

GENDER STRATEGY AND ACTION PLAN

FOR NATIONAL SOCIAL SECURITY STRATEGY OF
BANGLADESH



MARCH 27, 2019

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List of Abbreviation

APA	Annual Performance Plan
BB	Bangladesh Bank
BBS	Bangladesh Bureau of Statistics
BEZA	Bangladesh Economic Zone Authority
BIDS	Bangladesh Institute of Development Studies
BSCIC	Bangladesh Small and Cottage Industries Corporation
CBP	Child Benefit Programmes
CCT	Conditional Cash Transfer
CIPs	Commercially Important Persons
CMC	Central Management Committee
CPTU	Central Procurement Technical Unit
CSOs	Civil Society Organisations
DHS	Directorate of Health Services
DWA	Directorate of Women Affairs
ECNEC	Executive Committee of the National Economic Council
EPZ	Export Processing Zone
FID	Financial Institutions Division
FFC	Food Friendly Card
FFW	Food for Work
G2P	Government to Person
GAP	Gender Action Plan
GED	General Economics Division
GIS	Geographical Information System
GoB	Government of Bangladesh
HSD	Health Services Division
ICIMOD	International Center for Integrated Mountain Development
ICT	Information Communication Technology
IMED	Implementation, Monitoring and Evaluation Division
LCS	Landless Contracting Society
LGD	Local Government Division
LJD	Law and Justice Division
MEFWD	Medical Education and Family Welfare Division
MoA	Ministry of Agriculture

MoC	Ministry of Commerce
MoCA	Ministry of Cultural Affairs
MoCHTA	Ministry of Chittagong Hill Tracts Affairs
MoDMR	Ministry of Disaster Management and Relief
MoE	Ministry of Education
MoEWOE	Ministry of Expatriates' Welfare and Overseas Employment
MoF	Ministry of Food
MoFA	Ministry of Foreign Affairs
MoFECC	Ministry of Forest, Environment and Climate Change
MoFL	Ministry of Fisheries and Livestock
MoHFW	Ministry of Health and Family Welfare
Mol	Ministry of Information
MoLE	Ministry of Labor and Employment
MoPA	Ministry of Public Administration
MoPME	Ministry of Primary and Mass Education
MoSW	Ministry of Social Welfare
MoWCA	Ministry of Women and Children's Affairs
MoYS	Ministry of Youth and Sports
MTBF	Medium Term Budget Framework
NEC	National Economic Council
NGO	Non-Government Organization
NICAR	National Implementation Committee for Administrative Reforms/Reorganisation
NIS	National Social Insurance
NPR	National Population Register
NSIS	National Social Insurance System
NSSS	National Social Security System
PC	Planning Commission
PFI	Private Financial Institution
PKSF	Palli Karma-Sahayak Foundation
PMO	Prime Minister's Office
RCGP	Recurrent, Capital, Gender and Poverty
RDCD	Rural Development and Cooperatives Division
SBD	Swarnivar Bangladesh
SCITI	Small & Cottage Industries Training Institute
SDB	Social Development Bangladesh
SDG	Sustainable Development Goals

SID	Statistics and Informative Division
STEM	Science, Technology, Engineering and Mathematics
TMED	Technical and Madrasah Division
VWB	Vulnerable Women's Benefit
WTO	World Trade Organization

Executive Summary

Though Bangladesh has progressed towards becoming a middle-income country, still a large proportion of people are under extreme poverty and other vulnerabilities. Therefore, the Government is to provide social security services and benefits to reduce vulnerability and promote resilience to shocks and stresses at individual, household and community levels. Feminist researchers suggest that social security programmes can become a good instrument to promote gender equality and empower women. In Bangladesh, addressing gender in social security is critical as women are the majority among poor, face different types of vulnerabilities, have limited endowments to live as equal citizens and often are subject to gender-based discrimination and harassment. This document provides strategic directions for design and delivery of social security programmes that will support women's empowerment and reduce gender gap while implementing the National Social Security Strategy (NSSS) of Bangladesh. It also provides action plan for specific ministries on how they will advance gender equality through social security programmes.

Bangladesh targets women and girls in many social security programmes and in the absence of a concrete guidance and planning, the gain towards gender equality were less than their potentials. Therefore, a Gender Policy was developed and approved by the Central Management Committee (CMC) of National Social Security Programmes under the Chair of the Cabinet Secretary in 2018. This Strategy and Action Plan is a step forward in realization of the objectives of the NSSS towards reducing gender gap.

The NSSS is operationalized through 35 ministries and divisions which have developed their respective action plans to implement the NSSS. This strategy and action plan support these ministries/divisions in designing and delivering social security programmes aiming at reducing gender gap and empowering women and girls.

Gender in Social Security

A diagnostic study on social security programmes identified that besides gender-based discrimination and deprivation, women's vulnerabilities and risks are different even if they live in the same situation. Social norms enforce subordination of women and girls leading to women's low educational and economic accomplishment, weak bargaining capacity, lack of mobility, early marriage girls and child pregnancy, discriminatory legal provisions, low participation in public sphere and politics and thus intensify the nature of disadvantages faced by women and girls. The Action Plans of different ministries incorporate specific actions that will contribute towards changing the social norms and facilitate gender equality. The Gender Strategy and Action Plan both are anchored within the NSSS and the Gender Policy for NSSS. The Gender Strategy and Action Plan have been developed in a participatory manner considering the main functions of each ministry.

Priority Areas for Social Security under Gender Policy

The diagnostic study suggested that in addition to human and productive capital development for women, developing social capital and sense of self-respect and to address individuals' needs at the appropriate phase of the life cycle. The Gender Policy identified eight different priority areas for social security.

- Food security and nutrition
- Human development support
- Access to livelihoods activities, income and transfers
- Active labour market participation
- Productive financial inclusion
- Social empowerment

- Reaching urban women
- Expanded coverage of social insurance system
- Emergency preparedness and resilience to shocks

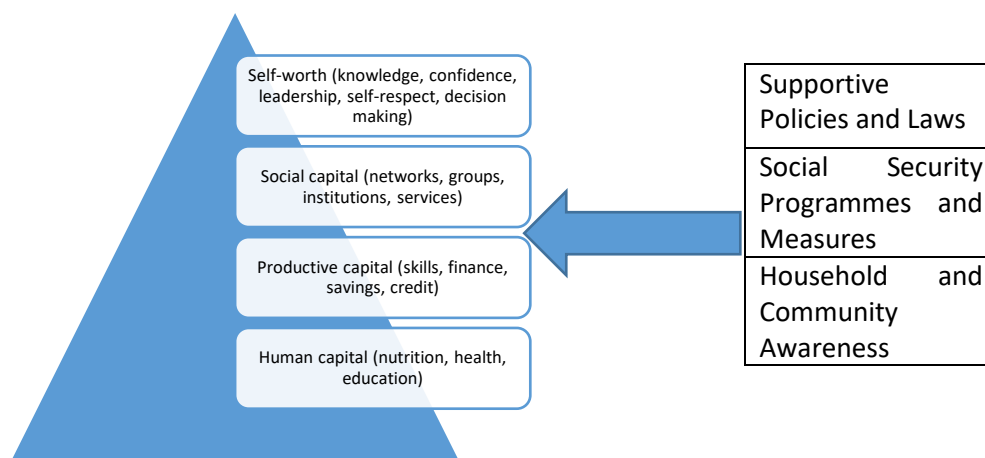
The NSSS action plan identified a few areas for gender focused social security for children and women. Their family members (*particularly women*), which have been considered in this action plan.

- Introduce Child Benefit Programme (allowances to be disbursed to female parents preferentially)
- Introduce Vulnerable Women’s Benefit programme
- Workplace Childcare Services
- Child Maintenance
- Maternal Health Care
- Maternity Insurance within National Social Insurance System (NSIS)
- Scale up SWAPNO (Strengthening Women's Ability for Productive New Opportunities) Project
- Scale up ‘One House - One Farm’ programme now called “My House - My Farm”
- Strengthen Social Allowance (financial support/ assistance/ benefits) for the migrant workers and their families.

The Gender Strategy

The Gender Strategy is a framework that supports and complements the implementation of the NSSS and the Gender Policy to promote gender equality and women’s empowerment for the period of 2019-2025. It is the strategy has been synchronized with other strategic priorities of the country. In addition to human capital and productive capital development for women, developing social capital and sense of self-respect is important for women’s empowerment. Transformative social security programmes include support starting from the basic needs to developing voice, self-respect, decision making ability and capacity to overcome risks and vulnerabilities including violence. It is more beneficial for the society and individuals to address the origins of gender discrimination and facilitate women’s empowerment as an outcome of social security programmes through multi-dimensional initiatives. This has been explained in the figure below.

Figure1: Support for Transformative Social Security



Areas of Social Security Support

The Strategy supports covering the key phases of life as in the NSSS in order to be not only protective but also gradually make them transformative.

- a. **Childhood support:** To provide all children, boys and girls from all backgrounds the opportunity to grow as human being with education, health, skills, knowledge and prepare for adulthood.
- b. **Support for working age:** To enable all working age women accessing the labour market with opportunity for decent work, income and a congenial work environment.
- c. **Child bearing and maternity:** To support women in this important phase of their life to remain healthy and safe and for delivery and development of healthy future generation.
- d. **Old age and elderly care:** Ensure care, livelihood and health care for the elderly women.

In addition, some issues that cut across all phases of life are important through social security support

- a. **Affordable healthcare:** To ensure affordable and accessible primary and lifecycle-based care for all vulnerable women and address gender specific health risks and risks due to shocks.
- b. **Protection from violence, changing gender roles and social norms:** To influence changing the social norm of women's subordination and the role of women and men and promote equality.
- c. **Support for women with disability, minority, ethnic and other marginalized groups:** To ensure basic rights and opportunities for development and leadership of these groups.
- d. **Resilience from climatic and other shocks and vulnerabilities:** To protect women and girls from adverse effects of the climate change and other shocks.

Strategies

Strategies include a. strategies related to lifecycle-based targeting and support, b. strategies related to programme design and delivery for gender equality, and. Operational Strategies

a. strategies related to Lifecycle Based Targeting and Support

Timely consideration and prioritized investment in life cycle-based needs

The support and protection requirement of each age is essential. Early childhood care, bringing out of school children in education, skills for youth, maternal health care etc. with focus on gender-based needs safeguard from future vulnerability and risks.

- a. Focus on early childhood care and nutrition.
- b. Strengthen educational outcomes at school age and adolescent care.
- c. Enhance capacity for labour-market access.
- d. Ensure pregnancy and maternity care.
- e. Ensure elderly care: Specific support for disability.

b. Strategies Related to Programme Design and Delivery for Gender Equality

The following strategies related to gender equality, inclusion, empowerment, graduation need to be incorporated while designing social security programmes.

- a. Rights-based approach and transformative social security
- b. Support for the vulnerable women
- c. Empowerment in programme objective
- d. Plan graduation in advance where applicable
- e. Mainstreaming gender in programming
- f. Participation and inclusion
- g. Awareness, motivation and behaviour change to reduce discrimination and violence
- h. Voice and social capital
- i. Labour market interventions
- j. Reaching urban women

- k. Financial inclusion and resource base
- l. Cash transfer for start-up or access to livelihood activities and empowerment
- m. Expand coverage of social insurance system
- n. Emergency preparedness and resilience from shocks

C. Operational Strategies

Operational strategies incorporate ways to ensure effective implementation and better results through monitoring, harmonization, complementarity, capacity building and such other.

- a. Harmonization (Consolidation), expansion and sustaining results
- b. Promoting complementarity and partnership for gender focused social security
- c. Invest in capacity and capability building for gender responsive social security including capacity of beneficiaries, community and institutions
- d. Gender inclusive design and quality assurance
- e. Grievance redressal mechanism
- f. Investment in monitoring
- g. Resource mobilization

The Gender Action Plan

The Action Plans have been organized for each ministry or division implementing or supporting social security services and also for the thematic clusters. Emphasis has been given on lifecycle- based support, priorities set by the NSSS, and the key actions in the clusters. It emphasized on developing a Child Support Programme, Vulnerable Women Benefit programme, women's access to converted programmes from food based to cash based, livelihood support and consolidation of smaller programmes with incorporation of empowering elements. Besides consolidation of workfare programmes incorporating empowering elements and graduation planning, disaster preparedness and recovery, scaling up of stipend programme for girls etc. have been incorporated within the mandate of each ministry or division. In addition, ensuring gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data, grievance redressal, digitized single registry MIS and G2P payment have been emphasized.

Implementation and Monitoring

Ministries The main responsibility of implementation of the Action Plan primarily rests on the 35 ministries of the Government. Each ministry will develop an annual work plan integrating social security considering the provisions of the Social Security Action Plan and the Gender Action Plan. This work plan will be an integral part of the Annual Performance Agreements (APA) of the ministry/division and report to the Central Coordination Committee.

Ministry of Women and Children Affairs will support other ministries for mainstream gender in policies, projects and programmes, gender capacity building, and performance monitoring, where necessary. MOWCA will lead the process in developing the Child Benefit Programme and the Vulnerable Women Benefit Programmes.

General Economics Division: General Economics Division of the Planning Commission will provide overall technical and operational guidance on operating standards, and assist in identifying social security priorities and trends, applying a gender lens.

Statistics and Information Division will help develop a data base on eligible individuals for different types of Social security and prepare a consolidated list of social security recipients in a sex-disaggregated manner. BBS will data and presentation of gender focused progress reporting.

Finance Division will strengthen Gender Responsive Budgeting shifting focus from at-entry allocation to utilization of budget for gender equality results and allocate budget to ensure timely support for lifecycle- based needs and women's empowerment.

Central Management Committee (CMC): The CMC under the Cabinet Division will lead the process by ensuring smooth coordination between ministries and clusters to achieve the objectives of the Gender Action Plan to implement the Gender Policy of NSSS.

Cluster Coordinating ministries/divisions: The programmes under different thematic clusters will be coordinated by the lead coordinating ministry or division to ensure that the objectives are achieved.

Social Security /Gender Focal Points of the ministries/divisions: The Social Security /Gender Focal Points of the Ministries/divisions will be responsible for inclusion of the gender perspectives within projects/programmes, coordination of women's empowerment aspects within the ministry.

The Implementation, Monitoring and Evaluation Division (IMED) will be responsible to integrate gender perspectives and use indicators in monitoring of social security programmes.

The new platform for GO-NGO Collaboration for Social Security Programme has been established, which will support the ministries in implementing the programmes and assist the CMC in monitoring and addressing grievances.

PART A: GENDER STRATEGY FOR IMPLEMENTATING GENDER POLICY OF NATIONAL SOCIAL SECURITY STRATEGY

1. Introduction

The right to basic food, nutrition, human development and social security of all citizens has been provided by the Constitution of Bangladesh. The Constitution also provides for equality of all and no discrimination on the basis of sex, age or any other counts. Despite the country's progress towards becoming a middle-income country, and free from poverty and hunger as per the Sustainable Development Goals (SDG), still income inequality is high and a large proportion of people are under extreme poverty and other vulnerabilities. Therefore, the Government becomes responsible to devise an inclusive, pluralistic, rights-based, and comprehensive social security system for the citizens. Social security programmes provide services and benefits to reduce vulnerability and promote resilience to shocks and stresses at individual, household and community levels. Feminist researchers have found that despite all the potentials, social security programmes have not yet yielded their transformative potentials for women and girls. Therefore, the unequal situation of women still prevails, which need to be addressed. In Bangladesh, addressing gender in social security becomes critical as women are the majority among poor, face different types of vulnerabilities, and have limited endowments to live as equal citizens. This current document provides strategic directions for design and delivery of social security programmes that will support women's empowerment and reduce gender gap. It also incorporates action plan for the ministries and division of the Government on how they will promote gender equality through social security programmes. Therefore, this document is a combination of both Gender Strategy and Action Plan for social security in Bangladesh.

1.1 Background

The National Social Security Strategy (NSSS) of Bangladesh approved by the Cabinet of the Government of Bangladesh (GoB) in 2015 is a step forward towards a comprehensive life cycle-based approach to social protection of the poor, vulnerable, and otherwise marginalized men and women of all ages. It is evident that women of all ages and groups experience different types of vulnerabilities compared to their male counterparts and therefore, they need specific attention for social security to reduce gender inequality. This entails intensifying action towards reducing gender gap through social security programmes.

The NSSS recognized the gender disparity in Bangladesh measured by different indicators and the need for specific social security programmes for girls and women. It includes a consolidated Vulnerable Women's Benefit (VWB) programme specifically address women's needs, which will contribute towards reducing gender inequality. Several social security programmes target women, cover various stages of life cycle and provide protection and prevention services, support human development, and economic benefits for them.

In the absence of a concrete guidance for gender inclusive social security programming, the gain towards gender equality from social security programmes were short of the possibilities. Therefore, a Gender Policy was developed and approved by the Central Management Committee (CMC) of National Social

Security Programmes under the Chair of the Cabinet Secretary in 2018 within the framework of the NSSS to provide guidelines to address gender aspects in social security programmes considering women's vulnerability and various gendered social protection needs. This Strategy and Action Plan is a step forward in realization of the objectives of the NSSS towards reducing gender gap in development by operationalizing the gender policy.

The NSSS is operationalized through 35 ministries and divisions of GoB. They provide protection, prevention and promotional services along lifecycle risks of children including early childhood needs, working age people – including specific focus on youth, vulnerable women, the elderly, and persons with disabilities. Some ministries play supportive role in monitoring, financing and coordinating social security programmes. These ministries and divisions have developed their respective action plans to implement the NSSS – a highly ambitious reform document to bring transformative change in citizens' lives. In the absence of a framework for addressing gender inequality, these action plans need complementary strategies to address gender aspects in social security programming. Hence this strategy and action plan are to support these 35 ministries/divisions in designing and delivering social security programmes aiming at reducing gender gap and empowering women and girls.

This Strategy provides a road map for prioritizing social security programmes, mode of design and operation to ensure better gender equality results. It provides for progressive but substantive scaling up of the programmes that offer multidimensional opportunities to vulnerable women including support to build human, economic and social capital as well as enhance their voice and confidence.

1.2 Gender in Social Security

A diagnostic study on social security programmes identified that besides gender-based discrimination and deprivation, women's vulnerabilities and risks are different even if they live in the same situation. Social norms enforce subordination of women and girls leading to women's low educational and economic accomplishment, weak bargaining capacity, discriminatory legal provisions, low participation in public sphere and politics and thus intensify the nature of disadvantages faced by women and girls.

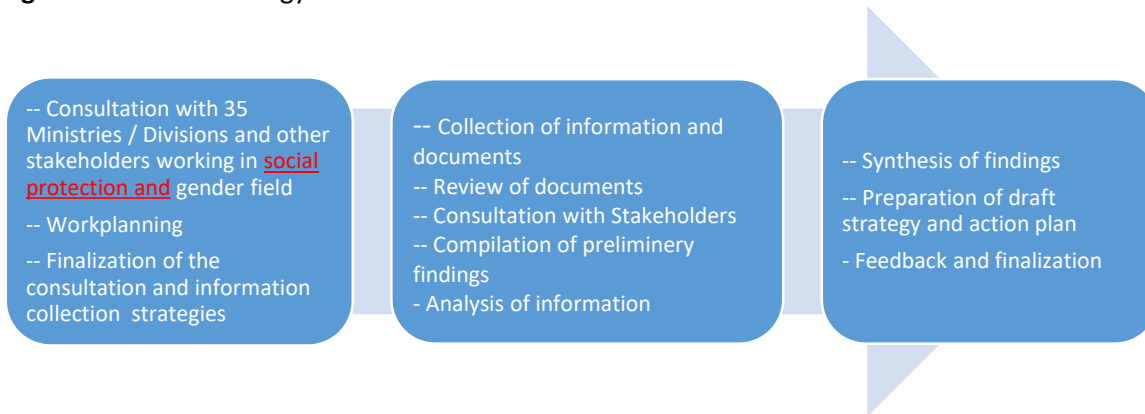
Gender roles and division of labour, seclusion, lack of mobility, early marriage girls and child pregnancy, gender-based violence, drudgery of unpaid household work, preference for sons, unequal legal rights and harmful social practices are factors behind continued subordination of women and girls. Vulnerability of working women, widows and separated, elderly, sex workers, transgender, dalits are different from other women of the society. Women need greater access to services for their own and families' human development; access to resources for economic emancipation; protection from violence, crisis and shocks; and increased self-esteem, confidence and voice in decision making. Therefore, the Action Plans of different ministries need to be explicitly looking into the issue and incorporate specific actions that will contribute towards changing the social norms and facilitate gender equality within the mandates of the ministry/division.

1.3 Gender Strategy and Action Plan Formulation Process

The Gender Strategy and Action Plan both are anchored within the NSSS and the Gender Policy for NSSS. The Gender Strategy and Action Plan has been developed considering the main functions of each ministry. Social norms, policies and laws related to gender roles, particularly those related to social protection have also been considered. The priority challenges that need to be addressed over the medium-term to implement the NSSS have also been considered. This document also maintains consistency with the National Action Plan for Women's Development to implement the National Policy for Women

Development 2011. The updating of the National Action Plan for Women's Development has been taking place at the same time and incorporated specific actions for social security, poverty reduction and human development. The process includes three phases following approval of the inception report: Preparation, Assessment and Finalization. The activities of the three phases are indicated in the following figure.

Figure 1: Gender Strategy and Action Plan Formulation Process



1.4 Priority Areas for Social Security

The diagnostic study suggested that in addition to human and productive capital development for women, developing social capital and sense of self-respect for women by undertaking motivational and awareness building activities at the household and community level are critical. It is also critical to address individual's needs at the appropriate phase of the life cycle. The Gender Policy identified eight different priority areas for social security required by all. In order to reduce the existing gender gap, social security programmes need to ensure them for women and girls. The priorities for lifecycle as identified were:

- Food security and nutrition
- Human development support
- Access to livelihoods activities, income and transfers
- Active labour market participation
- Productive financial inclusion
- Social empowerment
- Reaching urban women
- Expanded coverage of social insurance system
- Emergency preparedness and resilience to shocks

Priorities under the Gender Policy: The Gender Policy takes these a step forward and identified areas of commitment based on a life-cycle approach according to the NSSS. As per policy, the key commitment areas of the Government are:

1. Childhood support
2. Support for working age women
3. Child bearing and maternity
4. Old age and elderly care
5. Affordable healthcare
6. Household care and changing social norms

7. Support for women with disability and socially excluded groups
8. Resilience from climatic and other shocks and vulnerabilities

Gender focused actions under NSSS action plan: The NSSS action plan identified a few areas for gender focused social security for children and women. They are:

- Introduce Child Benefit Programme (allowances to be disbursed to female parents preferentially)
- Introduce Vulnerable Women's Benefit programme
- Workplace Childcare Services
- Child Maintenance
- Maternal Health Care
- Maternity Insurance within National Social Insurance System (NSIS)
- Scale up SWAPNO (Strengthening Women's Ability for Productive New Opportunities) Project
- Scale up 'One House - One Farm' programme now called "My House - My Farm"
- Strengthen Social Allowance (financial support/ assistance/ benefits) for the migrant workers and their family members (*particularly women*)

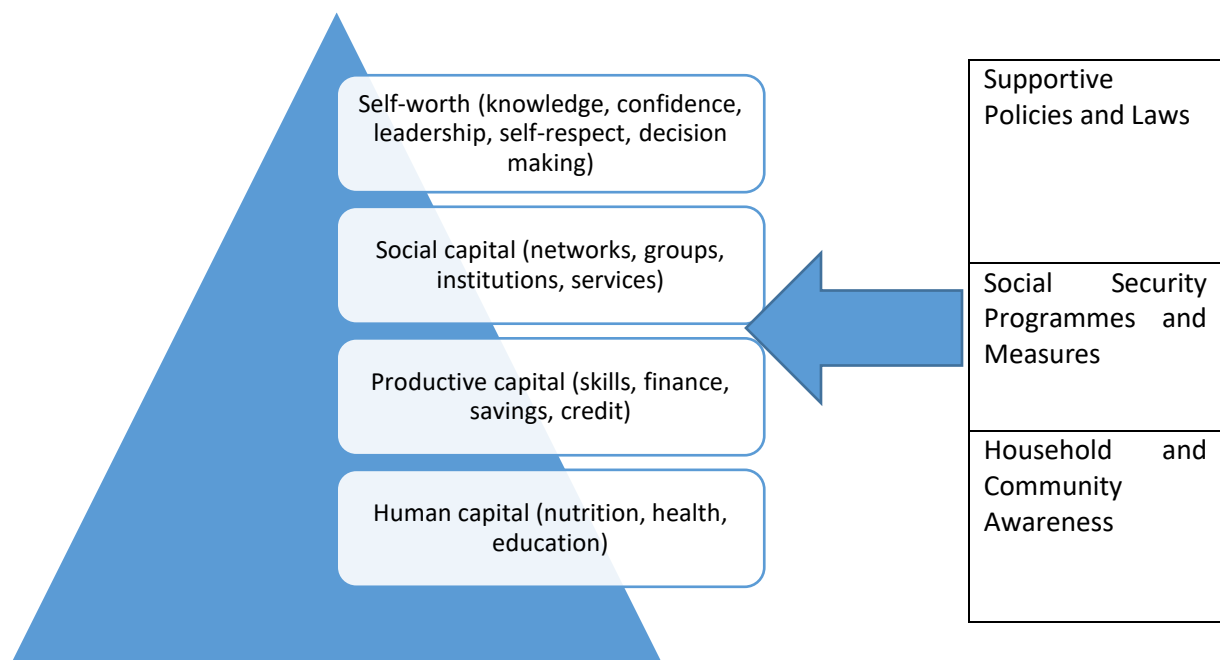
2. The Gender Strategy

The Gender Strategy is a framework that supports and complements the implementation of the NSSS and the Gender Policy to promote gender equality and women's empowerment for the period of 2019-2025. The strategy has been synchronized with other strategic priorities of the country, like employment, development of human resources, food security, maternity and such other. It incorporates ways for application of the priorities from these documents as integral part of the gender action plans of different ministries. The NSSS Action Plan developed by different ministries provide lists of major actions to be taken by different ministries. This Gender Strategy and Action Plan builds upon those major actions and outlines actions focusing on expanding and spelling out activities of different ministries/divisions to promote gender equality through their social security programmes.

2.1 Approach

The gender diagnostic study like other international studies suggests that in addition to human capital and productive capital development for women, developing social capital and sense of self-respect is important for women's empowerment. Transformative social security programmes include support starting from the basic needs to developing voice, self-respect, decision making ability and capacity to overcome risks and vulnerabilities including violence. Towards this end, motivational activities and awareness building at the household and community level are essential. Support of congenial legal and policy framework is also necessary. This has been explained in the figure below.

Figure 2: Support for Transformative Social Security



It is more beneficial for the society and individuals to address the origins of gender discrimination and facilitate women's empowerment as an outcome of social security programmes through multi-dimensional initiatives. Ministries have often referred to the social security programmes as programme for gender equality while reporting on gender budget. One has to understand the difference between programmes for women's advancement and protection. Transformative or empowering programmes require design elements and actions that support empowerment and promote gender equality.

2.1 Areas of Social Security Support

The Strategy supports covering the key phases of life as in the NSSS in order to be not only protective but also gradually make them transformative. It also follows the priority support areas of the Gender Policy. They include life-cycle stages and some specific areas for focus.

- e. **Childhood support:** To provide all children, boys and girls from all backgrounds the opportunity to grow as a complete human being with education, health, skills, knowledge and preparation for adulthood.
- f. **Support for working age:** To enable all working age women accessing the labour market with opportunity for decent work, income and a congenial work environment.
- g. **Child bearing and maternity:** To support women in this important phase of their life to remain healthy and safe and for delivery and development of healthy future generation.
- h. **Old age and elderly care:** Ensure care, livelihood and health care for the elderly women.

In addition, addressing some issues that cut across all phases of life is important through social security support or programme:

- a) **Affordable healthcare:** To ensure affordable and accessible primary and lifecycle-based care for all vulnerable women and address gender specific health risks and risks due to violence, calamities and accidents.
- b) **Protection from violence, changing gender roles and social norms:** To influence changing the social norm of women's subordination and the role of women and men and promote equality.
- c) **Support for women with disability, minority, ethnic and other marginalized groups:** To ensure that women with disability and from other marginalized groups are assured of their basic rights and receive opportunities for development and leadership. The services should address the needs of different groups, all types of disabled, ethnic, and socially marginalized (sex workers, dalits, HIV/AIDS patients, transgender, prisoners etc.).
- d) **Resilience from climatic and other shocks and vulnerabilities:** To protect women and girls from adverse effects of the climate change and other shocks.

Ensuring all these requires review of existing social security programmes and scaling-up, redesign, harmonization, complementary actions as necessary as well as piloting of new interventions to fill any gaps. Priority should be given on human capital development and scaling up of programmes creating job opportunities and incomes for the poor and vulnerable.

