate in the digital world (also in Bangla, as in many areas people do not speak English).

In line with recommendations made in the CSO Mapping (relating to the CSOs Roadmap), the EUD could also free resources for reinforcing advocacy work by CSOs/WOs seeking to influence and monitor the government’s policy and implementation of digital governance (in particular related to recommendation 3 of the CSO Mapping; p. 63).⁴⁷

5 GAP III KEY AREAS OF ENGAGEMENT FOR THE EUD

5.1 Ensuring freedom from all forms of gender-based violence

A 2015 survey by the Bangladesh Bureau of Statistics (BBS) and the United Nations Population Fund (UNFPA) shows that over 70 % of married women or girls in Bangladesh have faced some form of intimate partner abuse; and about half of whom have stated partners have physically assaulted them. Bangladesh human rights group Ain o Salish Kendra (ASK) reported that at least 235 women were murdered by their husband or his family in just the first nine months of 2020. According to another prominent Bangladesh human rights group, Odhikar, between January 2001 and December 2019, over 3,300 women and girls were murdered over dowry disputes. These numbers, however, are based on media reports and are likely only a fraction of the true levels of such violence (HRW 2020). The same report states that violence against women and girls in Bangladesh increased during the Covid-19 pandemic, with hotlines set up by non-governmental organisations reporting a rise in distressed calls. The human rights and legal services program of BRAC, a major NGO in Bangladesh, documented an increase of about 70% in reported incidents of violence against women and girls in March and April 2020, compared to the same time last year (HRW 2020).⁴⁸

One key finding during desk phase, and further corroborated during field phase is that **despite the adoption of relevant legal and policy frameworks to prevent GBV and VAWG in Bangladesh**, including the Suppression of Violence against Women and Children Act (2000), the Domestic Violence Act (2010) and a National Action Plan on Violence against Women (NAPVAW) 2013-2025, **gender-based**

⁴⁶ BRAC University, conducted a nationally representative rural household (HH) survey titled “Digital Literacy and Access to Public Services” from September to November 2019 among 6,500 households. The survey measured, in detail, various aspects of digital literacy in rural households. The most digitally able persons (MDAPs) of a household, selected by the household members, responded to the digital literacy section of the survey.

⁴⁷ Cf. CSO Mapping, p. 63. Unpublished EUD Document.

⁴⁸ <https://www.hrw.org/report/2020/10/29/i-sleep-my-own-deathbed/violence-against-women-and-girls-bangladesh-barriers>

violence, particularly the prevalence of rape and acid violence against women, remains a key challenge to ensure women's and girls' right to a life free from any form of violence in the country.

Another important challenge identified by interlocutors is the lack of updated and integrated data on the prevalence of GBV and VAW in its varied forms and expressions. According to some interlocutors, an integrated data system that is systematically updated and shared is strongly needed, and it would enhance and guide *de facto* implementation of the several existing legal and policy frameworks. Last survey on GBV in the country dates from 2015 and was conducted by the Bangladesh Bureau of Statistics (BSS) with financial and technical support from the UNFPA and the EU.⁴⁹

Another challenge identified by interlocutors is the gap between existing laws and policies and budget allocation for their implementation. Two interlocutors highlighted the fact that policies are often designed in silos, which in practical terms means that policy-makers responsible for their formulation work in isolation from policy implementers (including those working at the local level – Upazilas). Another important finding is the need for enhanced capacity building of public authorities in charge of data collection on GBV (including capacity-building of government officials working at the community level). The need for adequate tools and mechanisms to properly assess and analyse the data found on GBV was also expressed. Thirdly, the recommendation was made to support an integrated data system which upscales GBV data to the higher level in order to better inform policy decision-making, implementation. Interlocutors also stated the importance of including, in addition to sex disaggregated data, intersectional data, as this would ensure a more multidimensional (holistic) assessment of the root causes and impact of forms of violence (such as stigmatisation) affecting most disadvantage persons (such as women and men, boys and girls living with some form of disability, Minorities such as the Rohingyas, rural poor girls in remote zones who endure the impact of early marriage despite the fact that it is penalised by Law (cf. the Child Marriage Restraint Act, 2017 bill on 27 February 2017)).⁵⁰

As regards **domestic violence**, it remains the most pervasive form of **violence against women** in the country. Moreover, it is a form of violence that is largely hidden, socially condoned in many cases, and undocumented. As violence is often perpetrated at home, domestic violence has traditionally been considered to be a private issue and thus rarely discussed in public. Victims of domestic violence may also be reluctant to seek medical treatment by fear of stigma.⁵¹

Despite efforts by the government and non-governmental organisations to reduce the rate of child marriage in Bangladesh, it remains the highest in South Asia at 59 percent of girls getting married before the age of 18 (See Section 5 below).⁵²

⁴⁹ Cf. Bangladesh Bureau of Statistics, Statistics and Informatics Division, Ministry of Planning, Government of the People's Republic of Bangladesh, 2016. Report on Violence Against Women Survey 2015. Dhaka, Bangladesh; available at: Report on Violence Against Women (VAW) Survey 2015 (unwomen.org)

⁵⁰ Referring to the legislation on early marriage, one interlocutor highlighted that there is an important gap in the current Law which is detrimental to young girls and boys. The gap is in Article 17, which stipulates that "under special circumstances and with the consent of both the court and parents, girls under 18 and boys under 21 may be married with no penalties for those involved." For updated data on early marriage see Ferdous et al. 2019, at Oxfam-Bangladesh-Preventing-CEFM-Report.pdf (netdna-ssl.com)

⁵¹ GAPII Evaluation Report-Country Case Study Bangladesh.

⁵² USAID <https://www.usaid.gov/bangladesh/gender-equality-and-womens-empowerment>

5.2 Promoting sexual and reproductive health and rights

Sexual and Reproductive Health Rights (SRHR) are a high concern to the business community, especially in terms of **ensuring women's safe mobility and better SRHR at the workplace**. In many workplaces, women face the challenge of insufficient access to basic reproductive health services such as menstrual hygiene products. ELLA Alliance, a women's organisation working for women's safe workplace movement reported that Bangladesh's garment and textile sector alone are losing over 200 million workdays or over US\$ 1.4 billion every year by not ensuring women's safe menstrual hygiene practices.⁵³ It is noted that women remain absent 2-3 days on average at the factories during their heavy flow days, and the main reason is not having access to sanitary pads. In a similar way, lack of access to sanitary napkins is one of the reasons for girls dropping out of school. The study shows that over 41% of girls miss schooling just for not having sanitary napkins.⁵⁴ ELLA has been raising awareness about menstrual hygiene issues among the students through different adolescent girls' clubs across the country. UNICEF also shared the similar experience of raising awareness of SRHR issues. During an interview, they expressed that they were working to overcome the taboo surrounding menstruation, to change the stereotyping mindset and to empower girls on the fact that menstruation is a source of strength (self-empowerment), not a stigma.

Participating in a discussion with GCP expert, a third gender leader claimed they have over 200,000 hijra people in Bangladesh. Unfortunately, no official data is available in this context. The community remains socially excluded, living on the fringes of society, harassed by the police and abused by the public. Most make a living by singing and dancing at weddings or childbirth. Many have moved to begging and

Box 7: Main barriers against Hijras and consequences of the intersectional discrimination they endure

Barriers:

- They are not considered for health insurance.
- Problems also prevail in case of attaining security and legal services from law enforcement authorities.
- They are not considered for either formal or informal sector employment.

Consequences:

- deeply entrenched marginalisation and stigmatisation
- Unawareness of their human rights
- misinterpretation, incorrect information, religious condemnation, punitive laws and practices
- a sense of worthlessness. This in turn leads to negative health outcomes such as poor mental health, suicide inclination and greater vulnerability owing to lower self-esteem and higher risk-taking behaviour.

prostitution. Violence against Hijras, especially Hijra sex workers, is often brutal, and occurs in public spaces, police stations, prisons, and their homes. Hijra community is facing acute discrimination in health, housing, education and employment. The government of Bangladesh acknowledged the Hijra as third gender in 11th November 2013 by means of a circular. This recognition entailed securing their rights, enabling them to identify their gender as 'hijra' in all government documents, including passports, in addition to acknowledging their right to identify their gender as 'Hijra' when personal information needs to be furnished.⁵⁵ After eight years since the government's announcement, the third gender community is

⁵³ <https://www.thedailystar.net/star-weekend/the-womenby-the-women-1545304>

⁵⁴ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5541609/>

⁵⁵ Cf. 8FYP p. 837.

still waiting for a specific law to be enacted to cover their rights. As an example, a group of third gender people claimed they were denied a bank loan when they approached the Bank.

5.3 Promoting economic and social rights and empowering girls and women

Women's empowerment requires a holistic approach, as it covers social, political, economic and cultural aspects. The multidimensional nature of women's empowerment was highlighted by a majority of interlocutors who emphasised the importance of this approach, as focus has tended to be on the economic side of empowerment. Important as it is to ensure some level of livelihoods, economic empowerment is not sufficient to eradicate the structural inequalities affecting the real lives of diverse groups of women and girls on the ground, and especially not the lives of those who endure intersecting forms of discrimination and GBV (including harmful practices). Several interlocutors highlighted the importance of using a multidimensional approach to women's and girls' empowerment including the social and cultural dimension. This is all the more important since harmful practices and gender norms continue to impinge on women's lives and rights, and especially those who endure intersecting forms of discrimination. Interviewees also stressed the need to work on empowerment trajectories leading towards women's agency (i.e. enhancing women's and girls' power to influence unfair and discriminatory policies on the ground).

5.3.1 Strengthening the rights-based approach to women's empowerment

Issues related to women's empowerment and women's labour rights as a collective were raised by a women leader of trade unions in the garment industry. She stressed the connection between empowering women individually to access jobs in the labour markets and promoting women's labour rights as a collective, in accordance to ILO's decent work. She added that women workers in the garment sector are often penalised for using their right to organise, their right to bargain for better wages, the right to social protection, including services for women workers with children. She stressed that these are key elements of their collective empowerment. The woman leader emphasised the fact that the trade union movement space in Bangladesh continues to provide women workers with a platform to exercise their agency at the workplace. Women workers have achieved some success in achieving concrete socio-economic demands through trade unions despite challenges including social and legal barriers to labour organising and patriarchal dominance the sector. Enforcement of existing labour laws is a challenge to which the EUD will give priority through an EU approach called institutional labour enforcement perspective. This approach includes, for instance, freedom of association, fight against anti-Unions, power to bargain for workers, social protection.

During an interview with senior experts at the EUD political department, they corroborated commitment by the EUD to continue promoting women's labour rights, through direct dialogues/negotiations with the GoB, through the UN-ILO and Moreover, and, at the programmatic level, thorough the EU-TEI on Decent Work, which will strengthen collaboration at EU-MS level. They confirmed the fact that there is labour legislation which punishes discrimination but there are gaps in enforcement which result in discriminatory practices on the ground. For example, in the rice industry employers ask women workers to work for 12 hours a day. The EUD is currently discussing with the Ministry of Labour a National Action Plan on Labour Rights to support GoB's compliance with international labour standards (ILO). The EUD has also met with the Ministry of Labour to discuss the creation of a data base for workers. This is a first step to address the

needs of women and children. There is a Law protecting the rights of women who give birth and every employer is legally obliged to pay for 4-5 months' pay maternity leave. In part, this Law is not always implemented and many women workers are not aware of these rights.

5.3.2 Women's economic empowerment through trade and finance

Bangladesh ranks 141st in the economic participation index of the Global Gender Gap Report 2020. Data reviewed shows that 44.0% of adult women have reached at least a secondary level of education compared to 48.2% of their male counterparts.⁵⁶ **Achievements at the macro level are in contrast with the reality at the micro level.** Reliable data shows that important challenges remain in the area of women's economic empowerment, for example, in access to financial services and capital. A recent survey on gender-inclusive sourcing⁵⁷ for Bangladeshi women entrepreneurs by the We-Fi initiative for women-led SMEs in Bangladesh revealed an important gender gap in access to those services, as evidenced by the fact that 36% of women have a bank account compared to 65% of men. The survey also revealed that the process of applying for a business loan is perceived as complicated, with few lending institutions willing to offer the amount of financing at the terms and conditions sought by women-led SMEs. One major barrier is that financing options tend to fall into the microfinance range or are too large with prohibitive collateral, interest rates, or repayment terms. According to the same survey, women entrepreneurs believe that entrepreneurship is not a respected career path for women in Bangladesh and identified societal and familial pressures as the greatest barriers to start and develop their businesses. They also stated that having family members in the business world helps but societal disapproval of women entrepreneurs still posed significant challenges to their success.⁵⁸ During field phase, one leading figure in the business sector highlighted the untapped potential of women's entrepreneurship, stressing the transformative power women entrepreneurs have to change society and families, and the ripple effects their entrepreneurial activities for local economic development (cities, communities and local markets). Women entrepreneurs, she added, boost job creation and alleviate poverty.

Trade liberalisation has had positive effects on many women and men around the world, including in Bangladesh. Reliable evidence shows that in this country, the rise of the export-oriented garment industry, which, prior to the COVID 19 epidemic employed a workforce of 80 % women, has increased young girls' (aged five to nine) education and reduced the number of teenaged girls (aged 12 to 18) getting married.⁵⁹ These examples show that the positive impact of trade on women's lives is not only economic but also social and cultural. In the specific case of Bangladesh, women's participation in economic development (including trade and financial activities) has resulted in an increase in the level of emancipation and empowerment of many women and girls. Evidence was also found of the fact that despite the positive impacts of trade openness on women's lives, gender inequalities have persisted, including inequalities within groups of women with differentiated access to the economic benefits brought forth by trade liberalisation. The areas where inequalities are more evident are women's right to organise and bargain equitable wages, availability of SRHR services at the workplace (for example crèches that are operational and fully equipped), access to productive assets and financial resources (including access to finance).

⁵⁶ ADB (2017), Country Gender Profile

⁵⁷ Gender-inclusive sourcing is the procurement of goods and services from women-owned suppliers to realize costs savings, identify innovative solutions, and promote gender equality and women's economic empowerment. The survey was conducted by the Bangladesh chapter of the global We-Fi initiative for women small and medium-sized enterprises (WSMEs). This initiative is managed by the WB-IFC Corporation within the WB and WEC-Connect international. Survey available at https://www.ifc.org/wps/wcm/connect/b92dceff-02a3-4399-9712-d37a276d8f54/202101_Bangladesh_LearningBrief.pdf?MOD=AJPERES&CVID=nsHXPZL

⁵⁸ Closing the Digital gender gap, undated, at https://www.usaid.gov/sites/default/files/closing_the_digital_gender_gap.pdf

⁵⁹ Seiermann (2018), "Trade's Impact on Women is Multi-faceted; Trade Policy Should Be, Too - Centre for International Governance Innovation," (cigionline.org); at: <https://www.cigionline.org/articles/trades-impact-women-multi-faceted-trade-policy-should-be-too/>

During interviews with interlocutors active in the trade and finance sector, several stated that there are still important barriers preventing women from fully participating in trade-related activities and, in particular, in trade policymaking. Some of the barriers mentioned were: i) lack of technical knowledge, for example on trade facilitation; ii) lack of information/knowledge on how to tap into export-oriented trade activities; and how to comply with trade-related rules and regulations; iii) unequal access to finance and trade related services; iv) lack of skills in ICT; v) restricted mobility, which makes access to digitalisation all the more crucial for women's economic and social empowerment through trade, including e-commerce. Interlocutors from Bangladesh Foreign Trade Institute (BFTI)⁶⁰ explained the government's response has included women's empowerment through trade, including promotion of women SMES and women entrepreneurs' access to digitalisation. They added that digitalisation is of crucial importance for rural women wishing to engage in trade activities or who are already engaged in entrepreneurship in rural areas. Rural women entrepreneurs will soon be actively trading through an e-commerce platform set up in the framework of the 'Totho Apa' Project. Under the leadership of the Ministry of Women and Children Affairs (MOWCA), this project will seek to empower women through using information and communication technology solutions. Under this project, the BFTI is going to launch an e-commerce marketplace named "Laalsobuj.com" that aims to sell products made by rural women of Bangladesh. More recently (April 2021), the BFTI submitted a new project proposal to the US Embassy, namely "Capacity building program for overcoming the trade barriers of women-led SMEs in Bangladesh." The project was submitted within the broader thematic area of inclusive economic growth and prosperity. The Team were informed by BFTI that at present, the proposal is under evaluation process.

The multidimensional nature of empowerment was highlighted by CSO interlocutors and women leaders, who stressed the importance of promoting gender, age and diversity in entrepreneurship, including rural and urban women of different ages and origins (ethnic, socioeconomic) and sexual orientation (including LGBTIQ persons). In an interview with an interlocutor from CRIHAP,⁶¹ a foundation protecting and promoting the rights of artisans (crafts persons), he highlighted the need to apply the lifecycle and diversity approach to gender equality and economic empowerment. The issue was also raised on promoting the transfer of knowledge from elderly entrepreneurs to young entrepreneurs, so that traditional know-how passed on through generations is not lost and can be used in new entrepreneurship models that tap into the country's intangible patrimony.

