

**REPORT**  
on the record notes of the workshop on the  
**GENDER INCLUSION IN THE NSSS AND DRAFTING OF ACTION PLAN**



**CABINET DIVISION**  
11:00AM - 01.30 PM  
31 January 2019

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**Social Security Policy Support (SSPS) Programme**  
Cabinet Division and General Economics Division of Planning Commission

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## **1.0 INTRODUCTION**

Bangladesh government is committed to implement the social protection policy to alleviate poverty and reduce vulnerability of the marginalized peoples with a special focus on woman development. As a result, a national policy for advancement of women was adopted in 2011 with mentioning some specific areas of actions covering the life cycle of a woman. Social Protection Policy Support (SPPS) Programme had already conducted a gender diagnostic study to review the existing social institutions to analyze the social protection support in women empowerment in Bangladesh. Moreover, The Central Management Committee (CMC) of the national social security programmes approved the NSSS gender policy in early 2018. The CMC is guiding to develop a NSSS gender strategy and action plan to implement the policy.

As a part of developing the NSSS gender strategy and action plan, a workshop was organized on gender inclusion in the NSSS and drafting of action plan on 31 January 2019 at Cabinet Division conference room. The workshop was well attended by the 36 representatives and gender focal points of the social protection from different ministries and divisions. Respected Secretary, (Coordination and Reforms) Mr. N M Zeaul Alam and newly appointed Secretary, (Coordination and Reforms) Dr. Md. Shamsul Arefin chaired in the workshop and Additional Secretary of Cabinet Division A K Mohiudin Ahmad was also present in the workshop. The workshop made some very important reviews on the drafting of gender strategy and action plan. The CMC focal points also made some significant observations regarding gender strategy and action plan to implement the policy.

## **2.0 OBJECTIVE**

- 2.1 To draft the gender action plan of the strategy and on the National Social Security Strategy (NSSS).
- 2.2 To assess of the social protection programmes of each ministry and division on gender inclusion.
- 2.3 To accumulate feedback and recommendation on the gender strategy action plan.

### 3.0 DISCUSSION

3.1 The chairperson of the workshop Mr. N M Zeaul Alam, Secretary, (Coordination and Reforms) of Cabinet Division inaugurated the workshop with his welcome speech and apprised the presence including the representatives from the Social Security Policy Support (SSPS) Programme of Cabinet Division and General Economics Division (GED), different ministries and divisions. He also introduced Dr. Md. Shamsul Arefin newly appointed Secretary (Coordination and Reforms) of Cabinet Division.



3.2 Respected secretary Dr. Shamsul Arefin welcomed the gender focal point officers and wished to work together on the social protection in the coming days. He complemented that the NSSS and its action plan is a well-designed and internationally recognized social protection programme which should emphasize on the installation of an effective gender strategy in social protection.

3.3 Mr. Mohammad Khaled Hasan, (Deputy Secretary) Social Protection Specialist of the Social Security Policy Support (SSPS) Programme of GED and Cabinet Division explained the Gender inclusion strategy in social protection to the presence. He acclaimed the role of GED and Cabinet Division in formulation of the gender strategy and apprised valuable contribution of the Central Management Committee (CMC) in the implement of National Social Security Strategy (NSSS) and its action plan. He also apprised Mr. M N Zeaul Alam for his outstanding contribution in formulation of the NSSS, action plan and the gender strategy of the NSSS. Mr. Hasan also introduced different committees and eight specific focal points of social protection, urban social protection, communication, gender to the newly appointed Secretary (Coordination and Reforms) of Cabinet Division.



3.4 Mr. Mohammad Khaled Hasan then requested Ms. Ferdousi Sultana Begum, Gender and Social Development Specialist of the Social Security Policy Support (SSPS) Programme to share the presentation on gender inclusion in the NSSS and plan of for drafting the action plan. Ms. Begum started her presentation with short background of the Gender Strategy of the NSSS and socio-economic rationalities



and justifications for gender inclusion in social protection strategy. She stated that government has decided to develop a gender strategy action plan according to the recommendations and feedback evolved from the gender diagnostic of the existing social protection and safety net programmes. She mentioned government has already adopted a gender policy in the NSSS that requires an action plan from each ministry and division to include gender issue so that the programmes and actions taken by the ministries and divisions become gender inclusive. She said gender strategy is not any isolated strategy, just we need to consider gender issue in our existing programmes. She elaborated the intersection of disadvantages in social protection, importance on gender responsiveness, promotive and transformative elements and challenges of gender inclusion in the NSSS in her presentation. She also highlighted the objectives, guiding principles, policy priorities, policy commitments and actions need for successful implementation the gender strategy in the NSSS.