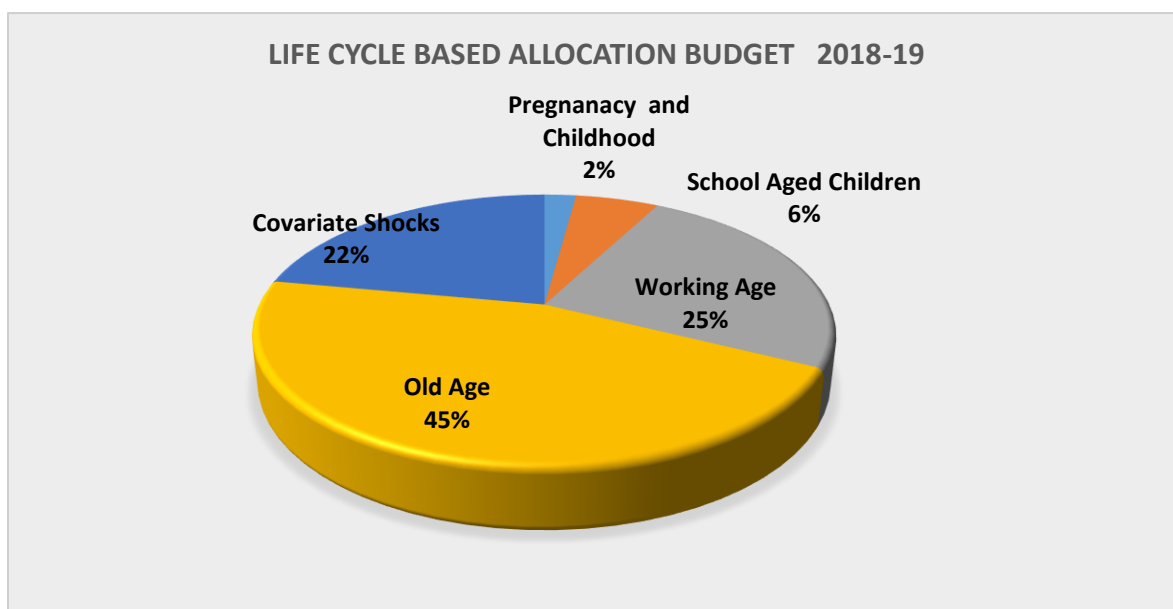
2.3 Strategies

2.3.1 Strategies Related to Lifecycle Based Targeting and Support

2.3.1.1 Timely consideration and prioritized investment in life cycle-based needs

The needs of a person vary from before birth through to old age. The social security programmes will ensure access to age, sex and vulnerability specific services and overcoming constraints related to that age including gender-based needs of different ages. Addressing needs of the childhood, like nutrition, immunization, health care, prevention of child labour, education, skills, protection from abuse ensure health and prepare them for the working age. Addressing the needs of childhood helps in developing a healthy and capable future generation. The social protection needs of children adolescents, working age and/or old age would be low if health, education, skills and employment related risks are timely addressed. Childhood healthcare and nutrition also reduces vulnerability to disability and morbidity. It also supports old age security, and protection from inter-generational transmission of poverty. Therefore, the social security investment scenario will be reviewed and adjusted accordingly to ensure support for each age group.

Figure 3: Lifecycle based Allocation in 2018-19



The support and protection requirement of each age will be fulfilled to reduce the need for charity and transfer at a later age. The coverage of social security programmes within lifecycle approach of NSSS is still inadequate. Therefore, the nutrition, early childhood care, bringing out of school children in education, skills for youth, maternal health care will be prioritized. Requirements at each stage of the life cycle for all with focus on gender-based needs will be addressed for the best gain from social protection and for safeguarding/protection from future vulnerability and risks.

2.3.1.2 Prioritize lifecycle-based needs

Various types of support at different stages of life cycle need to be ensured based on survey and needs assessments.

- **Focus on early childhood and nutrition:** Ensure immunization and nutrition services, care, supplements and include nutrition education and practices in training and maternity and child support programmes.

- **Strengthen educational outcomes at school age:** Support stipends, school feeding, ensure school attendance, complemented by provision of quality teaching for all including disabled, girls, and minorities and in remote locations.
- **Enhance capacity for labour-market access:** Ensure market-based education and skills for employment (formal, informal, wage, service, self-employment, entrepreneurship) among young girls and women including for those who are out of school.
- **Ensure pregnancy and maternity care:** Ensure immunization, nutrition, health care, and child birth under trained persons, pre and post-delivery care services.
- **Ensure elderly care:** Ensure access to low cost health and care support, provision of pension, insurance, and old age allowance.
- **Specific support for disability:** Support disabled women/girls based on their individual age and need for development. Complement by health and disability care facilities, mobility/sight/ communication support, education for children and youth, skill enhancement and labour market support for working age, and old age care designed with gender focus.

2.3.2 Strategies Related to Programme Design and Delivery for Gender Equality

The following strategies are related to design of social security programmes. These include features that will enable the programmes to provide protective services as well as support releasing transformatory potentials through the programmes to promote gender equality and women's empowerment. Short term benefits will be a step towards long-term result and be consistent with Sustainable Development Goals (SDGs).

2.3.2.1 Rights-based approach and transformative social security

Women will be treated as individuals with their rights. Not only their practical needs as mothers, wives or household caregivers will be addressed but elements of empowerment with rights-based approach will be incorporated. The design and delivery will aim at women's empowerment, uphold their rights and harness the transformative potentials. Programmes will have elements for upholding their rights, facilitating access to justice, developing women's voice and agency, developing leadership and participation in decision making. Programmes will support establishing women's control over productive resources and their own lives; and will consider the more demanding and forward-looking strategic gender needs for tackling gender discrimination and facilitating empowerment.

2.3.2.2 Support for the vulnerable women

The definition of 'female heads of household' will be considered with care. Other categories of vulnerable women will be considered in the selection criteria to prevent exclusion of the most vulnerable women. Additional support will be included based on identified needs of for women who are disabled, chronically ill, live in remote locations, belong to ethnic minorities, vulnerable to disasters or otherwise vulnerable (HIV/AIDS, dalit, transgender, sex worker, orphan and such others). Programmes will explore and provide support for their livelihood, security, health care, education, training, and rights protection etc.

2.3.2.3 Empowerment in programme objective

Women's and girls' empowerment will be integrated explicitly within programme objectives. In order to achieve this, appropriate result indicators will be identified and activities will be incorporated in relevant social security programmes, particularly in programmes like workfare, human development, Conditional Cash

Transfer (CCT) or income generation. An assessment of the existing programmes to identify existing objectives and elements for women's or girls' empowerment or having such potentials will be done. The potential programmes will incorporate empowering conditions, such as in workfare programmes, Vulnerable Group Development (sending children to school, no child marriage, leadership, family planning, etc.), and will be complemented by supply side interventions. Actions to improve self-esteem, decision making will be explored and incorporated for women particularly in workfare, human development and CCT programmes.

2.3.2.4 Plan graduation in advance where applicable

Particularly targeted poverty alleviation and workfare programmes will focus on planned graduation out of poverty and transformation instead of only coverage. They will incorporate promotive measures from the outset and include measures of graduation. Plan for expansion will also be incorporated. Programmes will plan and determine graduation criteria, design empowering elements, provide inputs and monitor progress indicators.

2.3.2.5 Mainstreaming gender in programming

The social security programmes will mainstream gender perspectives and attend to the critical elements that are expected to promote and pursue gender equality. Attention will be given to ensuring equal benefits to women and men from all targeted groups considering their needs. Delivery of social security and social transfers will consider women's accessibility to receive them. The design and delivery will consider women's household responsibilities and vulnerabilities and ensure that women's work burden and time poverty is not aggravated. Required gender-based support like child and elderly care etc. will be enhanced in relevant cases. Safety and security issues will be considered and women's participation in implementation and monitoring will be ensured. All documents and criteria will use gender sensitive words and language ensuring women's dignity and that women are projected not only as victims or receivers but also as contributing individuals.

2.3.2.6 Participation and inclusion

Programme designs will ensure active and meaningful participation in, contribution to, and benefit of, civil, economic, social, cultural and political development of women without any discrimination on the basis of sex, ethnicity, age, disability or any other counts. The programmes will ensure women's and girls' participation and engagement in identification of practical and strategic needs and the ways to address them. Engagement to facilitate participatory needs identification, provision of information, participation in implementation and monitoring will be incorporated.

2.3.2.7 Awareness, motivation and behaviour change to reduce discrimination and violence

Actions for awareness, motivation and behaviour change communication will be incorporated with the aim to change discriminatory social norms and practices through social security programme and services. This will incorporate awareness and actions against practices like child marriage, sanitation, and dowry, and sexual harassment, violence against women, son preference and discrimination. These will also incorporate activities to change traditional gender roles, attitude towards boys and girls, sharing household and care responsibilities. The programmes will include role of men and community awareness component using media and other forums and will provide forum for community members to address questions and concerns about women's empowerment. The programmes will utilize all opportunities to change discriminatory social norms and practices.

2.3.2.8 Voice and social capital

Social security programmes will incorporate women's role as decision makers in public and private spheres including politics and promote their leadership. They will be supported to raise their voice claiming their rights and entitlements and against discrimination and violation. Actions to support developing their social capital through networks, raising their voice, linking them to service providing agencies, building confidence, self-worth, and self-respect will be incorporated in suitable programmes. Dissemination of knowledge on women's and girls' rights, and enhancing their bargaining power will be incorporated. The programmes will facilitate creating opportunity for organizing and capacitating beneficiary women and girls in participation in social security related and community decision making. Support will be provided for inter-agency linkages for access to services and forming peer groups of beneficiaries to facilitate learning and mutual support.

2.3.2.9 Labour market interventions

Labour market interventions will be of different types. They can create opportunities for employment including ensuring wage equality, developing skills, and facilitating internship for women. Workfare programmes can be instrumental in addressing strategic interests in developing group dynamics, voicing needs, and participation in public affairs, etc. The existing programmes will be consolidated and incorporate graduation agenda with provisions of savings, skills, financial inclusion and linkages with market and services. Support services for congenial work environment like child and elderly care facilities, workplace day-care services, shelter and care for the elderly, infirm, disable women, maternity, disability and unemployment insurance, protection from violence and harassment at public places and extension services aimed at effective participation women in economic activities will be undertaken. Specific programmes for informal sector workers including wage equality and minimum wage for different sectors will be explored. This will need extensive research and consultation not to cause retrenchment or curtail benefits. Linking corporate social responsibility with these services will be explored.

2.3.2.10 Reaching urban women

Social security needs of urban women and girls are different from those of rural women and girls. Social security programmes cover more beneficiaries in rural areas but gradually urban population is increasing and they need different services and support. Urban interventions will address security and protection, labour market support, housing and shelter, health, water, sanitation, nutrition, child care, mobility and transportation, and street lighting. Curbing violence against urban women, increasing their access to justice and labour rights, and maternity care will be given special attention. Opportunities for social insurance programmes will be explored for urban women.

2.3.2.11 Financial inclusion and resource base

Ensuring access to finance and capital is a priority for social development as generally women have low resource base. Financial services will be delivered (micro-credit, bank finance, saving services, education loan) at affordable costs to women and girls, particularly from the disadvantaged and low-income groups as well as to migrant workers. Existing facilities will be expanded and procedures of access will be simplified. A comprehensive transfer mechanism (G2P) through e-payment will be established and schemes that women can access easily will be launched. This will also involve specific provisions for

women, dissemination of information to them and setting targets for women in institutional financing. Where the ultra-poor women are not eligible for micro-credit, resource transfer will be considered.

2.3.2.12 Cash transfer for start-up or access to livelihood activities and empowerment

Though conditional cash transfer (CCT) programmes are successful, the design of such transfer programmes often lack actions for long lasting behaviour change and a plan for phasing out. Emphasis will be on motivational, behaviour change and empowerment elements. Therefore, programmes addressing on short-term needs will be reviewed to explore incorporation of elements that bring sustainable changes in behaviour and self-reliance across communities. Therefore, some of these programmes need to be complemented by other sectoral programmes. The CCTs for education is an impressive instrument but needs review to ensure that they are educationally efficient. The transfer should not provide incentives to families who would have enrolled their children in school anyway but should reach families who might enrol their children in school, if given the incentive. The CCTs are insufficient to cover needs of old age or disability and therefore need increase and complemented by low cost health care services or health insurance coverage. Similarly, Food for Work (FFW) can also be combined with sanitation, financial inclusion and so on. With inclusion of behaviour change elements in CCTs with attention on addressing social/gender norms, long lasting gains may be made towards promoting gender equality. Conditional Cash Transfer grant for livelihood support will assess initial start-up requirements as per current local market prices and allow for some flexibility in the budget.

2.3.2.13 Expand coverage of social insurance system

The social transfers providing protection for the protection of old age, disability, unemployment and maternity, will be expanded for all eligible persons including women and girls of all relevant groups in rural and urban areas. Old age pension, allowances for vulnerability and disability, allowances for special groups like freedom fighters and cultural activists, insurance against shock and illness will be prioritized for women. Coverage will be expanded to women/girls of the socially excluded groups of urban areas. A social insurance system enabling people to invest in their own social security, providing protection against the risks of old age, disability, unemployment and maternity will be initiated for pilot phase and integrated within the NSIS. Low cost contributory insurance will be initiated in collaboration with private sector and by providing subsidy, if necessary. Social transfer programmes will be reviewed and adjusted once the NSIS is fully operational.

2.3.2.14 Emergency preparedness and resilience from shocks

Emergency preparedness especially for natural calamities will be emphasized for the people including women and girls of climate hotspots of Bangladesh. The support will include preparedness and post disaster support. It will be beyond immediate relief covering adaptive and resilient livelihood opportunities, risk management, recovery, rehabilitation, and anticipatory intervention. Participation of women and girls in disaster management related platforms for decision making and their capacity building will be ensured. Social assistance and provision of critical maternity, health and psycho-social support for victims of disaster will be built in as required. Prevention and support will be ensured for women and girl victims of other shocks like unemployment, violence, harassment, conflicts and economic crisis. Coverage and support for economic crisis and depression will be incorporated within macro-economic and social protection provisions.

2.2.3 Operational Strategies

2.2.3.1 Harmonization (Consolidation), expansion and sustaining results

According to NSSS smaller programmes will be consolidated along lifecycle risks, with programmes for children, working age people including youth and vulnerable women, the elderly, and persons with disabilities. In the process of the harmonization, some programmes may be phased out in particular those are running on pilot project basis testing value for money and cost-benefit analysis. Some programmes will be merged into a greater programme within the ministry / division and some programme may run as social development programme but under the purview of NSSS. Harmonization will also focus on thematic clusters like food security, livelihood, social allowance based on life cycle and so on. In the harmonization process emphasis will be given on upscaling and sustaining results from programmes yielding better gender equality and empowerment outcomes. Consideration will be given on programme that can complement synergies with other macro and sectoral interventions like other start-up/ financial options in the project areas. Programmes that support once the household has lifted itself out of extreme poverty, having strong capacity development/ training components in skills, vocations, information, marketing etc. will be preferred for upscaling. Programmes having elements of empowerment, social capital building, protection from violence and shocks will be given emphasis. These elements having transformatory potentials will be incorporated in the consolidated and expanded programmes.

2.2.3.2 Promoting complementarity and partnership for gender focused social security

The programmes will emphasize on integration and complementarity among programmes and sectors to ensure coherent social security delivery and greater impacts for gender equality. The roles of different sectoral actors at different stages of life cycle will be considered to foster complementarity and partnerships with different private and public initiatives for the beneficiary women and girls. The programmes will assess prospects of enhancing synergies and mutual support to serve women and girls and avoid delivery of services that are ensured through sectoral development programmes. Synchronization of interventions will be promoted for social security programmes that address gender equality and women's lifecycle needs at the community and household levels. Complementarity with social transfer programmes will be sought for services under sectoral programmes. Skills enhancement programmes will seek support of micro-credit and other start-up/financial options, information and market opportunities for lifting beneficiaries out of extreme poverty. Social transfer and food aid programmes will seek support from capacity development/training in skills, vocations, information, marketing etc. Support for victims of violence and disasters will seek support from rehabilitation, legal aid and such programmes.

2.2.3.3 Invest in capacity and capability building for gender responsive social security

- a. **Beneficiary capacity:** Capacity building will be an ongoing process to address the challenges of the beneficiary women and girls. Capacity building at individual, and group levels will be incorporated. At the individual level, capacity will include women's and girls' knowledge, life skills and vocational skills, and other challenges of life, harnessing benefits from development, accessing information and services, and taking control of resources and lives. Capacity to cope with and recover from crises and shocks, especially those induced by climate change, violence and natural calamities will be emphasised. Training and capacity building facilitating transformation towards empowerment, building social capital, enhancing voice and bargaining capacity will be incorporated in relevant social security programme design. Capacity building to address both

practical and strategic gender needs emphasizing on women's/girls' leadership, nutrition, self-respect, entrepreneurship/ livelihoods, social support, awareness and risk mitigation will be incorporated.

- b. Capacity at the community and societal level:** At the societal level, capacity building will involve capacity of partners, service providers, local government, civil society, and communities for enhancing responsiveness supporting gender equality and women's empowerment at the private and public spheres. This will also involve community awareness and capacity building to prevent and address gender-based discrimination and violation of women's rights.
- c. Institutional capacity:** At the institutional level, capacity development activities will be undertaken for the ministries and their agencies to enhance efficiency in delivering and managing gender responsive social security programmes and ensuring their results. Attention will be on strengthening gender analytical capacity for social security programming and monitoring among the staff of different ministries, including Finance Division of Ministry of Finance, General Economics Division (GED) of Planning Commission, Implementation, Monitoring and Evaluation Division (IMED) and Bangladesh Bureau of Statistics (BBS) of Statistics and Informative Division (SID) of Ministry of Planning. The ministries' implementing social security programmes will support building the demand side and seeking accountability.

2.2.3.4 Design and quality assurance

The programmes will consider promoting gender equality as one of the key strategies. Ministries will undertake gender analysis, integrate gender related design features and be accountable for results. With support from Ministry of Women and Children Affairs and technical experts will ensure quality at design before approval of new programmes and improve existing programmes. Programme result frameworks will integrate gender indicators. The guidelines for incorporation of gender equality in Planning and Review by ECNEC will be strictly applied. Ministries will clearly spell out gender equality issues including monitoring indicators in their respective Annual Performance Plan (APA), which they sign the agreement with the Cabinet Division, annually. Relevant staff will be oriented on the use of the guidelines on how to mainstream gender in project and programme cycle. Cabinet Division will ensure strict adherence to the guidelines, while Planning Commission will ensure that the guidelines are followed in designing all development plans and projects

2.2.3.5 Grievance mechanism

A grievance redressal mechanism will be incorporated and coordinated at the local level preferably at the upazillas level to handle all kinds of grievances related to social security programmes. Information related to the mechanism, ways to access and procedure will be disseminated for awareness at the community level. Awareness information will reach women by undertaking specific communication methodology and campaign. The information about the existing grievance redressal mechanism under the Cabinet Division will be informed to the beneficiaries of the social security programmes at the local level.

2.2.3.6 Investment in monitoring

Monitoring will be emphasized to ensure the best results out of social security programmes. Attention towards sustainability of gains made will be ensured through investment in monitoring of gender quality results. Social security programmes yielding good gender quality and empowering results will be identified for expansion. The principle will be building in monitoring mechanisms in all social security

projects/programmes and monitoring their results related to gender quality and women's empowerment by all ministries, Cabinet Division, Finance Division, GED, IMED, SID-BBS and through civic efforts. The NSSS incorporated provision of a task force comprising GED, IMED and Finance Division of the Ministry of Finance to prepare process and procedure for performance- based monitoring of SSPs as per the NSSS, and recommend indicators that can be used for designing any new programmes and also performance-based budgeting. This activity will also include development of credible sex-disaggregated integrated database for all programmes, defining empowerment indicators and capturing results through all MISs. IMED's monitoring will also incorporate social development and gender features. Transparent procedures of beneficiary selection, targeting and participation will be monitored by the Central Management Committee (CMC) for Social Security Programmes through MIS, reviews, oversight and grievance mechanism. Monitoring will include validation of information from multiple-sources. The M&E taskforce established comprising of GED, Cabinet Division and Finance Division has specific roles in monitoring of social security programs. All the Ministries are to report to the CMC about social security program implementation and reforms which will again reports to the Prime Minister and her Cabinet as and when necessary.

Good practice mechanisms will be disseminated, scaled up and efforts will include building in follow-up mechanism to sustain results. The programmes will ensure setting up monitoring system based on a set of gender focused indicators incorporating both practical and strategic gender needs including those on transformation or empowerment. The indicators will be beyond provision of inputs, with focus on process and results, for transfer, workfare, promotional and other programmes.

2.2.3.7 Resource mobilization

Financing for gender equality in social security programmes under the NSSS is critical to achieve the goal of the Gender Policy. The programmes will ensure financing of the components and activities from the Government's own sources, cost sharing arrangement with development partners, and private sector or Civil Society Organisations (CSOs). The corporate social responsibility expenditure will also be explored for integration in social security programming. Considering the resource limitation and the time period, it is important to identify priorities and invest in strategically important areas. Priority areas should be chosen on the basis of possibilities of contribution towards both economic growth and women's empowerment and actions that can facilitate results in more than one area. The major areas will be to accrue equal benefit from quality formal education; employment opportunities; marketable skills to increase productivity; child immunization, nutrition and health care; facilitating positive social norms; reduction of VAW and support to victims and vulnerable groups. The targeted safety net programs and employment guarantee schemes will focus on the poor households especially the female headed ones. Geographically remote and disadvantaged regions will be prioritized for resource allocation. Better results can be achieved in some areas within existing resources by taking informed and planned initiatives and by ensuring collaboration between and among sectoral initiatives.

PART B: GENDER ACTION PLAN OF MINISTRIES AND DIVISIONS

1. Ministry of Social Welfare

Background

Ministry of Social Welfare is responsible to formulate and implement policies relating to social welfare and improve the standard of living of disadvantaged segments of the population. It is an important ministry having the largest number of social security programmes for old age, widows and deserted women, persons with disabilities, acid burnt victims, sex workers, orphans and vagrants of both rural and urban areas of the country. The ministry also implements development programmes for socio-economic development of the disadvantaged.

Mission for Gender-focused Social Protection

The mission of the Ministry is creating a better life by providing social security, empowerment and development for the poor, vulnerable group of people and persons with disabilities by adopting social security as an important tool for the empowerment of poor and to promote gender equality.

Role in gender equality and women's development

- a. Equitable socio-economic development through inclusion of 50 per cent women beneficiaries in 3 programmes, and one programme providing interest free micro-credits for only women. Annually 1.48 lakh women, benefit from enhanced social security, self-employment, education and training, and income generating activities. These women also have opportunities to access capital and government resources and services for their advancement. Priority is given to enhancing the wellbeing and rehabilitation of helpless female children.
- b. Social protection services for the disadvantaged people include allowances for 34.27 lakh widows, deserted and distressed women and 50 per cent of the allowances for elderly and disabled allowances programmes. Therefore, food security and poverty risks are reduced and social dignity is maintained. Shelter support programmes for orphans, and elderly include accommodation, clothing, health and services, and preventing women from repression, child marriage and dowry.
- c. Social justice and social inclusion: Safe shelters and maintenance is provided to women who come into contact with the legal system in order to increase social security and reduce the risk of harm. Annually, 12,000 women are provided assistance through Government/non-Government organizations to access fair justice and for rehabilitation. Through training and rehabilitation programmes, annually 600 disadvantaged women and adolescents gaining access to safe home programmes. In addition, support services, and legal aid are provided to women affected by social maladies (dowry, sexual harassment, child marriage and drug addiction).

Challenges related to promotion of gender equality and women's empowerment

The Ministry of Social Welfare will assume the responsibility of leading lifecycle based social security. Thus, the Ministry has a huge responsibility for coordination and transition of social security programmes towards that goal. Initially the ministry has been assigned with the responsibility of coordinating the thematic cluster on social allowance, while also participating in most of the other clusters as an important

member. It is a challenge to consolidate the social allowance programmes ensuring equity as well as ensuring empowerment of women.

Objectives of Gender Action Plan (GAP)

The objective of this GAP is support achieving the goal of coordinated social allowance programmes and consolidating the major lifecycle programmes, making them more gender inclusive, efficient as well as empowering for the poor and women.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 47.21 percent of the ministry budget, 93.63 percent of the development budget, and 39.90 percent of the non-development budget.

Situation analysis in addressing gender equality

The Ministry implements several social allowance programme for difference groups of people, such as— old age allowance, disability allowance, and allowance for vulnerable women. Over the years, the coverage has increased, but still these are inadequate. Several orphanages, and shelter home for elderly, vagrants and socially-disabled are operated. Several labor and livelihood interventions provide training and economic opportunities. The Ministry has several small and fragmented programmes to support different groups of people. These programmes need to be consolidated. Other programmes like children's allowance, vulnerable women's allowance needs to integrate within the overall child benefit programme and vulnerable women's benefit programme. There is no comprehensive database on disable persons with their types of disability and age. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring. Many of the programmes which have potential to facilitate women's empowerment have not incorporated such elements.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Child support	Expansion of shelter support for orphan and destitute children	Continuous	Annual 10% increase of service coverage	MoHFW MoPME MoE LGD Finance
	Ensuring nutrition, health care, education, recreation and moral development of orphan and destitute children in orphanage and on the streets	Continuous	Annual 10% increase of service coverage; MoU with different divisions for services	
	Increase amount of support for non-government orphanages	Continuous	Annual 10% increase of services coverage	
	Expansion of coverage of stipends for students with disabilities and from transgender communities	Continuous	Annual 10% increase	

	Integrate disable and transgender student stipend programmes into regular stipend support for education under MoPME and MoE.	Jan 2024	Disabled students stipend integrated within regular stipend programme	
	Enhance capacity of schools for visually, speaking and hearing impaired, autistic and other children at upazillas level	Jan 2022 continuous	Coverage expanded by 10% in upazillas	
Vulnerable women's benefit	Expanded support to deserted and marginalized women	Continuous	Annual 10% increase of coverage	MoHFW LGD Finance Division MoWCA
	Established linkage for providing training and healthcare support to disadvantaged women through institutions like Rural Mother's Center	Continuous	Percentage of self-reliant beneficiaries	
	Determine a term for allowance for the deserted women for 3 to 5 years and include graduation and empowering elements and targets	Continuous till 2026	Proposal approved; Percentage of beneficiaries becoming self-reliant	
Old-age support	Expansion of coverage under old-age allowance	Continuous	Annual increase 10%; Ensure 50% for women beneficiaries	LGD Finance Division MoHFW
	Assess feasibility of healthcare support/insurance	December 2020	Assessment prepared with recommendations	
	Linking with health service providers and issuance of health card	December 2021	MoU with MoHFW and health card issued	
	Work with Finance Division for an old age universal pension programme	December 2022	Programme developed	
Mobility support	Work with Housing and Public Works, Roads and Highways, Railway, shipping and Police for safe mobility of disabled – ramp, wheel chair-friendly footpaths, low railway locomotives, buses with ramps, traffic signals for blinds on roads etc.	Dec 2022	MoU with these ministries Guidelines issues for buildings, signals and transports	Finance Division, RHD, MO Railway, MO Shipping, PSD
Labor and Livelihood intervention	Expansion of coverage of income-generating training for rural and urban women, persons with disability (including burn survivors) and people from transgender, bedé (gypsy) and other socially disadvantaged communities	Continuous	Annual 10% increase	Finance Division
	Review and consolidate training programme incorporating empowering elements including graduation plan, collective bargaining capacity, social capital etc.	Continuous	All consolidated programmes integrate these elements	
Support to disadvantaged communities	Expansion of old-age support for transgender, Bede, tea-garden laborers, and other socially-disadvantaged communities;	Continuous	Annual increase 10%; women are 50% of beneficiaries	LGD Finance Division MoHFW

	Linking with health service providers and issuance of health card	December 2021	MoU with MoHFW and health card issued	
	Expanded support for the insolvent persons with disabilities	Continuous	100% coverage by 2026	
	Provide shelter and livelihood-enhancement (incl. training, credit etc.) support for shelter-less and socially disadvantaged persons, especially women and elderly persons	Continuous	Annual 10% increase in beneficiaries	
	Linking with healthcare services for socially disabled, bed and tea workers and other disadvantaged groups	Continuous	MoU with different service providers; Women constitute 50% of the beneficiaries;	
Grievance redress system	Build in complain mechanism at the field level for SS and violence of rights of the disadvantaged	Beginning July 2019	System developed and field offices instructed	Field offices, LGD, Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	Instruct field offices	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for disabled and disadvantaged women and girls in leadership, entrepreneurship, income generation, marketable skills, livelihood, social support and risk-mitigation	December 2019 Continuous	Increase by 10% annually for each group	Finance Division, MOYS,
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	July 2019 Continuous	Gender training imparted to planning and supervising staff	Planning Commission
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2020 continuous	Circular issued and instruction given	Planning Commission ECNEC
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2020 Continuous	All new programme designs incorporate these	Public meeting at upazillas level
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes in agriculture	December 2019	Instruction given to planning unit	IMED, MOWCA, GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results and	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and upscaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	Cabinet Division Planning Commission Finance Division
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list	

			for scaling up prepared	
	Determine a term (3-5 years) for allowance of deserted women and incorporate graduation criteria and ensure empowering elements in programme operation	June 2020	Guidelines prepared	

Key Actions

- Scale up old age programme by increasing coverage from present 31 lakh in last year to 65 lakh in the 2021. The threshold age limit will be set at 60 from present 65 for male and 62 for female. For citizens above 90+ years there will be provisions of special benefits.
- Work with MoHPW and other relevant ministries and divisions for safe mobility for persons with disability.
- Introduce a consolidated VWB programme in coordination with MoWCA ensuring all kinds of social security needs of women.
- Continue and expand programmes for marginalized people and orphans to address their rights to development.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

2. Ministry of Food

Background

Food is the first basic need of human being and the Ministry of Food is responsible for ensuring food security in the country. The responsibilities include legislations, policies, plans, procedures, etc. related to the food procurement, storage and distribution for a dependable national food security system. The activities are performed in collaboration with other ministries like Ministries of Agriculture, Commerce, Disaster Management and Relief, Local Government, Women and Children Affairs etc. are also closely associated in implementation of food security programmes. Country's overall food management and strengthening of food security system is done considering the possible adverse effect of environment and climate change. Ensuring supply of food for food based social security programmes, during disasters and at a low price during lean season are important functions which contribute towards nutritional support for the poor, women and children.