5.4 Promoting equal participation and leadership

At the macro-policy level, in the area of women's political empowerment, the country scores 7, the highest score in the region. This does not mean that the gender gap has been bridged. On the contrary, if one considers the current sex ratio in Bangladesh (with a male population of 50.6% and a female population of 49.4%), one can see that women still occupy 1 out of 10 leadership roles, and their income amounts to 40% of men's (Global Gender Inequality Index 2020).

Data shows that in Bangladesh, few women occupy real leadership roles (USAID 2019). Some progress has been seen in the area of political leadership at national level, but **extant data shows that** parity standards, as defined by the Interparliamentary Union (IPU) have not yet been met. Even though there

⁶⁰ https://bfti.org.bd/?page_id=292

⁶¹ International Training Center for Intangible Cultural Heritage in the Asia-Pacific Region under the auspices of UNESCO (CRIHAP). <http://en.crihap.cn/>

are constitutional provisions for reserved seats for women representatives in Parliament, in Bangladesh, only 24.5% of parliamentary seats are held by women. However, accessing leadership at higher levels of economic and finance (including macroeconomic decision-making positions) remains a challenge. As a notable female entrepreneur and former official decision-maker noted, in Bangladesh women tend to be associated with the micro-level, and their ascent to positions of economic power and leadership tend to be inherited from families: the more powerful the family, the easier the pathways towards economic leaders (in particular in relation to being the owner of an enterprise).

In the area of women's participation and representation in Union Parishads, data shows that it is also affected by social and gender norms:

In Union Parishads many women representatives face harassment from their male counterparts. Most male members are uneducated and lack experience or knowledge of acceptable behaviour towards women counterparts. Social barriers exist, such as considering politics to be a male domain, not for women. People are often reluctant to accept a woman as a representative and question their participation in elections. According to him these barriers are a reflection of our patriarchal attitudes (BIGD 2016).

Other barriers affecting women's access to political leadership relate to costs, as women are often unable to bear election costs, and depend on husbands and family members for support. Moreover, local people and the local area are more open to male than female candidates, and there is confidence in women's potential for winning elections. The women who run and seek re-election in the general seats are those with family and/or political support and have their own financial means. Another important barrier is the fact that women do not have enough information about their entitlements, including their right to allocations for political elections. *Women members elected for the first-time lack confidence, relevant council experience and basic knowledge and skills in council work. Similarly, they lack sufficient understanding on how to represent women's interests. They also lack advocacy skills to promote women-specific issues. As a result of all this, they are not able to make effective alliances, networks and linkages within and outside councils with other stakeholders (BIGD 2016, p.26).* Some recommendations put forward by the BIGD study are: i) increased number of seats reserved for women; ii) support actors working to create the conditions for women's effective [participation and leadership in UP councils. The study argues that while laws and institutions can create conditions for representation, political parties, civil society organization, women's organizations and NGOs have an important role to play in creating the conditions for effective participation (p. 26).

During the stakeholders' workshop, the link between women's leadership and gender role models was emphasised. Stakeholders referred to the fact that due to cultural norms and patriarchal views, being vocal and proactive is not socially valued as a positive feature for girls. For this reason, girls are not incentivised to learn how to be leaders and how to become proactive at their own level and especially in public life. The role played by education and teachers' attitude in terms of encouraging and empowering girls emerged as an important factor bring about a transformative change than can be positive for women and girls' access to participation and leadership.

Based on empirical data collected through desk research and interviews, there seems to be a great potential for continuing support to the development and strengthening of women's power for social and economic leadership at the grassroots level. In particular, there is momentum for supporting women leaders advocating for women's labour rights, women's organisations working to eradicate GBV in private and public spaces, including sexual harassment at the workplace; women leaders mobilising and engaging others in changing social and gender norms in their own communities.

A recommendation here is that the EUD enhances support to women's leadership across social, economic groups through an intersectional approach that includes support to women to access higher levels of decision making (in political economic life) and also specific support to those women leaders working at the grassroots level, and who represent most socially disadvantaged groups. It would be important for EUD and the donor community to balance social inequalities and power asymmetries existing between women from different social classes and backgrounds. Referring to these power asymmetries, an interlocutor stated it as the contrast between "the haves and the have-nots'."

Impact of COVID on women's unpaid care work – undoing women's potential for leadership

Recent data published by UN Women demonstrates that the average number of hours spent on unpaid domestic and care work in a week disaggregated by sex in Bangladesh is 24 hours for women and 7 hours for men. As a result of lockdown and social distancing, women have endured an increased burden of unpaid care work and household chores. The Survey suggests that there has been little to no shift in re-distribution of domestic work as a result of the confinement. The situation has been worsened by schools closing during the lockdown, with women having to assume the lion's share of caring for children and the family. According to the Survey, women's household chores have increased, and the survey conducted the most time-consuming work for them in COVID 19 times has been cleaning, cooking, whereas men expressed that shopping for the family is their most time-consuming task. Female headed households and single mothers (identified through as unmarried/widowed/divorced female living in households with children) are particularly sensitive to the burden of unpaid domestic work (UN WOMEN 2020). Clearly, the COVID 19 pandemic is having a negative impact on women's progress towards economic and social agency and their capacities to develop leadership skills to be able to influence policies and practices that have a direct impact in their lives and the full enjoyment of their fundamental human rights (economic, social and political).

5.5 Integrating the women, peace and security agenda

As part of its efforts to transpose at national level the UN Security Council Resolutions on Women's Peace and Security, Bangladesh launched its four-year National Action Plan (NAP) in 2019.⁶² The NAP-WPS aims to expand women's roles in peacekeeping, peacebuilding, disaster management, and preventing violent extremism. The NAP was developed by the Ministry of Foreign Affairs through a participatory approach that included civil society organisations, district-level consultations with grassroots women's organisations. UN Women provided technical support to the development process of the NAP and the voices of grassroots women were scaled up to the national level by the Bangladesh Nari Progati Sangha (BNPS).

Bangladesh's NAP includes preventing violence against women and children; human trafficking; development; and disaster management. It also provides an overview of Bangladesh's WPS-related legal and political actions as well as a discussion of women's experiences and needs related to the WPS Agenda. The NAP-WPS for Bangladesh identifies nine overall objectives, clustered under the thematic areas of the WPS, which focus on prevention, participation and protection, relief and recovery. The NAP

⁶² The NAP on WPS 2019-2022 can be downloaded from: http://1325naps.peacewomen.org/wp-content/uploads/2021/04/NAP-WPS-Bangladesh-2019_2022-1.pdf

highlights analysis of the root-causes of violence during conflict, and gender-responsive conflict monitoring as key to conflict prevention. Importantly, and despite the fact that it contains a detailed implementation matrix, the NAP did not include an allocated budget.

Women, Peace and Security in times of COVID19

The COVID 19 pandemic has intensified the policy and political relevance of moving forward in implementation of the Bangladesh NAP-WPS 2019-2022. As several high-level policy actors have recently outlined during an online WPS event in Bangladesh, during the COVID-19 pandemic women have been disproportionately affected and harmed, whether as frontline workers, health workers, field workers, or at home with the increased care burdens and greater vulnerability in terms of their health, safety, and security. Other threats imposing on women's rights to human security and safety are online bullying, misogyny, and hate speech. These are on the rise as work continues to be shifted to the online sphere. In short, the pandemic is affecting women's ability to support and build resilient, peaceful, and inclusive societies. This highlights the issue of considering if in post-pandemic times recovery, which is part of protection, the third WPS pillar, should be dealt with separately.⁶³ The recommendations emerging from this important WPS event are worth mentioning, especially as some of them would permit to fill in some of the most important gaps highlighted during the event, namely: lack of budget allocated to implementation of NAP; gender and intersectionally disaggregated data, emerging forms of GBV due to increased online work; awareness raising campaigning to improve women's access to participation and decision-making in policy-making, implementation and impact assessment:

Box 8: Recommendations at national level:

- Allocate and adequate budget for implementation of the NAPs WPS and ensure setting up mechanisms for proper monitoring and accountability (a Roadmap)
- Ensure meaning inclusion, participation and representations of women in peace building efforts and conflict resolution/mediation
- Create a platform to enable regular consultation between CSOs, women's organisations and the GoB for implementing the NAP WPS
- Launch awareness campaigns to overcome obstacles in the way of women's access to decision making
- Make education policy and curriculum more sensitive to gender equality from early age and remove gender insensitive content from textbooks

Adapted from interviews and: <https://www.thedailystar.net/round-tables/news/bangladeshs-national-action-plan-women-peace-and-security-2069253>

5.6 Climate change and environment and Digitalisation

5.6.1 Climate change and environment

⁶³ Cf. recent online discussion organised jointly by Bangladesh Nari Progati Sangha (BNPS) and the Daily Star, with the support of UN Women, "Bangladesh's National Action Plan on Women, Peace and Security" on March 18, 2021, available at:

Globally, climate change is forcing a rapid transition from fossil fuel-based technology to renewable ones. Like all countries, Bangladesh is faced with the challenge of cutting CO2 emissions, which is at the heart of climate change hazards.

In their struggle to ensure sustainable livelihoods for themselves and their families, women and youth in Bangladesh are turning climate change related risks into opportunities. Women's roles in initiating many innovative community-based adaptation initiatives (CBA) and examples of innovative initiatives both in circular economy and digital economy created by marginalised women came up during discussions with key interlocutors. For example, an expert working with Bangladesh Craft Council shared the experiences of artisans in rural and remote areas of the country who have been producing handicrafts through recycling and reuse of scraps. He also explained that rural women in Bangladesh are reusing old fabrics to make '*nakshikatha*' (quilt). Women are also recycling thrown away plastic bottles to build houses, hence contributing to the circularity. These initiatives deserve to be mapped out and upscaled to higher levels of local development strategies and policies.

Climate change is not gender neutral. Women are seen to be more vulnerable during the climate change. Floods and cyclones damage livestock (i.e., cows, goats, and buffaloes), poultry (i.e., chickens, ducks), fisheries, trees, crops (i.e., rice, wheat, nuts, chilies, and lentils), seeds and animal fodder. Productive tools such as ploughs and nets are also washed or blown away. Increase of salinity after a cyclone and the difficulty in ploughing wet soil after flooding decreases soil productivity. Sand deposition as result of flood and river erosion affects production of crops such as nuts. During and after weather disasters, the lack of fodder for livestock and poultry results in reduced milk and meat production. However, the impacts of floods and cyclones on the livelihoods of women specifically include loss of housing and homestead; crop production loss; livestock death; loss in productivity; supply shortage and price of inputs; loss of income, savings and employment (IUCN).⁶⁴

Bangladesh is well known for its experience with community-based adaptation (CBA) to climate change and disaster risk management, which aims to reduce human vulnerability and build resilient communities.⁶⁵ During a discussion with communities in different remote areas, GCP team member came across some adaptation and mitigation related cases. One grassroots leader, a field level coordinator of Eco-friendly Low-cost Liquid Absorbent (ELLA) Recycling Cluster, explained that they are working on a zero-waste model of production in a remote area, where over 100 women micro entrepreneurs are making different types of recycled products, including home textile items, personal hygiene items, cloth masks, and school bags for underprivileged children. The women-owned recycling cluster has been reusing and recycling the textile scraps.⁶⁶ The issue was echoed while discussed with the SME Foundation and Bangladesh Small and Cottage Industries Corporation (BSCIC) of the Ministry of Industries. They also mentioned that the National SME Policy 2019 highlights the recycling of waste of large industries by smaller ones. Dutch-Bangla Chamber of Commerce and Industries (DBCCI), a member of ELLA Alliance, also emphasized to scale up and disseminate the zero-waste initiative and inclusive business models of women-led SMEs.

⁶⁴ <https://www.iucn.org/sites/dev/files/import/downloads/gender.pdf>

⁶⁵ <https://www.iucn.org/sites/dev/files/import/downloads/gender.pdf>

⁶⁶ <https://www.footprintmag.net/reverse-journey-of-a-pad-from-scraps-to-underwear/>

Box 9: Gender and the Environment in Bangladesh legislation

Since the Beijing Declaration in 1995, where women and environment were identified as one of the critical areas of the global development agenda, Bangladesh has been regularly reporting to UN CSW. Additionally, the 15th amendment of the constitution of Bangladesh includes environmental issues, namely that 'the State shall endeavor to protect and improve the environment and to preserve and safeguard the natural resources, biodiversity, wetlands, ... for the present and future citizens'. Unfortunately, women's contribution is overlooked in the amendment.

To respond to the needs of women and climate change, the national Climate Change and Gender Action Plan for Bangladesh has been developed in line with Bangladesh Climate Change Strategy and Action Plan (BCCSAP).⁶⁷

A gender policy was drafted by the Department of Environment but is limited to internal operation only.⁶⁸ The Eighth Five Year Plan highlights gender-responsive climate change programmes and projects, but it mostly focuses on project-based issues to address the basic needs of women and girls instead of developing gender responsive institutions. The upcoming national policy for advancement of women should have special focus on gender responsive climate change policies and create an enabling environment so that the best practices of gender responsive climate change programmes are reflected in the national policy instruments.

Concerning women's roles in decision-making processes in climate change, participation and representation remains pervasively low. Some interlocutors claimed to have consulted with women groups before undertaking climate change related policies. But in reality, women's needs and interests are not properly reflected, as stated by gender and climate change experts. To make the country's climate change related policy more inclusive, the participation of grassroots women, who have already developed best practices in addressing climate change, should be ensured.

A key recommendation is that the upcoming national policy for the advancement of women includes concrete recommendations on gender and intersectionally sensitive climate change policy measures and activities. It is equally important that these measures and activities include a specific budget allocation, to ensure effective implementation on the ground. To ensure meaningful participation by diverse groups of women and youth during implementation, it is recommended that the EUD supports the creation of a CSOs climate change observatory to monitor and assess progress towards equitable implementation, including systematisation of good practices in to adapt to and mitigate the impact of climate change and environmental hazards on their lives and livelihoods.

5.6.2 Digitalisation

In addition to climate change, digitalisation is radically transforming the world of work in Bangladesh. Growing automation, adoption of artificial intelligence, internet of things and robotics have been integrated into everyday life and workplaces.

⁶⁷ <http://nda.erd.gov.bd/en/c/publication/bangladesh-climate-change-strategy-action-plan-bccsap-2009>

⁶⁸

http://doe.portal.gov.bd/sites/default/files/files/doe.portal.gov.bd/notices/2b7595f0_a753_4f82_9029_0916e126b9b2/Gender%20Policy%20of%20DoE_Draft.pdf

It is a well-known fact that digitalisation is taking many jobs and creating many new ones as well. In Bangladesh, digitalisation has had positive and negative impacts on women's empowerment and gender equality. The digitalisation triggered by the Fourth Industrial Revolution has also led to many women losing their jobs, and their capacity to ensure sustainable livelihoods, a key element of poverty eradication. For example, in the textile and garment sector women's participation has decreased as a result of automation, among others. Earlier, women represented over 80% of workers in the garment and textile sector; recent figures show an important decrease (58.3 as reported recently).

In an interview with a Trade union leader, she emphasised the need to upskill women's competencies to leverage the opportunities brought forth by digitalisation by women, instead of assuming women as solely victims of the transition. Alternatively, 'digital economy' can provide women with a means of earning a living, even if they are otherwise excluded from the traditional labour markets. This is especially true for a large number of women workers in Bangladesh, where cultural bias, mobility restrictions, security, and time limitations often prevent women from participating in the workforce on equal terms with men. The key benefit of the digital economy is that it allows and encourages remote working, where gender may not matter as much as in the physical economy.

5.6.3 Barriers to women's access to the digital world

In Bangladesh, as in other parts of the world, there are important barriers for women's participation in governance in general, and in digital governance in particular. Barriers such as cost, network coverage, security and harassment, trust and technical literacy explain the fact that women in developing countries are nearly 25% less likely to be online than men, a fact which during the COVID-19 pandemic has considerably hampered their ability to fully engage in online economic activities (financial and commercial), in online social relations and online relations with their respective communities.

There is reliable evidence showing the link between closing the digital gender gap and empowering women and girls to actively participate in governance as civil society members and as leaders. From promoting citizen advocacy to providing access to important useful information and services, technology can be a powerful tool for strengthening democratic processes, including stronger Rule of Law, *de facto* implementation of existing mechanisms to combat GBV against women and girls, and boys in all their diversity and equal access to justice for all of them.

5.6.4 Current trends in Bangladesh

- 75% of women and caretakers in Bangladesh have stated that they can better improve the health of mothers and babies thanks to text messages.⁶⁹
- 48% of women business owners report difficulty in establishing e-connections to corporate buyers.

During the field phase, a number of women leaders expressed their concern that women entrepreneurs were not knowledgeable in new technologies and that they were having problems to develop the capacities required to respond to the growing technological trends brought forth by digitalisation. Because of social discrimination and stereotyping attitudes towards women in technology, the existing digitalisation

⁶⁹ Closing the Digital gender gap, undated, at https://www.usaid.gov/sites/default/files/closing_the_digital_gender_gap.pdf

programs in Bangladesh are not appealing to women entrepreneurs. Moreover, women's needs and interests are hardly considered in designing the technical training curricula. To reduce the gender gap in digitalisation, one interviewee from the private sector explained that women need to have equal access to digital technology. So far they have had less access than men and hence women need to be upskilled to take the opportunity of digital economy.

