



Gender Strategy and Action Plan for National Social Security Strategy of Bangladesh



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This Gender Strategy and Action Plan for National Social Security Strategy of Bangladesh is the next step of the Gender Diagnostic Study of Social Protection, 2016 and the Gender Policy 2018 for the Implementation of the National Social Security Strategy (NSSS) 2015 - 2025



Background

- Bangladesh has made significant progress in economic growth and social indicators and progressing towards a middle income country.
- Still some people face extreme poverty or face other vulnerabilities and shocks including climatic. Therefore, the Government provides social security services and benefits to reduce vulnerability and promote resilience to shocks and stresses at individual, household and community levels.
- In Bangladesh, addressing gender in social security is critical as women are the majority among poor, they face different types of vulnerabilities, have limited endowments to live as equal citizens and often are subject to gender based discrimination and harassment.
- Researchers opine that social security programmes can become good instruments to promote gender equality and empower women, if planned properly.

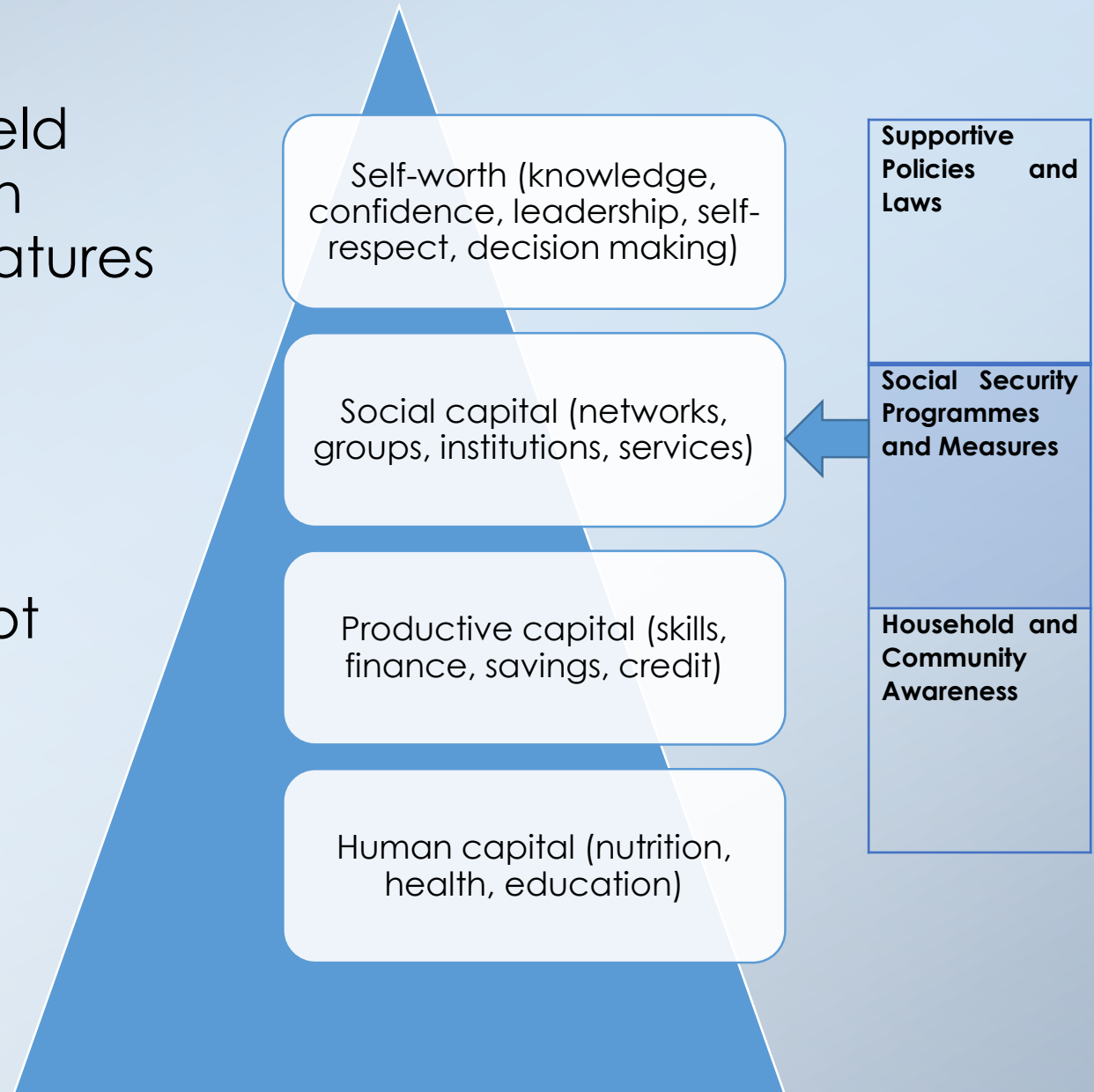
Social Security in Bangladesh

- Bangladesh operates many social security programmes and targets women and girls. In the absence of concrete guidance and planning for gender equality, the full potentials for gender equality could not be harnessed.
- 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 are important.
- A Gender Policy was developed and approved by the Central Management Committee (CMC) in 2018.
- This Strategy and Action Plan is a step forward in realization of the objectives of the NSSS towards reducing gender gap.
- This Strategy and Action Plan incorporates actions for 35 ministries/divisions delivering and supporting social security programmes aiming at reducing gender gap and empowering women and girls.