Mission for Gender-focused Social Protection

The mission is to ensure adequate and stable supply of safe and nutritious food through integrated public food management ensuring supply at a low-cost among poor people.

Role in social security for gender equality and women's empowerment

- a) Ensuring supply of food and price stability during disasters, and continue stable supply of food for the safety net programmes targeted towards poor, especially destitute women;
- b) stabilizing food price by procuring food grains from farmers at a fair price and sell through OMS during lean period to ensure access to food and nutrition by the poor, including women;
- c) ensuring access to food and nutrition for the poor including women in food based workfare programmes and thereby ensuring social security, of women and their families including children; and
- d) Ensuring nutritional status of the poor by providing micro-nutrients enriched fortified food through government food aid programmes to the destitute people, especially poor women and children.

Challenges related to promotion of gender equality and women's empowerment

Food security situation has substantially improved in Bangladesh. International experience has proved that cash-transfer programmes are advantageous over direct food supply programmes for social security. Therefore, transition from food-transfer to cash-transfer has become important to enable families to spend social allowances to meet their priority needs. On the other hand, in view of the climate change related uncertainties, it is important to ensure food supply in the market at a low price for the poor.

Another challenge is to ensure fulfillment of the nutritional needs of women and children in the family through cash transfer programmes. Addressing the nutritional needs of pregnant/lactating women, and also protect women and children from food insecurity and malnutrition should not be compromised because of poverty and disaster.

Objectives of Gender Action Plan (GAP)

The objective of this GAP is to streamline the food security type programmes, ensuring access to food and taking into consideration the nutritional needs and price stability.

Gender responsive budget

Women's share in the budget of 2018-2019 is 19.03 percent of the ministry budget 8.6 percent of the development budget and 19.5 percent of the non-development budget.

Situation analysis in addressing gender equality

This ministry mainly operates open market sales and ensure food supply for programmes of other ministries. The ministry also operates Food-friendly Programme for the Ultra Poor where women are also beneficiaries. The ministry is trying to gradually ensure cash transfer instead of food transfer. In this context, it is also important that people are not deprived of nutrition. Therefore, it is important to ensure information about low-cost nutritional elements and supply of fortified rice and food for food-based programmes, and even in the open market sales. Since women are responsible for food security of their families, women should constitute at least 50% of the recipients under the Food Friendly Card (FFC) programmes.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Strengthening Open Market Sales (OMS)	Provide basic information on nutrition with OMS by distributing leaflets and miking	January 2020 and continue	Leaflets distributed with OMS	Local Government Division
	Ensure women are beneficiary of the Food Friendly Card (FFC)	July 2020	Women are 50% of FFC recipients	
	Use poverty-mapping, identify areas with maximum poor female-headed households	June 2020	Areas identified	
	Expand OMS and FFC in those areas	June 2021 Continue	Programme expanded	
Vulnerable women benefit Programme	Support converting all food based workfare and livelihood programmes into cash based support	End of current cycle of VGD	Eligible beneficiaries covered by cash based programme and 10% increase per annum	MOWCA MOSW LGD
	Ensure cash for access of all eligible women for VGD and ICVGD in the converted cash-based social security programmes	July 2020	All eligible women for VGD and ICVG included	
Disaster relief Programmes	Ensure retaining nutrition in disaster relief programmes including fortified food and food for children	Continuous	Food based relief ensured nutrition components	MOF MOC
	Increase supply of fortified rice to support increased number of beneficiaries in disaster relief and rehabilitation programmes	January 2020	Annually increase supply of fortified rice in disaster relief and	

			rehabilitation programmes	
Workfare Based Programmes	Convert food-based workfare programmes to cash incorporating nutritional information ensuring participation and benefit of women.	December 2021	Conversion with Nutrition information approved	LGD
	Introduce supply of fortified rice for food-based workfare programmes in emergency situation	December 2021	Fortified rice distributed in food-based workfare programmes only in emergency situation	
Grievance redressal system	Build in a complain mechanism at the field level	December 2019	Instruct field offices	LGD
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Grievance redressal system	Build in complain mechanism at the field level	Beginning July 2019	Instruct field offices	LGD, Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in leadership, nutrition, self-respect, livelihood, social support and risk-mitigation in programmes	Beginning July 2019	All new programme designs incorporate these	MoWCA
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. participation, awareness, nutrition information, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission Cabinet and LGD ECNEC
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes	December 2019	Instruction given to planning unit	MoWCA GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all agencies to collect and compile sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and upscaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	All Coordinating ministries

	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	January 2021	Empowering features identified and list for scaling up prepared	
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Key Actions

- Strengthen Open Market Sales (OMS) and Food Friendly Card (FFC) Programme with nutritional information.
- Convert food supply programmes to cash based programmes.
- Ensure supply of food in disaster relief and rehabilitation programmes ensuring fortified rice for nutrition.
- Ensure conversion to cash in consistent with the demand and expansion of food based programmes
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.

3. Ministry of Disaster Management and Relief

Background

The Ministry of Disaster Management and Relief is responsible for disaster risk management and response. This includes disaster preparedness, warning, relief, rehabilitation and support for resilience. The ministry operates workfare programmes for employment of the poor for their food security. The relief and workfare programmes in collaboration with Ministry of Food and Local Government Division ensure supply and distribution of food grain for the programmes and support employment for the ultra-poor during the lean period of the year to reduce poverty and vulnerability. Many of the beneficiaries of such programmes are women and they are engaged for repair and rehabilitation of small-scale infrastructures.

Mission for gender-focused social protection

The mission is to manage a shift in disaster management from conventional response of relief to a more comprehensive risk reduction culture, promote food security and ensuring the resilience of community including men and women to hazards by enhancing their capacity for preparation, adaptation and response addressing gender-based needs

Role in social security for gender equality and women's empowerment

- a. Reducing risk of disasters by institutionalizing disaster management system and increasing the capability of people including women to face natural disasters. Through awareness activities and livelihood training they learn about lives and properties and empower women to perform response management activities including in relocation and restoration.
- b. Construction of physical infrastructure like Flood and Cyclone Shelters, Cyclone tolerant houses, village connecting roads (pacca), small culverts/bridges and other physical infrastructure in disaster prone areas to support economic resilience, recovery of livelihood and employment. Ensure that the infrastructure are children, disabled and women friendly. Women, children and handicapped people are prioritized for shelter, food and medicines. The infrastructure development create employment as well.
- c. Reducing the sufferings and disaster risks for vulnerable people through ensuring supply of food for the extreme poor through workfare programmes during slumps and disaster periods. At least 30 percent of the beneficiaries are women under targeted and women friendly programmes.
- d. Food safety support to the lactating mother / children: Food security support is provided to the lactating mothers/children to reduce malnutrition.

Challenges related to promotion of gender equality and women's empowerment

The nature and incidence of disaster is not the same in different geographical locations of the country, depending on hazard zones. The sufferings also vary by sex, age group, ability and location. Therefore, it is very important to identify the nature of disaster-prone areas and take necessary measures to ensure food security and livelihood option for women and men. On the other hand, cash based programmes have proven to be advantageous over food-based SS programmes. Therefore, the main challenge is to prepare disaster maps/update vulnerability maps to make the cash, food and livelihood support more effective.

Objectives of Gender Action Plan (GAP)

The strategic objective of this GAP is to ensure that the Ministry's social safety security programmes, the disaster relief, rehabilitation and workfare programmes address gender-based needs, involve and empower women as agents and beneficiaries in disaster preparedness, relief and rehabilitation activities.

Gender responsive budget

Women's share in the budget of 2018-2019 is 54.09 percent of the ministry budget 54.56 percent of the development budget and 53.83 percent of the non-development budget.

Budget needs to be enhanced to ensure food security, safety disaster preparedness, relief and recovery activities, aimed at empowering women and girls.

Situation analysis in addressing gender equality

The ministry is emphasizing on women's participation in disaster management activities. But still women's specific needs are overlooked during disaster relief, recovery, and rehabilitation programmes. Sometimes women are not targeted or targets are not ensured. In absence of a map identifying disaster-prone areas with risk and vulnerability of women, disaster preparedness and relief activities may not be consistent with the needs. Workfare programmes usually do not include elements to facilitate women's empowerment and graduation which could be easily incorporated. Disaster preparedness, recovery and rehabilitation requires coordinated actions from different ministries for food, health, livelihood, agricultural inputs, safety and security of women, girls and disables. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibilities
Hazard Zone Mapping	Prepare a map identifying disaster-prone areas with risk and vulnerabilities of women	July 2021	Map prepared with vulnerability types	BBS
Workfare Programmes	Consolidate workfare programmes identifying elements of empowerment	December 2021	List prepared and approved	MO Food Finance Division
	Convert from food to cash for all major programmes	July 2022 and continuous	Budget allocation ensured	
	Incorporate empowerment as an objective and include elements of graduation in the consolidated programmes	July 2020 and continuous	Major programmes incorporate elements	
	Include training, savings, confidence building and social capital development activities in major and consolidated programmes	July 2020 and continuous	Programme designs include these	
	Conduct a study to assess the possibility of enhancing workdays and incorporation of rotational saving and credit model for alternative income	December 2020	Study report available	
Disaster Preparedness	Take special measures to ensure safety and security of girls and women before disaster especially for disabled girls and women and elderly	July 2020 and continuous	Issue instruction	LGD MOSW

	Impart comprehensive awareness training programmes to ensure disaster preparedness among women/girls	July 2020 and continuous	% of women's in disaster preparedness training	
	Prioritize sick, elderly, pregnant, and disable women in transferring to the shelters and relief distribution and ensuring their safety	December 2020 continuous	Issue instruction	
Recovery and rehabilitation	Rehabilitate girls and women affected by river erosion and other natural calamities	July 2020 and after calamities	Livelihood support programmes expanded	MOWR LGD Other Ministries
	Ensure women's share in workfare programmes	December 2020 continuous	% of women in workfare programmes	
	Coordinate with other relevant ministries for food, health, nutrition, employment, credit, agricultural input, and safety of women and girls	December 2021	MOUs with other ministries	
Grievance redress system	Build in complain mechanism at the field level	Beginning July 2019	Instruct field offices	LGD, Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in agriculture management, crop protection, leadership, nutrition, self-respect, entrepreneurship, livelihood, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	MOWCA
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Internal circular issued and instruction given	Planning Commission ECNEC
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes in agriculture	December 2019	Instruction given to planning unit	GED BBS All programmes
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results and	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	Cabinet Division
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Prepare a hazard-zone map identifying risk and vulnerabilities of women
- Convert most of the food-based workfare programmes cash transfer where possible.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment
- Impart comprehensive awareness training programmes to ensure disaster preparedness among women/girls
- Rehabilitate girls and women affected by river erosion and other natural calamities
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data

4. Ministry of Primary and Mass Education

Background

Ministry of Primary and Mass Education is involved in ensuring primary education as well as mass education in Bangladesh. The Ministry is assigned to formulate and implement policies related to primary and mass education; prepare, publish and distribute textbooks to students at the pre-primary and primary level. Thus, the Division contributes in development of human resources of the country. The Ministry has been assigned the responsibility of coordinating the thematic cluster on 'Human Development and Social Empowerment'. The Ministry implements primary stipend programmes and school meal programmes for social security, which has contributed towards increasing literacy rate in the country.

Mission for gender-focused social protection

The ministry has the mission "to expand facilities of primary and life-long education for all aiming at gender equality in primary education and creating opportunities for continuing education for women.

Role in gender equality and women's development

Extending universal access to primary education for all school age children including girls. Improving quality of primary education for better learning outcome for all children. Increase literacy rate and create opportunity for continuing and lifelong education for out of school children and adults, which includes income generating skills training for women as well.

Challenges related to promotion of gender equality and women's empowerment

Still now a large number of children are out of school and girls are majority among them. Besides, a large number of children with disability and special needs could not be covered. Safe water and sanitation facilities for all children and especially girls is inadequate. Around 13 million children receive stipends, with the majority at primary school. Coverage is around 24 per cent of primary school age children. Therefore, both the coverage and the transfer level are low.

Objectives of Gender Action Plan (GAP)

The strategic objective of the Ministry of Primary and Mass Education is to raise the coverage of stipend to 50 per cent of primary school students and to increase the stipend amount. Another challenge is to bring all children to school especially those in hard to reach locations.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 47.19 percent of the ministry budget, 51.95 percent of the development budget, and 44.05 percent of the non-development budget.

Situation analysis in addressing gender equality

Though gender parity has been achieved in primary education enrolment. Therefore, government has introduced stipend programme for students at primary levels. It is important to expand the Primary School Stipend Programme nationwide with an especial emphasis on children who live in urban areas and with disability. Children of primary school age easily learn about beneficial and harmful practices. Therefore, a review of the national curriculum is necessary to incorporate gender equality aspects. Often sex-

disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Stipend Programme	Increase coverage of stipend programme, particularly in urban areas	Continuous	Annual 10% increase in coverage ensuring 50% girls	Finance Division
	Ensure that at least 50% of the beneficiaries are girls	Continuous	50% beneficiaries are girls	
	Create database of disabled children in schools and increase amount of stipends provided to disabled students, specially girls living in remote areas	July 2021	Database prepared and proposal for increased amount of student approved	
Addressing social norms	Involve girls of all schools in sports and extra curriculum activities	Continuous	No of schools arranging outdoor sports for girls	MoYS Finance Division
Reaching children out of the school system	Include girls in hard-to-reach communities in ROSC	Continuous	Girls are 50% of students from hard to reach communities	Finance Division LGD
	Undertake new programme to ensure participation of working girls in the school system	Continuous	New programmes for working girls	
School feeding/meal programme	Extend school meal programmes for schools serving hard-to-reach children especially poverty pockets outside 104 upazillas	Continuous	Increased no of schools covered	Finance Division Ministry of Food IMED
	Organize campaign and disseminate information to create public awareness about the facilities for hard-to-reach children, particularly girls.	July 2020 Continuous	No of campaigns, TVCs	
Continue education in disaster situation	Provide guidelines to children regarding survival technique in disaster-prone areas incorporate in curriculum	July 2020 Continuous	Curriculum/materials prepared, incorporated in books, children oriented	NCTB Schools Finance Division
	Inform girl children about their vulnerabilities during and after disasters, and prepare them to stay safe	July 2020 Continuous	Materials prepared and distributed in schools	
	Orient children about protection of their books and educational materials	July 2020 Continuous	Guidance given to schools' children informed	
	Create a buffer stock of books and educational material in disaster-prone areas	July 2020 Continuous	Stock preserved	
Continued education for the adults	Expanding basic literacy and life skills development among women	July 2020 Continuous	Reduction of illiteracy among women by 5% annually	MOFL, MOWCA, MOYS, NGOs

	Incorporate empowering elements (confidence, self-respect, group action, linkage with service agencies, leadership)	January 2021 Continuous	No of programmes incorporating these in design	
	Establish linkage with relevant agencies and NGOs for life skills			
Grievance redress system	Build in complain mechanism at the field level on violence/harassment and deprivation	Beginning July 2019	Instruct field offices and schools	LGD, Field offices Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in education for protection, leadership, nutrition, self-respect, entrepreneurship, livelihood, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	MoWCA, NGOs
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes	December 2019	Instruction given to planning unit	MoWCA GED BBS
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results and	January 2020	Instruct all agencies to collect sex disaggregated data	

Key Actions

- Scale up Primary Stipend Programme in terms of coverage and benefit amount ensuring at least 50% for girls
- Extend school meal programmes for schools serving hard-to-reach children especially in poverty pockets
- Involve girls of all schools in sports and extra curriculum activities.
- Orient girl children about their vulnerabilities during and after disasters, and prepare them to stay safe
- Enhance capacity of girls for protection, leadership, self-respect, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

5. Financial Institution Division

Background

The Division is responsible to develop financial market and institutions and deals with the laws and policies related to the banks and non-bank financial institutions, capital market, insurance sector and microcredit sector. The Division monitors and evaluates performance of the state-owned banks and financial institutions and creates mass awareness to expand coverage of insurance. The Division also is involved in social security programmes like creating employment and reducing poverty through micro-finance programmes. Establishment of a National Social Insurance System has been assigned to this Division by the NSSS as the coordinator of the Social Insurance Thematic Cluster.

Mission for gender-focused social protection

The Division has the mission of “Strengthening regulatory and institutional framework for the development of financial market and services system ensuring access to social insurance system and institutional finance for social security of women.

Role in gender equality and women’s development

The role of the ministry in gender equality and women’s empowerment includes ensuring financial inclusion for the poor and facilitating women’s access to institutional finance at affordable cost.

Challenges related to promotion of gender equality and women’s empowerment

The NSSS entrusts upon the Financial Institutions Division the responsibility of introducing a suitable framework of social insurance. As the concept of social insurance is almost new in the Bangladesh, it is a challenge to motivate people to invest for their own social security. For this to happen, on the one hand a strong legal and institutional framework is required and people’s motivation/inspiration is required on the other. As women have low resource base and income, their investment capacity is low, which needs to be considered while designing the social insurance system.

Objectives of Gender Action Plan (GAP)

The NSSS strategic objective of the Division is to institutionalize a social security system suitable for women and launch a social insurance system that is affordable for women in Bangladesh.

Gender-responsive budget

Women’s share in the budget of 2018-2019 is 18.08 percent of the ministry budget 31.20 percent of the development budget and 12.04 percent of the non-development budget.

Situation analysis in addressing gender equality

The Division has some collaborative programmes with NGOs and banks to provide financial services to the poor including women. These programmes have potential facilitate graduation and empowerment which needs to be specifically planned. This Division is responsible for designing and implementing a national social insurance scheme. The scheme needs to consider women’s perspectives and needs specially incorporating unemployment, maternity, livelihood and disability requirement, and build them into the NSIS. In the context of women’s low participation in economic activities. The provision of their contribution needs to be examined and subsidies, if necessary, should be considered. Often sex-

disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
National Social Insurance (NIS) Scheme	Undertake a study to identify social insurance requirements of women	December 2019	Study Report submitted	BIDS/Research agencies
	Introduce low-cost national social insurance scheme incorporating unemployment, disability, loss of livelihood, accident and maternity	July 2020	Pilot project launched	Finance Division
	Subsidize the insurance schemes considering capacity (specially of women)	July 2020	Subsidy incorporated in National Budget	
	Formulate laws incorporating women's perspectives	December 2020	Law approved	
	Roll out nationwide NIS system considering women's needs and subsidy (as necessary)	July 2022	NIS rolled out	
Shock-resilient livelihood support	Review existing financial services for poor and if necessary, redesign to include easy services for poor women and vulnerable to disaster and shocks	July 2020	Existing services reviewed and modified	Research/organizations Banks/PFIs
	Expand low-cost financial services in easy terms and simple process for poor women affected by or vulnerable to disasters and shocks	December 2019 Continuous	Specific financial services rolled out	Finance Division Bangladesh Bank PKSF/PDBF/NGO
Grievance redress system	Build in complain mechanism at the field level on harassment/corruption related to financial inclusion and other issues	Beginning July 2019	Instruction issued to banks/PFIs, LGD	Banks/PFIs, LGD Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building /information activities for women in business management, market, loan opportunities/terms, leadership, self-respect, entrepreneurship, livelihood, social support and risk-mitigation.	July 2019 Continuous	New programme for orientation and training of women launched incorporating these	Banks/PFIs Chambers MoWCA
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission ECNEC

	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators for programmes addressing practical and strategic needs of women	December 2019	Instruction given to planning unit	MoWCA GED, IMED, BBS
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all bank/PFIs to collect and report based on sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet Division
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Conduct a study on deciding a suitable framework for National Social Insurance System (NSIS)
- Roll out NSIS incorporating low-cost provisions for women's participation and addressing their gender-based needs.
- Expand low-cost financial services for financial inclusion of poor women and women affected by or vulnerable to disaster or shocks
- Enhance Capacity of Women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment

6. Secondary and Higher Education Division

Background

The Secondary and Higher Education Division, under Ministry of Education is responsible for managing and expansion of post-primary and tertiary education. It formulates and implements policy and programmes with focus on improving the quality of secondary, higher secondary and tertiary education. It also undertakes reforms and overall development of education systems as per the Education Policy 2010. The responsibilities include developing and updating curriculum for secondary levels and printing and distribution for free text books for primary and secondary levels. It supports establishing specialized universities at the private sector and plays an important role in development of human resources of the country. As one of the implementers of social security programmes, the Ministry disburses stipends to the secondary-level students. Girls receive specific stipends for graduation and post graduate levels based on criteria, which has helped in achieving gender parity in secondary schools' enrolment and increased girls' participation in higher education.

Mission for gender-focused social protection

The mission of this division is "to expand facilities of secondary education to all" and expand higher education and thereby enhance human development opportunities for boys and girls.

Role in gender equality and women's development

- Improve access to quality secondary education for girls;
- Ensuring equity & equality in all levels of education;
- Improvement of the overall quality of tertiary education focusing on general science, applied science, technical and business administration education and ensuring access of women to these;
- Strengthening governance in education and ensuring women's participation in education management.

Challenges related to promotion of gender equality and women's empowerment

Though gender parity has been achieved in secondary education enrollment, completion rate and transition to higher levels for girls is not satisfactory. Coverage of school stipend programmes at secondary level is only 17% and the transfer amount is low. Besides, girls' drop out due to child marriage and insecurity is a common concern. The pace of change in the education system to cater to the market needs is slow.

Objectives of Gender Action Plan (GAP)

The objective of this GAP is to support continuity and completion of secondary education by girls through increased coverage of stipends, support continuation of education in disaster situation and promote gender equality through education system.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 32.60 percent of the ministry budget, 39.04 percent of the development budget, and 31.38 percent of the non-development budget.

Situation analysis in addressing gender equality

Though gender parity has been achieved in secondary education enrolment, still secondary education completion and transition to higher education is not as per expectation. Therefore, government has introduced stipend programme for girls at secondary and bachelor levels. Continuation of education often becomes difficult for children with disability, especially girls and in disaster situation. Social norms also restrict women for participating in STEM. Several stipend programmes for girls are operating in the country in a fragmented manner. It is important to consolidate these stipend programmes and reach out to eligible girls nationwide. Education can play a vital role in changing social norms. So, a review of the national curriculum is necessary. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Expand secondary education stipend programme	Continue and expand current stipend programme for girls in both rural and urban areas	Continuous	Annual percentage increase of girls at secondary levels	Finance Division MoF BBS MOSW
	Introduce and expand girls' stipend programmes at higher education level	Continuous	Annual percentage increase of girls at higher levels	
	Create a sex disaggregated database of disabled children, the type of disability for support and identify their need for support	January 2021	Proposal prepared with specific requirements of girls and type of disability	
	Create database of disabled children in schools and increase amount of stipends for disabled students, specially girls and those living in remote areas	July 2021	Database prepared and proposal for increased amount of student approved	
	Introduce G2P electronic transfer for all	July 2022	Electronic transfer for all	
Continue education in disaster situation	Provide guidelines to children regarding survival technique in disaster-prone areas	July 2020 Continuous	Curriculum/materials prepared, incorporated in books, children oriented	MoDMR MoWCA
	Inform girl children about their vulnerabilities during and after disasters, and prepare them to stay safe	July 2020 Continuous	Materials prepared and distributed in schools	
	Orient children about protection of their books and educational materials	July 2020 Continuous	Guidance given to schools' children informed	

	Create a buffer stock of books and educational material in disaster-prone areas	July 2020 Continuous	Stock created and preserved	
	Develop volunteers to support/rescue disabled children during disasters	July 2020 Continuous	Volunteer group formed and trained in schools	
Addressing social norms	Review curriculum and incorporate gender equality aspects in curriculum	July 2022	Curriculum review and revision completes	MoPME TMED MoWCA MoYS MoCA Moi
	Increase girl's participation in sports, culture and other outdoor activities	Continuous	Sports and cultural competitions in all schools and institutions	
	Encourage girls to enter STEM-related disciplines	January 2020 and continuous	Equip schools in rural areas with scientific and technological elements	
Grievance redress system	Build in complain mechanism at the field level on violence/harassment and other issues	Beginning July 2019	Instruct field offices	LGD, Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in education management, leadership, nutrition, self-respect, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	MoWCA
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness, voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission MOWCA NGOs
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes in agriculture	December 2019	Instruction given to planning unit	MOWCA GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results and	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED Cabinet Division

	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	
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Key Actions

- Scale up Secondary Stipend Programme in terms of coverage and benefit amount
- Introduce and expand girls' stipend programmes at higher level
- Create a sex disaggregated database of disabled children (girls) and provide support based on types of disability
- Address discriminatory social norms through review of curriculum and encouraging girls to enter STEM education and to participate in sports and cultural activities
- Enhance capacity of Women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

7. Technical and Madrassah Education Division

Background

Technical and Madrassah Education Division under Ministry of Education is responsible for development, administration and improving the quality of technical and Madrasah education. Responsibilities also include reforming and formulating policy related to technical, vocational and Madrasah education; developing and updating curriculum for different levels of technical and madrasah education; and printing and distribution free textbooks for several levels of technical and madrasah education. As one of the implementers of social security programmes, the Ministry disburses stipends to the secondary-level students.

Mission for Gender-focused Social Protection

The mission of this division is to expand facilities of technical and madrassah education, increase participation of boys and girls in science, technology, engineering and mathematics (STEM) education and support enhancement of human development.

Role in gender equality and women's development

- a) Expansion of quality technical and madrasah education facilities for boys and girls and promote gender equality in education/STEM to enhance human development;
- b) Creating skilled human resources for internal and international labor market;
- c) Strengthening women's participation in education management

Challenges related to promotion of gender equality and women's empowerment

Participation of girls in technical education is less than one-third. Coverage of secondary school stipend is only 17% and stipend for higher education is inadequate. Both the coverage and Transfer amount are low.

Objectives of Gender Action Plan (GAP)

The objective of this GAP is to increase participation, continuation and completion of girls in technical and madrassah education. Raise the coverage and transfer amount of stipends and ensure continuation of education in disaster situation.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 18.08 percent of the ministry budget 31.20 percent of the development budget and 12.04 percent of the non-development budget.