The government has responded to the need to mainstream gender equality in digitalisation and is heading with a vision of equal employment for women in ICT by 2030 matching with SDG target 8.5. The government has also taken the initiative to develop women freelancers in realising this vision, as was highlighted during the discussion with the Department of Women Affairs. The Ministry of Women and Children Affairs (MOWCA) has launched a freelancing portal (womenfreelancer.gov.bd) exclusively for women. This portal offers services that are relevant to women free-lancers, but it needs to be effectively functional.

It is recommended to include women and gender issues in digital policies. To make the current digital programme more inclusive, women's participation is critical. Women coming in business need to be oriented to benefit of digital economy instead of being "victims" of digitalization.

6 CROSSCUTTING ISSUES

6.1 Gender roles, social norms and harmful practices

In Bangladesh, as in all countries and regions of the world, gender and intersecting forms of discrimination (based on age, geographical origins and ethnicity, to name but a few) are deeply rooted in social norms and sociocultural factors. These have historically hampered women's agency in social, economic and political life and, in many cases, condoned or tolerated multiple forms of discrimination affecting women and girls, boys and men, particularly those from the most socially disadvantaged groups and communities. Reliable evidence suggests that in the country there is a "gender wall comprised of institutional, historical, socio-economic and cultural factors," and that this "glass wall" continues to hamper Bangladeshi women's full participation in formal politics at both national and local levels. It has to be acknowledged that progress has been made in certain areas, since Bangladesh now operates a policy of affirmative action through reserved seats for female politicians.⁷⁰ However, as research shows, **a relevant challenge ahead is whether affirmative action can be linked to other practical approaches to counteract *de facto* gender discrimination affecting the lives, rights and livelihoods women and youth in all their diversity.** As two interlocutors emphasised during the inception phase, even though progress has been made in terms of women's participation in public life, including access to the lower levels of government and to the '*fatwa*' religious mediation system. Despite progress, discriminatory social norms in rural Bangladesh pervade and continue affect women and girls negatively, especially in terms of access to decision-making and gender-based violence in the private and public sphere (which has increased during the COVID 19 crisis). A third interlocutor stated that social norms also affect women in coastal areas of

⁷⁰ Fardaus Ara, Jeremy Northcote (2020), Women's Participation in Bangladesh Politics, The Gender Wall and Quotas.

Bangladesh, increasing the “unpaid care burden, such as fetching water and reducing their time for income generating activities, such as entrepreneurship.

As noted earlier, some of the social norms also hamper women’s access to economic assets and resources. Women are generally denied their property rights and hence fail to get access to the financial institutions needed to sustain their livelihoods, and even get their business entity registered. Public and marketplaces are highly segmented across gender, social class and age, and women are not expected to sell their products in the traditional marketplaces or do bargain with the men. Social customs make it difficult for women to manage their menstrual hygiene needs. There is hardly available of separate toilet for women in the marketplace, particularly in rural marketplaces. Buying menstrual hygiene related items from the shops is; moreover, shops are male dominated, and it is considered shameful for women to buy from male dominated shops. Pads are regarded as medicine, and not as essential items; let alone connected to women’s sexual and reproductive rights (SRHR). During the menstrual periods women are hardly allowed in religious places and they are considered ‘untouched’ and dirty to serve foods during their periods. There is a provision from the government to keep spaces for women entrepreneurs in making new markets in rural areas. The ADB report 2010 on gender assessment mentioned that “the construction and upgrading of rural markets has included women’s market sections consisting of shops allocated to women, grouped together to provide safety and solidarity.”

6.2 Traditional law and customs

Traditional customs, stereotyping attitudes, and gender-blind practices are dominating over the existing gender equality related laws and policy frameworks in Bangladesh. Laws attempting to eradicate violence against women and girls and GBV over the years are not properly functioning or even getting amended timely. Similarly, laws against child Marriage are hardly followed in rural Bangladesh causing huge social problems. Wife battering is acute and over 80% women getting physically or mentally abused. These harmful cultural and traditional practices successfully bypass the national and international scrutiny because they are justified in the name of 'tolerance' and 'respect' towards culture. The harmful traditional and cultural practices include among others: honour killings, discriminatory marriage practices, son preference, widowhood rituals. Traditionally, women (the victim) rather than male perpetrators of GBA are blamed for the violence that they endure.

6.2.1 Child marriage

Girl/child marriage is an acute problem in Bangladesh. Despite the fact that it has been outlawed, more than half the girls are married before their 18th birthday. This fact is corroborated by official data. According to the 8th Five Year Plan, 51% of women aged 20-24 married before age 18 in year 2019, as compared to 65% in 2011 (BBS/MoP 2020). The practice of child marriage reflects deep-rooted norms which normalise the unequal status of girls in a society where women are often perceived as of being of lesser social worth than men. As a result, girls marrying before 18 are more likely to experience domestic violence. Moreover, girls are often considered a burden especially for poor households, where they are at risk of marriage at an early age and where practice of dowries though illegal continues. Several EU projects have been addressing the issue, but it is feared that the COVID 19 pandemic may have worsened the situation, with resulting increases in child marriage, especially amongst most socially disadvantaged households. These concerns were collected through interviews from key interlocutors working with communities, including those in hard-to-reach areas and marginalised urban areas. They also expressed

that many times official statistics do not include occurrences of child marriage in the most remote areas. The difficulty of gathering data on COVID19 impact as regards child marriage was also highlighted by GoB officials who stated that **support is needed to document cases at local level, in addition to support (through capacity building) on how to collect the data and how to enhance coordination to integrate the data collected into an integrated data system.**

Recent data shows that COVID 19 is increasing the likelihood of child marriage, and over the next decade, up to 10 million more girls will be at risk of becoming child brides as a result of the pandemic. The COVID 19 pandemic is seriously affecting the everyday lives of girls, in terms of their physical and mental health, their schooling and further access to education and TVET, not to mention the economic situation of their families, which on many cases leads parents to opting for child marriage as a way out to poverty and hunger. In addition to this, school closures have ended girls access to schooling, and it is well known that education is a protective factor against child marriage. School closures during the COVID-19 may push girls towards marriage. Additionally, the disruption of reproductive health services may have a direct impact on teenage pregnancy and subsequently on marriage (UNICEF March 2021).

Key international development organisations have made concrete proposals to counter the impact of the pandemic on child marriage. Some of the recommendations by UNICEF and WHO are⁷¹:

1. enacting comprehensive social protection measures, safeguarding every child's access to education and creating a protective legal and policy framework;
2. guaranteeing that sexual and reproductive health (SRH) care and social services for girls are funded and available;
3. implement distance learning for girls and boys affected by school closures;
4. Implementing telemedicine to deliver home-based care and integrate SRHR into other COVID-19 mitigation actions such as immunisation and food delivery programmes;
5. provide economic relief for the poorest households who are most affected by stay-at-home orders through one-off or regular cash payments to offset loss of daily earnings.

6.3 Implementing the principle of non-discrimination

An important challenge affecting the realisation of an equitable and sustainable development agenda in Bangladesh is implementation of the principle of non-discrimination. Interlocutors working with persons enduring intersecting forms of discrimination raised the importance of pushing for implementation of anti-discrimination measures, in parallel to gender-responsive laws and policies. This is important in order to move towards a development agenda that is genuinely based on the right to a life free from any form of discrimination for each and every person (be it gender and/or intersectionally-based). Interviewed interlocutors highlighted the distinctive plight and struggles of persons living with some form of disability: Rohingyas being discriminated due to their ethnicity, Hijras bearing the plight of not belonging to the binary-defined female/male gender identities, Dalits⁷²

⁷¹ See "COVID-19: A threat to progress against child marriage - UNICEF DATA, available at:

<https://data.unicef.org/resources/covid-19-a-threat-to-progress-against-child-marriage/>

See "COVID-19 and child marriage: A year on - Girls Not Brides," available at:

<https://www.girlsnotbrides.org/learning-resources/resource-centre/covid-19-and-child-early-and-forced-marriage-an-agenda-for-action/>

⁷² The caste-based system persists despite Bangladesh's constitutional prohibition of discrimination based on caste (article 27 and 28 establish principles of equality for all citizens). *Shah Tazrian Ashrafi (2020)*

enduring caste-based discrimination, in addition to other social groups enduring intersecting forms of discrimination (for ex. poor artisans, domestic workers, migrant and women factory workers enduring labour exploitation, persons living with some form of disability) .

The recommendation for the EUD is to systematically apply the intersectional approach to gender equality in its overall work, including programming, project portfolio, policy/political dialogue and work by the TEIs. This will not only ensure alignment with the GAPIII but also with the SDG call to really leave no one behind.

7 ENTRY POINTS AND RECOMMENDATIONS FOR EUD SUPPORT AND DIALOGUE IN THE CONTEXT OF GAP III

On the whole, the qualitative and quantitative data collected from a wide mix of sources and research methods corroborates two important facts. Firstly, Bangladesh has made significant progress in moving towards gender responsiveness at the macro level also at the meso and micro level in key areas of the GAP III and some of the areas of the MIP 2021-2025.

Along with achievements, important challenges remain at these three levels, and in particular at the level of consolidating more gender equality-driven institutions, enhanced awareness on the relationship between gender equality and economic and social stability; and enhanced capacity of public institutions and officials to implement existing policies and frameworks. In a similar way, the impacts of COVID-19 should be seriously considered when assessing progress towards equitable outcomes, and measures to counter the social and economic crisis are urgently needed, especially since those who have been most disproportionately affected are women and men, boys and girls from already disadvantaged groups before the pandemic hit the country and the world.

One key finding that should be considered in all thematic areas and development sectors is the pervasiveness of social and gender norms which produce and perpetuate beliefs, prejudice and bias that negatively affect women's and girls' advancement and autonomy. These discriminatory social and gender norms permeate all aspects of economic, social and political life and may be transferred into emerging areas of development, such as digitalisation, green growth, energy efficiency and circular economy, to name but a few. Joint and concerted action is needed to stop the transfer of inequalities into new development areas and to ensure that post-COVID 19 recovery will be genuinely inclusive of women and men in all their diversity.

The findings and recommendations below have been clustered according to the key thematic areas of engagement of the EU Gender Action Plan (GAP III). Where relevant, linkages with key priority areas of the EUD MIP 2021-2027 have been established. Importantly, these findings were presented, validated and enriched during an online multi-stakeholder's workshop organised by the EUD in Bangladesh (July 13th).

7.1 General entry points, opportunities related to the EUD institutional gender mainstreaming (GAPIII Part I)

Entry point 1: there is an enabling policy environment for the EUD to increase its gender mainstreaming work in all its actions, interventions and dialogues (in line with GAP III Institutional and strategic objective 1 and 11).

This presents opportunities for EUD's engagement in:

Political Support

High-level EUD leadership encourages and supports EUD progress towards increased GEWE mainstreaming in its overall work (GAP III institutional objective). This, in view of meeting the GAP III target of 85 % of new actions that are gender responsive, as required by GAP III). (links with GAPIII, Obj.1.1.).

Operational support

1. The EUD earmarks funding for capacity-building of staff's competences in designing actions that mainstream GEWE and women's rights from an intersectional perspective in all MIP priority areas and sectors and GAP III, and in accordance with OECD G-marker 1 (G1);
2. The EUD implements one stand-alone gender-targeted action (G2) during the period of 2021- 2025, in accordance with the OECD G-marker 2.
3. iii) The EUD strengthens expertise of its GFP and considers creating a pool of thematic gender and intersectionality advisors in key EUD thematic areas (MIP and GAP III). This is in line with GAP III Institutional and strategic objective 11.
4. The EUD develops a mechanism for staff's performance on mainstreaming gender equality by including reference to it in job-descriptions. This is in line with GAP III Institutional and strategic objective 11.
5. The EUD allocates funds to ensure capacity-building of EUD staff for GEWE mainstreaming in their overall work, including their thematic areas (programming, monitoring and reporting (log frame), gender sensitive assessment at outcome and impact level; gender-responsive budget analysis).
6. The EUD Commissions a robust gender and intersectional analysis of at least two of the MIPs key sub-themes, for example the energy sector (with special emphasis on energy efficiency and affordability), and decent work. The findings could be used for improving GEWE and WR mainstreaming in the EUD's overall work including policy/political dialogue. This would be in line with GAP III strategic objective 5.2. "conduct or update sector specific gender analysis for the priority areas under the programming cycle 2021-2027."

Policy/Political Dialogue

- Gender equality, women empowerment and women's rights issues from an intersectional perspective are systematically incorporated in meetings/agendas of sector-related policy dialogues (high-level, LCG-Wage, CSOs level, private sector level, among others). This would be in line with GAP III objective to engage in dialogue on GEWE with governments and national gender equality mechanisms, parliaments, other key institutional actors, local authorities (target at least one high-level dialogue per year).
- Policy dialogue, followed by joint action with EU-MS on key thematic areas is reinforced and properly monitored/reported (for ex. decent labour, climate change adaptation and mitigation, access to justice, GBV, digitalisation).

Entry point 2: There is a solid package of policy and legal frameworks promoting GEWE in the country, but there are important gaps in implementation and resource allocation.

This presents opportunities for the EUD:

Political Support

In joint collaboration with the EU MS and the LCG-WAGE group, the EUD can intensify its advocacy work with the GoB for improved GEWE policy implementation and law enforcement.

The EUD can also more strongly advocate for adequate resource allocation for implementation and enforcement.

Operational support through:

- Capacity-building for authorities to enhance their skills for policy implementation, monitoring, reporting and assessment of outcomes in the field of GE, WE and WRs across development sectors and thematic areas.
- Mobilising resources/funding for women's rights organisations and CSOs/NGOs to enhance their advocacy work/influence for policy implementation and gender-responsive budgeting (local and national). This would be in line with GAP III objective 1.4: Ensure funding to women's rights organisations and movements to contribute to gender equality).

Entry point 3: insufficient availability of disaggregated data (gender and intersectional) across development sectors/thematic areas

This presents opportunities for the EUD:

Political Support:

In joint collaboration with the EU MS and the LCG-WAGE group, the EUD can intensify its advocacy work with the GoB for improved availability of gender and intersectionally disaggregated data and for the development of an integrated data system on GEWE, including GBV.

Operational support through:

- Capacity-building for authorities to enhance their skills for gender intersectional data collection and analysis in the field of GE, WE and WRs across development sectors and thematic areas.
- Mobilising resources/funding for women's rights organisations and CSOs/NGOs to enhance their skills for data collection and analysis, and for using this data in their own advocacy activities and programming (including monitoring & reporting on results to the EUD). This would be in line with GAP III strategic objective 4.1. "Ensure gender-specific or sex- disaggregated indicators are part of the monitoring and evaluation system of EU- funded actions."
- Request gender and intersectional analysis/baselines from implementing partners as from design phase and allocate resources for this. This would be in line with GAP III request to design/implement G1 Actions (Part I, Obj. 1; action 1.1.).