#### **4.0 PROGRAMME ASSESSMENT**

An assessment was required to design the gender strategy action plan as a result after the presentation an individual work was conducted to identify the existing social protection programmes based on the five clusters mentioned in the NSSS like: Social Allowance, Social Insurance, Labor and Livelihood Intervention, Food Security/Disaster Response, Human Development and Social Empowerment. Representatives from different ministries and divisions identified their existing programmes based on the life cycle approach which they are providing and will be continued till 2016 in a prescribed format.



4.1 Mr. Aminul Arifeen complemented that this assessment is a strong tool for developing the gender strategy, so it should be assessed by a consultative process from the ministries and divisions by their own institutions in a formal setting. He also stated that we are expecting to draft the strategy with in March and then we'll send the draft to all concerned ministries and divisions for your review and feedback



and sit again in a workshop to consult with you. He added after your approval and endorsement we'll submit the strategy to the CMC for their final approval.

4.2 Mr. Mohammad Khaled Hasan said that the presence will fill up a short assessment form to assess their program according to the provided assessment form which quite brief. But each ministry and division will fill up the detail assessment form considering their own gender action plan and the NSSS action plan.

## **5.0 PROGRAMME ASSESSMENT GUIDELINE**

This assessment will be a baseline for developing the gender strategy action plan. She briefly provided a description on how the assessment will contribute the strategy. She gave some guideline as followings:

- Consider the existing programmes based on the questions and assess current and future potential to be transformative and empowering for women and girls.
- Insert names of the existing key programmes
- Provide year and duration of the scheme/programme
- Identify which stage of lifecycle is supported, early childhood, school age, working age/vulnerable women of working age, old age, disability and specify target group including persons in special circumstances, like Freedom fighters, orphans, socially excluded and vulnerable groups like urban poor, indigenous, dalits, transgender, tea garden, sex-workers, HIV affected people, etc.
- Whether graduation has been planned from poverty or situation (like rehabilitation, re integration) in the programme. If not is it possible to plan in this stage?

- Does the programme include women's/girls' empowerment as an objective? Does it include actions to support empowerment? If not is it possible to incorporate these elements with some modification in design or operational strategy?
- Are elements for social capital building, raising voice, enhancing bargaining capacity (formation of group, network, linkages, community resources) included? If not, is it possible to include?
- Does the programme/scheme include activities that raise women's/girls' and community awareness against social norms of gender inequality, low status of women, gender roles and inspire them to change discriminatory norms and harmful practices? If not is it possible to include now?
- Does the programme/scheme include strong training element for developing skills for self-reliance, economic gain, and control over resources by women/girls? If not, can this be improved?
- Does the programme/scheme collect sex disaggregated data, use gender analysis and practice gender integrated reporting?
- Has the programme/scheme identified gender focused result indicators for monitoring integrated in log-frame or monitoring framework?
- Which other ministries/agencies support to achieve the results of the programme/scheme, especially gender equality results or empowerment of women/girls.

## **6.0 DECISION**

- 6.1 Each ministry and division will review their own gender strategy and the NSSS action plan to assess their programmes and submit the assessment report to Cabinet Division by 15 February 2019.
- 6.2 Gender Focal Points will consult with their own team to fill up the assessment in a consultative process and develop a complete assessment of their social protection programmes.



## **7.0 CONCLUSION**

The workshop was a well conversant occasion to identify the social protection programmes of the ministries and divisions according to the NSSS action plan. The presence assessed their gender focused programmes and brought a format with them to provide a detail assessment from each ministry and division. The workshop successfully made an advancement on the implementation of gender inclusion in the NSSS action plan for social protection.