Situation analysis in addressing gender equality

Girls' participation in technical education is lower compared to boys. Therefore, government has introduced stipend programme for girls at secondary and bachelor levels. Access to technical education for children with disability is low, especially girls and in disaster situation. Social norms also restrict women for participating in technical education. Several stipend programmes for girls are operating in the country in a fragmented manner. It is important to consolidate these stipend programmes and reach out to eligible girls nationwide. Technical education can play a vital role in changing social norms. Madrassah education has been recognized. It can play a key role in changing discriminatory social roles. Therefore, a review of

the madrassah curriculum is necessary to incorporate gender equality promoting aspects. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Expand stipend in technical and madrassah education	Continue and expand current stipend programmes for girls	Continuous	Girl beneficiaries are 50% recipients	Finance Division BBS MoSW ICT division
	Introduce and expand stipend programmes for girls at higher level, especially those entering the STEM disciplines	Continuous	No. of girl beneficiaries increased to 50%	
	Create database of disabled children in schools and children living in remote locations	July 2021	Database prepared	
	Increase amount of stipends provided to disabled students, specially girls and those living in remote areas	Jan 2021	Amount increased for disabled and girls in remote areas	
	Introduce G2P electronic transfer of stipend for all	July 2022	Electronic transfer for all	
Continue education in disaster situation	Provide guidelines to children regarding survival technique in disaster-prone areas	July 2020 continuous	Curriculum/materials prepared, incorporated in books, children oriented	MoDMR MoWCA
	Inform girl children about their vulnerabilities during and after disasters, and prepare them to stay safe	July 2020 continuous	Materials prepared and distributed in schools	
	Orient children about protection of their books and educational materials	July 2020 continuous	Guidance given to schools' children informed	
	Create a buffer stock of books and educational material in disaster-prone areas	July 2020 continuous	Stock created and preserved	
Addressing social norms	Review curriculum and incorporate gender equality aspects in curriculum	July 2022	Curriculum review and revision completes	MoPME TMED MoWCA MoYS, MoCA MoI

	Increase girl's participation in sports, culture and other outdoor activities	Continuous	Sports and cultural competitions in all schools and institutions	LGD Cabinet Division Field offices
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	Educational institutions NGOs
Strengthen capacity	Integrate capacity-building activities for women in education management, leadership, nutrition, self-respect, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	MoWCA
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes in agriculture	December 2019	Instruction given to planning unit	MoWCA GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results and	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Continue and expand secondary stipend programme in rural and urban madrassa and technical schools for girls.
- Expand stipend programmes for girls at higher level
- Orient girls about their vulnerabilities during and after disasters, and prepare them to stay safe
- Review curriculum and incorporate gender equality aspects to change discriminatory social norms
- Increase girl's participation in sports, culture and other outdoor activities
- Ensure continuation of education in disaster situation.
- Enhance capacity of girls for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment

8. Ministry of Women and Children Affairs

Background

Ministry of Women and Children Affairs is mandated to implement various programmes for development of women and children. It works for empowerment of women, promoting gender equality and ending violence against women. Upholding of the rights of women and children, facilitation of employment opportunities through training and capacity building; coordination and monitoring of activities and policies of other ministries related to women's development through policy advocacy are the key functions of the Ministry. The programmes undertaken by the Ministry include capacity building of women, facilitation in labour market participation through skills enhancement, microfinance and entrepreneurship development support. Child protection and development is also included in the list of activities. This Ministry implements a number of social security programmes and is one of the most important ministries in implementation of the NSSS.

Mission for gender-focused social protection

In order to achieve the vision, the Ministry has the mission of “establishing the rights of women and children and ensure women empowerment through ensuring mainstreaming gender in all development programmes of the government of Bangladesh”

Roles related to gender equality and women's development

- d) Creation of equal opportunities for women in social and economic activities
- e) Ensure social protection and justice for vulnerable women and children
- f) Facilitate social and political empowerment of women
- g) Development of children and adolescents into good citizen.

Challenges related to promotion of gender equality and women's empowerment

The ministry is responsible for overall development of women, including social protection and providing services to victims of violence and trafficking. A major challenge of the ministry is to ensure women's equal share and empowerment through the activities of other ministries. The budget for ensuring substantive equality is inadequate and all ministries do not equally prioritize gender equality in operation or in social security programming and some do not ensure gender budget reporting. Sex disaggregated data is not kept for all programmes. Violence and discrimination against women and girls is widespread. Gender based discriminatory norms limit women's possibilities of development and ultimately their social security requirements becomes high. Another challenge is to introduce two new programmes--a Child Benefit Programme and a Vulnerable Women Benefit programme as set by the NSSS for the Ministry, which will require consolidation, harmonization, elimination and upscaling of programmes. The Ministry is also assigned to take measures for ensuring workplace child care services and formulating legislation for child maintenance payments.

Objectives of Gender Action Plan (GAP)

The objectives of this GAP are to ensure the rights to social security for women and children, and to support consolidation of the vulnerable women's benefits. Besides, it also supports incorporation of transformatory elements in social security programming for women's empowerment.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 80.54 percent of the ministry budget, 93.91 percent of the development budget, and 79.05 percent of the non-development budget.

Situation analysis in addressing gender equality

This ministry implements several cash-based and food-based social security programmes for women and children. The ministry also provides daycare and shelter support to children and women respectively. Different ministries are implementing child-support programmes which need to be coordinated to avoid duplication and expand coverage. A comprehensive child benefit programme is therefore, to be designed with especial emphasis on pregnancy and early childhood development. A component for adolescence support needs to be integrated to ensure appropriate empowering services and skills. There are many programmes supporting vulnerable benefits. These programmes need to be assessed and consolidated in a vulnerable women's benefit programme. The consolidated programme should include human development, financial inclusion, livelihood enhancement, risk mitigation and other empowering components. Provisions for disabled, elderly and vulnerable women need to be incorporated. Also, actions for challenging social norms need to be incorporated within the CBD and VWBP. Ensuring workplace childcare is essential for women's economic participation and empowerment. To design and implement effective CBP and VWD, coordination with several other ministries will be essential.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Child Benefit Programmes (CBP)	Assess all child benefit programmes for consolidation and expanded coverage	December 2021	Report and recommendations submitted	<ul style="list-style-type: none"> • IMED, GED, BBS • Ministry of Finance • Ministry of Health and Family Welfare
	Design a consolidated and comprehensive child benefit programme with expanded coverage	July 2022	Design submitted	
	Incorporate nutrition awareness in all child benefit components Integrate provisions for abandoned, orphan and disabled children and nutrition awareness in all child benefit components of the child benefit programme	July 2022	Integrated provisions for abandoned, orphan and disabled children and nutrition information/ support	
	Establish complementary support from Ministry of Health and Family Welfare on pre- and post-natal care	December 2022	MOUs with HSD and MEFWD	
	Review Children Policy and integrate policy on child maintenance payments	January 2021	Review report submitted	
	Prepare a guideline of child maintenance payments	July 2021	Guidelines prepared and issued	
Programmes for adolescents as	Assess all programmes for adolescents for consolidation and expansion of need based services for urban and rural adolescent girls	December 2021	Adolescent programme assessment report submitted	IMED, GED, BBS

part of school age programme	Coordinate with the School age programme and Human Development and Social Empowerment Cluster to incorporate an adolescent's component and include awareness, skills training, leadership, reproductive health care, , confidence building, safety and security	July 2022	Integrated provisions in the adolescent girls' component in school age programme and Human Development and Social Empowerment Cluster	<ul style="list-style-type: none"> Planning Commission Finance Division, RDCD, MOYS, HSD, HFWD, PKSF
	Establish complementary support for services from other ministries for adolescents under school age programme	December 2022	MoUs with HSD, MEFWD, MOSW, MOYS with defined support	
Vulnerable Women's Benefit (VWB)	Convert food-based social Security programmes to a cash-based programme ensuring access of all women fulfilling criteria (like VGD)	December 2020	Food based programmes converted to cash based programmes	Ministry of Food Finance Division RDCD, LGD, MDMR, MOL, MOEWOE, HSD, MEFWD PKSF
	Assess vulnerable women's benefit programmes for consolidation and expanded coverage	July 2022	Report and recommendations submitted	
	Design a consolidated and comprehensive vulnerable women's benefit programme with expanded coverage	December 2022	Design submitted	
	Design vulnerable women benefit programme including nutrition awareness, empowering components and criteria, micro-credit, skills training, grants for rural/urban women, indicators, social capital-building activities and graduation plan (in applicable cases) in VWB and provisions for disabled, elderly and other vulnerable women	July 2022	Integrated provisions for abandoned, orphan & disabled children. Nutrition information/ support	
	Integrate community motivation for changing social norms and behavior in SS programmes and VWB programmes	July 2022	Components / campaign plans integrated	
	Incorporate additional support for women with disability, illness, living in remote areas, belonging to ethnic minorities and other vulnerable groups and elderly women	July 2021	Additional support components plan integrated	
	Ensure collaboration with other sectoral ministries (MOHFW, MOPME, MOFL, MOYS, RHD) for services	July 2022	MOUs with HSD, MEFWD, MOSW, MOYS with defined support	
	Integrate conditions on vaccination, stopping child marriage, dowry, and incorporate individual savings utilization schemes in VWB and in cash transfer programmes	July 2022	Cash transfer guidelines incorporate provisions	
Workplace Support and Childcare	Expand workplace childcare services at district level	December 2022	Day care coverage increased in divisional towns by 10%	MoPA, Mol, MoLE, MoC
	Work with MOPA and relevant ministries (e.g. MoPA, Mol, MoLE, MoC) to ensure expanded coverage of workplace childcare and accommodation	July 2022	Government directives issued to agencies and corporations	

	Initiate a policy for developing a low cost care economy	July 2021	Concept note and proposal prepared	MoPA, Mol, MoLE, MoC, NGOs
Grievance redress system	Build in complain mechanism at the field level for all programmes	Beginning July 2019	Programme design and Instruction to field offices	LGD, Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in leadership, nutrition, self-respect, entrepreneurship, livelihood, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	DWA, DPs and NGOs
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Work with ECNEC to follow guidelines to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	December 2019 Continuous	Circular issued for adherence to the existing guideline	Planning Commission Cabinet Division ECNEC
	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Internal circular issued and instruction given	Planning Commission
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes in different sectors	December 2019	Instruction given to planning unit	MoWCA GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Introduce child benefit programmes in phases for around 75 lack children of 0-4 years of age.
- Consolidate vulnerable women benefit programmes in collaboration with the Ministry of Social Welfare and others incorporating all aspects of social security for vulnerable women.
- Enhance capacity of Women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

9. Finance Division, Ministry of Finance

Background

The Division is responsible for the Government's macro-economic management, formulation and implementation of monetary policies, formulation of budget, and approval of budget of autonomous institutions. The Division formulates financial rules manages benefits of the government servants. Finance Division allocates budget for all ministries and has introduced gender responsive budget. Annually a report is prepared on the gender budget and the Division is to ensure transfer of social security allowances through electronic system from the Government to the Persons (G2P).

Mission for Gender-focused Social Protection

The Finance Division has the mission of "fostering growth and reducing poverty by ensuring prudent and efficient fiscal management through macro-economic stability and fiscal discipline to support reducing poverty and fostering growth addressing gender-based vulnerabilities supporting women's empowerment.

Role in social security for gender equality and women's empowerment

- Gender issues are embedded in the Medium-Term Budget Framework (MTBF) process. Emphasis is given on the linkages between a ministry's stated objectives and activities and advancement of women's rights.
- The Recurrent, Capital, Gender and Poverty (RCGP) Model has been rolled out that established database where all expenditure items are disaggregated to indicate the percentage of allocation benefiting women. The gender and poverty proportioned percentage data for both recurrent and development budget is estimated separately from a standard defined logic incorporated in database. The proportion of women workforce serves as the basis for computing women's allocation in non-development budget.
- Finance Division ensures the government in presenting a gender budget report to the Parliament explaining the policies and strategies for women's advancement, activities of various ministries/divisions that have implications on women development, KPIs connected with women's welfare attained, major achievement in women's rights, and allocation for women's development etc.
- All allocation of other Ministries and Divisions related to gender Responsive Budget activities are reliant upon their following the MTBF and RCGP frameworks.

Challenges related to promotion of gender equality and women's empowerment

The NSSS provides for specific reforms in the social security sector, obligating simultaneous reform in policy of fiscal allocation. The NSSS asks to maintain the level of 2 per cent of GDP in social security programme expenditure. Therefore, it will be a challenging task to ensure the present share of social security expenditure in GDP by readjusting allocations among reformed programmes.

Objectives of Gender Action Plan (GAP)

The NSSS objective for the Finance Division is to provide enhanced budgetary allocation to social security programmes. Continuation of the government pension programme is another objective of the Division. Most important objective is to transform the current payment systems towards Government to Person (G2P) payment system in order to ensure greater financial inclusions of the recipients.

Gender responsive budget:

In the fiscal year 2018-2019, 29.65 percent of the total budget and 5.43 percent of the gross Domestic Product was allocated for gender and 43 ministries/divisions submitted gender budget report.

Situation analysis in addressing gender equality

Finance Division ensures preparation of gender responsive budget for all ministries and prepares report on the budget annually for presentation at the Parliament. Preparation of gender budget and reporting has not been ensured for all ministries. Also, the utilization of gender budget and for result has not yet been ensured.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibilities
Government service pension	Simplify approval and fund transfer process ensuring G2P	January 2023	Digital G2P ensured for all	MoPA
Private pension	Undertake assessment with private sector to identify their needs and get agreement on private contributory pension	December 2020	Assessment done with identified needs and agreed	PMO MoC Mol
	Design a feasible private pension scheme considering women's needs and capacity to pay	December 2021	private pension scheme prepared	
	Allocate funds for subsidy, if necessary, to ensure private pension considering women's needs and capacity	June 2022	Plan approved, subsidy allocated	
Livelihood support	Prepare a guideline to incorporate empowerment as an explicit objective, defining graduation criteria, and taking actions for social capital building in relevant SS programmes	June 2020	Directives given with guidelines	All ministries Social Development Foundation Swanirvar Bangladesh
	Apply this guideline for disbursement fund to institutions, such as Social Development Foundation and Swanirvar Training Programme	December 2020	Applied guideline for disbursement	
	Allocate funds for skills development program for out-of-school adolescent girls for their protection and to eliminate child marriage	July 2021	Guidance given New programmes funded	
Strengthening social protection management system	Design a digital payment system and roll out G2P gradually for all program	January 2025	All major programmes covered by digital G2P payment	Relevant ministries
Ensure timely support based on lifecycle needs	Assess lifecycle based programmes to ensure timely support to all age groups based on identified needs of the lifecycle stage using Census data	July 2020	Assessment completed and recommendations prepared	BBS All relevant ministries
	Expand allocation for maternity, early childhood, school-age and working-age groups to reduce needs of health, old-age and other such support	June 2021 continuous	Allocation increased for maternity, child support, school	

			age and working age	
Enhance budget for social protection	Increased allocation of budget for social protection considering the lifecycle-based needs and insurance	Annual	Increase by 5% each year	BBS FID
Grievance redressal system	Build in complain mechanism at the field level	Beginning July 2019	Instruct all programmes/ field offices	LGD Cabinet Division
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building and skills development activities for women for protection, leadership, nutrition, self-respect, entrepreneurship, livelihood, social support and risk-mitigation (SFEF and such others)	Beginning July 2019	All new programmes designs incorporate these	MOYS MoWCA Others
	Strengthen staff capacity to address gender equality and women empowerment in social security program design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive program design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given to planning unit	Planning Commission Relevant ministries
	Ensure that program approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes	December 2019	Instruction given to planning unit	MoWCA GED, BBS
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all programmes to collect and present sex disaggregated data	
Consolidate Smaller Programs	Identify programs eligible for phasing-out and upscaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Improve the government pension system with simpler disposal system and G2P payment
- Design a feasible private pension scheme considering women's needs and capacity to pay
- Enhance budget to ensure timely support at each stage of life cycle
- Prepare a guideline to incorporate empowerment as an explicit objective, defining graduation criteria, and taking actions for social capital building in relevant social security programmes
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

10. Health Services Division

Background

The Ministry of Health and family Welfare has recently been divided into two separate Divisions: a) Health Services Division; and b) Medical Education and Family Welfare Division. Health Services Division is responsible to improve public health by providing health care services; ensure quality medicine; build, maintain and expand healthcare infrastructure; and ensure proper distribution of human resources to ensure health services. Expansion of child and maternal care, vaccination and nutrition improvement programmes are also performed by this Division. Some of the activities are still similar in the two Divisions plan keeps this major activity for these two divisions as identical. The Division implements some social security programmes.

Mission for Gender-focused Social Protection

The mission is to ensure quality health care service for all at an affordable cost by developing the service sectors in health, and nutrition including low cost health services by poor and women.

Role in gender equality and women's development

- Ensuring expansion of improved health services including improved maternal and child health care, and thereby, reduce maternal, neonatal and child mortality and improve women and children's health.
- Developing women-friendly facilities in hospitals across the country by phases and ensuring services among the people in remote and isolated regions.
- Improving immunization and nutritional situation of women and children throughout the country.
- Deploy efficient human resources in the health sector and to increase and develop women as catalyst in health services as officials, physicians, health workers in different institutions and health centers.
- Ensure emergency services and care for victims of violence in One Stop Crisis Centers, and One Stop Crisis Cells in hospitals together with the Ministry of Women and Children's Affairs.
- A gender equality strategy provides guidance for effective and target based programmes and activities towards promoting gender equality in health sector.

Challenges related to promotion of gender equality and women's empowerment

The main challenges facing the Division are to ensure affordable health care and nutrition for all. Universal health insurance and elderly care are vital issues for this division. Ensuring health care support for all victims of violence is another challenge.

Objectives of Gender Action Plan (GAP)

The objective of this GAP is to ensure coverage of life long health care services including geriatric care for all the poor and vulnerable women and to continue the nutrition programmes.

Gender-responsive budget

Women's share in the budget of 2018-19 is 18.08 percent of the ministry budget 31.20 percent of the development budget and 12.04 percent of the non-development budget.

Situation analysis in addressing gender equality

The Division provides healthcare services for all. Still quality services are not available for the poor at affordable cost. Health insurance is limited. Adolescence healthcare in urban and rural areas is inadequate. Lack of awareness about adolescences and women's healthcare within the community results in low access of women and girls to healthcare services. Expansion of health insurance and integration within the NSIS is important. Although sex-disaggregated data is available in many cases, but the presentation lacks disaggregation. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Affordable healthcare for all	Expand programmes to provide quality healthcare to poor and destitute community and ensure that women receive the service	Continuous	No of patients covered Patient's satisfaction	MoF, MEFWD LGD
Affordable health Insurance	Coordinate with FID to incorporate health insurance in the NSIS	July 2020	Proposal prepared and sent	MOHFW, FID, Finance Division
	Coordinate with private sector to ensure cost sharing and introduction of health insurance for workers	December 2020	Agreement reached and proposal sent	
Adolescent healthcare	Assess healthcare needs of adolescent girls in urban and rural areas	July 2020	Needs assessment report submitted	MoF, MEFWD, MOWCA, Planning Commission
	Design and launch pilot programme based on the need-assessment	July 2021	Pilot project launched	
Healthcare Services	Expand coverage of midwifery and care service with special emphasis on pediatric, geriatric and disability care	December 2021	Service expanded at upazillas level	MoF, MEFWD
Strengthen capacity	Integrate orientation activities for women in health care, reproductive health, leadership, nutrition, self-respect, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	MoWCA
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring and in orienting clients on key health issues	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, reproductive health rights, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	

Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes health	December 2019	Instruction given to planning unit	MoWCA GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results and	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet Cabinet Division
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	
Grievance redress system	Build in complain mechanism at the field level	Beginning July 2019	Field offices Received instruction	LGD, Cabinet Division, NGOs, Field Offices
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	

Key Actions

- Assess needs and undertake necessary expansion of the coverage of maternity health care.
- Expand programmes to provide quality healthcare to poor and destitute community and ensure services to women with special emphasis on pediatric, geriatric and disability care
- Initiate adolescent health care programme on pilot basis based on needs
- Identify needs and coordinate to integrate affordable health Insurance and maternity insurance system within the framework of the NSIS
- Enhance capacity of Women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

11. Medical Education and Family Welfare Division

Background

Medical Education and Family Welfare Division is responsible for preparation and implementation of policies related to family planning and providing family planning services through health care institution and centers. The Division is also responsible for providing child and maternal health services; alternative medical care; procurement, storage and distribution of birth control materials; and ensuring quality medical, dental, nursing, midwifery and alternative medical education. Pertinent health issues of women like reproductive health care and maternal mortality are also looked after by this Division.

Mission for gender-focused social protection

The Division has the mission to ensure quality family planning and reproductive health service for all at an affordable cost by developing the service sectors in health, population and nutrition and to ensure quality medical, dental, nursing & midwifery, alternative medical education.

Role in gender equality and women's development

- Ensuring improved maternal and child health care, population control and expansion of improved reproductive health services and thereby, reduce maternal, neonatal and child mortality and improve women and children's health.
- Developing women-friendly facilities in hospitals across the country by phases and ensuring services among the people in remote and isolated regions.
- Improving immunization and nutritional situation of women and children throughout the country.
- Developing efficient human resources in the health, population and nutrition sector and to increase and develop women as catalyst in health services as officials, physicians, health workers in different institutions and health centers.
- Providing services to victims of violence through eight One Stop Crisis Centers (7 in Divisional Cities and one in Faridpur). In addition, with the help of the Ministry of Women and Children's Affairs, One Stop Crisis Cells have been established in 40 Districts and 20 Upazillas level hospitals.
- A gender equality strategy provides guidance for effective and target based programmes and activities towards promoting gender equality.

Challenges related to promotion of gender equality and women's empowerment

The main challenges facing the Division are to ensure adequate supply of human resources in different areas of health services to ensure appropriate lifecycle-based services for all. Ensuring maternity health care and nutrition for all is another key challenge. To build up a maternity health insurance system is also a vital issue to be implemented by the Division.

Objectives of Gender Action Plan (GAP)

The objective of this GAP is to support development of human resources, coverage of maternal health care services for all the poor and vulnerable women who need them and to continue the nutrition programmes.

Gender responsive budget

In the 2018-2019 budget the proportion of gender budget for the ministry is 31.08 percent, development budget 28.8 percent and in operation is 32.61 percent.

Situation analysis in addressing gender equality

The Division implements maternity health voucher scheme, but the number of beneficiaries is low and does not cover all the upazillas. Adequately trained personnel for lifelong healthcare could not ensure at local levels. Nutritional maternal healthcare for the poor is inadequate and maternity insurance is absent. Integration of maternity insurance within the National Social Insurance system is necessary. Pediatrics, geriatric, and disability care services are inadequate and trained caregivers in these areas are also in short supply. Although sex-disaggregated data is available in many cases, but the presentation lacks disaggregation. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Healthcare education	Expand coverage of midwifery and care education with special emphasis on pediatric, geriatric and disability care	July 2020 Continuous	<ul style="list-style-type: none"> No of hospitals having personnel trained on these disciplines 	DHS Finance Division
	Expand provide stipend for education in these disciplines	July 2020 Continuous	Stipend introduced	
Nutrition and maternal health care for poor	Ensure nutrition, reproductive health care services at a low cost for poor women, elderly and children	July 2020 Continuous	MoU with other SS programmes	HSD, LGD, NGOs MOCA, MOSW, MoDMR, Finance Divisions Other Ministries
	Expand coverage of Maternity Health Voucher Scheme in coordination with other programmes	July 2020 Continuous	Annual 10% increase MoU with other SS programmes	
Adolescent healthcare	Assess healthcare needs of adolescent girls particularly reproductive care in urban and rural areas and arrange services	July 2020	Needs assessment report submitted Services initiated	MoF, LGD HSD, MOWCA, Planning Commission
Maternity insurance	Coordinate with FID to incorporate maternity insurance in the NSIS	July 2020	Proposal prepared and sent	MOHFW, Finance Division
Grievance redress system	Build in complain mechanism at the field level	Beginning July 2019	Field offices received instruction	LGD, Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women through awareness on immunization, primary health care,	Beginning July 2019	All new programme designs incorporate these	MoWCA

	leadership, nutrition, self-respect, reproductive health care, emergency care, social support and risk-mitigation			
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission MOWCA
	Ensure that programme approval and review process apply and enforce the aforesaid designs	December 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes	December 2019	Instruction given to planning unit	MoWCA GED SID
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results and	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Assess needs in coordination with the Health Service Division to ensure adequately trained and professional health service personnel
- Assess needs and expand coverage of maternity health and reproductive health care
- Expand coverage of midwifery and care education with special emphasis on pediatric, geriatric and disability care—provide stipend for education in these disciplines
- Introduce adolescent reproductive health care services
- Coordinate with FID to incorporate maternity insurance in the NSIS
- Enhance capacity of Women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

12. Local Government Division

Background

Local Government Division is responsible for enactment of law, promulgation of rules and policies and managing all matters relating to local government and local government institutions. It is an important hand of the government, charged to enhance local governance and socio-economic development of the people, both in urban and rural areas. The Division is responsible for construction and management of road, bridges/culverts, growth centres and market infrastructures through local government. Ensuring supply of water, sanitation and sewerage facilities in rural and urban areas; and developing, maintaining and managing small scale water resource infrastructures also fall within the responsibilities of the division. These infrastructures provide protection and support for livelihood, employment and economic emancipation of women and men. The Division implements different social security schemes including work fare, and wage or self-employment itself and also supports other ministries in rolling out their social security programmes in the field where women constitute a large share of the beneficiaries.

Mission for Gender-focused Social Protection

The mission of the Division is to improve living standard of people by strengthening local government system, rural and urban infrastructural development and socio economic development of the rural and urban population ensuring women's participation in local decision making, economic activities, access to services and social security.

Role in Social Security for gender equality and women's empowerment

- a. Consolidation of good governance at local level by providing training for women local representatives to enhance their efficiency and awareness. Encourage women's participation in the development activities.
- b. Generate employment opportunities for women through rural, urban and water infrastructure development projects. Enhance provision of infrastructure services like markets, water supply, sanitation, flood/cyclone shelters, for women and thus improve their social status and participation in decision making. Employment opportunities are created in infrastructure construction, maintenance and as entrepreneurs in markets.
- c. Socio-economic development of women through ensuring employment in workfare programmes for rural road maintenance, tree planting and care, and earthen road construction.
- d. Civic facilities like distributing free or low-cost safe water and sanitation facilities help improving health and nutrition of women and their families and reduce their drudgery. Repair and maintenance of water sources, training and deployment create employment opportunities for women caretakers.
- e. Inclusion of women in the Water Management Cooperative Associations ensure their participation in decision making, access to water resources and credit for income generation.
- f. Planned environmentally friendly urbanization ensures women's participation in urban infrastructure development and helps increase their incomes. They are oriented on water use, safe waste disposal, sanitation, tax payments and registrations of births, deaths and marriages.

Challenges related to promotion of gender equality and women's empowerment

The challenges include consolidation of the workfare programmes in collaboration with other ministries, especially with the Ministry of Disaster Management and Relief and to ensure graduation and empowerment of women. An important challenge is to improvement of the targeting process for social security programmes and establishment of a grievance redress mechanism at the grassroots level. Besides, this Division also has the challenge to ensure women's employment and social security opportunities through infrastructure and the activities of the local government institutions.

Objectives of Gender Action Plan (GAP)

The objectives of this GAP are to support women's empowerment through social security programmes, especially consolidated workfare programmes, improved targeting, and proving support in resolving grievances and disputes related to implementation of social security programmes and harassment of women. Ensuring empowerment of rural and urban women through employment in infrastructure services and local government and programmes.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 47.84 percent of the ministry budget 48.66 percent of the development budget and 42.23 percent of the non-development budget.

Situation analysis in addressing gender equality

The Division undertakes different types of programmes that facilitate livelihood, infrastructure, water supply, sanitation, training, and information support. Employment is created for the poor in infrastructure through several workfare programmes of different types and designs. Some of them incorporate empowering elements for women. It is important all the workfare programmes are consolidated within a design that incorporates empowering elements for women and facilitates graduation from poverty. So far social security programmes mainly cover rural poor. In the context of rapid increase in urban population, the social security needs of urban people are increasing. Therefore, introduction and expansion of SS programmes for urban poor is becoming necessary. The Division is generally responsible for identifying eligible beneficiaries and delivering support under different social security programmes. Therefore, ensuring transparent identification of beneficiaries and proper grievance redress is essential. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Consolidate and strengthen workfare programmes	Coordinate within agencies LGD, LGED, for merging programmes	June 2020	Internal merger proposal approved	LGD, LGED, MODMR MoF
	Coordinate with MODMR to review and prepare proposal for possible merger	June 2020	Proposal sent to Cabinet Division	MoWCA MoYS

	Integrate SWAPNO's graduation approach in consolidated project design	December 2020	Introduce in all upazillas operating workfare programme	MoFL MoRDC
	Incorporate empowerment as an objective and include elements of graduation in consolidated workfare programmes. Include training, savings, confidence building and social capital development activities in consolidated programmes	July 2021	Elements and targets introduced in all programmes	
Workplace child care	Incorporate community/group level child care as in Labor Contracting Society for working women	December 2020	Guidance provided Child care in major construction sites	MOWCA Finance Division
	Establish child care facilities in all major departments/ offices like LGED, DWASA, DPHE, DNCC, SNCC, NCC	July 2021	Child care support in all major offices	
Reaching urban women	Conduct study on social security in urban areas and identify SS needs of women and girls	June 2020	Report with recommendations submitted	MoF Cabinet Division
	Design and deliver urban SS programmes for urban poor, especially women and girls	July 2021	Roll out pilot programme	
Scale up graduation programme like SWAPNO project	Enhance coverage of graduation programmes like SWAPNO project in other upazillas	July 2020	200 upazillas covered	MoF
Support for targeting	Ensure transparent identification of beneficiaries of SS	Continuous	Guideline for open selection provided	Local Govt. institutions
	Support publishing beneficiary lists for all programmes	Continuous	Lists displayed in Ups/LGIs	
Grievance redress system	Build in complain mechanism at the field level	Beginning July 2019	Field offices/LGIs instructed	LGIs NGOs Cabinet Division
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in all programmes like business management, savings, leadership, nutrition, self-respect, legal info, livelihood, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	MoWCA NGOs
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff of agencies/LGIs	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	All Divisions of Planning Commission, ECNEC
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes	January 2020	Indicators developed	MoWCA GED, IMED SID

result monitoring	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Coordinate with MoDMR and consolidate all workfare programmes incorporating graduation and empowering elements
- Assess need of social security in urban women and roll out pilot programme
- Incorporate graduation approach like SWAPNO in other workfare programmes and expand coverage
- Ensure workplace child care for key agencies under the Division.
- Enhance capacity of Women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

13. Rural Development and Co-operative Division

Background

The Rural Development and Cooperatives Division formulates and implements acts and rules related to cooperatives and forms formal and informal societies for the socio-economic development of rural people including youth and women. The Division undertakes development programmes that include a range of activities like rural employment generation, skill development, awareness raising, operation of micro and agricultural credit services, for productive employment generation. Several models of micro-finance have been developed by the institutions under this Division and it has played important role in poverty reduction and social protection including for women and men in remote char lands. Facilitating micro-saving and cooperative banking, building small and cottage industries on cooperative basis are also included. One of the large social security programmes “One House One Farm” now renamed as My House My Farm is being implemented by this Division where women constitute 60% of the beneficiaries for self-employment.