7.2. Ways forward-recommendations for EUD action in GAP III thematic areas of engagement (GAPIII-Part II)

7.2.1 Ensuring freedom from all forms of gender-based violence

Achievements/Progress at country level	Challenges that can be taken as opportunity for gender mainstreaming and GEWE by the EUD	Recommendations (ways forward)	Priority areas of the MIP 2021-2027
Robust gender-equality policy frameworks are in place (ex. Laws related to GBV and VAWG; laws related to equal access to justice)	<ul style="list-style-type: none"> -Gaps in implementation (low levels) of existing legal and policy frameworks. -Opportunity for EUD to engage with GoB on how to bridge the gap between policy/law design/formulation and implementation/enforcement on the ground. -Policy and legal frameworks are not accompanied by sufficient budget allocation. -Gov. officials not trained, or aware of existing laws and frameworks. 	<ul style="list-style-type: none"> -Use policy dialogues (including high-level) and working meetings to reinforce support to GoB's efforts towards revision of laws needing to be updated and implementation/enforcement of existing laws (useful for political support and policy dialogue) (In line with GAP III Part I-Area #1/Specific objective 1). - Engage in systematic joint-donor advocacy work for gender-budgeting allocation for implementation of existing GBV laws and policies. -Encourage implementing partners working on GBV (including CSOs, WROs, and individual influencers) to gather sex and intersectionally disaggregated data (for ex. gender, age, income status, disability) (In line with GAP III-Part I-Area #1/Specific objective 8). -Support CSOs and women's organisations (including feminist think tanks and the media) working on tackling GBV/VAWG. (In line with GAP III -Part II-Area#1/Specific objective 7). - GBV (including Sexual GBV) in situations of humanitarian crisis/(post)conflict needs to be included in EUD's policy dialogues, political support. (In line with GAP III-Part II-Area#5/Specific objectives 4,5,6,). 	<p>Priority Area 3: Inclusive Governance, Specific objective 1/ Expected results A) & C)</p> <p>Area 3: Specific objective 2 Expected results B) and C)</p> <p>No MIP Specific Area; Relevant to gender in Migration; Crosscutting issues in New Programming.</p>

7.2.2 Promoting sexual and reproductive health and rights

Achievements/Progress at country level	Challenges that can be taken as opportunity for making progress on gender mainstreaming and GEWE by the EUD	Recommendations (ways forward)	Priority areas of the MIP 2021-2027
<ul style="list-style-type: none"> • Draft 'National Menstrual Hygiene Management (MHM) Strategy; • MoWCA adopted some SRHR related activities; • Active MHM Forum by CSOs; • A government circulation to include Hijra community as Third Gender in the voter list in 2013 	<ul style="list-style-type: none"> • Myths about SRHR: • Social Taboo and stigma; • Social norms to hide SRHR related problems 	<ul style="list-style-type: none"> • Encourage CSOs to replicate the local best practices developed in enhancing access by women and girls to their SRHR. (In line with GAP III Part II-Area #2/Specific objective 1). • Support the government in enacting law to protect the SRHR of the third gender community (Hijras). (In line with GAPIII/Part II/Area2/Specific Objective 2 	Area 3/ GBV

7.2.3 Promoting economic and social rights and empowering girls and women

Achievements/Progress at country level	Challenges that can be taken as opportunity for making progress on gender mainstreaming and GEWE by the EUD	Recommendations (ways forward)	Priority areas of the MIP 2021-2027
<ul style="list-style-type: none"> ▪ Sustained efforts to empower women economically (via entrepreneurship at different levels, income-generating activities in rural areas, as artisans and in circular economy clusters led by grassroots women). ▪ Efforts to promote women's participation in political life are evident with less emphasis in representation in local governments (UPs). ▪ Evidence of efforts to promote women's social empowerment but less evidence on efforts to link empowerment with women's rights (ex. their influence in policies affecting their fundamental rights and their capacity/capabilities to develop leadership skills). 	<ul style="list-style-type: none"> ▪ Need to apply a holistic/multidimensional approach to women's empowerment, e.g., not only economic but also political (stressing women's agency and influence in all development areas (esp. in challenging ones such as trade, finance, investment, climate change, digitalization, industry). ▪ Empowerment actions would need to more visibly include promotion of women's rights (the right to organise, the right to bargain, the right to co-construct policies, the right to women's bodily and psychological integrity). ▪ Need to engage with men in promoting women's empowerment (need to transform patriarchal norms, attitudes, practices, behaviour). ▪ Gaps in data related to the gender and intersectional dimensions of migration and displacement; data gaps on specific strategies to empower the most disadvantaged and disenfranchised groups of women (migrants/displaced women and girls, Rohingyas, Dalits, Hijras, women with disabilities, girls at risk of child marriage; others). 	<ul style="list-style-type: none"> ▪ Support actions empowering women for social, economic influence & leadership, so that they can more capably influence <u>economic and social policies & practices</u> affecting their daily lives. For ex. combining economic projects with capacity-building on legal literacy and advocacy work for policy influence (macro and micro levels). (In line with GAP III-PartII-Area#3/Specific objective 5) ▪ Support actions promoting the ecologically sustainable livelihoods approach to women's empowerment, including recognition, reduction and redistribution social of care work). (In line with GAP III-Part II- Area #3/ Specific objectives 1,2,3) ▪ Support actions that focus on making education policy and curriculum more sensitive to gender equality and women's rights from early age and remove gender insensitive content (such as gender stereotyping) from textbooks. (In line with GAP III- Part II- Area #3/ Specific objective 6) ▪ Encourage <u>all</u> implementing partners to develop gender & intersectional baselines on multidimensional empowerment of women, allocate financial resources for this, including for upgrading IMP. Partners M&E systems accordingly. (relevant to any objective of GAP III-Part II-Area #3). 	<p>AREA 3, Specific objectives 1 & 2</p> <p>AREAS 1 & 2,</p> <p>AREA 1, Specific Objective 1</p> <p>Crosscutting to All 3 AREAS of MIP, including the 2 TEIs</p>

7.2.4 Promoting equal participation and leadership

Achievements/Progress at country level	Challenges that can be taken as opportunity for making progress on gender mainstreaming and GEWE by the EUD	Recommendations (ways forward)	Priority areas of the MIP 2021-2027
<ul style="list-style-type: none"> GoB Incentives have aimed to empower women in entrepreneurship and e-commerce, but still no parity in leadership positions at the highest level of public life (political, economic, social). Strong potential for women's organising and acting collectively (women clusters in circular economy, in SMES, women working with artisans). Strong potential for enhancing women and youth's participation in digitalisation. 	<ul style="list-style-type: none"> Few women have been able to reach high leadership positions (political, economic, SMES, trade unions). (USAID 2019). Women tend to be associated with the micro-level, and their ascent to positions of economic power and leadership tend to be dependent on/inherited from families. Still some women get stronger support than others geographical and class asymmetries. Some women at risk of being left behind (reps. of women and girls with disabilities, migrant/displaced women, women in remote rural areas, women from minorities, women in conditions of social vulnerability, others). TVET and Up-skilling of women who are at risk of losing their jobs (in any sector of the economy and particularly in the garment industry). Social, cultural and gender norms/factors still hamper women's advancement as leaders. Need to work on changing mentalities through capacity building and awareness-raising of top leaders in the country, including the financial sector. 	<ul style="list-style-type: none"> -Support awareness/media campaigns that profile women and youth as credible and knowledgeable leader, decision-makers in (macro)economic issues, finance, the judiciary, the green energy transition, digital technologies. -Support programmes that include mentoring and coaching for women leadership across different legal areas and development sectors (the judiciary, lawyers, the police). -Diversify funding in order to promote/reinforce leadership of women/girls/youth at risk of being left. -Ensure support for bottom-up women's & youth's entrepreneurship, SMEs (including in circular economy, digitalisation, others). Ensure that Government, support is in place, especially for women, young and indigenous people, PWD and migrants) -Capacity-building on gender-sensitive behavioural change at macro and micro level (decision makers at all levels (including macroeconomists, financial sector, industry, judiciary, educational system), communities and families). 	<p>ALL Three MIP areas</p> <p>AREA 3, Specific Objective 1</p> <p>ALL Three MIP areas</p> <p>AREAS 1 & 2</p> <p>ALL MIP AREAS</p>

7.2.5 Integrating the women, peace and security agenda

Achievements/Progress at country level	Challenges that can be taken as opportunity for making progress on gender mainstreaming and GEWE by the EUD	Recommendations (ways forward)	Priority areas of the MIP 2021-2027
<ul style="list-style-type: none"> There is a NAP WPS (2019-2022) which was done through a consultative process that included CSOs and women's grassroots organisations. 	<ul style="list-style-type: none"> As in most policy and legal areas, the main challenge affecting progress towards gender equality outcomes in the WPS Agenda in Bangladesh is at the level of implementation and unavailability of a budget earmarked for implementation. In addition to this, lack of mechanisms and monitoring render follow up and outcomes assessment hardly possible. 	<ul style="list-style-type: none"> Intensify advocacy work and policy dialogue aiming at implementation of the NAPs WPS, ensuring adequate budget and setting up mechanisms for gender-responsive monitoring and accountability Ensure meaningful inclusion, participation and representation of women in peace building efforts and conflict resolution/mediation. Create a multi-stakeholder's platform to enable regular consultation between CSOs, women's organisations and the GoB for monitoring implementation the NAP WPS, in addition to other key issues related to GEWE women's rights and intersectional inclusion. 	<ul style="list-style-type: none"> Not in line with a specific MIP Area but relevant to crosscutting issue Gender and Migration. Same as above Relevant as a theme for the CSOs Roadmap

7.2.6 Climate change and environment and Digitalisation

Achievements/Progress at country level	Challenges that can be taken as opportunity for making progress on gender mainstreaming and GEWE by the EUD	Recommendations (ways forward)	Priority areas of the MIP 2021-2027
<ul style="list-style-type: none"> - Draft Circular Economy Policy and Industrial Policy 2021 highlights women issues - Women led Solar Home System and Zero waste products - Women are active in environmental protection 	<ul style="list-style-type: none"> • Environment phobia by the business sector; • women's tendency to care for the environment • myth of increasing business cost by the green initiative; • gender blind Green jobs • 4th Industrial Revolution taking women's jobs 	<ul style="list-style-type: none"> • Support efforts by implementing partners to enhance the skills of women to influence policies and practices related to green inclusive development In line with GAP III/Part II/Area 6/Objective 1) • Up-skilling women to lead and create green jobs (In line with GAP III/Part II/Area 6/Objective 3) • Mapping women entrepreneurs of 'recycling cluster' promoting the circular economy; (In line with GAP III/Part II/Area 6/Objective 4) • Support initiatives in green entrepreneurship/circular economy led by grassroots women and youth, both in urban and rural areas, including remote areas. (In line with GAP III/Part II/Area 6/Objective 4) • Support women entrepreneurs at the grassroot level to develop green businesses; (In line with GAP III/Part II/Area 6/Objective 4) • Include women SMEs in the proposed 'Circular Fashion Partnership' by the Denmark Embassy. (In line with GAP III/Part II/Area 6/Objective 4) • Encourage implementing partners (including GoB) to map out women and youth-led initiatives in green inclusive development, including good practices in affordable and inclusive energy efficiency at the local level. (In line with GAP III/Part II/Area 6/Objective 4) • Future start-ups in green entrepreneurship could be encouraged. For this, women need to develop capacity in making more green initiatives. 	Area 2/ Objectives 1 and 2
<ul style="list-style-type: none"> - Initiative to empower women by Digitalization 	<ul style="list-style-type: none"> • Myth women are not tech-friendly 	<ul style="list-style-type: none"> • Upskilling of female workers to cope with automation/digitalization (In line with GAP III/Part II/Area 6/Objective 4) 	

ANNEX 1. LIST OF RECOMMENDED GAPIII OBJECTIVES AND INDICATORS FOR THE MIP 2021-2027

Explanatory note: this list of GAPIII Indicators should be read jointly with the Section on Entry points, Conclusions and Recommendations above, which were organised around the GAP III engagement areas (as requested by the EUD). The Table below shows those sectors/priority areas of the MIP where GEWE and WR could be addressed. The Table also presents an indication of GAP III objectives within each area and a list of GAP III indicators that could be used to monitor and report on progress towards expected GEWE/WR outcomes. Importantly, the GAP III objectives have been customised to suit the contextual reality of EUD interventions in Bangladesh. Accordingly, where text is underlined it means customisation to suit the Bangladeshi context.

MIP THEMATIC AREA/ SUBTHEME		SPECIFIC GAP III OBJECTIVE(S) (Some are CUSTOMISED)	RELEVANT GAP III INDICATORS
MIP AREA 1. Human Capital Development	Subtheme: Quality education including TVET	GAP III/ PART II/Area #3 / Specific objective 6 SPO 6: Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys ⁷³	<ul style="list-style-type: none"> - Gender parity in school enrolment and primary and secondary completion rates (SDG 4.5.1) - Ratio of female to male who have benefitted from Vocational Education and Training / Skills development and other active labour market programmes leading to jobs. <u>Include Third gender + intersectional disaggregation when possible.</u> - Proportion of youth and adults CT) skills, by type of skill, by sex (SDG 4.4.1). <u>Sex/age+ intersectional disaggregation.</u> - % of representation of women and men in teaching profession and management. <u>Sex/age+ intersectional disaggregation.</u> - Extent to which curricula and learning materials are free from discriminatory social norms and gender stereotypes
	Subtheme: Decent work and social protection	GAP III Area #3 - Outcome 1: "Increased access for women, in all their diversity, to decent work and coverage by non-discriminatory and inclusive social protection systems."	<ul style="list-style-type: none"> - Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organisation (ILO) textual sources and national legislation, by sex and migrant status (SDG 8.8.2) - Number of measures in place to protect the rights of women workers and <u>third gender persons</u>, including domestic workers, and their access to decent work and social security [e.g. ratification and implementation of CEDAW, ILO fundamental conventions and ILO-C190 on Violence and Harassment in the World of Work and C189 on Domestic Workers. - Proportion of population covered by social protection floors/systems (<u>intersectional disaggregation: by sex, age, unemployed persons, older persons, persons with</u>

⁷³ In the reality of Bangladeshi sustainable and equitable development, by intersectional we mean indicators that include the following: mother and children enduring some form of disability, mother and children from poorer social groups who can also be intersectionally discriminated due to some of the following interlocking factors age, disability, ethnicity (for ex. Rohingya), caste (for ex. Dalit), sexual orientation, displacement, migrancy, geographical location (urban, rural, remote areas).

MIP THEMATIC AREA/ SUBTHEME		SPECIFIC GAP III OBJECTIVE(S) (Some are CUSTOMISED)	RELEVANT GAP III INDICATORS
			disabilities, migrant and persons from ethnic minorities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable (SDG 1.3.1) Extent to which Bangladesh gender equality and decent work policy is implemented
		Area #3/ Outcome 2: “improved policy, legal framework and <u>equal</u> access to care services enables <u>equal</u> division of domestic and care work between women, men in <u>all their diversity</u> , including third gender persons.”	- “Proportion of time spent on unpaid domestic and care work, by sex, age and location (note: separate domestic work and care work, if possible) (SDG 5.4.1).”
		Area #3/ Outcome 3: “policy and legal frameworks are implemented/enforced to ensure equal access to social protection for women and men in all their diversity, including third gender persons.	“
	Subtheme: Child and mother nutrition	Area #2/ Objective 1: “Enabled legal, political and societal environment allowing women and girls to access quality sexual and reproductive health (SRHR) care and services and protecting their sexual and reproductive rights”	<ul style="list-style-type: none"> - Prevalence of stunting among children (sex and intersectional disaggregation)⁷⁴ less than 5 years of age (%) (links with SDG 6.1.1.). (Customised from the 8FYP-GoB Performance indicators “Sustainable improvements in health sector including reproductive health, family planning, particularly of vulnerable group, “pp.146-147). - Prevalence of malnutrition (wasting and overweight) among mothers and their children under 5 years of age (gender and intersectional disaggregation). Source: Idem as above. - Proportion of women of reproductive age (aged 15–49 years) who have their needs for food security satisfied customised from 8FYP, p. 147 above).

MIP THEMATIC AREA/ SUBTHEME		RELEVANT GAP III OBJECTIVE(S) – (CUSTOMISED)	RELEVANT GAP III INDICATORS
MIP AREA 2: Green itlusive Development	Subtheme: Energy efficiency and affordable renewable energy	Area #6/ Outcome 4 “Women in all their diversity increasingly participate in and have improved access to jobs, entrepreneurship opportunities in the green economy and the circular economy”	<ul style="list-style-type: none"> - % of women participating in each stage of the value chain of products related to green technologies or circular economy - Number of women benefiting from incentives used to encourage women’s entry in the green economy and circular economy
	Subtheme: Environmental protection & climate change mitigation and adaptation	Area #6/ Outcome 1: “Strategies and agreements on climate mitigation, adaptation, disaster risk reduction and sustainable management of natural resources and biodiversity are more gender-responsive, at local, national, regional and international level”	<ul style="list-style-type: none"> - Number of women and girls in all their diversity acting as agents of change on fighting climate change - Extent to which women and girls are able to influence strategies on climate mitigation, adaption, disaster risk reduction and sustainable management of natural resources and biodiversity at local and national level. - Number of women, girls and women groups participating in planning and consultation meetings.