Mission for gender-focused social protection

The mission of the division is to eradicate poverty by means of cooperatives and integrated rural development activities, and promote economic and social emancipation of rural women and men.

Role in gender equality and women’s development

- h) Bringing ultra-poor women under the coverage of social safety nets;
- i) Organizing poor women workforce to enhance their capacity and to create new and alternative economic and social opportunities by providing training to them;
- j) Involving poor women in productive process and mainstream economic activities through cooperatives and linking them with markets;
- k) Creating provision of safe drinking water and drainage systems for the rural poor;
- l) Develop capacity of women for leadership and decision-making positions.

Challenges related to promotion of gender equality and women’s empowerment

Eradication of rural poverty is still a great challenge. Majority of the rural poor are women. Unemployment or rather under-employment is common in the rural areas. The challenge is to create employment and income-generating opportunities through livelihood interventions, and support to graduation from poverty. Ensuring social safety nets for the rural poor is a challenge as well.

Objectives of Gender Action Plan (GAP)

The objective of this GAP is to assist rural poor, especially women for their social security and to move out of poverty by facilitating income generating activities.

Gender-responsive budget

Women’s share in the budget of 2018-2019 is 28.35 percent of the ministry budget, 31.29 percent of the development budget, and 19.51 percent of the non-development budget.

Situation analysis in addressing gender equality

This Division implements may social security programmes that incorporates social capital building, leadership, training etc. These programmes facilitates women's participation and leadership development. But the true potential of women's leadership is not properly utilized. The largest programme is titled "One House, One Farm" which needs ensure proper training for beneficiaries and strong monitoring for better results. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Scale up 'My House, My Farm' Programme	Review and increase the coverage of the programme incorporating empowerment and graduation approach	Continuous	Annual 10% increase with and graduation approach integrated	Finance Division Line agencies for service delivery
	Integrate strong training design for beneficiaries	Continuous	Modules developed and budget enhanced for training	
	Strengthen follow-up and monitoring of better results	Continuous	Annual reports based on sex-disaggregated results	
Financial inclusion of the poor	Design and deliver low-cost and simple micro-finance programmes with support for market, production, skills, confidence-building and decision-making	Continuous	Increased women's share in cooperative credit and micro-finance programme	Finance Division Financial Institutions Division
Social capital building	Orient and link beneficiaries to service-providing agencies, financial institutions and NGOs	Continuous	Sign MoUs with service agencies	MoHFW MoPME, MoYS MoFL, ICT Division, NGOs,
Service for remote-areas and excluded communities	Expansion of coverage of Char Livelihood programme to other areas	Continuous	Annual 10% increase	LGD PMO MoCHTA
	Introduce livelihood programmes for tribal communities	July 2021	New programmes launched	
Grievance redress system	Build in complain mechanism at the field level including for gender-based violence	Beginning July 2019	Field offices instructed	Field offices LGED NGOs Cabinet Division
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in agriculture, crop protection, fisheries, livestock, leadership, nutrition, self-respect, entrepreneurship, livelihood, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	MoWCA

	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes and include graduation criteria for relevant programmes	July 2019	Circular issued and instruction given	Planning Commission
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes in rural development sector	December 2019	Instruction given to planning unit	MoWCA GED IMED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Scale up 'My House - My Farm' programme incorporating empowerment and graduation approach
- Expand simplified financial inclusion of poor women
- Support beneficiaries in social capital building
- Enhance capacity of Women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

14. Ministry of Labour and Employment

Background

Ministry of Labour and Employment is responsible for formulating and implementing labour related laws including for ensuring occupational health and safety and elimination of child labour. The Ministry is also responsible for ensuring education and training to develop skilled human resources, scope of employment, and welfare and social security of the labourers. Registration of trade unions, resolving labour conflicts and fixing and implement minimum wages are also among responsibilities. The Ministry is to ensure congenial work environment for women including ensuring health and child care.

Mission for Gender-focused Social Protection

The Ministry has the mission of enhancing productivity through creation of safe work environments for both women and men, maintaining peaceful labour relations and develop women and men as skilled labour force.

Role in gender equality and women's development

- a) Developing work environment in the industries and ensuring welfare of labourers including childcare and maternity benefits, providing training programmes for workers in different sectors—such as tea garden, RMG industry—to enhance marketable skills and for women's empowerment;
- b) Ensuring gender equality in employment thru capacity developments in different sectors and in labor management;
- c) Eradication of child for both male and female children by providing doff skills for other decent jobs;
- d) Social safety and economic security of women are ensured through different social, economic and safety net programmes including maternity allowances, educational stipends etc.

Challenges related to promotion of gender equality and women's empowerment

The main challenge facing the Ministry is to ensure social security for women and ensuring the implementation of Labor Law, Labor Act and Occupational Health and Safety Rules. Unequal wage, absence of daycare services, unemployment benefits/insurance, and congenial work environment are challenges faced by this ministry.

Objectives of Gender Action Plan (GAP)

The objective of this GAP is to create a congenial work environment for women with safety, security and benefits. To build up a social insurance system for workers and thereby tackle their socio-economic risks and vulnerability is another challenge.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 63.48 percent of the ministry budget, 93.04 percent of the development budget and 12.04 percent of the non-development budget.

Situation analysis in addressing gender equality

The labor law and the Occupational Health and Safety Policy provide several provisions in facilitating women's participation in the labor force. In reality, congenial work environment with facilities for water sanitation and childcare have not been ensured in all factories and organizations. The Ministry has taken several initiatives for skills enhancement, healthcare, allowance and improvement of working conditions. However, these initiatives are fragmented and often labor laws and maternity benefits are not applied. Occupational health and safety measures are inadequate. Therefore, a comprehensive social insurance system for private sector employees is under consideration. This requires an assessment of the needs and possibilities and participation of women. Daycare services, maternity care, and occupational health services need to be ensured and maternity insurance needs to be incorporated in the NSIS. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Initiate social insurance scheme	Study on possible options of unemployment and maternity insurance	December 2021	Recommendations submitted	MoF FID MoC
	Introduce unemployment and maternity insurance on pilot basis in sectors where women are working in large numbers	July 2022	Programmes introduced	
	Expand unemployment and maternity insurance, and provide subsidy, if necessary, to ensure access for women	July 2025	Expansion introduced based on experience	
Childcare at workplace	Provide day care, build private space and provide maternity leave in factories of sector corporations	December 2022	Provisions increased in factories	MoF MoI FID MoC MoWCA
	Assess needs and identify ways to provide day care support in private sector industries (consider coordination for use of CSR)	July 2021	Proposal developed	
	Introduce community based or collective day care support for all employees	July 2022	Programme introduced	
Occupational health, safety and shelter services	Direct private industries to build daycare centers and provisions for maternity and occupational health and safety (consider subsidy if necessary)	December 2021	Directives issued	Private Sector, MOF, PMO, FID, BB
	Negotiate with other ministries like Housing and Public Works to build dormitories for women near factories, and economic zones	December 2023	Increased shelter for women in new areas	
	Negotiate and instruct private factories to provide for facilities according to labor laws, and occupational health and safety policy	December 2023	Directives issued	

Grievance redress system	Build in complain mechanism at the field/factory level on sexual harassment/violence and deprivation	Beginning July 2019	Instruct field offices/ /industries	LGD, Field offices, factories Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in industries for production methods, leadership, self-respect, labour rules, trade union, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	Finance Division NGOs
Strengthen capacity	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	MoWCA, NGOs
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Field offices Cabinet Division, NGOs
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes	December 2019	Instruction given to planning unit	MoWCA GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Negotiate to introduce unemployment insurance on pilot basis and then integrate in NSIS and roll it out nationally
- Create public awareness and negotiate with other ministries to ensure child care and housing services in the workplaces
- Ensure housing and occupational health and safety services at the work place
- Enhance capacity of Women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

15. Ministry of Expatriates' Welfare and Overseas Employment

Background

The Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE) is responsible to ensure the overall welfare of the expatriates, to protect the rights of migrant workers. It is also responsible for skill development and facilitating overseas employment to reduce unemployment of the country and to foster economic growth of the country. Providing comprehensive training, modernizing the overall training system in order to create a skilled labour force as per the needs of the foreign labour markets and expand new labour markets by finding scope for overseas employment are also among its functions. In the recent decade women's participation as, migrant workers have increased and their families have gained economically and socially. The Social security programmes include skills development, supporting migrant workers whose rights are violated, extending financial assistance to the families of the deceased workers, providing scholarships to the children of migrant workers through Wage Earners' Welfare Fund and undertake other welfare activities for the migrant workers. The female migrant workers who are victims of abuse also receive legal and other support.

Mission for Gender-focused Social Protection

The Mission is to ensure smooth management of migration to enhance opportunities to cater to the demands of the global labour markets, protect the rights and interests of migrant workers, enhance welfare of their families and ensure safe and orderly migration for both women and men.

Role in Social Security for gender equality and women's empowerment

- a. Women's overseas employment opportunities have been created in the context of the growing demand for female domestic workers in Hong Kong and the Middle East countries. Therefore, women are being trained in house-keeping and language for developing them as skilled human resource with technical knowledge as per demand of foreign labour markets.
- b. Increase opportunities for overseas employment leading to poverty reduction of women and their families through exploring new overseas employment opportunities. This also makes women financially self-sufficient, improves their status and makes them eligible for decision making in the family. The technical, vocational and income generating training for the poor women makes them more productive and enables them for employment and more earning.
- c. Ensuring welfare of the expatriates and potential workers through the various steps taken by the government for the welfare of the women expatriates and their families. Expatriate welfare bank ensures inflow of remittances by expatriates and effective use of remittances in income-generating and profitable investments. Expatriate women workers are also able to take advantage of improving their financial condition through this bank.

Challenges related to promotion of gender equality and women's empowerment

The domestic labour market cannot accommodate the growing number of job seekers every year. On the other hand, most of the aspirant migrants do not have appropriate skills required for entering the global

labour markets. Therefore, creation of overseas employment for the aspirant migrants, skill development, ensuring and protection of the rights, interests and welfare of migrant workers and their families are the main challenges of the Ministry of Expatriates' Welfare and Overseas Employment. Women form insignificant part of migrants in professional category due to not having appropriate skills. Violence and sexual harassment towards women migrant workers in the destination countries is common, and adequate support to reduce or address these could not be ensured.

Objectives of Gender Action Plan (GAP)

The objectives of this GAP are to support the Ministry to explore overseas employment opportunities for the aspirant migrant men and women, develop their skills, protection of their rights and interests, and ensuring welfare and social security of migrant workers and their families.

Gender-responsive budget

- m) Women's share in the budget of **2019-2018** is 45.53 percent of the ministry budget, 79.22 percent of the development budget and 9.53 percent of the non-development budget.

Situation analysis in addressing gender equality

The Ministry implements many different programmes for the prospective migrants as well as returnee workers. Training programmes are operated for external markets and child support is given to the migrant's worker's children. The programme also includes allowance for sick, injured, disabled and incapable migrant workers and their children. The support provided to children of expatriate workers needs to be coordinated with the upcoming child benefit programmes. Migrant workers need to be brought under a compulsory insurance programme which should part of the NSIS. Safety and security of female expatriate workers are often threatened in the destination countries which should be strongly dealt with by the Ministry. Training, rehabilitation and reintegration programme need to be coordinated and consolidated to facilitate better empowerment prospects for women. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Child support programme	Care Service for Expatriate Women Worker's Children through "matri sadans"	Continuous	Quality support ensured and coverage enhanced	Finance Division MOSW
	Care Service for Expatriate Worker's Disabled and Autistic Children through the Disabled and Autistic Children Cell of the "matri sadans"	Continuous	Quality support ensured and coverage enhanced	
Strengthen social allowance for migrant	Increase the coverage of social allowance programmes for to sick, injured, disabled, incapable migrant workers migrant workers and their families	Continuous	Increased number of programmes Increased number of women beneficiaries.	Finance Division

workers and their families	Expanding stipend to migrant workers' children (in JSC, PSC, SSC, HSC).	Continuous	Increased no of children (girls) receiving stipends	
	Allowance for the families of expatriate workers who are deported due to natural calamities and social and political unrest	Continuous	Women deportees are included	
	Providing assistances to victim of violence abroad (specially female Migrant Workers)	Continuous	Increased no of women supported	
Mandatory Insurance coverage for all migrant workers	Issue circular for providing mandatory insurance coverage for all migrant workers	December 2019	Circular issued	Finance Division
	Build in budget provisions for insurance subsidy for migrant workers, if necessary	July 2020	Insurance programme designed and launched	FID
	Provide additional health and rehabilitation insurance coverage for women victims of abuse abroad	July 2020	Insurance programme designed and launched	
Facilitate safe, orderly and responsible labor migration	Transparent dissemination of work opportunities through digital and other means specifying the details	June 2020	Digital dissemination system and platform established	MoFA Finance Division FID MoIC ICTD
	Provide loan to outbound migrant workers and disseminate information	Continuous	Increase number of beneficiary women	MoWCA LGD NGOs
	Raise awareness through campaigns about safe migration, provide information about overseas work opportunities, benefits and risk for women	July 2020	All recruiting agencies instructed	Recruiting agencies
	Mandatory registration for all outbound migrant workers including women	Continuous	All migrants are registered	
	Mandatory pre-departure clearance (smart card) for all aspirant migrant workers including women	Continuous	All migrants have clearance	
	Regularly observe conditions of female migrants abroad through embassies	July 2020	Provision created for monthly reporting by labourers/employer	
Support to women victims abroad	Provide rescue and recovery services for women victims abroad	Continuous	All victims receive services	MoFA
	Provide shelter, rehabilitation, and reintegration support for women victims including support for their babies	Continuous	All victims receive services	MoWCA, MOSW NGOs LJD
	Provide legal service to the victims	Continuous	All victims receive services	Security Services Division

Support for rehabilitation and reintegration	Provide support, information, motivation, training to the returnee migrant workers for social inclusion, reintegration and /or rehabilitation.	Continuous	Women form 30% of the beneficiaries	Finance Division FID NGOs
	Providing loan to returnee migrant workers in simple terms & conditions for economic empowerment	Continuous	Women form 30% of the beneficiaries	
Enhance skills and obtain international standards and accreditation	Identify sectors of overseas employment, especially those suitable for women	December 2019	Increased trade avenues identified	TMED MoYS MoWCA MoF MoFA BITAC
	Enhance skills development prospective migrant workers (both men and women) through providing training in required trades/skills	December 2019 Continuous	Increases no of women trained in identified trades/skills	
	Collaborate with other skills-providing agencies to ensure skills training for women is catered to the needs of international market	December 2019 Continuous	MoUs / agreements reached	
	Mandatory pre-departure training for all outbound migrant workers	Continuous	All migrants received predeparture training	
Grievance redress system	Build in complain mechanism at the embassies in receiving countries and at district level	Dec 2019 Continuous	Embassies and field offices established mechanism	Field offices MOFA, LGD, Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in technical skills, complain mechanism, rules related to employment in receiving countries, loan facilities, self-respect, entrepreneurship, livelihood, social support and risk-mitigation	Beginning July 2019	All training programme designs incorporate these	MoWCA Agencies
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all SS programmes	July 2019	Circular issued and instruction given to planning	Planning Commission
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes	December 2019	Instruction given to planning unit	MoWCA

result monitoring	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all agencies to collect sex disaggregated data	GED, SID, IMED
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Increase the number of social allowance beneficiaries from migrant workers and their family members.
- Introduce mandatory insurance coverage for all migrant workers.
- Enhance skills development and obtain international standard of skills and accreditation.
- Enhance capacity of Women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

16. Ministry of Youth and Sports

Background

The Ministry of Youth and Sports is assigned with the responsibility turn the youth into skilled human resources and integrate them into mainstream development through implementation of training, development and welfare- oriented activities. The Ministry creates self-employment opportunities and entrepreneurship for the unemployed youth and encourage their voluntary participation in development activities to accelerate youth empowerment. This also ensures social security of the young generation and their families. The Ministry also promotes sports, fosters youth participation in sports and identifies sports talent, develop skilled athlete, organize sports events and ensures participation at national and international level. This ministry has a critical role in social security by challenging gender discriminatory social norms, motivating community and promoting positive image of women through promoting scope for non-traditional employment opportunities and sports activities. Enhancing women's participation in sports activities can influence changing social norms.

Mission for Gender-focused Social Protection

The ministry's mission is to create skilled and productive young generation both women and men by developing their skills, employment opportunities and to support in achieving excellence in sports at national and international levels.

Role in gender equality and women's development

- Develop skilled and productive youth society through training of young men and women on various income generating skills. The awareness raising programme on legal rights, health and other social issues help women in knowing their rights and responsibilities. Their participation in the "National Service" programme will facilitate economic participation and support women's advancement.
- n) Improvement of the standard of sports for both boys/girls and women/men facilitates their outdoor participation and enhances confidence and ability. Women sporting talents are identified from the grass roots level and through age-group training they are groomed as skilled sports persons. Distribution of grants/allowances and sports equipment encourages women's participation in sports and open avenues to raise their income. In addition, elderly and distressed sports women are given allowance.

Challenges related to promotion of gender equality and women's empowerment

The NSSS challenge for the Ministry is to ensure welfare and empowerment of the vulnerable segments of the youth including protection from unemployment. In addition, challenging social norms by encouraging women's role in sports is difficult task, which need to continue.

Objectives of Gender Action Plan (GAP)

The objectives of this action plan are to support young men and women for their development as human resources and becoming self-reliant. Skill development programmes address the growing concern of ensuring best services to the working age youth, educated, school drop-outs, unemployed or underemployed. An important challenge for the government is to put in place adequate institutional and other arrangements for such young women and men for training them in marketable skills and for

effectively linking them to employment in the country or outside. The Government also attaches importance on collaborating with development partners and NGOs in undertaking focused training programmes to equip the youth with skills that would help them access the labour market both at home and abroad.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 19.42 percent of the ministry budget, 44.34 percent of the development budget, and 11.72 percent of the non-development budget.

Situation analysis in addressing gender equality

A major portion of Bangladesh population fall within youth category. Every year they come in job market but employment opportunities are limited. Therefore, several skills development programmes for young boys and girls are operating, which enables them to participate in labor market as employees and entrepreneurs. The government has taken national service programme to create temporary employment opportunities for unemployed youth in selected upazillas. However, women's participation in marketable technical skills development training is limited. Therefore, it is important to identify and provide non-traditional and emerging fields for their employment in local and international markets. Generally, women's participation in sports is not encouraged in Bangladesh. Still, in recent years, girls have shown notable success in different fields of sports. Both training and sports can be used as vehicle for challenging the traditional social norms. Thus, sports need to be encouraged and training needs to incorporate empowering elements for women and girls. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Expansion of National Service Programme	Expand NSP to all upazillas in the country	Continuous	Coverage in all upazillas	MoF
	Ensure women's access and participation of women in National Service Programme	Continuous	50% beneficiaries of NSP are women	
Skills development programmes for young men and women	Increase women's share in skills development training in non-traditional areas and where there is market demand	Continuous	Marked demand identified 50% beneficiaries of training are women	TMED MoWCA MoFL RDCC MODMR
	Incorporate disaster-preparedness and disease prevention issues in trainings for young women and men	July 2020 and Continuous	Materials and curriculum revised to integrate these	
	Incorporate empowering elements (e.g. self-respect, leadership, social capital building) in training programmes	July 2020 and Continuous	Materials and curriculum revised to integrate these	
Sports for challenging social norms	Coordinate with relevant ministries to arrange sports training and competition for girls in all educational institutions	Continuous	Sports arranged in all schools for girls	MoPME, MoE

	Arrange sports programme for girls at upazillas, district, and national levels	Continuous	Sports arranged in all districts, upazillas for girls	
Support to distressed players	Enhance allowance for poor, retired, injured and sick players with inclusion of women	Continuous	Make list and cover with annual 10% increase and 30% women	Finance Division
Grievance redress system	Build in complain mechanism at the field level	Beginning July 2019	Field offices received instruction	LGD, Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in agriculture, ICT, crop protection, leadership, nutrition, self-respect, entrepreneurship, livelihood, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	LGD, MOFL, MOFECC, MODMR, MoWCA
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes	December 2019	Instruction given to planning unit	MoWCA GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all agencies to collect sex disaggregated data and report	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	
Grievance redressal system	Build in complain mechanism at the field level	Beginning July 2019	Instruct field offices	Cabinet Division
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	

Key Actions

- Increase training programmes for enhancing skills for young men and women.
- Ensure women's access and participation of women in National Service Programme
- Enhance capacity of women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure girls' participation in sports for challenging social norms
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

17. Ministry of Liberation War Affairs

Background

The Ministry of Liberation War Affairs is responsible for Preparation of the list of freedom fighters, and formulation and implementation of acts, rules and guidelines related to rights and benefits of the freedom fighters. Preserving history and memories of the liberation war, developing new infrastructure as memorial of the war and upholding the glory of the freedom fighters.

Mission for Gender-focused Social Protection

The mission of the Ministry is to ensure the welfare of the heroic freedom fighters and their dependents by creating safety nets for them.

Role in gender equality and women's development

- a) Ensure overall welfare of the freedom fighters by providing self-employment generating training and micro finance facilities to the women freedom fighters and their families to ensure their socio-economic security and their empowerment;
- b) Upholding the history of liberation war, updating the list of freedom fighters, registering liberation war-based organization and celebrating national days. Inclusion of women freedom fighters in the list and ensuring their equal rights;
- c) Ensuring women's participation in preservation of history and memorials of liberation war, and physical infrastructure development.

Challenges related to promotion of gender equality and women's empowerment

The main challenge for the Ministry is to continue social security programmes for the freedom fighters and their dependents. Another challenge is to identify women freedom fighters and include their names in the updated list.

Objectives of Gender Action Plan (GAP)

The NSSS objective of the Ministry is to consolidate social security programmes for all the freedom fighters and their descendants.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 6.60 percent of the ministry budget, 23.40 percent of the development budget, and 4.11 percent of the non-development budget.

Situation analysis in addressing gender equality

This Ministry provides allowances to Freedom Fighters and their families. It is essential to include all women freedom fighters in the list, provide allowances to them and incorporate them in the ration recipient list. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Continue Freedom Fighters Benefit Programme	Identify all women freedom fighters and include them in the updated list	July 2022	All women freedom fighters are included in the updated list	MoF LGD
	Include all women freedom fighters in the Freedom Fighters' Allowance Programme	July 2021	All women freedom fighters receive allowance	
	Provide ration benefits to all women freedom fighters	December 2021	All women freedom fighters receive allowance	
	Provide income-generating training and microcredit to girls from freedom fighter families	Continuous	Percentages of girls receiving training and credit	
Grievance redress system	Build in complain mechanism at the field level including for any harassment	Beginning July 2019	Field offices instructed	Cabinet Division NGOs LGD
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women and girls of freedom fighter's families on leadership, entrepreneurship, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	MoWCA
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes for the freedom fighter families	July 2019	Circular issued and instruction given	Planning Commission
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for the programmes	December 2019	Instruction given to planning unit	MoWCA GED IMED BBS
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Identify all female freedom fighters, incorporate in the list, include them in Freedom Fighters' Benefit Programme like housing, rations etc.
- Enhance capacity of women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation to girls of freedom fighter families.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services

18. Ministry of Chittagong Hill Tract Affairs

Background

The Ministry of Chittagong Hill Tracts was established in 1998 after the Chittagong Hill Tract Peace Accord and is responsible for the socio-economic development of the people of the Chittagong Hill Tracts (CHT) Region. It is also responsible to uphold the social customs, culture and language of tribal/non-tribal people living in the CHT areas. The Ministry provides secretariat services to Council Committees for development of CHT and coordinates activities related to social safety net, relief, rehabilitation and deals with crisis situations arising from any calamity and conflict in the CHT areas. Development of biodiversity and eco-friendly tourism in CHT is also within its mandate.

Mission for gender-focused social protection

The Mission of the ministry is to ensure socio-economic, political and educational rights of the CHT people by implementing socio-economic development programmes and eco-tourism for women and men.

Role in gender equality and women's development

- a. Women in CHT traditionally are hard-working, they take household responsibilities and play vital roles for enhancing the quality of living in the CHT area. The development activities and expansion of services for water, sanitation, health, education and awareness benefit women and create opportunities for them. The services save women's work time, drudgery and improve their standard of living. Technical education and various vocational training programmes targeting the women are creating employment opportunities for them in CHT region.
- b. Upholding of tribal culture and protection of their language enables the tribal children to receive education their language. Introduction of multi-language curriculum has expanded educational opportunities for tribal/non-tribal boys and girls. Conservation of natural resources and eco-tourism is increasing income of the tribal/non-tribal women. Development and marketing of tribal products also create economic opportunities for women. Targeted food security programmes has reduced mal-nutrition and health-care services for children and pregnant women has decreased infant and maternal mortality.

Challenges related to promotion of gender equality and women's empowerment

The challenges for the Ministry is to overcome the existing food poverty, ensuring healthcare education, safety and other services for the people of CHT regions.

Objectives of Gender Action Plan (GAP)

The objective of the GAP is to ensure food security and expansion of services for the people of the CHT, specially women and children.

Gender responsive budget

In the 2018-2019 budget the proportion of gender budget for the ministry is 71.14 percent, development budget 76.31 percent and in operation is 55.16 percent.

Situation analysis in addressing gender equality

Violence against women is high in the hilly regions and scope for economic participation is limited. It is important to integrate the food security and social security programmes within the mainstream women's benefit and child support programmes. Ensuring water, sanitation and health services in the remote areas is essential.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Strengthen food security in CHT	Expand special food security programme in CHT to women and children in need	January 2020	Increase coverage by 10% annually	MoF MoFood
	Gradually shift to cash transfer programmes as per discussion with stakeholders	July 2020 continuous	Plan prepared Plan implemented	
Vulnerable women's benefit programme in CHT	Identify and enlist women eligible for old-age allowance, disability allowance, maternity allowance and VGD	July 2020	List prepared Proposal submitted	MoF MoSW MoWCA MoDMR
	Coordinate with other ministries and enlist all poor and female-headed families under mainstream social security programmes	January 2021	Increased % of CHT women in mainstream SS programmes	
Expansion of health services	Provide nutrition, immunization and healthcare services to women and children through para-centers	January 2020 continuous	% of families accessing services	MoHFW LGD
	Expand water and sanitation services in CHT	January 2020 continuous	Coverage of water and sanitation services	
Grievance redressal system	Build in complain mechanism at the field level	Beginning July 2019	Instruct field offices	LGD, Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in agriculture management, crop protection, leadership, nutrition, self-respect, entrepreneurship, livelihood, social support and risk-mitigation, disaster preparedness etc.	Beginning January 2020	All new programme designs incorporate these	MoWCA District councils Agencies NGOs
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued with instruction to agencies and planning unit	MoWCA District councils NGOs
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	

Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes	December 2019	Instruction given to planning unit	MoWCA GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results in all programmes	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and upscaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Strengthen food security programmes in CHT.
- Enhance capacity of women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation through social security programmes.
- Incorporate services for women in CHT in the vulnerable Women Benefit Programme
- Expand health care, immunization, water, sanitation and literacy services for women and children of CHT region
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

19. Ministry of Fisheries and Livestock

Background

Ministry of Fisheries and Livestock is one of the key ministries for ensuring food and nutrition security and for reducing poverty. This ministry has different programmes for human development, livelihood interventions and for increasing production of fish, meat, milk and egg for attaining self-sufficiency in protein. Ensuring animal nutrition, disease control, quality fish, dairy and poultry supply is within its mandate. The Ministry has many programmes that ensures participation of women and support their social security, poverty reduction, employment and thus ensure their protein consumption and nutrition of their families.

Mission for gender-focused social protection

The Ministry has the mission to meet the demand of animal protein by increasing fish and animal products and value addition ensuring women's participation and ensure their nutrition and social protection.

Role in gender equality and women's development

- d) Increase production and productivity of fisheries, livestock, dairy, and poultry sectors and involve women in their production and business.
- e) Enable women in prevention and control of fisheries and livestock diseases.
- f) Human resource development and create employment opportunities in the sector, including for women.
- g) Increase export of fish, fish products and livestock products and involve women in the process.

Challenges related to promotion of gender equality and women's empowerment

The challenge is to reach out to the fishermen community, ensuring their food security and employment during lean seasons. The proportion of widows and single women in this community is higher than national average. Livestock is a means of livelihood for the poor women. Facilitating women's access to capital and inputs for livestock and fisheries is a challenge. Risk mitigation ensuring empowerment of women is another challenge.

Objectives of Gender Action Plan (GAP)

The objective of the Ministry in SS is to provide social security to the fishermen during their seasonal unemployment. The food security programmes taken by this ministry need to be converted to cash transfer, where possible. The livestock and fisheries development programmes need to facilitate women's self-reliance, empowerment, voice and social capital.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 31.79 percent of the ministry budget 58.31 percent of the development budget and 8 percent of the non-development budget.

Situation analysis in addressing gender equality

The participation of women is increasing in fisheries and livestock sector. But they lack technical training. Since the number of widows and single mothers is high in coastal fisherman communities therefore it is important to arrange specific social security programmes for these women. The available training for

women on livestock and fisheries focusses on rearing and production but would yield better results by incorporating empowering elements like leadership, social capital building, marketing etc. Disaster rehabilitation programme needs coordination with MoDMR and addressing rehabilitation support for women. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Protection and adaptive livelihood support for women in fisheries communities	Provide income-generating training to women in fisheries communities incorporating confidence building, leadership, financial management, marketing etc.	Continuous	Training modules developed	MDMR MOYS NGOs FID
	Ensure registration of all fishermen including women for identification	December 2019	ID card distributed	
	Incorporate disaster-preparedness and disease prevention issues in trainings fishermen community including women	December 2019 Continuous	Information incorporated in training	
	Launch specific programmes for disadvantaged women (e.g. widows, single mothers) of the fisheries community for livelihood support and empowerment	July 2020	Programmes launched with specific designs	
	Facilitate financial inclusion for women in poor fisherman families	Continuous	MoU with banks & NGOs	
Livelihood support for women in livestock sector	Provide income-generating training to women in livestock communities incorporating confidence building, leadership, financial management, marketing etc.	Continuous	Women are provided training	FID MDMR MOYS NGOs
	Ensure involvement of women in livestock related agri-business	Continuous	Increased no of women in livestock value chain	
	Incorporate disaster-preparedness and disease prevention issues in livestock and in training for women	December 2019 Continuous	Issue incorporated in training design	
	Facilitate financial inclusion for women in poor rearing livestock families	Continuous	Percentage of women received finance	
Grievance redress system	Build in complain mechanism at the field level	Beginning July 2019	Instruct field offices	LGD Cabinet Division NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meetings at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in fisheries and livestock management, protection, leadership, nutrition, self-respect, livelihood,	Beginning July 2019	All new programme designs incorporate these	MOWCA

	entrepreneurship, social support and risk-mitigation			
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes on livestock and fisheries	July 2019	Circular issued and instruction given	Planning Commission MOWCA
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes in fisheries and livestock	December 2019	Instruction given to planning unit	MOWCA GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all agencies to collect sex disaggregated data	BBS, IMED
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet Division
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	
Grievance redressal system	Build in complain mechanism at the field level	Beginning July 2019	Instruct field offices	Cabinet Division
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	

Key Actions

- Protection and adaptive livelihood support for women in fisheries communities
- Enhance capacity of women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation through livestock and fisheries based social security programmes.
- Incorporate disaster-preparedness and disease prevention issues in livestock and fisheries training for women
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

20. Ministry of Land

Background

The Ministry of Land is mainly responsible for administration of land related matters including preservation of land rights and ownership. It also manages Khas lands, vested and abandoned properties, Jal Mahal, Sand Mahal, Stone Mahal, and Shrimp Mahal and undertakes land reform and land use policies. It has a limited range of social security programmes, which includes providing homestead to landless families, especially in the names of women. Policy.

Mission for gender-focused social protection

The Ministry has a mission to ensure the best possible use of land and provide pro-people land services through efficient, modern and sustainable land management and allocation of khas land/ homes at guchchagram for rehabilitation of the poor and women.

Role in gender equality and women's development

- h) With the modernization of land records, the possibility of exclusion of woman's names from records has been reduced, which is helping to secure woman's rights to land and thus enhancing their social security.
- i) The provision for incorporating names both of husband and wife in the settlement deed of land in Guchchagram ensures their 50% right and provides woman's social security.
- j) Efficient land revenue administration is leading to increase realization of land revenue which in turn enabling government to enhance/target its spending towards poverty reduction and women advancement related programmes/projects.

Challenges related to promotion of gender equality and women's empowerment

Every year people are losing their shelter and homestead due to river erosion and other calamities. Their rehabilitation is a challenge. Generally, women do not own land and often are bypassed while allocating khas land.

Objectives of Gender Action Plan (GAP)

The objective of this GAP is to prevent marginalization of landless people especially women.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 7.53 percent of the ministry budget, 10.71 percent of the development budget and 4.59 percent of the non-development budget.

Situation analysis in addressing gender equality

A large portion of the population in Bangladesh are landless, a majority of whom are women. The need of women to have proper shelter is higher for security, privacy and safety. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Scale up programmes for landless people	Expand coverage and provide housing with safety, water and sanitation facility for poor women under Guchchagram programme	Continuous	No of houses registered in women's name	Finance Division LGD
	Increased provision of khas lands to women for agricultural and livelihood activities as part of post-disaster rehabilitation programme	Continuous	50% share of women headed households in khash land distribution	MoDMR MOHFWPA
Grievance redress system	Build in complain mechanism at the field level	Beginning July 2019	Instruct field offices	LGD, Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in livelihood, productive activities, leadership, nutrition, self-respect, entrepreneurship, livelihood, social support and risk-mitigation for beneficiaries	Beginning July 2019	All new programme designs incorporate these	MoWCA Finance Division
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission MOWCA
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes like Guchchagram	December 2019	Instruction given to planning unit	MoWCA GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and upscaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Scale up programmes for landless poor women
- Enhance capacity of women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

21. Ministry of Agriculture

Background

Agriculture sector plays a critical role in providing employment of the largest segment of population of Bangladesh. Agriculture directly contributes in ensuring food and nutritional security, reducing poverty and in ensuring economic growth. Rural women play a critical role in agricultural farming and post-harvest activities. The Ministry of agriculture works for agricultural development through research; extension and training; production, standardization, certification, preservation and distribution of quality seeds; preservation and marketing of agricultural products; agricultural support and rehabilitation; collection, distribution, innovation, procurement and management of agricultural inputs and machinery; and minor irrigation programmes. The ministry is also responsible to ensure participation, employment and benefit of women in agriculture.

Mission for Gender-focused Social Protection

The mission of the Ministry is to ensure food security by increasing productivity and production of the crop sector, improving marketing system, diversification of crops, production of nutritious crops, women's economic emancipation, empowerment and food security through these activities.

Role in social security for gender equality and women's empowerment

The role of the Ministry of Agriculture in promoting gender equality and women's development are:

- a) Empowering women by developing their skills in agriculture management and decision-making process, agribusiness and in agricultural marketing;
- b) Ensuring women's participation in agricultural production and agro-processing through developing their skills and increasing their access to agricultural inputs, technology, credit facility, and agricultural extension services; and
- c) Ensuring food security and nutrition of the families by creating women's earning opportunities in agriculture, in homestead gardening, production and post-harvest activities.

Challenges related to promotion of gender equality and women's empowerment

- Women have not been fully recognized yet as farmers;
- Majority of the women agricultural workers are unpaid family laborers';
- Women's wage is lower than that of men in agricultural sector;
- Women's low access to agricultural technology, skills, inputs, and finance;
- Insecurity due to climate-related disasters;
- Inadequate attention towards gender issues in agriculture sector.

Objective of the Gender Action Plan (GAP)

The objective of this GAP is to support women's enhanced food security and nutrition, involvement in agricultural production, employment, and protection from livelihood climate-induced vulnerabilities and thus promote empowerment and gender equality.

Gender responsive budget

Women's share in the budget of 2018-2019 is 45.66 percent of the ministry budget 41.06 percent of the development budget and 46.41 percent of the operating budget.

Situation analysis in addressing gender equality

Ministry of Agriculture implements different projects and programmes for the growth of agricultural production that are creating informal jobs in the agricultural sectors. Women are engaged in agriculture sector but often as unpaid laborers and they lack skills and techniques of agricultural management. Women are responsible for ensuring food security of the family. Their capacity in agriculture management, crop protection, adaptive livelihood and risk-mitigation is important. This, in turn can facilitate women's economic ability and empowerment along with ensuring food security. It is more important as men are shifting toward non-agricultural activities and women are taking the lion's share of responsibilities at the firms. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Labor and Livelihood Intervention	Create employment opportunities in agriculture by providing training to women farmers including in Char/remote areas on production techniques, and ensure that information about these matters are available to women	By January 2019 and continuous	All programmes ensure such features and women's share in training and extension	MoRDC NGOs
	Develop women's ability in agricultural management, market and agribusiness	Continuous	All relevant programmes incorporate features	
	Ensure women's access to agricultural inputs and finance	Continuous	Women's share in inputs and loan (30%)	
Food Security/Disaster Response	Provide agricultural inputs and relief assistance to women farmers during post-disaster rehabilitation	Post -disaster and Continuous	Rehab programmes target women	MoDMR
	Distribute short-gestation seeds and information about climate-adaptive farming to women of disaster-prone areas	Continuous	Women's share in climate adaptation training	
Grievance redress system	Build in complain mechanism at the field level	Beginning July 2019	Instruct field offices	Cabinet Division
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in agriculture management, crop	Beginning July 2019	All new programme	MoWCA

	protection, leadership, nutrition, self-respect, entrepreneurship, livelihood, social support and risk-mitigation		designs incorporate these	
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes in agriculture	December 2019	Instruction given to planning unit	MoWCA GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results and	January 2020	Instruct all agencies to collect sex disaggregated data	
Harmonize (Consolidate) Smaller Programmes	Identify programmes eligible for phasing-out and upscaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Enhance employment opportunities and capacity of women in agriculture production, and access to technology, information and inputs including in Char/remote areas
- Strengthen and consolidate programmes for assisting food availability and nutrition.
- Enhance capacity of women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

22. Ministry of Cultural Affairs

Background

The Ministry of Cultural Affairs is responsible for preserving, and nourishing development of the cultural heritage of the country and anthropological artefacts of the Liberation War and contemporary period. Responsibilities also include preservation of archaeological heritage sites, promoting creative works, expanding and developing libraries; celebrating nationally important days and cultural exchange and cooperation in the international arena. This ministry has a critical role in social security by challenging gender discriminatory social norms, motivating community and promoting positive image of women through cultural activities. Enhancing women's participation in cultural activities can also influence changing social norms.

Mission for Gender-focused Social Protection

The mission the ministry is to preserve, expand and develop cultures and heritages including native languages; uphold the tradition and history of the country and ensure women's participation and change gender discriminatory social norms through cultural activities.

Role in gender equality and women's development

- k) Arranging different programmes for expansion, conservation and development of indigenous cultures and mother tongues through training and workshops where women participate in music, dance, fine arts etc.
- l) To ensure financial support for the poor and vulnerable artists for their social protection. Reservation of traditional crafts cultures and archeological sites, and creation of employment opportunities for women.

Challenges related to promotion of gender equality and women's empowerment

The challenge of this ministry is to ensure benefit of women from infrastructure and cultural activities ensuring their positive portrayal.

Objectives of Gender Action Plan (GAP)

The objective of this GAP is to facilitate social protection support for cultural activists and to break traditional social norms.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 34.53 percent of the ministry budget, 54.46 percent of the development budget, and 19.41 percent of the non-development budget.

Situation analysis in addressing gender equality

The Ministry plays a critical role in challenging the social norms by encouraging women's participation in cultural programmes and projecting positive image of women through different cultural means. The Ministry provides allowance for poor and distressed cultural personalities which is inadequate. It is important to expand the allowance programme. The Ministry needs to promote cultural activities as a means to break social barriers and support women's empowerment. Often sex-disaggregated data is not

maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Challenging social norms	Arrange cultural programmes for creating awareness on gender equality, women leadership, upbringing of girls and against violence	June 2022	A guideline prepared and provided	MoWCA MoPME MoE MOYS SHED
	Enhance women's participation in cultural activities by arranging cultural programmes and competition at local and school-level as well as at the national level.	June 2022	Guidelines prepared and provided	
Grievance redress system	Build in complain mechanism at the field level for violation of women's rights and safety	Beginning July 2019	Instruct field offices	Cabinet Division LGED NGOs Field offices
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in gender perspective in cultural context (direction, scripting, writing, presentation), leadership, social support and risk-mitigation,	Beginning July 2019	All new programme designs incorporate these	MoWCA NGOs MoPME MoE
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes in agriculture	December 2019	Instruction given to planning unit	MoWCA GED IMED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results and	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED Cabinet Division

	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	
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Key Action

- Increase participation of girls in cultural activities and challenge discriminatory social norms through cultural activities
- Enhance capacity of women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.

23. Ministry of Industries

Background

The Ministry of Industries formulates and implements policy to ensure environment-friendly industrialization and supports improvement of labours' skills and productivity through entrepreneurship and industrial management. Facilitation of employment through development of cottage, small and medium enterprises and through the chemical, steel, and such government managed industries. These industries create employment opportunities for people and there is ample opportunity to ensure employment and social security of women through them.

Mission for Gender-focused Social Protection

The Mission of the Ministry is to facilitate industrial growth of the country increasing productivity; and develop women and men as skilled labour force and entrepreneurs; and ensure work related social security.

Role in gender equality and women's development

- m) Support rapid industrial growth and development to create a healthy and safe working environment by strengthening the industrial policy and legal framework. This is expected to ensure participation of women as workers as well as entrepreneurs for industrial production and thus empower them.
- n) Improved quality of Bangladesh products consistent with international standards will create demand and in turn will increase income and purchasing power. Women will benefit as workers and consumers which will enhance their social security and improve their economic conditions.
- o) **Promoting environment-friendly industrial development** will reduce health risks for people and benefit women as mothers.
- p) **Promoting industrial growth** has a positive impact on agriculture and employment. It reduces overall unemployment of men and women, reduces pressure on agriculture and ensure access to affordable fertilizer and inputs. Different training programmes develop women as entrepreneurs and skilled labor force and thus improve their economic and social status.
- q) Growth of small and cottage industries enhances opportunities for generating employment of youth and women at a low investment.

Challenges related to promotion of gender equality and women's empowerment

The challenges include ensuring women friendly work environment with social security particularly with medical, maternity and child care, health benefits, occupational health and safety and decent wage in industrial setting especially in the smaller ventures.

Objectives of Gender Action Plan (GAP)

The objective of this GAP is to enhance social security measures for women working in industrial sector and facilitate women entrepreneurship.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 52.45 percent of the ministry budget, 56.79 percent of the development budget, and 30.80 percent of the non-development budget.

Situation analysis in addressing gender equality

Women's participation as entrepreneurs and workers in the industrial sectors is lower compared to men excepting in readymade garments (RMG). The Ministry facilitates women entrepreneurship through training and facilitating access to finance and market. The lack of childcare facilities, women-friendly work environments, shelters etc. limits women's participation in labor force. On the other hand, maternity care, occupational health and safety provisions are limited in the private sector. Therefore, there is a need of creating support services for women in their work area, develop their skills and provide maternity care and such other benefits. It is also essential to initiate unemployment insurance scheme for all especially within the National Social Insurance Scheme. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Improve skills and productivity for social empowerment	Enhance women's income-generating skills through training	Continuous	% of women as recipients of training	BSCIC, SMEF SCITI Finance Division
	Ensure women's entrepreneurship by providing business development skills, finance and other supports	Continuous	No. of women provided with entrepreneurial support	
	Incorporate disaster preparedness, and business and finance management to empower women through training programmes	July 2020 Continuous	Training modules incorporated these	
Childcare at workplace	Provide day care facilities, build private space and provide maternity leave in factories of sector corporations	December 2022	Instruction issued Provisions increased in corporations	Finance Division Sector corporations Private industries
	Assess needs and identify ways to provide day care support and maternity care in industries	July 2021	Need assessed Proposal developed	
	Coordinate with MOWCA to enhance child care facilities in industrial areas	July 2022	MOU	
Vulnerable Women benefits	Direct private industries to build daycare centers and provisions for maternity and occupational health and safety (consider subsidy if necessary)	December 2021	Directives issued	Private Sector, MOF, PMO, FID, BB
	Build dormitories for women near factories, near/in industrial estates and economic zones	December 2023	Increased shelter for women in new areas	
	Negotiate and instruct private factories to provide for facilities according to labour laws, and occupational health and safety policy	December 2023	Directives issued	
Initiate unemployment	Study on possible options of unemployment insurance	December 2021	Recommendations submitted	MoF, MoC MoF, MoC

insurance scheme	Introduce unemployment insurance on pilot basis in sectors where women are working in large numbers	July 2022	Programmes introduced	
	Expand unemployment insurance, and provide subsidy, if necessary, to ensure access of women within the NSIS.	July 2025	Incorporated within NSIS.	
Grievance redress system	Build in complain mechanism at the field level on violence/harassment and other issues	Beginning July 2019	Instruct field offices corporations/industries	LGD, Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in production management, labour rules, leadership, nutrition, self-respect, entrepreneurship, livelihood, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	MoWCA, NGOs
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	MoWCA, NGOs
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes in agriculture	December 2019	Instruction given to planning unit	MoWCA GED, BBS
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results and	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Improve skills and productivity of women for social empowerment and enhance capacity for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation through social security programmes.
- Incorporate health, unemployment insurance in NSIS
- Enhance support facilities like shelter day care in industrial areas
- Ensure child care facilities in corporations
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

24. Ministry of Water Resources

Background

The key responsibility of the ministry are to formulate and implement policy for water management including irrigation, flood control, mitigation of water logging, improvement of drainage system, protection from river erosion and prevention of salinity and desertification. The responsibilities also include flood forecasting and warning; management of flood control; construct and maintain river basin, flood control and water control infrastructures; manage damages owing to floods; development of water resources; and works related to trans-boundary rivers by Joint River Commission. The ministry also deals with land conservation and reclamation, drainage, water logging, integrated development of haor and wetlands, water reservoirs, embankments and barrages and protection from erosion. As water management is closely associated with agriculture, food security, livelihood and survival, therefore, the activities of this ministry have large stake on survival, livelihood and asset protection of people including poor, women and children. The ministry implements social security programmes for erosion affected and landless people.

Mission for Gender-focused Social Protection

The Mission of this ministry is to protect the country from damages due to flooding, cyclone and draught; protection of river, wetlands and haors, protect production, support smooth livelihood of people and ensure women's participation and benefits from water management infrastructure works.

Role in gender equality and women's development

- r) Ensure balanced, integrated and sustainable management of water resources and include women's engagement in irrigation activities to create employment opportunities. Women's employment opportunities are generated in civil works and 20% in smartcard recharge vending, which improves their financial and social status;
- s) Enhancing navigability of rivers, reducing rate of river erosion, ensuring water supply in dry season, flood control and township protection and thus reduction of the poverty among women and men. Excavation and re-excavation of rivers, irrigation canals, construction/repair of irrigation structures, construction of barrage/rubber dam prevents floods, saline water intrusion, water logging and reduce loss of crops and property of the poor people including men and women;
- t) Development of haor and wetlands, water management in coastal region, and the fair distribution of reclaimed land to the destitute women ensures their social security. Construction and distribution of houses in Char and wetlands, and involvement of women in river bank protection work enhances women's social security. Participation of women in water resource management groups empowers them in planning and in use of water resources. Training in water management, income-generating activities, and participation in earth-works through Landless Contracting Society (LCS) generates employment for poor rural women.
- u) Damages caused by floods, storms and tidal surges are reduced through strengthening flood forecasting and warning system where women also participate as whistleblowers.

Challenges related to promotion of gender equality and women's empowerment

The challenges in this sector include women's low participation in water management due to their low ownership of land and less participation in infrastructure work. Protection of women and children, and loss of their livelihood caused by floods, storms and other water-borne calamities is another challenge.

Objectives of Gender Action Plan (GAP)

The objective of this GAP is to protect property and livelihood of the communities through water and - water infrastructure management. Another objective is to rehabilitation of disaster-affected families and thereby ensuring their social security.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 47.62 percent of the ministry budget, 56.56 percent of the development budget, and 13.88 percent of the non-development budget.

Situation analysis in addressing gender equality

Bangladesh is a country which has been experiencing a series of manmade and natural water-related disasters. Water management is critical for agricultural productivity and livelihood. Women's participation in water management is low, they form the majority of household-level water resources. It is important to ensure availability of water for agriculture and maintaining the water flow. This Ministry has several programmes for water management from which women benefit. Water management programmes can protect from disasters, provide livelihood opportunities and social support, and can facilitate women's empowerment by incorporating appropriate elements. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Disaster rehabilitation and livelihood support	Create employment opportunities for women through water infrastructure and LCS ensuring equal wage for similar works	Continuous	Women's share in infrastructure and LCS is one-third	RD CD MoWCA LGD Finance Division
	Ensure women's participation in water management groups	Continuous	Women constitutes 33% of water management groups	
	Prepare a list of women and children affected by river erosion and other natural disasters	June 2020	List prepared and submitted	
	Formulate a rehabilitation plan for affected families and distribute land/house among them, ensuring title for women	December 2020	Rehabilitation plan prepared and submitted	
	Arrange training programmes on income-generation and capacity-building of women incorporating empowerment elements	Continuous	Training programme reviewed, modules updated, and women's share in the	

			training programmes are 50%	
Grievance redress system	Build in complain mechanism at the field level	Beginning July 2019	Field offices instructed	Field offices LGD NGOs Cabinet Division
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in water management, agriculture management, crop protection, leadership, nutrition, self-respect, entrepreneurship, livelihood, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	MoWCA MoA MoFL MoYS Finance Division
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes in agriculture	December 2019	Instruction given to planning unit	MoWCA GED IMED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results and	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Action

- Ensure disaster resilience, rehabilitation and livelihood support for women
- Enhance capacity of Women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

25. Prime Minister's Office

Background

The Office provides assistance to the Honorable Prime Minister related to political, administrative, parliamentary affairs and other related duties and responsibilities. It liaises with international organizations and execute treaties and agreements with different countries and international organizations related to the functions of the Prime Minister's Office. Undertaking special programmes for small ethnic community living in the plain lands in order to improve their socio-economic condition and rehabilitation of the homeless, impoverished, poor and vulnerable families are done by this Office. Besides, through the NGO Affairs Bureau, the Office coordinates with NGOs regarding their activities and often the activities are for social security and empowerment of women. It also coordinates matters relating to Bangladesh Investment Development Authority, export processing zones and economic zones.

Mission for gender-focused social protection

The mission of this office is to ensure shelter and rehabilitation for homeless, poor and vulnerable families, provide opportunities for socio-economic development of the women of small ethnic communities living in plain lands and observe matters relating to congenial work environment for women in export processing zones and economic zones.

Role in promoting gender equality and women's development

- a. Creating scope of employment by training on information technology for employment and services as entrepreneurs. Fifty percent of the Entrepreneurs in Union Digital Centres are women.
- b. Creating labour market participation opportunities of women in the Export Promotion Zones and thereby positively impact on income, empowerment and promotion of social security. Establishment of economic zones (9 Government & 17 Private) to create greater scope for women's employment, socio-economic development and the quality of life. Training of women in munga-prone areas of northern districts for their employment.
- c. Economic growth, infrastructure facilities and employment opportunities for both man and women through PPP activities.
- d. Ensuring women's access to health services, nutrition, education, training, microcredit, legal aid and protection against torture and violence and other services, community awareness through NGO activities.
- e. Provide public resources to the poor through the Ashrayan Project in joint name of husband and wife.
- f. Income generating projects for women of minor indigenous communities of plain land. Both boys and girls of these communities are provided educational assistance.

Challenges related to promotion of gender equality and women's empowerment

The challenges are to provide adequate support covering the deserving ethnic minority, and to provide shelter support for the disadvantaged, homeless and disable people.

Objectives of Gender Action Plan (GAP)

The objectives of this GAP is to support the division in identifying and incorporating gender-focused elements in social security programmes.

Gender responsive budget

In the 2018-2019 budget the proportion of budget for the ministry was 19.49, development 22.55 and operation was 4.98 percent.

Situation analysis in addressing gender equality

Support is provided to develop skills and education for the children of plain lands, ethnic minority groups and area development. Other supports include shelter for the poor and development of special areas. However, coverage of these programmes is inadequate and with appropriate design elements the programmes can become more empowering for women. Sex-disaggregated data on benefits on the tribal communities will support managing the programme. Enhancing staff capacity to design gender-integrated programmes is also important.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Programmes for women of special areas, plain land minority groups	Expand educational/skills support to ethnic minority children and children of remote areas (other than CHT) especially girls	Continuous	% increase in children from ethnic and remote communities received support	NGOs NGOAB
	Expand extension, training and access to finance for indigenous women other than in CHT areas	December 2019 continuous	% increase in women beneficiaries in skills dev. income generation and self-employment progs.	
	Integrate training activities to enhance women's capacity, voice, self-confidence and leadership in projects implemented by NGOs for women	December 2019 continuous	NGOAB directed NGOs to undertake transformative activities for gender equality	
Shelter for disaster-affected	Integrate issues (e.g. leadership, capacity, confidence, voice) in the training modules of Ashroyon-2	Continuous	Module developed	NGOs
Grievance redressal system	Build in complain mechanism at the field level	Beginning July 2019	Instruct field offices	LGD, Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in ICT leadership, self-respect, entrepreneurship, livelihood, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	MOWCA

	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes in agriculture	December 2019	Instruction given to planning unit	MoWCA GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results and	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and upscaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Action

- Provide educational support to ethnic minority children other than in CHT area
- Ethnic minority women supported for socio-economic development through training, financial support etc.
- Enhance shelter support for landless women through Ashrayan projects
- Enhance capacity of Women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

26. Ministry of Housing and Public Works

Background

The Ministry is responsible to prepare policies, laws, codes of planned housing sector and public buildings, take measures to ensure planned urbanization, proper use of land and to solve the accommodation problem of government officers and staff. Management of land and abandoned property is under this ministry. The Ministry is to ensure that building and infrastructure designs consider the needs of women and persons with disabilities.

Mission for gender-focused social protection

To ensure affordable and safe housing for all ensuring better utilization of land, protection of environment, planned urbanization, promotion of low-cost sustainable building technology and provision of shelter for the urban poor including ultra-poor and working women.

Role in gender equality and women's development

- Planned urbanization to ensure proper use of land and protection of environment ensure healthy habitat for all including women and thus facilitate women's advancement.
- Ensure affordable and safe housing for different income groups including dormitories and residential buildings for the working women and housing for homeless and ultra-poor. Thereby, ensure their safety and facilitate opportunity for their public participation and empowerment. Construction of women and children-friendly infrastructure in the rural and urban areas and improvement of the sanitation system are included.
- Innovation of technology in planned housing and house construction techniques: Training is being provided to women on innovative technology and they are being involved in marketing these products as small entrepreneurs and facilitating their development and empowerment.
- Ensure women friendly appropriate infrastructural facilities in Governmental buildings and employment of women in the construction of government infrastructure.

Challenges related to promotion of gender equality and women's empowerment

Still now the safe accommodation facilities for working or poor women and dormitories for workers. Students or job seekers is inadequate. Most of the buildings still lack safe sanitation, prayer or private facilities for women. Buildings are yet to ensure access and mobility for the disabled.

Objectives of Gender Action Plan (GAP)

The Objective of this action plan is to ensure women's safety and mobility through provision of safe shelter support and to ensure that gender-based needs are addressed in all building design and construction and that employment opportunities are generated for women.

Gender responsive budget

In the 2018-2019 budget, the proportion of gender budget for the ministry was 32.19 percent, development budget 45.13 percent and in operation is 0.69 percent.