MIP THEMATIC AREA/ SUBTHEME		RELEVANT GAP III OBJECTIVE(S) – (CUSTOMISED)	RELEVANT GAP III INDICATORS
MIP AREA 3. Inclusive Governance	Subtheme: Gender-based Violence	<p>GAP III/PART II/Area #1 / Specific objective 1, 2 and 5</p> <p>SO1: Women, men, girls and boys, in all their diversity, are better protected from all forms of gender-based violence in the public and private spheres, in the work place and online through legislation and effective enforcement</p> <p>SO2: Women, men, girls and boys, in all their diversity, are agents of change regarding discriminatory social norms,</p>	<ul style="list-style-type: none"> - Extent to which legislation and/or policy prohibiting/addressing VAWG has been developed, strengthened and/or implemented. - Number of legislative actions taken in partner country to criminalise gender-based violence, including online, and to prosecute perpetrators, in line with international standards - % of women and girls who report feeling or/and experiencing increased safety in private and public spheres (including mobility) - % of <u>women, including those facing intersecting and multiple forms of discrimination</u>, who report experiencing physical or sexual violence who seek help, bysector i.e. (a) government services and civil society services; or (b) social welfare, legal aid, housing/shelter, police protection (SI 4.1 amended)

MIP THEMATIC AREA/ SUBTHEME		RELEVANT GAP III OBJECTIVE(S) – (CUSTOMISED)	RELEVANT GAP III INDICATORS
		gender stereotypes, and gender-drivers of conflict SO3 7 & SO5 customised: Women, men, girls and boys, in all their diversity, who experience gender-based violence have increased access to adequate and affordable essential services (<u>including free legal aid and shelters</u> , adequate and quality services for socio-economic integration and psycho-social support). This objective is also relevant to Gender in Migration and HUM.	<ul style="list-style-type: none"> - % of gender-based violence cases reported to the police, brought to court which resulted in the perpetrators being sentenced, disaggregated at least by sex - Extent to which partner country institutions' capacities to fight gender-based violence are increased.
	Subtheme: Access to Justice	GAP III/ PART II/Area 4: Specific objective 4 <ul style="list-style-type: none"> - Women and girls, in all their diversity, have improved access to justice to safeguard their civil and political rights - Women and girls, in all their diversity, have improved access to justice. 	<ul style="list-style-type: none"> - Number of legislative actions taken in partner country to ensure survivors of gender based violence can access justice. - Extent to which legislation is revised to remove gender-discriminatory clauses on family, divorce, custody of children, inheritance, employment, pay, social security, ownership of assets, land etc.
	Subtheme: Public Finance Management	GAP III/ PART I/ Objective 3: Gender responsive budgeting is promoted Concrete action: "Increase the number of actions (Budget Support operations or projects) supporting public finance management (PFM) reforms that include a gender budgeting component"	<ul style="list-style-type: none"> - "% of new actions supporting public finance management (PFM) reforms that include a gender budgeting component, by year ; including sex/intersectionally disaggregated data "
	Subtheme: Digital e-Governance	GAP III/ PART II/Area 6: Digitalisation Specific objective 3: Women, men, girls and boys and <u>third gender persons from diverse social groups</u> are equally provided with and using equally public digital literacy	<ul style="list-style-type: none"> - -Number of measures taken by partner country government to improve the access of women, men, girls and boys, in all their diversity, to basic digital education and training, on, digital public services (legal aid, etc). Intersectional disaggregation

ANNEX 2. MAPPING OF SUPPORT BY EU ACTORS

EU-MS or Country : DENMARK				
Project Title	Thematic area/implementing partner (IMP)	Description/location	Objectives	Budget and timeframe
Multi Sectoral Programme on Violence Against Women (MSPVAW)	<p>Gender based violence</p> <p>Partners: the Ministry of Women and Children Affairs in collaboration with 11 other line ministries for establishing a common understanding of the commitments for addressing violence against women and children.</p>	<p>The Embassy of Denmark Dhaka has been supporting the MSPVAW since 2000. The Programme is led by the MoWCA, which contributes to the programme with staff, supplies, wards at hospitals and funding. Other 11-line ministries are involved in this programme. The MSPVAW is increasingly becoming a regional reference of best practices in terms of integrated support to women and children who have been victims of violence.</p> <p>Some national level indicators are being fed by MSPVAW programme to complement and contribute to.</p>	<p>To reduce incidences of violence against women and children and improve redress through joint collaboration between relevant ministries and non-governmental agencies. The present intervention builds on results achieved in previous phases and aims to strengthen the institutional set-up. This intervention will strengthen the oversight and coordination at the central level and as well as the coverage at local level</p> <p>Other key outcomes:</p> <ul style="list-style-type: none"> -enhance the performance of the National Centre on Gender Based Violence (NCGBV). - establish a multi-sectoral coordination mechanism that harmonises the approach by all involved stakeholders across the public service, the civil society and development partners in combating gender-based violence. -Support to an expanded coverage at local levels through establishing nine One-Stop Crisis Centres (OCCs) at district level public Medical College Hospitals and seven One-Stop Crisis Cells at District level <i>Sadar</i> Hospitals. Also, nine regional trauma counselling centres and one Divisional DNA Screening laboratory will be rolled out (See the results framework for further details). It is assumed that the strong ownership of the Government will continue in terms of political commitment and financial contributions. 	<p>Budget: -1319.36 million Taka: (As per revised DPP.</p> <p>GoB: 785.14 million Taka (60%) DANIDA: 534.22 million Taka (43.61 million DKK) – (40%)⁷⁵</p> <p>Timeframe: project will end by June 2022.</p>

⁷⁵ Originally, GoB's contributions were expected to cover 76 % of total costs and the remainder coming from Danida. The reason for this change is that Denmark added an extra grant of 9 mio DKK to address Rohingya women in Cox's Bazar. Also a costed extension of 1 year has been granted with an additional 5 mil DKK to MSPVAW up to end June 2022. In both the cases there was no extra GoB contribution.

			The MSPVAW has facilitated implementation of the National Action Plan on Violence against Women and Children (NAPVAWC 2018-2030) and develop -sectoral coordination mechanism with both GoB and other stakeholders. You will find linkages if you consult the NAPVAW in this regard.	
Linkages to GAP III Thematic area #1			Linkages with MIP: Priority area 3/ Inclusive governance/ subtheme: GBV	
Note from Netherlands Embassy: Currently the Danish Embassy is consolidating its development engagements in the area of governance and rights due to focusing other strategic areas like climate change, green growth etc.				
EU-MS or Country: THE NETHERLANDS				
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
1. ASTHA : Strengthening Access to Multi-sectoral Public Services for gender-based violence (GBV) Survivors in Bangladesh	GBV (public system strengthening for addressing GBV) Partners: UNFPA(Lead) in collaboration with MoWCA, MoLJPA, MoH (police),ASK	Addressing GBV to create enabling environment, where there will be no gender-based discrimination and zero toleranceof GBV Location: Jamalpur, Patuakhali, Bogra and Cox's Bazar	Outcomes: <ul style="list-style-type: none">- Increased access to multi-sectoral response services for survivors of GBV- Increased positive attitude among community members of harmful gender norms and behaviours that perpetuate violence- Strengthened partnerships with CSOs for addressing GBV- Functional coordination mechanism in place to prepare and respond to GBV, including in emergency contexts.	Budget: USD 3.6 million Timeframe: 01 Nov 2017 - 31 Dec 2021
Linkages to GAP III Thematic area #1: GBV			Linkages with MIP: Priority area 3/ Inclusive governance/subtheme: GBV	
Note from The Netherlands Embassy: No new projects that focus on gender equality or women's rights are currently planned. Embassy official explained that they are currently phasing out their programming in SRHR and the Gender sector due to policy change coinciding with BD declaring itself as middle-income country. Gender and SRHR have been two themes interlinked and complimentary to each other. So, all their interventions comprise both themes. The Netherlands approach has also included Consortium modality with men and boys' engagement and working with local and national government. There was flexibility within the projects as annual plans could be readjusted based on learning of the previous year(s), in line with objectives and outcomes (static). Projects had inbuilt monitoring and evaluation, some had real time monitoring systems installed, hence results oriented. Projects always maintained close communication/relation with the Embassy and regular monitoring visits were organised to obtain field reality and provide constructive feedback to enhance implementation process.				

EU-MS or Country: THE NETHERLANDS				
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
2. WING: Women empowerment for Inclusive Growth	<p>Women empowerment, (fostering skills for enhanced participation in economic life)</p> <p>Partners: UN Women, UNDP and UNCDF, partnering with Bangladesh Bank, various private financial institution, community.</p>	Rangpur, Brahmanbaria, Jessore, Thakurgaon, Manikganj, Cox's Bazar and Kurigram	<p>Outcomes:</p> <ul style="list-style-type: none"> - Improved implementation and enforcement of policies supportive to women's economic empowerment - Women's participation in local economic development activities is increased - Women-led enterprises unlock and access larger volume of domestic capital to expand their economic space. 	<p>Budget: USD 2.5 million</p> <p>Timeframe: Nov. 2020–31 Oct.2023</p>
Linkages to GAP III : Thematic areas # 3 and #4			Linkages with MIP: Possibly with Priority area 2, but more relevant to “Inclusive Economic Development” than to “Green Inclusive Development.”	
Project Title	Thematic area/Implementing partners (IMP)	Description /Location	Objectives /Outcomes	Budget and timeframe

3. Working with Women-Phase II Promoting SRHR through Inclusive Business practices within the Ready Made Garment industry in Bangladesh	SRHR and Gender Partners: SNV Bangladesh (Lead), Phulki, Sajida Foundation, BILS, Population Science Dept, DU, BUET, BUFT, Progoti Insurance Co., Alpha Insurance Co, MFO and SANEM, BGMEA, 10 partner and 280 non-partner Ready Made Garment (RMG) factories	Proving that SRHR as part of an Inclusive Business (IB) approach is commercially viable in the RMG sector-IB models on health insurance, menstrual hygiene and GBV Location: 10 Garment factories in Dhaka, Gazipur, Savar & Narayanganj	<ul style="list-style-type: none"> - Partner factories have increased capacity and solutions available for implementing workplace laws and policies on SRHR - IB (inclusive business) models implemented in 10 RMG factories - Private sector engaged in exploring services and products pertaining to SRHR for garment workers - Mass awareness for sector-wide adoption of IB models to ensure health including SRHR for garment workers 	<p>Budget: 2.57 million</p> <p>Timeframe: 01 October 2017 – 30 September 2021</p>
Linkages to GAP III: Thematic areas #2 and #3			<p>Linkages with MIP: Priority area 1, subtheme decent work and social protection.</p> <p>This project could be used for learning good practices and ways forward for TEI Decent work, and in particular with relation to joint work (EUD MS) aiming to improving the working environment (health and safety measures, including SRHR of women workers in all their diversity).</p> <p>This project is also relevant to the MIP Priority area 3, subtheme GBV (in connection with tackling GBV at the workplace) .</p>	
Project Title	Thematic area/Implementing partners (IMP)	Description /Location	Objectives /Outcomes	Budget and timeframe
4. HPNSP - Health Population, Nutrition Sector programme: 4 th health SWAP	SRHR and Gender Partners: Government of Bangladesh (particularly	Contributing to the health sector's governance, the health systems strengthening and improvement of health services, and as such contribute to the four result areas of the	<ul style="list-style-type: none"> - DLI 7: increased availability of midwives for maternal care - DLI 9. improved post-partum family planning (PPFP) services - DLI 10. increased utilisation of maternal health care services - DLI 11. improved emergency obstetric care services - DLI 12. enhanced immunisation coverage and equity - DLI 13. expanded maternal nutrition services - DLI 14. expanded Infant and child nutrition services 	<p>Budget: USD 13 million</p> <p>Timeframe: 01 Nov 2017 - 30 June 2022</p>

	Ministry of Health and Family Welfare, Directorate of Health Services, Directorate of Family Planning) and donors. Contribution to the pool fund managed by World Bank Location: Country-wide	Netherlands MoFA's SRHR Results Framework.	- DLI 15. developed and implemented school-based adolescent HPN program	
Linkages to GAP III : Thematic area # 2		Linkages with MIP: Priority Area 1; Subtheme Child and mother nutrition; only in connection with the following : <ul style="list-style-type: none"> - DLI 13. expanded maternal nutrition services - DLI 14. expanded Infant and child nutrition services 		
Project Title	Thematic area/Implementing partners (IMP)	Description /Location	Objectives /Outcomes	Budget and timeframe
5. MMWW: Making Market Work for Women	Women economic empowerment in agri-business value chain and market system Partners: Action Aid Bangladesh (lead), SKS Foundation, ASEAB, and	Bringing sustainable and systemic changes in existing market behaviors that enable women to perform in the agro value chain; improving SRHR and nutrition situation of women, their families, and the wider community Location: Gaibanda, Faridpur, Patuakhali and Bogra	<ul style="list-style-type: none"> - Improved SRHR and nutrition situation of targeted women, their family and the wider community - Sustainable and systemic changes in existing market behaviour that enable women to perform in the agro value chain 	Budget: BDT 266.5 million Timeframe: 15 November 2015 – 30 June 2021

	Shushilan			
Linkages to GAP III : Thematic area # 3 with linkages to GAP II Area 2 (SRHR)			Linkages with MIP: Priority Area 1, subtheme Child & Mother Nutrition; especially result C which links up to Nutrition and sustainable livelihoods (as evidenced by the positive outcomes of the SUCHANA Project) -	

EU-MS or Country: Sweden				
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
1. Deepening the Initiatives for Promoting and Protecting Women's Human Rights in Bangladesh	Women's rights Bangladesh Mahila Parishad	The project aims to incrementally contribute to reduce all forms of gender-based discrimination in Bangladesh by engendering the post 2015 development agenda. Location: All over the country	(i) Promote and protect women's human rights, resisting all forms of violence against women and girls; (ii) Advocacy lobby for women's human rights and effective and meaningful participation of women in political process and decision making towards strengthening democracy and good governance; and (iii) Strengthening and consolidating capacity of BMP.	Budget: 25 Million Swedish Kroner (SEK) Timeframe: 2018 - 2022
Linkages to GAP III Thematic areas: # 1, # 3 and # 4			Linkages with MIP: Priority area 3, subtheme GBV	
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
2. Strengthening Democracy by Promoting Human Rights Culture in Bangladesh	Women's rights/Ain o Salish Kendra	The programme aims to facilitate access to justice, litigation, public interest suits, investigations, legal advocacy, training, community activism, publication, documentation,	The programme works towards achieving four outcomes: (i) Local human rights actors are actively undertaking and facilitating initiatives on human rights and gender issues , (ii) Disempowered people have increasing access to justice through legal aid, (iii) Working Children increasingly enjoy fundamental human rights, and	Budget: 10.5 Million Swedish Kroner (SEK) Timeframe: 2017-2021

		and international lobbying, and ultimately improve the capabilities of relevant institutions and capacity of citizens to promote the human rights culture in Bangladesh. Location: 20 (twenty) districts of 7 (seven) divisions	(iv) State institutions are increasingly responsive to respecting human rights under their jurisdiction.	
Linkages to GAP III Thematic areas: # 3 and # 4			Linkages with MIP: Priority area 3, subtheme Access to Justice	
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
3. Strengthen civil society and public institutions to address combating gender-based violence and build community resilience to adopt climate change	Gender-based Violence with linkage to Climate Change/Manusher Jonno Foundation	The project's overarching objective is to enhance the capacity of civil society and public institutions to address VAW in the public and private domain and build greater resilience of vulnerable communities to deal with climate change. Location: 14 districts across 5 divisions of the country.	To achieve this, MJF will work on the following topics and areas: (i) Reduction in gender-based violence in public and private domain, (ii) Building community resilience to climate change and impacts, (iii) Strengthening of public institutions to ensure responsiveness towards gender concerns including VAWG and climate change, and (iv) Knowledge management and capacity development of CSO's, NGO sector and MJF staff.	Budget: 49 Million Swedish Kroner (SEK) Timeframe: 2016-2021 (approval for another nine months, till Aug. 2022 will be formalized soon).
Linkages to GAP III Thematic areas: # 1 and # 6			Linkages with MIP: Priority area 2, subtheme Climate change mitigation and adaptation; and MIP Priority Area 3, subthemes GBV and Access to Justice	
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
4. Building Better Future for Girls: Supporting a district action plan to end child marriage in Kurigram	Ending Child Marriage/ Plan Int. Bangladesh	The overarching intended outcome of the project is: "To contribute to Kurigram district's target of zero marriages of girls under 15, and one third reduction in	1) Girls are protected from child marriage and other harmful gender norms and practice to determine their own futures. 2) Communities value the girl child, challenge gender stereotypes and take action to stop child marriage.	Budget: 38 Million Swedish Kroner (SEK) Timeframe: 2017-2022

		marriages of girls under 18, by 2021.	3) District and local level child protection systems of Kurigram district are strengthened to address and respond to child rights violations (especially child marriage and birth registration).	
Linkages to GAP III: Thematic areas # 1			Linkages with MIP: Priority Area 3; Subtheme GBV	
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
5. Women's Economic Empowerment through Strengthening Market Systems (WEESMS)	Women's Economic Empowerment and Labour rights Partners: International Development Enterprises (IDE) and The Asia Foundation	The WEESMS programme focuses on the development, growth, and creation of women-led/owned and women-oriented Small and Medium Enterprises (SMEs) of Rangpur and Khulna division that would, in turn, facilitate job creation for rural women, in order to achieve an overall increase in women's participation in the labour market in Bangladesh.	The overall objective of the programme is "increased wage and earning opportunities for women in targeted sectors (home textiles and jute diversified products, and processed and packaged foods)" Outcome 1: Improvement in enabling environment leading to better economic participation of rural women; Outcome 2: Strengthening the resilience of women-led/owned & women-oriented SMEs to overcome economic shocks (560 SMEs); and Outcome 3: Increased business growth of women-led/owned & women-oriented SMEs	60 Million Swedish Kroner (SEK) Timeframe: 66 months (2015–2021)
Linkages to GAP III : Thematic areas #3			Linkages with MIP: Priority Area 1, possibly with Specific objective 2; Expected result C: "Incentives for <u>female</u> entrepreneurship and MSMEs are created, including support to knowledge access and skill building, promoting responsible business practices, innovations and access to networks (employers and business associations, chambers of commerce and industry), improving_ access and use of financial services for women and third gender persons in all their diversity (rural/urban, migrant and displaced, women living with some form of disability, women from ethnic minorities, such as Rohingya, Dalits and other Minorities)	
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
6. Strengthening Women's Ability for the Productive New	Women Rights and Employment Partner:	SWAPNO is a public-works and social transfer-based poverty graduation project that targets ultra-poor rural women who are widowed,	This project aims at sustainably lifting out of extreme poverty, poorest women living in rural areas prone to the negative effects of climate change, primarily by making use of productive income-generating opportunities.	Budget: 30 Million Swedish Kroner (SEK)

Opportunities (SWAPNO-II)	UNDP Bangladesh	divorced, abandoned or left with a disabled husband. Location: four districts of Bangladesh- Kurigram, Lalmonirhat, Gaibandha and Jamalpur.	Outcome 1: Increased income and assets by expanding options Outcome 2: Enhanced human capabilities for exercising choices Outcome 3: Strengthened resilience to shocks including disasters and climate change. Outcome 4: Enhanced financial inclusion for equitable opportunities Outcome 5: Improved policies and mechanisms for sustaining SWAPNO's benefits	Timeframe: 3 years (2019–2022)
Linkages to GAP III: Thematic areas: #3 and #6			Linkages with MIP: Priority Area 1; Specific objective 2; Expected result C: related to financial inclusion.	
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
7, Strengthening of safe Menstrual Regulation and Family Planning services and reduction of unsafe abortions for improving SRHR situation in Bangladesh (Safe MR project)	SRHR/ Reproductive Health Services Training and Education Programme (RHSTEP)	To contribute in the reduction of maternal mortality and morbidity from unsafe abortion and improve the SRHR situation of women and adolescents in the project areas. Location: 25 service centres in 17 districts of Bangladesh	Outcome-1: Improved Skills of Service providers for SRHR services, Outcome-2: Improved capacity of the consortium in SRHR program management, Outcome-3: Increased access to quality SRHR services for women, adolescents and men, Outcome-4: Enhanced knowledge of the women and adolescents in the project areas to make informed choice pertaining to their sexual and reproductive health needs, Outcome-5: Strengthened monitoring, Research, Evaluation and Documentation processes in the consortium, Outcome-6: Strengthened advocacy and social networking initiatives for improving SRHR situation, and Outcome-7: Sustainability of the consortium improved	Budget: 49.5 Million Swedish Kroner Timeframe: 2017-2022
Linkages to GAP III : Thematic area #2			Linkages with MIP: unclear.	
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe

8. Means to Lead: Empowering Rohingya refugee and host community women through leadership, learning and livelihoods	Humanitarian Response/Women's Empowerment. Implementing partner: UN Women	Overall Objective of the project: Women and girls, both Rohingya and host community, are empowered and resilient leaders, and are able to address and build social cohesion. Location: Ukhiya and Teknaf upazilas, Cox's Bazar District.	Outcome: Women and adolescent girls' engagement in and benefit from leadership, livelihoods and social cohesion opportunities in Rohingya refugee camps and host communities are enhanced.	Budget: 60 Million Swedish Kroner (SEK) Timeframe: Sept. 2019 – Aug. 2022
Linkages to GAP III Thematic areas # 3 and #4			Linkages with MIP Priority Areas: unclear The livelihoods components could be relevant to Specific objective 1 and/or 2 of MIP area 1, but further details on this project would be needed to establish plausible linkages.	