Situation analysis in addressing gender equality

Adequate shelter could not be provided to the poor. Therefore, they have to live in slums with inadequate safety water and sanitation facilities. Despite giving guidance most buildings are not disable-friendly. Public buildings lack facilities for women. The construction sector provides employment opportunities for both men and women. But women face discriminations in terms of wages. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Shelter and support for poor women	Build housing for poor and slum-dwelling women with safe water and sanitation facilities	Continuous	No of new buildings and share of poor women 50%	Other departments Finance Division
	Build women and disable-friendly infrastructure, improve sanitation facilities, government and private dormitories, old-age homes, and daycare centers	Continuous	Increased budget, no. of new facilities and 50% share for women	
	Ensure safe women and disable friendly design in all infrastructure (fire safety, sanitation, private corner, day care in public buildings)	December 2019	Guideline for public and private buildings issued	
	Create employment opportunities for women in construction and ensuring equal wage	July 2020 continuous	Issue instruction and arrange orientation for staff and contractors	
Grievance redress system	Build in complain mechanism at the field level	Beginning July 2019	Instruct field offices	LGD, Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Strengthen staff capacity to ensure gender friendly infrastructure design, address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	MoWCA, IMED and
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, wage equality etc.) in all programmes	January 2020	Circular issued and instruction given	All ministries
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2020	Instruction given to planning/design and approval unit	
Strengthen gender-focused	Develop a set of gender-focused checklist for building design and land use planning	December 2019	Instruction given to planning unit,	LGD

result monitoring			ministries/ builders and public	
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and upscaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering/gender friendly elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Action

- Ensure shelter and support for poor women.
- Ensure women and disable-friendly infrastructure, improve sanitation facilities in buildings, government and private dormitories, old-age homes, and daycare centers.
- Enhance capacity of Women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

27. Environment, Forest and Climate Change

Background

The Ministry is responsible for conservation and improvement of the quality of the environment and control of environmental pollution. Implementation of different regional and international conventions, agreements, and protocols relating to environment, forestry and wild life is within its responsibilities. Plantation of trees, creation of new forest areas, extraction of re-generated forest resources, implementation of social forestry programmes, conservation of wild life and bio-diversity, expansion and development of both Government and private forest resources are also among its tasks. It ensures participation of community women and men in environment and bio diversity conservation, eco tourism, and forestry.

Mission for Gender-focused Social Protection

The Mission of the Ministry is to conserve bio-diversity, and environment to protect people from calamities and ensuring their livelihood and enhance their income opportunities through ensuring community men's and women's participation.

Role in social security for gender equality and women's empowerment

Protect agriculture and water resources from the adverse effects of climate change and implement adaptation and mitigation programmes to reduce climate vulnerabilities, hazards and health risks among women and children. Employment opportunities are created through technician's training programmes and conservation and sustainable management of forest resources and tree plantation. Awareness is increased through training programmes on social forestation and conservation of forest resources. Interventions to address the impact of climate change including control of pollution are run also to have positive impact on women's health and employment opportunities. Women's participation in the participatory biodiversity preservation activities, create employment opportunities for poor and destitute women. Women's empowerment is facilitated through ensuring their participation in local planning committees.

Challenges related to gender equality promotion in social security

The main challenge is to ensure that women and girls are not adversely affected by climate change and that their access to resources are sustained.

Objectives of Gender Action Plan (GAP)

The objectives of this GAP is to ensure that gender perspectives are incorporated in social security programmes of the Ministry. It will support reducing women's vulnerability to disaster, environmental pollution and climate change and enhance their social security prospects.

Gender responsive budget

Women's share in the budget of 2018-2019 was 27.57 percent of the ministry budget, 33.83 percent of the development budget and 20.73 percent of the non-development budget.

Situation analysis in addressing gender equality

The ministry has several programmes to involve women in biodiversity conservation, social forestry expansion of coastal greenbelt which generates employment and income for women. There is a climate-change gender action plan which needs to be implemented in collaboration with other ministries. Even

though the ministry is aware of the climate-related vulnerabilities of women, many of them are not addressed through the programmes. Some of the programmes generally target women for income, but do not adequately address empowering elements which can lead women to self-reliance. It is important to integrate tested empowering elements with transformatory potentials while consolidating the smaller programmes. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Adaption and bio-diversity conservation	Involve women in biodiversity conservation in adaptation platforms	Continuous	Women form one third of the platforms	Ministry of Agriculture MoDMR
Labor and Livelihood Intervention	Involve women in eco-tourism programmes	Continuous	Women participation in eco-tourism ensured by at least one third	NGOs MOWCA
	Expand coastal green belt, social and mangrove forestry through women's participation	Continuous	Women's participation in green belt social forestry ensured by one third.	
	Include contents in the training to facilitate women's self-confidence, conservation, bargaining capacity, leadership and nutrition	June 2020 Continuous	Training modules incorporated these elements	
Disaster preparedness	Train women to enhance their adaptive capability with climate change	Continuous	Annual 10% increase in trained women	MODMR MOWCA, NGOs
Grievance redressal system	Build in complain mechanism at the field level including for harassment and abuse	Beginning July 2019	Instruct field offices	Field Officed, LGED, NGOs Cabinet Division
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Integrate capacity-building activities for women in biodiversity conservation, climate change adaptive agriculture, crop protection, leadership, nutrition, self-respect, entrepreneurship, livelihood, social support and risk-mitigation	Beginning July 2019	Programme designs incorporate these Engage women in leadership in groups for forest mgt, conservation etc.	MoWCA. MODMR NGOs
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	Planning Commission

	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes in agriculture	December 2019	Instruction given to planning unit	MoWCA GED, BBS, IMED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and upscaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Action

- Involve women in biodiversity conservation and adaptation platforms
- Support women's livelihood and protection through forestry, eco-tourism, coastal green-belt etc.
- Enhance capacity of women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation through social security programmes.
- Ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data

28. Cabinet Division

Background

The Cabinet Division is the apex body of the Government responsible for secretarial work for the Cabinet and its Committees. It performs overall coordination of functions of the Government across ministries and overseeing the functions of the field administration. As the coordinating authority, the Division is responsible for monitoring of criminal justice, enhancing good governance implement administrative reforms in the country. The Division uses various instruments like Government Performance Management System, Grievance Redress System, and National Integrity Strategy in managing the affairs. The Division leads the Central Management Committee (CMC), coordinates and monitors the implementation of the social security system of the country.

Mission for Gender-focused Social Protection

The mission of the Division is to coordinate and oversee, and monitor the implementation of a consolidated and efficient social security system ensuring promotion of gender equality and women's empowerment.

Role in Social Security for gender equality and women's empowerment

The role of the Division is to mobilize the Central Management Committee (CMC) on Social Security Programmes to streamline the social security system of the country and to implement the Social Security Action Plan and the Gender Policy for NSSS. Facilitating the establishment of a modern and efficient delivery mechanism of social benefits to the appropriate targeted people is another role of the Division. Redressal of grievances related to operation, deprivation and harassment related to social security is included in the role of the Division.

Challenges related to promotion of gender equality and women's empowerment

The main challenge for the Cabinet Division is to establish coordination among line ministries to establish an inclusive social security system by consolidating the fragmented and discordant SS schemes along a lifecycle framework. This also entails ensuring participation and share of women in SS programmes and empowerment of women as results of the consolidated programmes.

Objectives of Gender Action Plan (GAP)

The major objective of this GAP is to ensure that the Central Management Committee (CMC) on Social Security Programmes streamlines the social security system of the country facilitating gender equality and women's empowerment and ensures implementation of the Gender Policy for NSSS.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 18.08 percent of the ministry budget 31.20 percent of the development budget and 12.04 percent of the non-development budget.

Situation analysis in addressing gender equality

This Division is responsible for overall coordination of all social security programmes and ensuring all reforms. The Division is also responsible for maintaining the central Grievance Redress System. Currently

the social security programmes are fragmented with erroneous targeting. Though many social security programmes support women and girls, but the overall gender-focused result assessment is missing in many cases. Therefore, this Division needs to ensure addressing women's empowerment and gender equality through different programmes of the ministries, and gender-focused result assessment based on the thematic clusters. In the process of consolidating smaller programmes, the tested elements that empower women should be considered for incorporation in the up-scaled and consolidated programmes. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Strengthening coordination of social security programmes for gender equality	Promoting gender equality in social security programming	July 2019	CMC's approval of the Gender Action Plan	All Ministries
	Review implementation of the gender action plans of ministries by the CMC	December 2019	CMC decided and guided to present annual reports on gender equality results	
	Coordinate and follow-up implementation of the gender policy in SS programmes	January 2020 onwards	Annual review includes GE performance	
	Ensure coordination between SS programmes and sectorial programmes	December 2019	CMC's guidance issued for establishing coordination between programmes	
Gender Equality in thematic Clusters' programmes	Ensure gender integration in the action areas of the thematic clusters	December 2019	The Action Plans of thematic clusters incorporate action for GE promotion	All Clusters
	Coordinate and follow-up implementation of the gender policy in thematic programmes	January 2020 onwards	Annual review includes GE performance	
Coordinating the Field Committees on social security	Update TORs of the district and upazillas level committees to look after gender perspectives.	January 2020 onwards	Updated ToR of the Committees	
Grievance redress system	Ensure that the ministries have their own grievance mechanisms for addressing grievances in targeting and delivery of benefits, harassments etc.	Beginning July 2019	All ministries guided to establish grievance redressal system	All Ministries LGD, NGOs, Cabinet Division
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	

	Strengthen grievance redressal system to ensure quick disposal of grievances	January 2020 Continuous	Guidance provided and staff identified	
Strengthen capacity	Guide all ministries to integrate capacity-building activities for women in leadership, nutrition, self-respect, entrepreneurship, livelihood, skills, social support and risk-mitigation etc. for empowerment	Beginning July 2019	CMC's guidance given to all ministries to incorporate these in all programme designs	All ministries MoWCA
	Guide all ministries to strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	CMC's guidance given to all ministries	
Gender-responsive programme design	Establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all programmes	July 2019	Circular issued and instruction given	
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes	December 2019	Instruction given to planning unit	MoWCA GED
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Instruct all agencies to collect sex disaggregated data	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested empowering elements with transformatory potential in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Strengthening the coordination of social security programme implementation
- Review the master plan of GED for single registry MIS and M&E and obtain CMC approval
- Collect proposals for consolidation of smaller programmes with gender integrated designs and get them approved by CMC
- Develop a second generation of GRS with compatibility for handling social security related grievances
- Guide and ensure gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

29. General Economics Division

Background

General Economics Division (GED) is the prime policy-planning organ of the Government of Bangladesh. It is responsible for formulating medium- and long-term plans and strategies for socio-economic development of the country in accordance with government policies. As part of the Bangladesh Planning Commission, it provides secretarial assistance to the Planning Commission as well as to the NEC (National Economic Council) and the ECNEC (Executive Committee of the National Economic Council) in all matters concerning plan preparation and economic policy/strategy formulation. GED led the NSSS preparation process, set the road map of establishing a strong social security system and monitors the effectiveness of the system in Bangladesh. The Division is responsible for developing indicators, setting targets and assessing results of the impacts of the poverty reduction efforts, the Five-Year Plans and the Sustainable Development Goals. The Division prepares progress reports for national and international stakeholders.

Mission for gender-focused social protection

The NSSS mission of GED is to ensure that the national plans and targets ensure equality and to reform the social security system in consistency with the national goals of higher growth and elimination of poverty reducing gender disparities and ensuring women's benefits.

Role in with gender equality and women's development

Monitoring consistency of social security programmes with the Five-Year Plan, NSSS, SDG and sectoral policies and assessment of the results of social security programmes with emphasis on reduction of gender gap.

Challenges related to promotion of gender equality and women's empowerment

The main challenge for GED is to ensure that the major policies of the Government are consistent with the NSSS. It is also imperative to ensure that a single registry MIS is in place encompassing all women and men beneficiaries in time so that the M&E framework can operate properly to facilitate NSSS implementation and facilitate women's empowerment. A major challenge is to identify and assess gender equality results of all social security programmes as sex disaggregated data and gender focused result assessment are still inadequate.

Objectives of Gender Action Plan (GAP)

The GAP considered the GED's responsibility as devising a results-based M&E system for social security programmes with gender focus, catalyzing the establishment of a single registry MIS encompassing all, facilitating the consolidation of small schemes keeping an eye on gender equality and women's empowerment perspectives, reviewing the current selection processes of recipients of social security schemes with strict adherence to guidelines, and carrying out social security planning functions with emphasis on gender equality and women's empowerment. Also, GED is to ensure consolidating child support programmes, vulnerable women's benefits and labour and livelihood programmes with specific emphasis on gender equality and women's empowerment. Ensuring sex disaggregated data for gender analysis of results is also an agenda.

Gender-responsive budget

(Gender budget of this Division could not be found)

Situation analysis in addressing gender equality

This Division is responsible for ensuring and monitoring the implementation of National Social Security Strategy. It is also responsible for monitoring of SDG goals. Therefore, a gender-focused, M&E framework needs to be prepared with appropriate indicators to assess the social security programmes in light of the gender policy for NSSS. Often sex-disaggregated data is not maintained for programme monitoring and targets for women benefit are not monitored. The ministry also requires strengthening staff capacity to incorporate gender equality and women empowerment elements in social security programme design, delivery and monitoring.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Devising and instituting a gender-focused and results-based M&E System	Include a gender specialist in the M&E task force	July 2019	Gender Specialist joined task force	IMED, BBS All ministries with SS programmes
	Identify gender-focused and result-based M&E indicators	December 2019	M&E indicators identified	
	Formulate a results-based framework for M&E with use of sex-disaggregated data and gender analysis of social security programmes	December 2019	M&E indicators and instruments prepared	
	Compile annual reports on performance of social security programmes integrating progress on gender equality and women's empowerment based on the identified indicators	January 2020 Continuous	Annual reports include gender equality results of SS programmes	
Review the consistency of national policies with NSSS	Review the consistency of sectorial policies and programmes with the NSSS, NWDP and the Gender policy for NSSS	January 2020	Review report submitted	All Ministries
	Orient all ministries to ensure that their policies are in line with NSSS and Gender Policy for NSSS	June 2020	All ministries oriented	
Grievance redress system	Build in complain mechanism at the field level in all programmes	Beginning July 2019	All agencies instructed	All ministries Planning Commission Cabinet Division, NGOs
	Create public awareness including among women about complain mechanism and the central GRS of cabinet division	July 2019 Continuous	Public meeting at upazillas level	
Strengthen capacity	Orient all ministries to incorporate women's capacity building and empowerment aspects in all SS programmes like leadership, nutrition, self-respect, entrepreneurship, livelihood, social support and risk-mitigation	Beginning July 2019	All new programme designs incorporate these	All Ministries Planning Commission MoWCA

	Work with Planning Commission to strengthen staff capacity to address gender equality and women empowerment in SS programme design, delivery and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff of Planning Commission/other Ministries	
Gender-responsive programme design	Support to establish mechanism to integrate gender-related design features (e.g. empowering elements, participation, awareness voice, social capital etc.) in all SS programmes especially for using ECNEC guideline on Gender Responsive Planning	July 2019	Proposal sent to Planning Commission and ECNEC	Planning Commission, other ministries ECNEC
	Ensure that programme approval and review process apply and enforce the aforesaid designs	July 2019	Instruction given to planning unit	
Strengthen gender-focused result monitoring	Develop a set of gender-focused indicators addressing practical and strategic needs of women for SS programmes	December 2019	Instruction given to planning unit	MoWCA, IMED BBS
	Ensure collection and use of sex-disaggregated data for monitoring and reporting of gender-focused results	January 2020	Issue guidance to all ministries to collect sex disaggregated data and gender-based report	
Consolidate Smaller Programmes	Identify programmes eligible for phasing-out and up-scaling based on gender-focused result assessment	June 2020	Assessment completed and prepared list	IMED, Cabinet
	Integrate tested women's empowering elements with transformatory potentials in the consolidated and expanded programmes	June 2020	Empowering features identified and list for scaling up prepared	

Key Actions

- Conduct study to review the current selection processes, aligned to the eligibility criteria to be used for each scheme
- Devising and instituting a gender-focused and results-based M&E System
- Incorporate provisions to enhance capacity of women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme design using ECNEC Guidelines and strengthened gender-focused result monitoring using sex-disaggregated data.
- Support to consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

30. Implementation, Monitoring and Evaluation Division (IMED)

Background

The IMED is a division of the Ministry of Planning and supports socio-economic development of the country by monitoring implementation and evaluating the impacts of the of development projects and to ensure proper utilization of investment. The responsibilities include preparing quarterly, annual and periodical progress reports for information of the President, NEC, ECNEC, Ministries and other concerned. The responsibilities also include spot verification of implementation status and such other necessary co-ordination works for the removal of implementation problems, if any. This also applies to the monitoring of social security programmes, with the assistance of related Ministries/Agencies to ensure that the impacts are ensuring social security of the targeted women and men groups.

Mission for Gender-focused Social Protection

IMED has a mission to support the attainment of socio-economic development of the country through effective implementation, monitoring, and qualitative evaluation of development projects ensuring impacts on promoting gender equality and women's empowerment.

Role in Social Security for gender equality and women's empowerment

IMED's role in social security is to ensure that results are achieved through implementation monitoring and evaluation of social security programmes achieve their poverty reduction targets and goals. In this process poverty reduction and social security of women also to be ensured.

Challenges related to gender equality promotion in social security

The challenge for the IMED in social security programming is to ensure their monitoring and evaluation ensuring outcomes. The gender equality outcomes are to be also captured in the process to determine whether social security of women and girls is ensured.

Objectives of Gender Action Plan (GAP)

The of this GAP is to support integration of gender perspectives to monitor and evaluate implementation of the social security programmes, following the M&E framework to be developed by the GED.

Gender-responsive budget

Women's share in the budget of **2018-2019** is 18.08 percent of the ministry budget 31.20 percent of the development budget and 12.04 percent of the non-development budget.

Situation analysis in addressing gender equality

The division is responsible for implementation and monitoring of all programmes. Currently gender equality results are not monitored. In collaboration with GED an overall MNE framework needs to be developed integrating gender-perspectives for monitoring of all programmes including the social security programmes. This Division should also assess the effectiveness of the existing Grievance Redress System at the field level.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Gender-focused performance monitoring of social security programmes	Coordinate with GED to M&E framework integrating gender perspectives	July 2019	Agreement reached with GED	CMC, GED, All Ministries
	Formulate an M&E framework with gender-focused result indicators	January 2020	GE Indicators identified for sectorial SS programmes	
	Formulate instruments to capture gender equality progress of social security programmes	July 2020	Instruments include GE perspectives	
	Orient all ministries to ensure sex-disaggregated data based reporting on the implementation of social security programmes	December 2020	All ministry staff oriented	
	Monitor the implementation progress of social security programmes	July 2021	Monitoring reports integrate information	
	Evaluate impacts of social security programmes capturing gender equality results	Annually	Reports integrate GE results	
Grievance redress system	Review the effectiveness of the complaint mechanism at the field level	Beginning July 2019	Staff oriented on review	LGD, Cabinet Division, NGOs, GED, field offices of ministries
Strengthen GE capacity	Evaluate the capacity-building activities of SS programmes whether they integrate empowering elements, leadership, self-respect, livelihood, social support and risk-mitigation	Beginning July 2019	Gender focus in monitoring reports	MoWCA
	Strengthen staff capacity to address gender equality and women empowerment in SS programme design, implementation and monitoring	December 2019 Continuous	Gender training imparted to planning and supervising staff	

Key Actions

- Formulate an M&E framework and evaluate impacts of social security programmes with focus on gender
- Assess SS programmes on capacity of women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation.
- Ensure gender-responsive programme assessment with strengthened gender-focused result monitoring using sex-disaggregated data.
- Support consolidation of smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

31. Statistics and Information Management Division

Background

Statistics and Informatics Division is depository of official statistics and responsible for producing official statistics to support monitoring of progress of development initiatives and to help in decision making. The Bangladesh Bureau of Statistics (BBS) under the Division is responsible to provide reliable and up-to-date data and information for development planning, national assessment and reporting. The Division conducts population censuses and surveys on agriculture, Household Income and Expenditure, economic affairs, socio-economic affairs, demography, environment and other matters. The Division guides and coordinates with ministries and divisions on statistical standards and methods. This Division estimates national accounts, compiles price indices; and publishes domestic and international trade statistics. It is responsible to establish, maintain and update National Population Register (NPR) and establish a statistical network and strengthen it to facilitate a single registry based social security system. It also publishes a gender compendium of statistics and conducts survey on violence against women.

Mission for Gender-focused Social Protection

The Division has the mission to collect, process, analyze, and publish statistical information for the development of the country and welfare of the people by ensuring sex disaggregated data collection, gender analysis and reporting to ensure social security and promote gender equality

Role in Social Security for gender equality and women's empowerment

The role of the Division is to ensure collection of gender focused information on the agreed GE statistics by the UN, incorporate gender perspectives in surveys and censuses and publication of reports and statistics.

Challenges related to gender equality promotion in social security

There is no single registry database for SS programmes accessible by all the SS implementing authorities. Besides, sex disaggregated data is not maintained or reported by many agencies/programmes. A sex disaggregated database is necessary to avoid duplication in beneficiary coverage, ensure equal benefits for women and to capture gender equality results. A targeted universal approach requires a social registry from where eligible beneficiaries can be sourced.

Objectives of Gender Action Plan (GAP)

The objective for the GAP is to develop, maintain and update the social security beneficiary database through creating a sex disaggregated single registry MIS. Besides SID is to ensure sex disaggregated data base and present gender focused results for SS programmes and all major surveys and censuses.

Gender-responsive budget

Women's share in the budget of 2018-2019 is 18.08 percent of the ministry budget 31.20 percent of the development budget and 12.04 percent of the non-development budget.

Situation analysis in addressing gender equality

The division is responsible for all types of data collection, collation and presentation. Currently sex-disaggregated data is being collected in many sectors. Still many of the relevant information is not available in disaggregated manner. Therefore household database is important and all the data related to beneficiaries and benefits of social security programmes need to be presented in a disaggregated manner with gender analysis.

Gender Action Plan

Objectives	Activities	Timeframe	Indicators	Shared Responsibility
Create the Bangladesh Household Database	Create the database with GIS and socioeconomic condition of people disaggregated by sex	December 2019	Data base incorporates sex disaggregated data	
Reporting gender-based results of social security programmes	Mapping of sex disaggregated data needs for SS programmes and all major surveys/censuses	June 2020	Data needs identified	All SS ministries, GED
	Ensure sex disaggregated data for studies to fill in the data gap for SDG reporting	December 2019	Studies identified for sex disaggregated data	GED
	Develop a set of gender-focused indicators addressing practical and strategic needs for programmes and to assess impacts on women	July 2020	Gender focused indicators agreed for all SS programmes	GED, all ministries
	Include gender-based information and analysis for social security programme impacts, in all major surveys and in SDG reporting	December 2019 Continuous	All reports present gender focused results and sex disaggregated data	All ministries IMED
Strengthening GE capacity	Strengthen staff capacity to address gender equality and women empowerment in SS programme monitoring and in all survey and studies	December 2019 Continuous	Gender training imparted to staff	MOWCA, GED

Key Actions

- Conduct Bangladesh household survey for creating a single registry of beneficiaries and sex disaggregated data.
- Ensure collection and collation of data on capacity of women for protection, leadership, self-respect, entrepreneurship, social support and risk mitigation through social security programmes.
- Support gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data.
- Support consolidate smaller programs incorporating empowering elements for women and provide services through a digitized single registry MIS and G2P payment.

Gender Action Plan for Thematic Clusters

The NSSS has divided the social security programmes into five specific clusters. These include, a. social allowance, b. food security and disaster assistance, c. social insurance, d. labor/ livelihood intervention, and e. Human Development and Social Empowerment. Several ministries form one cluster led by one ministry. Promoting gender equality through the action plans of the clusters is also important.

Terms of Reference of Thematic Clusters

The terms of reference of the thematic clusters are as follows:

- To reform, consolidate and integrate social security programmes in the light of the NSSS and to coordinate the action plans of ministries within each thematic cluster;
- To coordinate NSSS action plans of the Ministries/Divisions within the cluster and to submit the integrated action plans to Central Management Committee;
- To coordinate with the Finance Division for securing necessary budgetary allocations for implementation of action plans;
- To identify rules and regulations relating to the social security programmes of the cluster to be amended for the sake of implementing the NSSS;
- To monitor and evaluate the progress of implementation of the action plans of the Ministries/ Divisions within the clusters; and
- To design integrative plans for different programme to ensure correct targeting and their effective implementation.

Within the above, the responsibilities of the clusters include addressing gender issues, reduce gender gap and facilitate women's and girls' benefits and empowerment through the SS programmes by bringing in transformatory elements in the programme design and delivery as per the Gender Policy of the NSSS.

The following section presents the logic and the action plans for the thematic clusters.

1. Social Allowance

In Bangladesh, several social allowance or social assistance programmes are implemented by different ministries which transfer cash or in kind to the poor and vulnerable individuals or households. These include non -contributory, cash or in-kind allowances to vulnerable or distressed persons, like elderly, disabled, pregnant women, lactating mothers, old and distressed artists, freedom fighters, students and such others. School feeding is also included in this type of programmes.

The ministries having programmes/projects or activities focusing on transfer of social allowances are included in the cluster of social allowance. The list of ministries under this cluster is given below.

1. Ministry of Social Welfare – Coordinator
2. Ministry of Women and Children Affairs
3. Ministry of Cultural Affairs
4. Ministry of Liberation War Affairs
5. Ministry of Health and Family Welfare
6. Local Government Division

7. Ministry of Labour and Employment
8. Ministry of Chittagong Hill Tracts Affairs

Since the Ministry of Social Welfare implements many social allowance types of programmes, this ministry is assigned to take the coordination role of the cluster.

Mission to address gender equality and women's empowerment in SS programmes

The mission of the cluster is to regularly coordinate with member-ministries to implement social allowance programmes in a more efficient and effective way. This includes identification of overlaps and duplications of similar programmes and to gradually consolidating them within one programme umbrella. This cluster is also responsible for overseeing how the allowances can be integrated within the lifecycle programmes and work as an integrated system. Within these responsibilities it is also an important agenda is to facilitate gender equality, promote women and girls' empowerment and enhance their social security.

Challenge related to promoting gender equality and women's empowerment

The main challenge for the cluster is to consolidate similar programmes, introduce Child Benefit programme and ensure women's empowerment through ensuring transformatory elements. It is a challenge to identify relevant actions and services for integration that can facilitate women's benefits and empower them. Collaboration with ministries

Objective of the Gender Action Plan

The objectives of this GAP include ensuring social security of the different vulnerable sections of population, especially children, vulnerable women, old age, tribal community, poor and sick artists, people with disability by means of social allowance. In addition, this cluster will facilitate integration of the various life cycle programmes, allowing access of the vulnerable people including women/girls to benefits across the lifecycle.

The cluster will negotiate with other clusters, for instance Human Development on health care support for the children, elderly, pregnant women, and disable persons. Eligible social allowance recipients will be referred to skills training and labour /livelihoods for employment, community resources and financial inclusion programmes within or outside the cluster. Elements of empowerment, social capital building, and self-reliance will be built within programmes or through collaboration for benefits and empowerment of women and girls.

1. Ministry of Social Welfare – Coordinator
2. Ministry of Women and Children Affairs
3. Ministry of Cultural Affairs
4. Ministry of Liberation War Affairs
5. Ministry of Health and Family Welfare
6. Local Government Division
7. Ministry of Labour and Employment
8. Ministry of Chittagong Hill Tracts Affairs

Situation analysis

The Social allowance programmes are run by different ministries for different groups of people. Some of them are fragmented and not coordinated. Some programmes are not integrated within the main lifecycle based programmes. Therefore, it is important to consolidate the programmes considering the needs at different stages of the life cycle and coordinate with different ministries to ensure different services for the beneficiaries. Many of the programmes have scope to yield better results for women's empowerment and gender equality, which is not often harnessed. Design of programmes incorporating empowering elements, monitoring and coordination with other ministries are necessary.