EU				
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
(HUM/2018/400-605): Our lives, our health, our futures: empowering adolescent girls and young women in Chittagong Hill Tracts to live with dignity and without violence.	Humanitarian assistance/ Thematic funds (theme: Human Development of the Global Public Goods and Challenges programme)., through Calls for Proposals (CfP) titled- 'Promoting Gender Equality and Women's and Girls' empowerment in developing countries' - CfP managed by HQ (Brussels) CSOs, namely SIMAVI partners with a local NGO called – Bangladesh Nari Progati Sangha - BNPS	This project aims at reaching gender equality by addressing issues of bodily and sexual autonomy at a critical age in the life of adolescent girls and young women. <u>It has an intersectional approach since it focuses on marginalised indigenous women and men</u> (including	The overall objective of the action is intersectionally sensitive: to enable and support <u>young women and adolescent girls from indigenous groups</u> in the Chittagong Hill Tracts to transition into adult womanhood with dignity, and bodily and sexual autonomy, without violence, coercion and/or discrimination. OUTCOME 1: Local CSOs have strengthened their technical, methodological, financial and administrative capacity to effectively respond to the SRHR needs of young women and adolescent girls and foster their rights to live free from violence, coercion and discrimination. OUTCOME 2: Young women and adolescent girls from indigenous groups are empowered to make free and informed decisions about	EU contribution is EUR 5 million (total Project cost is 5 560 000, SIMAVI co-financing 560,000) 01 January 2019 to 31 December 2023 (60 months)

		<p>adolescents) in a remote and protracted crisis area.</p> <p>Location: The Chittagong Hill Tracts - CHT</p>	<p>their SRHR (and are supported to do so), free of violence, coercion and discrimination.</p>	
Linkages to GAP III Thematic areas # 1, 2, 3			Linkages with MIP: Priority area: Inclusive Governance (sub-theme Gender-based violence)	

UN WOMEN				
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
<p>1. "Empowered Women, Peaceful Communities" regional programme; Phase 5 - PEACEBUILDING IN A PANDEMIC: Empowering Women to Promote Social Cohesion and Prevent Terrorism and Violent Extremism in the Context of COVID-19 in South and Southeast Asia</p>	<p>Thematic area: Women Peace and Security; Preventing Violent Extremism</p> <p>Responsible Party: Centre for Peace and Justice (CPJ) of BRAC University (CSO)</p> <p>Government Partner: Ministry of Foreign Affairs</p>	<p>The current phase focuses on young, female university students from two regional universities as agents of peace within their communities, through strengthened capacity to engage in social entrepreneurship that promotes peace and social cohesion and prevents violent extremism.</p> <p>In addition, UN Women provides support to the Government to develop, launch and implement the National Action Plan on</p>	<p>Overall Goal: Empowering Women to Promote Social Cohesion and Prevent Terrorism and Violent Extremism in the Context of COVID-19 in South and Southeast Asia</p> <p>Outcome: Women are empowered to build resilient, cohesive and peaceful communities to prevent radicalisation and violent extremism</p> <p>For Bangladesh:</p> <p>Output 1: Women have increased resources and capacity to lead efforts that build resilience and social cohesion in their communities.</p> <p>Output 2: Governments have increased access to the necessary gender expertise and women's groups have increased capacities to influence the development and implementation of gender-</p>	<p>Bangladesh: Donor: Government of Japan</p> <p>Budget: USD 218,160</p> <p>Timeframe: 31 March 2021 – 31 March 2022</p>

		Women Peace and Security (NAP WPS) (2019-2022).	sensitive policies to prevent and counter terrorism, violent extremism and hate speech.	
Linkages to GAP III Thematic areas # 5			Linkages with MIP: Priority area: UNCLEAR	

UN WOMEN				
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
2. "Combatting Gender Based Violence (CGBV)" Project in Bangladesh	<p>Thematic area: Ending Violence Against Women (EVAW)</p> <p>Responsible Party: BLAST (CSO), Christian Aid (INGO), and WE CAN Alliance (CSO)</p> <p>Government Partner: Ministry of Women and Children Affairs / Department of Women Affairs</p>	<p>The overall focus is primary prevention through a sustained and comprehensive evidence-based approach (individual, family, organisation, and societal levels).</p> <p>The project intends to create a framework of integrated and mutually reinforcing interventions to address the underlying causes/ drivers of VAWG; making duty bearers accountable to comply with international and national obligations. CGVB engages partners such as local gov., CSOs, women's orgs., education institutions and workplaces. The Project is aligned with the 7th FYP and the NWDP.</p>	<p>Overall Goal:</p> <p>Women and girls, including the most marginalized, are free of violence at home, at work and in public spaces.</p> <p>Outcomes:</p> <ol style="list-style-type: none"> 1. National and local laws and policies to prevent violence against women are strengthened, if needed, and implemented. 2. Favourable social norms, attitudes and behaviours are promoted to prevent violence against women and enhance women's economic empowerment. 3. Policy and programme are increasingly informed by an expanded knowledge base on effective approaches to prevention of violence against women. 	<p>Donor: Global Affairs Canada - GAC</p> <p>Budget: USD 3,927,730</p> <p>Timeframe: 20 March 2018 – 31 March 2023 (including 6 month No cost extension)</p>
Linkages to GAP III Thematic areas # 1			Linkages with MIP: Priority area 3; Subtheme GBV	

UN WOMEN				
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
3. "National Resilience Programme "	<p>Thematic area: Disaster Risk Reduction</p> <p>Implementing Partner: Department of Women Affairs, Ministry of Women and Children Affairs</p>	<p>This United Nations Development Programme (UNDP), UN Women, and United Nations Office for Project Services (UNOPS) joint programme in Bangladesh aims to sustain the resilience of human and economic development in Bangladesh through inclusive, gender responsive disaster management and risk informed development.</p> <p>The joint programme focuses on developing national capacity to fill gaps in five key areas. Firstly, to improve national-level capacities for risk-informed and gender-responsive development planning. Secondly, to strengthen national capacities to address recurrent and mega-disasters in a gender-responsive manner. Thirdly, to improve the capacity of selected public institutions to achieve resilient outcomes through risk-informed, gender-responsive infrastructure systems. Fourthly, to enhance women's leadership capacities for gender-responsive nation and local disaster management decisions, investments and policies. And finally, to strengthen community-level preparedness, response and recovery capacities. The programme is being implemented by the Department of Disaster Management (DDM) of the</p>	<p>OUTCOME: Substantial increase in resilience to disaster and reduction in disaster risk, loss of lives and livelihoods of men, women, girls and boys; and protection of the health of persons, businesses and communities in Bangladesh.</p> <p>Specific Objective:</p> <ul style="list-style-type: none"> To enhance women's resilience to disaster risks through their participation and leadership in Disaster Risk Reduction actions in line with Sendai framework for Disaster Risk Reduction. To enhance capacity of institutions and professionals to design and implement Disaster Risk Reduction actions gender responsive manner. To promote gender responsive resilience messaging and awareness raising through the media sensitization and strategic advocacy targeting key policy makers and practitioners. To seek innovative ways to help women secure sustainable livelihoods that contribute to women's resilience, empowerment and transformational change. <p>Expected Results:</p> <ul style="list-style-type: none"> The gender dimension of disaster risk management is better understood; The national framework for disaster risk management has become more gender responsive; The capacity and resource gap for gender-responsive disaster risk management and resilience is reduced; 	<p>Funding source: SIDA , FCDO</p> <p>Budget: USD 3.5 million</p> <p>Timeframe: January 2018 – December 2021</p>

		<p>Ministry of Disaster Management and Relief (MoDMR), the Department of Women Affairs (DWA) of the Ministry of Women and Children Affairs (MoWCA), the Planning Commission of the Ministry of Planning (MoP), and the Local Government Engineering Division (LGED) of the Ministry of Local Government Rural Development and Cooperatives (MoLGRD&C) with technical support from UNDP, Un Women, UNDP and UNOPS respectively.</p> <p>UN Women's focus is on the key aspect of NRP which is mainstreaming Gender Equality and Empowerment of women and girls in the national resilience framework through building leadership of women, their agencies, and other relevant parties including all the four ministries engaged in NRP</p> <p>Location: Nationwide. However, few intervention are being piloted in Satkhira, Khulna, Jamalpur, Kurigram and Cox's Bazar .</p>	<ul style="list-style-type: none"> • Gender equality machinery and advocates lead gender mainstreaming in Disaster Risk Reduction and risk informed development. • Infrastructure planning for Disaster Risk Reduction is gender responsive. • The most vulnerable, excluded and marginalized people living in high-risk areas have access to information on disaster risk and vulnerabilities, and are supported to take action to reduce risks, adapt to climate change, and recover from disaster; 	
Linkages to GAP III Thematic areas #6			Linkages with MIP: Priority area 2	

UN WOMEN				
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
4. "Strengthening Human Rights and Gender Equality through Climate Change Action and Disaster Risk Reduction	Thematic area: Climate Change Implementing Partner: Bangladesh Centre for Advanced Studies, Practical Action Bangladesh	<p>The EmPower: Empowering Women to Secure Climate-resilient Societies is a 5 year project (2018-2022) implemented jointly by UN Women and UN Environment in Bangladesh, Cambodia, Viet Nam and regionally in Asia and the Pacific, with the support of the Swedish International Development Agency.</p> <p>The project envisions women and marginalized groups in Asia and the Pacific becoming more resilient to the adverse impacts of climate change and disasters. The project aims to strengthen gender equality in climate change and disaster risk actions in the Asia and the Pacific region.</p> <p>Location: Satkhira, Khulna, Jamalpur, Kurigram and Cox's Bazar .</p>	<p>This project is aimed to mainstream gender equality and human rights considerations in climate change and DRR policies nationally and regionally. The project's overall outcome is "countries in Asia and the Pacific implement gender-responsive climate change and DRR actions to address key-drivers of gender-based vulnerabilities". In order to achieve this Outcome, the Programme will implement five output areas.</p> <p>Outcome: Implementation of climate change and DRR actions in Asia and the Pacific to address key drivers of gender-based vulnerabilities and enhance human rights</p> <p>Output 1: CSOs representing women and women's groups are able to lead, participate in and influence climate change and DRR decision-making processes;</p> <p>Output 2: Governments and key stakeholders are able to generate, analyse and use sex, age, and diversity disaggregated data to inform climate change and disaster risks and actions;</p> <p>Output 3: National policy-makers are able to integrate gender equality commitments in climate change and DRR policies;</p>	<p>Funding source: SIDA Asia Pacific</p> <p>Budget: USD 600,000</p> <p>Timeframe: April 2018 – December 2022</p>
Linkages to GAP III Thematic areas # 6			Linkages with MIP: Priority area 2	

GLOBAL AFFAIRS CANADA				
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
1. <u>Combatting gender-based violence in Bangladesh</u>	GBV Partner: UN WOMEN	<p>This project aims to strengthen Bangladesh's capacity to both reduce actual violence against women and girls and the widespread acceptance of violence against women in Bangladesh. It provides women with tools to improve their own safety, in public, at home, and at work and at the same time it works with public and private institutions to implement policies to prevent violence against women. The project collaborates with families and communities to create more gender equitable roles and relations inside households. It also supports and reinforces Bangladesh's own policies and regulations concerning violence against women and generates knowledge and capacity that contribute to more effective prevention of gender-based violence by government and civil society.</p> <p>Location: country-wide</p>	<p>The expected outcomes for this project include:</p> <ul style="list-style-type: none"> (1) national and local laws and policies to prevent violence against women are strengthened, if needed, and implemented; (2) favourable social norms, attitudes and behaviours are promoted to prevent violence against women and enhance women's economic empowerment; and (3) policy and programming is increasingly informed by an expanded knowledge base on effective approaches to prevent violence against women 	<p>Budget:</p> <p>US\$5,000,000</p> <p>Timeframe: 2018-03-20 - 2022-09-30</p>
Linkages to GAP III : Thematic areas # 1			Linkages with MIP: Priority area 3/Subtheme GBV	
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe

2. Empowering Women in the Nursing Sector in Bangladesh	<p>Women Empowerment</p> <p>Partner: Cowater International Inc.</p>	<p>This project aims to improve the enabling environment, reduce gender-related barriers, push the nursing agenda forward and build the capacity of nursing teachers. This project supports women's and girls' health and enhances the voice and influence of nurses, primarily female, in the health sector in Bangladesh. This project enhances nurses' performance and professional status in Bangladesh through investment in management and leadership training; and, the development of a comprehensive and attractive nursing career path. This project also improves the nursing training facilities and the creation of a national nurse training institute.</p> <p>Location: Country-wide</p>	<p>The expected outcomes for this project include:</p> <p>(1) improved quality education for women nurses; (2) enhanced performance and professional status of women nurses; and (3) improved enabling environment for women nurses' meaningful participation in the health sector in Bangladesh.</p>	<p>Budget: US\$19,900,000.00</p> <p>Timeframe: 2021-03-31/ 2026-03-31</p>
Linkages to GAP III : Thematic areas #3 and #4			Linkages with MIP: Priority area: indirect linkages with priori area 1/ Subthemes quality education/TVET & Labour supply and demand; with specific reference to women nurses.	
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
3. Promoting Gender Responsive Skills Training System - PROGRESS	<p>Gender equality and women's empowerment in <u>TVET/ DECENT WORK</u></p> <p>This project uses</p> <p>ILO - International Labour Organization</p>	<p>This project establishes a link between the skills system and infrastructure and economic development strategies, including promoting green enterprises to ensure long-term benefits for human capital development, sustainable employment and improved livelihoods.</p>	<p>The expected outcomes for this project include:</p> <p>(1) adoption and implementation of improved skills development policies, budget and operational systems which promote gender equality, particularly in terms of digital access, enterprise development and green jobs; (2) increased opportunities for wage and self-employment for women within selected value chains and infrastructure development projects,</p>	<p>Budget:</p> <p>US\$20,000,000.00</p> <p>Timeframe:</p> <p>2021-03-17/ 2026-09-17</p>