Gender Action Plan

Objectives	Activities	Performance Indicators	Timeframe	Responsible Ministry	Shared Responsibility
Introduce Child Benefit Programme	Support and coordinate with the responsible ministry in designing and implementing a comprehensive child benefit programme	Agreement reached Project/ programme designed	July 2020	MoWCA	HSD, MEFWD, MOE, MOPME, LGD, MOTCHTA Finance Division
	Comprehensive programme design includes allowance, health, nutrition, maternity and child care services	CMC approved design with these elements	October 2020		
	Collaboration established for skills, employment, community resources, financial inclusion, social capital building, self-reliance of women and girls	MOU signed Services ensured	December 2020		
Introduce Vulnerable Women's Benefit programme	Coordinate with MoSW and other ministries to consolidate and design a programme for vulnerable women	Agreement reached Project/ programme designed	July 2020	MoWCA	HSD, MEFWD, MOE, MOPME, LGD, MOTCHTA, MOYS, RDCD, Finance Division
	Comprehensive programme design includes allowance, health, nutrition, maternity and child care services	CMC approved design with these elements	October 2020		
	Collaboration established for skills, employment, community resources, financial inclusion, social capital building, self-reliance of women and girls	MOU signed Services ensured	December 2020		
Scale up Old Age Allowance	Support in expanding coverage of Old Age Allowance	Number of beneficiaries increased	July 2019	MOSW	LGD Finance Division HSD
	Collaboration established for health care support for elderly	MOU signed Services ensured	July 2019	MOSW	
Scale up programmes for people	Update policies for disability benefits integrating within lifecycle based (child, maternity, old age, stipend) programmes	Policy updated	December 2020	MOSW	HSD, MEFWD, MOE, MOPME, LGD,

with disabilities	Programme designed and launched integrating disability benefits within lifecycle based (child, maternity, old age, stipend) programmes	Agreement reached Project/ programme launched	July 2021	MOSW	MOTCHTA, MOYS, RCCD Finance Division
	Collaboration established for employment, skills, community resources, financial inclusion, social capital building, self-reliance of disabled persons including women and girls	MOU signed Services ensured	July 2021	MOSW	
Review of GE results	Organize bi-monthly meeting and ensure review of progress in integration and results related to GE	Bi-monthly meetings held and GE progress /actions reviewed	Continuous	MOSW	All members of the cluster
Transition of beneficiaries to other programme	Plan and coordinate transition with number of beneficiaries and cost of support for women's empowerment	Plan prepared and updated	Yearly	MOSW	Cluster members, FDs, Other Ministries
Strengthen capacity	Ensure that cluster member ministry staff have capacity to address GE is enhanced	Training/orientation arranged	December 2019	MOSW	MOWCA Cluster members
Gender-responsive programme design	Ensure that programme approval and review process apply and enforce GE elements in designs	Guidance given for cluster members	December 2019	MOSW	MOWCA Cluster members
	Ensure that consolidated programmes up-scale tested gender-focused elements for empowerment	Guidance given for cluster members	December 2019	MOSW	MOWCA Cluster members
Gender Focused Monitoring	Ensure that all programmes keep sex-disaggregated data and present/report results on gender equality and women's empowerment	Guidance given for cluster members	December 2019	MOSW	Cluster members

2. Food Security and Disaster Response

Food security is the first demand of a human being. Normally food security of the poor and vulnerable is ensured by guaranteeing access to sufficient, safe and nutritious food. Involvement in production, access to commodity support or purchasing power are means to food security to meet the dietary needs and food preferences to run an active and healthy life. Ensuring access to the sufficient food supply at an affordable cost is therefore, essential. For social security and disaster response food supply in market is not enough but access to food needs to be assured. This becomes more important for women as they are generally responsible for managing household food distribution and nutrition. Therefore, several ministries play different roles in maintaining adequate food supply in the country and in ensuring access to food by the poor.

The ministries having contribution in ensuring food security are in the second cluster. The Ministry of Food is responsible for coordination of the cluster as this ministry is responsible for ensuring food supply for all through import-export, procurement, storage, distribution and movement of food. The other ministries implement food based social security programmes, support production and procurement.

1. Ministry of Food - Coordinator
2. Ministry of Disaster Management and Relief
3. Ministry of Health and Family Welfare
4. Ministry of Agriculture
5. Ministry of Women and Children Affairs
6. Ministry of Fisheries and Livestock
7. Finance Division
8. Ministry of Social Welfare
9. Ministry of Commerce

Mission to address gender equality and women's empowerment in SS programmes

The mission of the cluster is to ensure food security by supply of food grains or financial supports to the poor and vulnerable including people affected by disaster and price shocks. The cluster is responsible for ensuring food and nutrition of the poor especially the vulnerable women and children and supporting in and post disaster situation.

Challenge related to promoting gender equality and women's empowerment

The challenge faced by this cluster is to ensure food security by efficient management and consolidation of food based programmes. Another challenge is to ensure nutrition and empowerment of vulnerable population including women and children during conversion of food based to cash based programmes according to the NSSS.

Objective of the gender action plan

The main objective of the cluster GAP is to support a social security system that ensures food security maintaining nutritional needs of women and children and support food security of people affected by disasters. It will support facilitating women's empowerment within food security programming.

Situation Analysis

Several programmes are being implemented by different ministries to ensure food security. Some are for protection from hunger and the others facilitate self-reliance and reduction of poverty. The designs are fragmented and not coordinated. Some programmes integrate empowering elements but the results are loosely monitored. Many of the programmes can yield better results for women's empowerment and gender equality, with some modifications. There is an effort to convert food based programmes into cash based programme. Therefore, it is essential to design of programmes in a way that does not compromise the nutritional needs. It is also important to consider the empowering elements of existing programmes and incorporate them in consolidated programmes.

Gender Action Plans

Objectives	Activities	Performance Indicators	Timeframe	Responsible Ministry	Shared Responsibility
Food security through increased production	Expand coverage of agriculture, fisheries and livestock production programmes ensuring women's participation and empowerment	<ul style="list-style-type: none"> Increased number of women in agriculture, fisheries, livestock training, finance, employment Programmes include empowering elements 	Continuous	MOFL, MOA	MOYS MOHFW MOWCA Finance Division MOSW
Promote GE in consolidated food security type programmes	Coordinate with the implementing ministries to consolidate the food security type programmes ensuring nutrition and women's empowerment elements	Programmes consolidated with such design features	July 2020	Ministry of Food, MoDMR	Finance Division MOWCA
GE in Vulnerable Women Benefit (VWB)	Change into cash-based transfer ensuring nutrition and training and women's empowerment elements in design for results	Cash transfer is introduced with support for GE knowledge and empowerment elements	July 2021	MoWCA, Ministry of Food	MoDMR Finance Division
Food supply in areas of food shortage and in disaster areas	Ensure food supply in disaster and drought affected areas ensuring nutrition and food cards for women	Food supply continued Women received food cards No of beneficiaries received fortified rice	July 2020	Ministry of Food	MOWCA MoDMR Finance Division
	Gradually include and increase the proportion of fortified rice in disaster relief programmes	No of beneficiaries received fortified rice in relief programmes	July 2020 onwards	Ministry of Food	MoDMR Finance Division
	Use poverty-mapping, and expand OMS in areas with maximum poor female-headed households	OMS expanded in other areas	Continuous	Ministry of Food	MoDMR
Transition of beneficiaries to other programme	Plan and coordinate transition with number of beneficiaries and cost of support for women's empowerment	Plan prepared and updated	Yearly	MODMR	Cluster members, FDs,

Strengthen GE capacity	Ensure that cluster member ministry staff have capacity to address GE is enhanced	Training/orientation arranged	December 2019	MODMR	MOWCA MOFood MOA, MOFL Cluster members
Gender-responsive programme design	Ensure that programme approval and review process apply and enforce GE elements in designs	Guidance given for cluster members	December 2019	MO Food	MOWCA Cluster members
	Ensure that consolidated programmes up-scale tested gender-focused elements for empowerment of women	Guidance given for cluster members	December 2019	MO Food	Cluster members Cabinet Division
Gender Focused Monitoring	Ensure that all programmes keep sex-disaggregated data and present/report results on gender equality and women's empowerment	Guidance given for cluster members	December 2019	MOSW	Cluster members

3. Social Insurance Cluster

In Bangladesh the system of social insurance is yet to be introduced. The NSSS provides for introducing a suitable framework of social insurance. Contributory social insurance also needs to be introduced and popularized. The Financial Institutions Division is assessing the possibilities and structure of a National Social Insurance System (NSIS) for different groups of people to address different types of shocks and risks.

Social insurance is usually contributory and risks are shared by an institution. The services, benefits, eligibility requirements, and contribution etc. are defined and provision is made to covers risks like unemployment, maternity, accidents, health care, old age, disability or illness. Sometimes costs are matched or subsidized by the employers, scheme providers or the Government. In Bangladesh, women face different types of risks. Women working in various sectors are generally low paid and have low capacity to participate in contributory insurance schemes. Employers are also often not willing to pay for the insurance. Therefore, there is need to subsidize the cost especially for the maternity leave and care.

The social insurance cluster comprise of the ministries having responsibility or are implementing programmes/projects on social insurance. Both the Finance Division and the Financial Institutions Division are the focal points for implementing social insurance. The Financial Institutions Division is assigned to coordinate the activities of the cluster. The following ministries are members of the cluster:

1. Financial Institutions Division – Coordinator
2. Finance Division
3. Ministry of Health and Family Welfare
4. Ministry of Labour and Employment

5. Ministry of Social Welfare
6. Ministry of Expatriates' Welfare and Overseas Employment

Mission to address gender equality and women's empowerment in SS programmes

The mission of the cluster is assessing the possibilities and options for social security and design a national social insurance and private pension system for the country. An important area is to ensure insurance support for women in the critical phases of their life like maternity, reproductive health services, unemployment, and old age care.

Challenge related to promoting gender equality and women's empowerment

In Bangladesh most of the people work in the informal sector. Women's participation in labour force is low and majority of women work as unpaid family workers or as informal sector workers including domestic services. Social insurance best fits with formal economy employment. It is a big challenge even in formal sector as in many formal enterprises the employment conditions are informal. This brings a big challenge to initiate social insurance systems for people with informal employment. This especially critical for women as they are in the informal sector and their income and resource base is low compared to men to be able to contribute. Therefore, concerted efforts from stakeholders including employers will be required to introduce such systems. It may also require subsidy from the Government.

Objective of the Gender Action Plan

The objective of the GAP is to facilitate formulation of a social insurance and social pension programme that would consider women's participation and affordability.

Situation Analysis

Social insurance is almost not existing in Bangladesh. The Government is trying to design a suitable national system. In this system, it is important to address the differential needs of men and women at different stages of their life and build appropriate components in the system. The Financial Institutions Division is going to conduct a study, which also need to identify the needs of women at different stages, their affordability and appropriate delivery methodology.

Gender Action Plan

Objectives	Activities	Performance Indicators	Timeframe	Responsible Ministry	Shared Responsibility
National Social Insurance Scheme (NSIS)	Conduct study to determine viability of a NSIS and identify the needs of women at different stages, their affordability and appropriate ways to integrate in NSIS for delivery.	Study conducted	July 2020	Financial Institution Division	Finance Division
	Design and launch NSIS with appropriate design, addressing women's participation and considering subsidy, if necessary	NSIS design and launched	December 2020		

Private pension	Assess the viability of private pension and needs and ways to ensure women's participation	Study conducted	July 2020	Finance Division	Financial Institution Division
Strengthen GE capacity	Ensure that the two divisions enhance staff capacity to identify and address women's needs in the NSIS implementation	Training/orientation arranged Guidance provided	December 2020 ongoing	Financial Institution Division	MOWCA Finance Division
Gender-responsive programme design	Ensure that the NSIS and other programmes approval and review process apply and enforce gender equality elements in designs	Guidance/training given for staff	December 2019	Financial Institution Division	MOWCA Finance Division
Gender Focused Monitoring	Ensure that all programmes keep sex-disaggregated data and present/report results on gender equality and women's empowerment	Guidance given for cluster members	December 2019	MOSW	Cluster members

4. Labor/livelihood Intervention Cluster

Labour and livelihood programmes support people to get economic opportunities who suffer from unemployment, under employment, or lose economic opportunities and livelihood options due to calamities. People facing insecurity of livelihoods and low income are supported by labour and livelihood programmes of different ministries to help them in coming out of poverty. Women generally suffer from gender discriminatory norms and deprivation that prevents their entry in the labour market for gainful employment. Women's low educational and skills attainments, lack of productive assets, lack of access to resources, and lack of support from family and community are responsible for their confinement in traditional work and receive low economic return. Several social security programmes under different ministries are helping people including women to gain skills, engage in gainful employment, access capital and different life skills. The ministries involved in this cluster are as follows:

1. Ministry of Disaster Management and Relief — Coordinator
2. Local Government Division
3. Rural Development and Cooperatives Division
4. Ministry of Women and Children Affairs
5. Ministry of Social Welfare
6. Finance Division
7. Ministry of Labour and Employment
8. Ministry of Fisheries and Livestock

Ministry of Disaster Management and Relief implements several programmes for creating temporary or short-term employment opportunities for poor men and women. Therefore, this ministry has been given the leading role in this cluster. Local Government Division also implements workfare programmes to provide employment in infrastructure.

Mission to address gender equality and women's empowerment in SS programmes

The mission for GE of the cluster is to improve livelihoods options for poor women, ensure access to labour market and facilitate their empowerment.

Challenge related to promoting gender equality and women's empowerment

The challenge for this cluster is to create gainful livelihood options for deserving poor people including women and young population. On the other hand, overcoming the social and capacity barriers for accessing productive and gainful employment opportunities by women is another challenge. Consolidation of workfare programmes ensuring women's benefits and their empowerment is a major challenge for the cluster.

Objective of the Gender Action Plan

The main objectives of the GAP are to support the cluster to strengthen livelihood support for women and men and facilitate empowerment of women through these programmes. Support for access of the poor in labour market, ensuring congenial working environment for all including women and support for creating social capital and empowerment will be facilitated.

Situation Analysis

The ministries under this cluster are implementing different types of labour and livelihood programmes including skills training, financial inclusion, asset transfer, self-employment, workfare, awareness raising, service provisions. Some programmes like SWAPNO under LGD has provisions for providing wage employment and prepare women for self-employment and facilitate their empowerment and building social capital. Several workfare programmes are under implementation with different components in various modes of operation. They are not coordinated and many of them have the potential to empower beneficiaries and make them self-reliant but such elements are not included. Some programmes only provide training without support for accessing labour market. Consolidation of the workfare programmes incorporating tested empowerment elements is important. Coordination with other programmes is necessary for better benefits of the beneficiaries. On the other hand, the rights of workers is often ignored in the private sector. Congenial work environment, labour benefits, child care facilities are lacking in many sectors.

Gender Action Plan

Objectives	Activities	Performance Indicators	Timeframe	Responsible Ministry	Shared Responsibility
Workfare programmes	Assess workfare programmes for consolidation and effective GE results	Study report and recommendations	July 2020	MODMR	LGD, MOWR
	Strengthen and consolidate all workfare programmes	Programmes consolidated	Dec 2020	MoDMR	LGD, MOWR Finance Div.

	Incorporate tested empowerment elements like in SWAPNO in consolidated programmes	Programmes consolidated with such elements	Dec 2020	MoDMR LGD	LGD, MOWR Finance Div.
Provision of childcare across all formal & informal employment	All government offices, private enterprises and industrial zones are guided to ensure childcare facilities	Guidance issued to all ministries and private sector	July 2019	MoWCA, MoDMR	MOPA, Cluster members, all other ministries
	Enhance childcare facilities in all government offices, private enterprises and industrial/ economic zones	Childcare facilities increased in offices and private sector	July 2020 continuous	MoDMR	MOPA, all other ministries
Facilitation in accessing labour market	Ensure skills enhancement for women beneficiaries for catering to the market demand	Market assessment report Provision of skills for women	July 2020 continuous	MoDMR	LGD, other cluster members, FD
	Coordinate with relevant ministries and other thematic clusters for ensuring better access of beneficiaries to labour markets	More beneficiaries access labour market	Continuous	MoDMR	LGD, other cluster members, FD
	Ensure strict adherence to project guidelines like Ekti Bari, Ekti Khamar, VGD and others	Monitoring reports	Continuous	MoDMR	Cluster members, IMED
Ensure labour rights	Ensure strict implementation of the provisions under labour law and Occupational Health and Safety Policy	Independent monitoring ensured	Annually	MOLA and MoDMR	Other members
Strengthen GE capacity	Ensure that the capacity of the staff of the cluster member ministries is enhanced to identify and address women's needs in the labour/livelihood/workfare programmes	Training/orientation arranged Guidance provided	December 2020 ongoing	MODMR	MOWCA Cluster members Finance Division
Gender-responsive programme design	Ensure that the livelihood and workfare programmes approval and review process apply and enforce gender equality elements in designs	Guidance/training given for staff	December 2019	MODMR	MOWCA, other members Finance Division
Gender Focused Monitoring	Ensure that all programmes keep sex-disaggregated data and present/report results on gender equality and women's empowerment	Guidance given for cluster members	December 2019	MOSW	Cluster members

5. Human Development and Social Empowerment

Social security programmes have supported women and girls' access to public services, particularly in nutrition, health and education, and have helped increasing women's educational attainments and reducing child and maternal mortality. The programmes have also supported women's access to labour market by enhancing their productive capacity.

The cluster on human development has been formed with the ministries which have mandates in human development activities. The Ministry of Primary and Mass Education has the largest programmes for school's stipend and school feeding. Therefore, this ministry has been identified as the cluster coordinator. The membership of the cluster is as follows:

1. Ministry of Primary and Mass Education - Coordinator
2. Prime Minister's Office
3. Ministry of Land
4. Ministry of Education
5. Ministry of Social Welfare
6. Ministry of Expatriates' Welfare and Overseas Employment
7. Ministry of Health and Family Welfare
8. Ministry of Labour and Employment
9. Ministry of Industry
10. Ministry of Women and Children Affairs
11. Information and Communication Technology Division
12. Ministry of Youth and Sports

Mission to address gender equality and women's empowerment in SS programmes

The mission of this cluster is to coordinate with the line ministries to enhance education and training for children and young people including women for enhancing their access to job market, public sector activities and their empowerment. Ensuring inclusive education and health services and thereby upholding the rights of the poor especially, women and children is within the mandate.

Challenge related to promoting gender equality and women's empowerment

The main challenge of the cluster is to consolidate efforts of different ministries in formulating a robust system of human development and to ensure social justice for marginalized groups. This includes assurance of completion of education, ensuring health care, skills development and facilitating women's empowerment and control on their own lives.

Objective of the Gender Action Plan

Main objectives of the GAP are to support the cluster in coordinating the school stipend programmes and other social security programmes like training to develop young men and women as human resources. Support for women and girls in completion of education and their training for accessing job market are to be ensured. An important aspect is to support children to grow as healthy human beings and gain skills and training that enable them for economic participation and thus facilitate their empowerment, social justice and equity.

Situation analysis

Due to introduction of stipend programmes and school meals programme, Bangladesh has achieved gender parity in enrolment in primary and secondary levels. Still secondary completion rate among girls is low and their participation in higher and technical education is also low. Despite many initiatives, malnutrition among children and women is high and maternal mortality is still higher than expected. On the one hand there is high unemployment rate and there is lack of skilled human resources in the market on the other. Therefore, it is important to work in a coordinated manner to prepare the young men and women to be able to cater to the market demand and to meet the challenges of a middle income country. Women need to be developed as agents for change.

Gender Action Plan

Objectives	Activities	Performance Indicators	Timeframe	Responsible Ministry	Shared Responsibility
School Stipend Programme	Monitor the progress in scaling up the number of beneficiaries	Number of boys and girls' beneficiaries increased	December 2019	MoPME and MoE	Finance Division
Coordinate with Child Benefit Programme	Consolidate the programmes related to child development like orphan's and school meals, child healthcare, immunization, nutrition, water and sanitation, etc.	Child development programmes consolidated	December 2019	Ministry of Health and Family Welfare, MoWCA	Cluster members
	Coordinate the consolidated programme with the Child Benefit Programme for better results	Coordination established with child support programme	July 2020 2019	MoPME and MoE	Cluster members
Adolescent empowerment	Consolidate, plan and launch programmes for adolescents with skills, reproductive health, self -development for empowerment	Programme for adolescents launched and running	July 2022 Continuous	MoPME MoWCA	Cluster members
Skills and employment	Coordinate with ministries about skills training for women imparted for employment	Training programmes streamlined More women trained	Continuous	MoLE MOE MOYS	All cluster members MOI Finance Div.
	Coordinate with different ministries and clusters for internship, attachment and employment	Increase in employed young men and women	Continuous	MoLE MOI MOYS	All cluster members MOI Finance Div.
Social empowerment	Oversee and coordinate with training providers to ensure inclusiveness and incorporate empowering elements in all training	Social empowerment and inclusion efforts incorporated in all programmes	Continuous	MoPME MOYS	Cluster members, MOI Finance Div.

Transition of beneficiaries to different programmes	Assess needs for transition in other programmes with number of beneficiaries' men and women and cost of empowerment elements	Need assessed	Yearly	MoPME	Cluster members, MOI Finance Div.
	Transition plan rolled out addressing the specific needs of women and girls	and plan prepared and updated	Yearly	MoPME	Cluster members, MOI Finance Div.
Strengthen GE capacity	Ensure that the capacity of the staff of the cluster member ministries is enhanced to identify and address women's needs in the labour/livelihood/workfare programmes	Training/orientation arranged Guidance provided	December 2020 ongoing	MODMR	MOWCA Cluster members Finance Division
Gender-responsive programme design	Ensure that the livelihood and workfare programmes approval and review process apply and enforce gender equality elements in designs	Guidance/training given for staff	December 2019	MODMR	MOWCA, other members Finance Division
Gender Focused Monitoring	Ensure that all programmes keep sex-disaggregated data and present/report results on gender equality and women's empowerment	Guidance given for cluster members	December 2019	MOSW	Cluster members

PART C: IMPLEMENTATION AND MONITORING

A. Implementation

Effective implementation of the Gender Strategy and Action Plan to implement the Gender Policy of the NSSS is dependent upon the leadership, efficiency, coordination, and proper use of resources by the stakeholders. The main responsibility of implementation of the Action Plan primarily rests on the 35 ministries of the Government.

I. Institutions and their roles in implementation

- a. **Ministries:** The relevant ministries/divisions will be responsible for the implementation of the actions identified for their own areas. This responsibility will be discharged through building a well collaborated system and partnership amongst the ministries, clusters and where necessary with local government, Civil society Organizations (CSO) and the private sector.

The ministries will identify ways for action and allocate resources to implement the actions towards women and children's benefits, facilitate women's participation and empowerment in all the programmes and activities efficiently. Each ministry will develop an annual work plan integrating social security considering the provisions of the Social Security Action Plan and the Gender Action Plan. This work plan will be an integral part of the Annual Performance Agreements (APA) of the ministry/division. They will undertake measures as per the decision of the Cluster coordination meetings, and the guidance of the Central Coordination Committee in fulfilling the aims, goals, and targets of the NSSS with specific attention to the Gender Policy for NSSS. They will establish and maintain communication with the CSOs and private sector for effective implementation of the Action Plan. They will ensure sharing and dissemination of information at the division, district and upazillas levels in a planned way as necessary in consultation with local administration, field offices, elected local government representatives and the representatives of women's organizations and other CSOs. The annual work plan will identify the required financial, human and technical resources.

- b. **Ministry of Women and Children Affairs:** OWCA will provide support for mainstream gender in policies, projects and programmes, gender capacity building, and performance monitoring, where necessary. As the action plan is consistent with the National Women Development Policy 2011, while coordinating and monitoring the implementation of the National Action Plan for Women's Development, MOWCA will take cognizance of this Action Plan. MOWCA lead the process in developing the Child Benefit Programme and the Vulnerable Women Benefit Programmes. MOWCA will maintain regular communication with the Gender Focal Points of the concerned ministries or the nominated officials.
- c. **General Economics Division:** General Economics Division of the Planning Commission will provide overall technical and operational guidance on operating standards, and assist in identifying social security priorities and trends, applying a gender lens.
- d. **Statistics and Information Division:** The division will help develop a data base by Bangladesh Bureau of Statistics on eligible individuals for different types of Social security and prepare a

consolidated list of social security recipients in a sex-disaggregated manner. BBS will data and presentation of gender focused progress reporting.

- e. **Finance Division:** By strengthening Gender Responsive Budgeting with poverty and social security focus better impact on gender equality through social protection will be pursued. The gender responsive budgeting process will be continued. Focus will be shifted from at-entry allocation to utilization of gender budget for gender equality results. Allocation for different stages of lifecycle will be ensured to provide timely support for lifecycle- based needs like child development, school age, working age, reproductive age, and disability to ensure that social security requirements at later stages of lifecycle are low. Allocation for pursuing gender equality and women's empowerment will be enhanced to protect women and girls from vulnerabilities.

II. Roles in coordination

- a. **Central Management Committee (CMC):** The CMC under the Cabinet Division will lead the process by ensuring smooth coordination between ministries and clusters to achieve the objectives of the Gender Action Plan to implement the Gender Policy of NSSS. This responsibility will be discharged through building a well collaborated institutional system and partnership amongst the ministries, clusters and where necessary with local government, CSOs and the private sector. The CMC is a powerful committee for the coordination and evaluation of social security programmes. CMC in its regular meetings chaired by the Secretary, Coordination and Reforms of the Cabinet Division meet with the representatives of the different ministries will follow up, monitor and advise on the future programme implementation. The CMC will coordinate the inter-ministerial activities and approval of the consolidation plans of different ministries. The CMC will review the annual reports of different ministries relating to the implementation of annual work plan on social security and the Gender Action Plan. Annual performance report on social security will be prepared annually for presentation to the higher authorities. Modification of workplan, if necessary will be guided by the CMC's observation and decision. Impact evaluation of this policy after every five year.
- b. **The General Economics Division:** General Economics Division of the Planning Commission will provide overall technical guidance on operating standards, collection, collation and dissemination of pertinent information. GED will act as a think-tank on social security incorporating gender equality and women's empowerment issues and will offer intellectual assistance to further strengthen the social security programmes. GED will review policies of different ministries and divisions to ensure consistency with the NSSS and the Gender Policy. GED will help identify social security priorities and trends, for the country, applying a gender lens. Meetings will be held periodically with the Social Security /Gender Focal Points of the ministries/divisions to guide on these issues.
- c. **Cluster Coordinating ministries/divisions:** The programmes under different thematic clusters will be coordinated by the lead coordinating ministry or division to ensure that the objectives are achieved. The clusters will coordinate within the cluster and if necessary, with other ministries and clusters to implement the action plan. The Lead ministry will coordinate the Gender Action plans of the Ministries/Divisions within the cluster and submit the integrated action plans to CMC. The Clusters will maintain that the progress of implementation of the Gender Action Plan is followed up. Particularly the coordination and collaboration between ministries for consolidation

and mutual support will be followed up during cluster meetings ensuring follow up and guidance for addressing gender equality in programmes and gender focused reporting. The decisions of the cluster's committees will be sent to the CMC. Consolidation plans of the cluster will incorporate tested methodologies and components that support promoting gender equality. The Clusters will also support proper targeting and transition of beneficiaries for the programmes. Any matter implicating more than one cluster will be placed to the CMC for coordination. The Cluster will also coordinate with the Finance Division for securing necessary budgetary allocations for implementation of the action plans.

- d. **Social Security /Gender Focal Points of the ministries/divisions:** The Social Security /Gender Focal Points of the Ministries/divisions will be responsible for inclusion of the gender perspectives within projects/programmes, coordination of women's empowerment aspects within the ministry, guiding for preservation of sex disaggregated data and statistics and gender-based results monitoring and reporting.

B. Monitoring and Capturing Results

Monitoring is the regular process of systematic and purposeful observation for assessment of activities taking place in projects or programmes. In this case information will be gathered routinely to find out how activities of different ministries are progressing. Information from different sources will be collected to report and provide feedback to the ministries/divisions for making decisions for effective implementation and improving project performance.

Currently monitoring systems review progress of the programmes in isolation, count how many beneficiaries are reached but do not assess the impact of the programmes on gender equality and women's empowerment. There are a few gender indicators but the SS programmes do not have nationally agreed gender focused outcome indicators. There is almost no information of reduction of women's poverty and social protection. The NSSS recommends preparing a results-based monitoring framework using a matrix of specific indicators and preparing annual reports for the CMC. It is important to incorporate gender indicators and assessments. This system will integrate gender perspectives and introduce indicators for results- based monitoring.

The CMC on Social Security Programmes, chaired by the Secretary of Cabinet Division and represented by all Ministries, will monitor the implementation of the Policy including progress in grievance redress, if any.

All Ministries implementing social security programmes including the cluster coordinating ministries according to the NSSS will be responsible to monitor implementation and assess the gender equality results and report on performance to the CMC as per the gender action plan. The Annual Performance Agreement (APA) is a results-based performance management system used by the Government. The Gender Action Plan will be integrated in APA and routinely monitored for optimal output and impacts.

Monitoring of field level targeting, beneficiary identification, and delivery of services will be monitored in partnership with CSOs coordinated at the Upazillas and District Coordination Committees, as necessary.

The GED together with MOWCA and relevant ministries will support developing nationally agreed gender indicator for each sector and empowerment of women.

The Implementation, Monitoring and Evaluation Division (IMED) currently only review the development projects that too do not look into gender aspects. IMED will be responsible to integrate gender perspectives and use indicators in monitoring of social security programmes.

The new platform for GO-NGO Collaboration for Social Security Programme has been established, which will support the ministries in implementing the programmes and assist the CMC in monitoring and addressing grievances.

The monitoring framework proposed in the Social Security Action Plan may be reviewed to integrate gender aspects and include indicators for gender equality and empowerment.

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4. Mohammad Khaled Hasan, Social Protection Specialist, Social Security Policy Support (SSPS) Programme, and Deputy Secretary (on lien), Cabinet Division.

Gender Focal Points:

(Names to be incorporated)