		Location: Country-wide	emphasizing COVID-19-related opportunities and green jobs; and (3) improved availability of accessible, inclusive and sustainable skills training and business support services that promote empowerment for women, returned migrants and disadvantaged groups in COVID recovery and green jobs.	
	Linkages to GAP III : Thematic areas # 3		Linkages with MIP: Priority areas: Area 1 and Area 2 and including support to migrant women and returnees (cross cutting issue in MIP)	
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
4. Youth Empowered: Preventing Child, Early, and Forced Marriage in Bangladesh	SRHR Partner: World Vision Canada	This project contributes to the prevention of Child, Early and Forced Marriage (CEFM) in the context of the COVID-19 pandemic. It aims to empower adolescents and youth, particularly girls, to exert greater control over their sexual reproductive health and rights (SRHR) decision-making and address the factors that drive CEFM with the support of their families and communities, including faith leaders. This project also empowers girls and young women to protect themselves from COVID-19 and its social and economic impacts Location: districts of Bagerhat and Sathkira	The expected outcomes for this project include: (1) improved access to quality, gender-responsible and adolescent-friendly SRHR and psychosocial support services; (2) enhanced decision-making of married and unmarried adolescents, particularly girls, over their sexual and reproductive health and factors that contribute to their CEFM; and (3) Strengthened and sustained community advocacy capacity in project areas to support, promote and sustain an adolescent-friendly, gender-responsive and CEFM-free environment for adolescents and youth, particularly girls.	Budget: \$3,411,193.00 Timeframe: 2021-03-17/ 2024-03-31
	Linkages to GAP III: Thematic area SRHR		Linkages with MIP: Priority area: 3 / Possible links with Subtheme GBV, as forced marriage is a form of GBV	
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe

5. Gender Responsive Education and Skills Program in Chittagong Hill Tracts	<p>Women's economic and social empowerment through upskilling and TVET</p> <p>Partner: BRAC</p>	<p><u>This project has an intersectional approach, as it aims to improve learning outcomes and employability for vulnerable and low-income Indigenous and Bengali girls, adolescent women and women, including the disabled, in Bandarban and Rangamati in the Chittagong Hill Tracts district of Bangladesh</u></p>	<p>The expected outcomes for this project include:</p> <p>1) increased equitable provision of quality, inclusive education and learning for girls and adolescent women, including those with disabilities in government primary schools (grade one to five) and in non-government secondary schools (grade six to ten);</p> <p>2) enhanced community and institutional practices to eliminate gender-based violence against girls, adolescent women and women in specific districts in the Chittagong Hill Tracts (CHT); and</p> <p>3) increased equitable, gender-responsive and demand-driven employability for quality jobs and business opportunities for women and adolescent women, including those with disabilities, in specific districts of the CHT.</p>	<p>Budget: Bu\$5,000,000.00</p> <p>Timeframe:</p> <p>2020-02-09/ 2023-03-31</p>
Linkages to GAP III : Thematic areas #3,1			Linkages with MIP: Priority area: 1; specific obj. 1 & 2	
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
6. ENGAGE: Women's Empowerment and Active Citizenship	<p>Women empowerment</p> <p>Partners: St. Francis Xavier University - Coady International Institute, in collaboration with</p> <p>Christian Commission for Development (CCDB) in Bangladesh.</p>	<p>This project seeks to enhance the empowerment and the active citizenship of women and girls in Bangladesh, Ethiopia, Haiti, India and Tanzania. The project works to enhance women's capacity to participate in the social and economic life of their communities. The project applies an asset-based, citizen-led development approach to ensure that local communities, particularly women, exercise ownership and control over social and economic development initiatives that respond to their realities and priorities.</p>	<p>The expected outcomes for this project include:</p> <p>(1) strengthened leadership of women and men for gender equitable community-driven change processes in their communities in the five target countries;</p> <p>(2) enhanced performance of civil society organizations (particularly women's rights organizations) in supporting women's leadership in the five target countries; and</p> <p>(3) improved and increased use of gender equitable, community-driven policies and practices within and beyond the five target countries</p>	<p>Budget : US\$9,997,119.00</p> <p>Timeframe: 2019-12-18/ 2024-10-31</p>

		Location: Multi-country		
Linkages to GAP III : Thematic area #3 and #4			Linkages with MIP: Priority area: Unclear	
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
7. Empowering Rohingya Refugees, Burmese and Bangladeshi Women & Youth for Sustainable Peace	<p>Women economic and social empowerment. Focus on Rohingya Bangladeshi women, adolescent girls and girls in conflict-affected settings.</p> <p>Partners: Global Network of Women Peacebuilders</p>	<p>The project aims to ensure that Bangladeshi, Rohingya, and Burmese women affected by violent conflict are empowered to lead and participate in community-based peacebuilding and decision-making at local, national, and regional levels.</p> <p>Location: Bangladesh & Myanmar</p>	<p>The expected outcomes for this project include:</p> <p>(1) increased access to information and services for Rohingya Bangladeshi women, adolescent girls and girls in refugee camps and host communities in Cox's Bazar, resulting in their empowerment and ability to participate in community decision-making;</p> <p>(2) increased economic opportunities for young women leaders in Cox's Bazar to improve their socio-economic status for them and their families;</p> <p>(3) increased leadership and advocacy skills for young women and gender equality allies in Bangladesh to meaningfully participate in, influence, and lead peacebuilding and political processes; and</p> <p>(4) stronger political will of national, regional, and global actors to implement UN resolutions on Women, Peace and Security.</p>	<p>Budget: US\$840,251.00</p> <p>Timeframe:</p> <p>2019-12-06/ 2022-08-31</p>
Linkages to GAP III : Thematic areas #3 and # 5			Linkages with MIP Priority area: not directly linked to MIP, but to GENDER & MIGRATION as crosscutting issues.	

Project Title	Thematic area/Implementing partners (IMP)	Description /Location	Objectives /Outcomes	Budget and timeframe
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8. <u>Support to UNFPA-UNICEF Global Programme to Accelerate Action to End Child Marriage</u>	<p>Women' and girls' empowerment (focus on girls at risk of child marriage)</p> <p>Partner: UNICEF - United Nations Children's Fund</p>	<p>The project supports the UNFPA-UNICEF Global Programme to Accelerate Action to End Child Marriage, a multi-donor joint United Nations program aimed at eliminating child marriage in 12 countries in Africa and South Asia where the rates of child marriage are among the highest. The project focuses on enabling girls at risk of child marriage to choose and direct their own futures, through activities aimed at bringing about the empowerment of girls, with the ultimate aim to prevent child marriage and support already married girls. Location: Bangladesh and 11 more countries</p>	<p>The expected outcomes for this project include:</p> <p>(1) households demonstrate positive attitudes and behaviours regarding gender equality;</p> <p>(2) relevant sectoral systems deliver quality and cost-effective services to meet the needs of girls;</p> <p>(3) national laws, policy frameworks and mechanisms to protect and promote girls' rights are in line with international standards and properly resourced; and</p> <p>4) governments support and promote the generation and use of robust data and evidence to inform programme design, track progress and document lessons.</p>	<p>Budget: US\$20,000,000.00</p> <p>Timeframe: 2019-07-16/2023-03-31</p>
Linkages to GAP III: Thematic area # 3 & 4		Linkages with MIP: Priority Area: Linked to priority area 3/Subtheme GBV , as girl/child marriage is considered a form of GBV		

NGO/CSO				
Project Title	Thematic area/Implementing partners	Description /Location	Objectives /Outcomes	Budget and timeframe
SHOUHARDO (Strengthening Household Ability to Respond to Development Opportunities) III	<p>Thematic Areas: Multisector</p> <p>Partners:</p>	<p>(SHOUHARDO) is an integrated and multi-sectoral program, aimin at ensuring food security, <u>maternal and child nutrition</u>, <u>women and youth</u></p>	<p>Key interventions implemented under the program include:</p> <ul style="list-style-type: none"> - Building household capacities to earn income and increase productivity through better and improved technologies, to increase knowledge, to address 	<p>Budget: USAID: N/A Complimentary funding from the Government of Bangladesh N/A</p>

	Dhaka Ahsania Mission (DAM), Eco-Social Development Organization (ESDO), Mahideb Jubo Somaj Kallayan Somity (MJSKS), National Development Program (NDP), People's Oriented Program Implementation (POPI) and SKS Foundation	<u>empowerment, improved governance and disaster resilience for the poor and the extreme poor households</u> Location: Habiganj, Kishoreganj, Sunamganj, Netrakona, Kurigram, Gaibandha, Jamalpur and Sirajganj	<p>barriers to markets, and to increase skills for employment.</p> <ul style="list-style-type: none"> - Increasing household and community uptake of key health and nutrition practices that improve nutritional and health outcomes. - Working with communities to anticipate, prepare for, and mitigate the effects of disasters. - Creating an enabling environment that allows women to achieve their potential both at home and in the community. - Creating the space for government and private service providers and communities to discuss and achieve improved service delivery 	Timeframe: 2004-2020
Linkages to GAP III Thematic areas # 3			Linkages with MIP: Priority area 3	
JANO-Joint Action for Nutrition Outcome	<p>JANO will work at District, Upazila and Union levels as well as with multi-sector including public sector, private sector and civil society organizations, building their capacity for better planning, budgeting of nutritional program, and to provide effective oversight in its implementation.</p> <p>JANO will replicate proven best practices and take to scale innovative local governance models for better nutrition outcome. The project will work with the Government of Bangladesh at the regional and local levels, to support</p>	Location: Rangpur and Nilphamari	<p>The overall objective of JANO is to "contribute in ending malnutrition of children under five-years of age, together with addressing the nutritional needs of Pregnant and Lactating Women and adolescent girls." The strategic objective is to "improve maternal and child nutrition through implementation of multi-sectoral approaches and strengthened nutritional governance in Nilphamari and Rangpur districts of Northwest Bangladesh."</p> <p>Expected Results</p> <p>ER1: Women and adolescent girls in communities, through Community Support Groups, are empowered to demand and utilise both nutrition-sensitive and nutrition-specific services</p> <p>ER2: Coordinated and resourced sub-national and local government structures recognise, respond to, and are accountable to the demand of poor and marginalised communities</p> <p>ER3: Increased productivity and income growth, through nutrition-sensitive value chains and affordable access of households, to nutritious products and services</p>	<p>Donor: EU CARE Austria</p> <p>Budget N/A</p> <p>Timeframe: September 1, 2018 - August 30, 2023</p>

	the effective implementation of the National Plan of Action for Nutrition 2 (NPAN-2)		ER4: Government departments, both vertically and horizontally, are connected through effective ICT platforms leading to better planning, coordination, monitoring and accountability	
Linkages to GAP III Thematic areas # 3			Linkages with MIP: Priority area 3	

ANNEX 3: GENDER GLOSSARY

Beijing Declaration and Platform for Action (1995): Adopted at the Fourth World Conference on Women in September 1995, comprehensive commitments to women are called for under 12 critical areas of concern: poverty, education and training, health, violence against women, armed conflict, the economy, power and decision-making, institutional mechanisms, human rights, media, environment and the girl child.

Care work /care economy: Care work refers to care that is provided by the health services sector, most of which is formal and public. Public services for childcare, early childhood education, disability and long-term care, as well as elder care, are other areas comprising the care economy (<https://www.ilo.org/global/topics/care-economy>)

Digital gender divide: The digital divide, or technology gap, is the difference between groups with access to technology and the internet and those without. Girls and women often have less access to technology and the internet compared to boys and men. Particularly in developing countries, girls and women struggle to afford technology and internet access (<https://plan-international.org/education/bridging-the-digital-divide>)

Discrimination (gender discrimination)

“Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field” [United Nations, 1979. ‘Convention on the Elimination of all forms of Discrimination Against Women,’ Article 1].

Discrimination can stem from both law (de jure) or from practice (de facto). The CEDAW Convention recognizes and addresses both forms of discrimination, whether contained in laws, policies, procedures or practice.

- de jure discrimination

e.g., in some countries, a woman is not allowed to leave the country or hold a job without the consent of her husband.

- de facto discrimination

e.g., a man and woman may hold the same job position and perform the same duties, but their benefits may differ.

Gender: A social and cultural construct, which distinguishes differences in the attributes of men and women, girls and boys, and accordingly refers to the roles and responsibilities of men and women. Gender-based roles and other attributes, therefore, change over time and vary with different cultural contexts. The concept of gender includes the expectations held about the characteristics, aptitudes and likely behaviours of both women and men (femininity and masculinity). This concept is useful in analyzing how commonly shared practices legitimize discrepancies between sexes.

Gender analysis: A critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situations or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into the humanitarian needs assessment and in all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by humanitarian interventions and that, when possible, greater equality and justice in gender relations are promoted.

Gender Balance: This is a human resource issue calling for equal participation of women and men in all areas of work (international and national staff at all levels, including at senior positions) and in programmes that agencies initiate or support (e.g., food distribution programmes). Achieving a balance in staffing patterns and creating a working environment that is conducive to a diverse workforce improves the overall effectiveness of our policies and programmes and will enhance agencies' capacity to better serve the entire population.

Gender-based constraints: Constraints that women or men face that are a result of their gender. An example of constraints women farmers face might be not having title to their land, male dominated cooperative membership, being more tied to their homes preventing access to extension services. Constraints that are not based on gender are referred to as general constraints.

Gender based violence: Gender-Based violence refers to harmful acts directed at an individual based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms. Gender-based violence (GBV) is a serious violation of human rights and a life-threatening health and protection issue. It is estimated that one in three women will experience sexual or physical violence in their lifetime. During displacement and times of crisis, the threat of GBV significantly increases for women and girls. Gender-based violence can include sexual, physical, mental and economic harm inflicted in public or in private. It also includes threats of violence, coercion and manipulation. This can take many forms such as intimate partner violence, sexual violence, child marriage, female genital mutilation and so-called 'honour crimes'. The consequences of gender-based violence are devastating and can have life-long repercussions for survivors. It can even lead to death (<https://www.unhcr.org/gender-based-violence.html>)

Gender bias: Making decisions based on gender that result in favouring one gender over the other which often results in contexts that are favouring men and/or boys over women and/or girls.

Gender-biased sex selection: Sex selection can take place before a pregnancy is established, during pregnancy through prenatal sex detection and selective abortion, or following birth through infanticide or child neglect. Sex selection is sometimes used for family balancing purposes but far more typically occurs because of a systematic preference for boys. The biologically normal sex ratio at birth ranges from 102 to 106 males per 100 females. However, ratios higher than normal – sometimes as high as 130 – have been observed. This is now causing increasing concern in some South Asian, East Asian and Central Asian countries.

Gender Development Index (GDI): The Gender Development Index (GDI) measures gender gaps in human development achievements in three basic dimensions of human development: 1) health (measured by female and male life expectancy at birth); 2) education (measured by female and male expected years of schooling for children and female and male mean years of schooling for adults ages

25 and older); and 3) command over economic resources (measured by female and male estimated earned income).

Gender disparities: Statistical differences (often referred to as “gaps”) between men and women, boys and girls that reflect an inequality in some quantity.

Gender Effect: A term referring to the understanding that when a society invests in girls, the effects are deep for the girls, multiple for society and a driver of sustainable development. According to an essay by the president of the Nike Foundation in UNICEF’s State of the World’s Children 2011, “When a girl in the developing world receives seven or more years of education, she marries four years later. An extra year of primary school boosts girls’ eventual wages by 10 to 20 per cent. Studies in 2003 showed that when women and girls earn income, they reinvest 90 per cent of it into their families, as compared to the 30 to 40 per cent that men and boys contribute. Research has also shown that higher levels of schooling among mothers correlate with better infant and child health.”

Gender equality: The concept that women and men, girls and boys have equal conditions, treatment and opportunities for realizing their full potential, human rights and dignity, and for contributing to (and benefitting from) economic, social, cultural and political development. Gender equality is, therefore, the equal valuing by society of the similarities and the differences of men and women, and the roles they play. It is based on women and men being full partners in the home, community and society. Equality does not mean that women and men will become the same but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female.

Gender equality implies that the interests, needs and priorities of both women and men and girls and boys are taken into consideration, recognizing the diversity of different groups and that all human beings are free to develop their personal abilities and make choices without the limitations set by stereotypes and prejudices about gender roles. Gender equality is a matter of human rights and is considered a precondition for, and indicator of, sustainable people-centred development.

Gender equity: The process of being fair to men and women, boys and girls, and importantly the equality of outcomes and results. Gender equity may involve the use of temporary special measures to compensate for historical or systemic bias or discrimination. It refers to differential treatment that is fair and positively addresses a bias or disadvantage that is due to gender roles or norms or differences between the sexes. Equity ensures that women and men and girls and boys have an equal chance, not only at the starting point, but also when reaching the finishing line. It is about the fair and just treatment of both sexes that takes into account the different needs of the men and women, cultural barriers and (past) discrimination of the specific group.

Gender equality programming: An umbrella term encompassing all strategies to achieve gender equality. Important examples include gender mainstreaming, gender analysis, prevention and response to gender-based violence and sexual exploitation and abuse, promotion and protection of human rights, empowerment of women and girls and gender balance in the workplace.

Gender Empowerment Measure (GEM): Developed by the United Nations system in 1995, Gender Empowerment Measure (GEM) measures inequalities between men’s and women’s opportunities in a country. An annually updated tool, it is used in formulating and applying gender equality indicators in

programmes. It provides a trends-tracking mechanism for comparison between countries, as well as for one country over time. GEM uses a three-step calculation process:

- 1) Percentages for females and males are calculated in each of three areas: Area 1 – number of parliamentary seats; Area 2A – legislators, senior officials and managers; Area 2B – professional and technical positions; Area 3 – estimated earned income (at purchasing power parity US\$).
- 2) For each area, the pair of percentages is combined into an “Equally Distributed Equivalent Percentage (EDEP),” the mean of the two components, as a means to “reward gender equality and penalize inequality.”
- 3) The GEM is the unweighted average of the three EDEPS.

Gender gap: Disproportionate difference between men and women and boys and girls, particularly as reflected in attainment of development goals, access to resources and levels of participation. A gender gap indicates gender inequality.

Gender inclusive language: refers to language that places both women and men at the same level, and which does not convey gender stereotypes.

Gender indicators: Criteria used to assess gender-related change in a condition and to measure progress over time toward gender equality. Indicators used can be quantitative (data, facts, numbers) and qualitative (opinions, feelings, perceptions, experiences).

Gender mainstreaming: A strategy to accelerate progress on women’s and girls’ rights and equality in relation to men and boys. This is the chosen approach of the United Nations system and international community toward implementation of women’s and girls’ rights, as a sub-set of human rights to which the United Nations dedicates itself. Gender equality is the goal. Gender mainstreaming is the process of assessing the implications for girls and boys and men and women of any planned action, including legislation, policies and programmes. It is a strategy for making girls’ and women’s, as well as boy’s and men’s, concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes so that girls and boys and women and men benefit equality, and inequality is not perpetuated.

Gender norms: Accepted attributes and characteristics of male and female gendered identity at a particular point in time for a specific society or community. They are the standards and expectations to which gender identity generally conforms, within a range that defines a particular society, culture and community at that point in time. Gender norms are ideas about how men and women should be and act. Internalized early in life, gender norms can establish a life cycle of gender socialization and stereotyping.

Gender parity: A numerical concept concerning relative equality in terms of numbers and proportions of men and women, girls and boys. Gender parity addresses the ratio of female-to-male values (or males-to- females, in certain cases) of a given indicator.

Gender planning: A planning approach that recognizes the different roles that women and men play in society and the fact that they often have different needs.

Gender relations: A specific sub-set of social relations uniting men and women as social groups in a particular community. Gender relations intersect with all other influences on social relations – age, ethnicity, race, and religion – to determine the position and identity of people in a social group. Since gender relations are a social construct, they can be changed.

Gender-responsive budgeting: Government planning, programming and budgeting that contributes to the advancement of gender equality and the fulfilment of women's rights. It entails identifying and reflecting needed interventions to address gender gaps in sector and local government policies, plans and budgets. GRB also aims to analyse the gender- differentiated impact of revenue-raising policies and the allocation of domestic resources and Official Development Assistance.

Gender-responsive programming and policies: Intentionally employing gender considerations to affect the design, implementation and results of programmes and policies. Gender-responsive programmes and policies reflect girls' and women's realities and needs, in components such as site selection, project staff, content, monitoring, etc. Gender-responsiveness means paying attention to the unique needs of females, valuing their perspectives, respecting their experiences, understanding developmental differences between girls and boys, women and men and ultimately empowering girls and women.

Gender-roles: Social and behavioural norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to men, women, boys and girls. Gender-specific roles are often conditioned by household structure, access to resources, specific impacts of the global economy, occurrence of conflict or disaster, and other locally relevant factors such as ecological conditions.

Gender-sensitive programming and policies: Programmes and policies that are aware of and address gender differences.

Gender-socialization: The process of girls and boys, women and men learning social roles based on their sex, which leads to different behaviours and creates differing expectations and attitudes by gender. An example is that concept that girls and women do more household chores, such as cooking and cleaning, while boys and men do more work out of the home. Gender roles often lead to inequality.

Gender-stereotyping: Ascribing certain attributes, characteristics and roles to people based on their gender. Gender stereotypes can be negative (i.e., women are bad drivers, men can't change diapers) and benign (i.e., women are better caregivers, men are stronger). Gender stereotyping becomes harmful when it limits a person's life choices, such as training and professional path, and life plans. *Compounded gender stereotypes* occur when layered with stereotypes about other characteristics of t

Gender-transformative: An approach policy or programme is gender transformative when it aims to shift gender-power relations, for a positive change of the paradigm(s) that produce discriminations and inequalities (GAP III p.2)he person, such as disability, ethnicity or social status.

Intersectional discrimination: refers to any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation (ILO Convention 111). Several international instruments and human rights mechanisms explicitly recognise the impact

of intersecting forms of discrimination on the enjoyment of human rights by women and girls. They also recognize the need for specific and targeted protection of women and girls from multiple, compounded and/or intersecting forms of discrimination based on grounds such as race, sex, ethnicity, religion, nationality and migration status (UNCHR 2017). Article 10 TFEU, when ‘defining and implementing its policies and activities, the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation’ (GAP III, p.3, n12).

Masculinities: These are dynamic socio-cultural categories used in everyday language that refer to certain behaviours and practices recognized within a culture as being “feminine” or “masculine,” regardless of which biological sex expresses them. These concepts are learned and do not describe sexual orientation or biological essence. They change with culture, religion, class, over time and with individuals and other factors. The values placed on femininities and masculinities vary with culture also. Any person may engage in forms of femininity and masculinity. As an example, a man can engage in what are often stereotyped as “feminine” activities, such as caring for a sick parent or staying home to raise children.

Menstrual Hygiene Management (MHM): Programming that helps girls and women manage their monthly periods safely and with dignity, focusing on the fact that menstruation is a normal biological process and an important facet of reproductive health. Improving girls’ and women’s access to knowledge about menstruation and to appropriate and hygienic sanitary facilities and materials in schools and homes. Programmes may include addressing cultural taboos, increasing access to affordable and hygienic sanitary materials, facilitating disposal options, access to safe and private toilets and provision of clean water and soap for personal hygiene. Some practitioners are calling for MHM to be a separate SDG and considered a human right.

Patriarchy: Social system in which men hold the greatest power, leadership roles, privilege, moral authority and access to resources and land, including in the family. Most modern societies are patriarchies.

Positive parenting: Educating parents on children’s rights and development to improve parenting practices, with the goal of ending violence, abuse and exploitation of children. Helping parents improve their skills to manage their children’s behaviour. Positive parenting is the foundation for curbing violence at home and in the community. It encourages the engagement of fathers and men and considers the various stages of a child’s life cycle.

Reproductive rights and sexual and reproductive health: Reproductive rights include the rights of all individuals and couples to decide freely and responsibly the number, spacing and timing of their children, and to have the information and means to do so. Further, decisions concerning reproduction should be made free from discrimination, coercion and violence. These services are essential for all people, married and unmarried, including adolescents and youth.

Sex disaggregated data: Data that is cross-classified by sex, presenting information separately for men and women, boys and girls. When data is not disaggregated by sex, it is more difficult to identify real and potential inequalities. Sex-disaggregated data is necessary for effective gender analysis.

Son preference : The practice of preferring male offspring over female offspring, most often in poor communities, that view girl children as liabilities and boy children as assets to the family. This can result

in families instilling superiority in male children and inferiority in female children, manifesting in such actions as sending boys to school, especially to higher levels, and not girls or household practices where boys are fed better than girls. The extreme manifestation of son preference is female feticide and sex-selected abortions; in some countries, this has resulted in skewed population sex ratios, with attendant problems such as increased trafficking of females and greater prevalence of sex workers. (See: *gender-biased sex selection*.)

Stand-alone gender programming and policies: Programming and policies that explicitly address gender inequality to achieve gender equality.

Structural barriers/causes: Gender inequalities in social structures, based on institutionalized conceptions of gender differences. Conceptions of masculinity and femininity, expectations of women and men, judgements of women's and men's actions, prescribed rules about behaviour of women and men – all of these, and more, create and maintain gender inequality in social structures. Social and cultural environments, as well as the institutions that structure them and the individuals that operate within and outside these institutions, are engaged in the production and reproduction of gender norms, attitudes and stereotypes.

Structural discrimination: A form of discrimination resulting from policies, despite apparently being neutral, that have disproportionately negative effects on certain societal groups.

Strategic gender needs: Requirements of women and men to improve their position or status. Addressing these needs allow people to have control over their lives beyond socially defined restrictive roles. Strategic gender needs for women might include land rights, more decision-making power, equal pay and greater access to credit.

Unpaid care work: Unpaid care work is both an important aspect of economic activity and an indispensable factor contributing to the well-being of individuals, their families and societies. It includes time spent on cooking, cleaning and caring for children, the ill and the elderly. Despite this importance for well-being, unpaid care work is commonly left out of policy agendas due to a common misperception that, unlike standard market work measures, it is too difficult to measure and less relevant for policies. Across the world, women spend disproportionately more time on unpaid care work than men. On account of gendered social norms that view unpaid care work as a female prerogative, women spend an important part of their day on meeting the expectations of their domestic and reproductive roles (Ferrant et al. 2014).

Women's Agency: refer to women's ability to define and influence development goals, outcomes and policies and laws in ways that are empowering or beneficial to their needs and priorities. Agency is a result of women's empowerment and includes several dimensions of policy and political influence: goal-setting, perceived control and ability, and acting on those goals (WB 2017, "Measuring Women's Agency").

Women in Development (WID): A Women in Development (WID) approach is based on the concept that women are marginalized in development-oriented interventions, with the result that women are often excluded from the benefits of development. Hence, the overall objective is to ensure that resources and interventions for development are used to improve the condition and position of women. The WID approach, however, does not necessarily result in changing male-female hierarchical gender

relations. Rather, it intends to support women-specific practical needs, such as women's skills development for income generation. The fact that WID approaches do not analyze and address power differentials in the relationship between women and men is seen as a major shortcoming of this approach. WID- oriented programmes are often contrasted to Gender and Development (GAD)-oriented programmes.

ANNEX 4: LIST OF STAKEHOLDERS INTERVIEWED

Type (UN, MS, NGOs, other)	Name of Organisation	Function / Position	Name of contact person	E-mail
UN	UNICEF	Programme Officer- Gender	Tamina Hug	thug@unicef.org
UN	UN Women	Programme Analyst	Md. Shohel Rana	shohel.rana@unwomen.org
	Un Women	Country Director	Shoko Ishikawa	shoko.ishikawa@unwomen.org
EU MS	Embassy of the Netherlands	Mushfiqua Satiar	Senior Policy Adviser- Gender and SRHR	mushfiqua.satiar@minbuza.nl
EU MS	Embassy of Denmark, Dhaka	Adviser, Governance and Rights	M. Mahal Aminuzzaman	mahami@um.dk
EU-MS Dev Coop agency	GIZ	Gender Focal	Ms Farah Maysura Khan	farah.khan@giz.de
CSO	BLAST	Director	Sara Hossain	sonia@blast.org
NGO	Save the Children	Director	Dr. Sheikh Shahed Rahman, Chief of Party/Team Leader SUCHANA programme	shahed.rahman@savethechildren.org
NGO	Waste Concern	CEO	Maqsood Sinha	office@wasteconcern.org
NGO	NETZ	CEO	Sara Zaman	sara@netz-bangladesh.de
NGO	ADD International Bangladesh	Country Director	Shafiqul Islam	shafiqul.islam@add-bangladesh
	ICCO/CordAid	Country Director	Shakeb Nabi	snabi@icco-cooperation.org
NGO	Bangladesh Nari Progoti Sanga (BNPS)	Executive Director	Ms. Rokeya Kabir	bnpsed@gmail.com
CSO	Bd center worker solidarity	Preventing Violence Against Women Initiative	Kalpona Akter	kalpona.akter@gmail.com
GOVT.	Dept of Women Affairs	Director General	Ram Chandra Dash	dq@dwa.gov.bd
GOVT.	Dept of Environment	Director General	Md Ashraf Uddin	dq@doe.gov.bd

Type (UN, MS, NGOs, other)	Name of Organisation	Function / Position	Name of contact person	E-mail
GOVT	Ministry of Social Welfare	Add Secretary	Saiful Islam	aiful-555@hotmail.com
GOVT.	Ministry of Social Welfare	Sr Asst. Secretary/Asst project director	Amaran Khan	makdssbd@gmail.com
GOVT.	ERD	Joint Secretary	Miraz Ashfaqur Rahman	europa2@erd.gov.bd
GOVT	ERD	Deputy Secretary	Kazi Ziaul Baset	europa2@erd.gov.bd
GOVT	Dept of Social Services	Add Secretary	Saiful Islam	hamiddss73@gmail.com
GOVT	Dept of Social Services	Deputy Director	Amaran Khan	makdssbd@gmail.com
GOVT	Ministry of Commerce/BFTI	Sr Research Fellow	Md Saiful Islam	saiful555@hotmail.com
GOVT	Bangladesh Bank	Joint Director	Mahbubur Rahman	mahbub@bb.org.bd
Private Sector	Chitt Women Chambers and Commerce	President	Monowar Hossain	info@cwcci.org
Youth Group	Bangladesh Youth Leadership Center	Coordinator	Mahira Mamun	mahria.mamun@gmail.com
EU	EUD	Team Leader	Koen EVERAERT	Koen.EVERAERT@eeas.europa.eu
EU	EUD	Programme Manager	Meriem EL HAROUCHI	Meriem.EL-HAROUCHI@eeas.europa.eu
EU	EUD	Programme Manager	Dario TROMBETTA	Dario.TROMBETTA@eeas.europa.eu
EU	EUD	Programme Manager	Chiara VIDUSSI	Chiara.VIDUSSI@eeas.europa.eu
EU	EUD	Team Leader	Hans LAMBRECHT	Hans.LAMBRECHT@eeas.europa.eu
EU	EUD	Team Leader	Amaia ZABALA	Amaia.ZABALA@eeas.europa.eu
EU	EUD	Programme Manager	Laila JESMIN	Laila.JESMIN@eeas.europa.eu
EU	EUD	Programme Manager	Anna PEREGO	Anna.PEREGO@eeas.europa.eu
EU	EUD	Programme Manager	Nurul QUADER	Nurul.QUADER@eeas.europa.eu

ANNEX 5: WORKSHOP PARTICIPANTS

First Name	Last Name	Organization	Job Title
Maria	Santandreu	IBF	Project Manager
Meghna	Guhathakurta	Research Initiatives Bangladesh	Executive Director
Mahal	Aminuzzaman	Embassy of Denmark, Dhaka	Senior Advisor
Iole Valentina	Lucchese	Terre des Hommes Italia	Country Representative
Ishrat	Shabnam	EU Delegation to Bangladesh	Programme Manager
Farhana	Afroz	Christian Aid	Programme Manager- Gender and Inclusion
Pankaj	Kumar	NGO	Country Director
Tanzina	Dilshad	EU Delegation to Bangladesh	Programme Manager
Nurul	Quader	EU Delegation	Programme Manager - Governance
Tahmina	Huq	UNICEF	Programme Officer-Gender
Mahira	Mamun	BYLC	Campus Ambassador
Patricia	Munoz Cabrera	Freelance researcher/consultant	Dr. Patricia Munoz Cabrera (PhD)
Mushfiqua	Satiar	Embassy of the Kingdom of the Netherlands in Dhaka, Bangladesh	Senior Policy Adviser- Gender and SRHR
Francesco	Elicio	EU Delegation to Bangladesh	Programme Manager
dilruba	haider	UN Women	Officer in Charge
Jenni	Wisung	UN RCO	Gender Affairs Advisor
Banasree	Neogi	Manusher Jonno Foundation	Gender Advisor
GIULIA	PELOSI	UN Women	EVAW programme specialist
Luthmela	Farid	Chittagong Women Chamber of Commerce and Industry	Director
Asma	Khatun	IOM	NPO
Abida	Mostafa	Chattogram Women Chamber of Commerce (CWCCI)	Businesswoman
Chiara	Vidussi	EU Delegation to Bangladesh	Programme Manager
Laila Jasmin	Banu	EU Delegation to Bangladesh	Programme Manager
Mattia	Ventura	Embassy of Italy, Dhaka	Deputy Head of Mission
Mamunur	Rahman	EU Delegation	Gender Consultant (National)
Shamiya	DS	SHED	Deputy Secretary
Amaia	Zabala	EU	Team Leader
AL MUDABBIR BIN	ANAM	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Programme Coordinator, Energy
Dilruba	Akter	Department of Environment	Assistant Director (Climate Change)
Dr. Sheikh Muslima Moon	Moon	Department of Women Affairs	Additional Director
Mohammad Kamal	Hossain	Department of Women Affairs	Assit. Director (planning)
Daniel	RACKOWSKI	EU Delegation to Bangladesh	/
Alex	Calota	EU Delegation to Bangladesh	Programme Manager
Shahiduz	zaman	News Network	CEO

First Name	Last Name	Organization	Job Title
Nargis	Khanam	Ministry of Women and Children Affairs	Joint Secretary (Planning and Statistics)
Sara	Khatun	NETZ Partnership for Development and Justice	Programme Manager, Human Rights and Advocacy
Laila Jasmin	Banu	EU Delegation to Bangladesh	Programme Manager
Nadia	Rashid	EU Delegation to Bangladesh	Programme Manager
Hans	Lambrecht	EU Delegation to Bangladesh	Team Leader
Ayesha	Nargis	Women affairs	deputy director (planning)
Wieke	Waterschoot	EU Delegation to Bangladesh	Programme manager
Margherita	Capalbi	EU Delegation to Bangladesh	Programme Officer - Agriculture, Food Security and Nutrition
Jui	Chakma	EU Delegation to Bangladesh	Programme manager
Mahmuda	Sultana	Oxfam in Bangladesh	Head of Gender Justice and Social Inclusion

ANNEX 6: SOURCES CONSULTED

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