Types of social security support for empowerment in Bangladesh

Social security programmes to yield gender equality results need both promotive and transformative features

Social protection aiming at gender equality and transformation needs multi-dimensional initiatives and cannot be achieved by only pursuing economic gains for women.



Identified priority areas for social security

- a. Food security and nutrition
- b. Human development support
- c. Access to livelihoods activities, income and transfers
- d. Active labour market participation
- e. Productive financial inclusion
- f. Social empowerment
- g. Reaching urban women
- h. Expanded coverage of social insurance system
- i. Emergency preparedness and resilience to shocks

The NSSS action plan identified a few areas for gender focused social security for children and women

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

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.

- **Childhood support:** To provide all children, boys and girls from all backgrounds the opportunity to grow as human resources with nutrition, education, health, skills, knowledge and prepare for adulthood.
- **Support for working age:** To enable all working age women accessing the labour market with opportunity for decent work, income, safety, security for rainy days and a congenial work environment.
- **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.
- **Old age and elderly care:** Ensure care, livelihood and health care for the elderly women.

Other crosscutting important social security support

- 1. 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.
- 2. 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.
- 3. Support for women with disability, minority, ethnic and other marginalized groups:** To ensure basic rights and opportunities for development and leadership of these groups.
- 4. Resilience from climatic and other shocks and vulnerabilities:** To protect women and girls from adverse effects of the climate change and other shocks.

Strategies

- a) Strategies related to Lifecycle Based Targeting and Support
- b) Strategies Related to Programme Design and Delivery for Gender Equality
- c) Operational Strategies

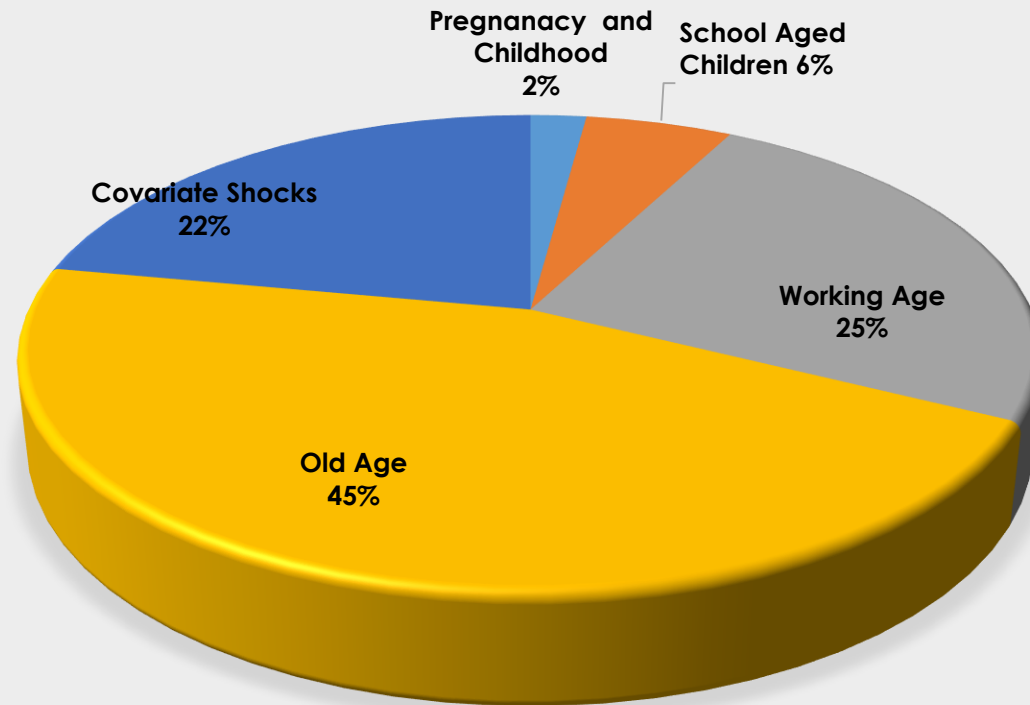
a. Strategies related to Lifecycle Based Targeting and Support

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.

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

LIFE CYCLE BASED ALLOCATION BUDGET 2018-19



Need some rethinking on this

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

These strategies are related to designing social security programmes.

1. Rights-based approach and transformative social security planning
2. Support for the vulnerable women
3. Empowerment in programme objective
4. Plan graduation in advance where applicable
5. Mainstreaming gender in programming
6. Participation and inclusion
7. Awareness, motivation and behaviour change to reduce discrimination, violence and change discriminatory norms
8. Voice and social capital
9. Labour market interventions
10. Reaching urban women
11. Financial inclusion and resource base
12. Cash transfer for start-up or access to livelihood activities and empowerment
13. Expand coverage of social insurance system
14. Emergency preparedness and resilience from shocks

C. Operational Strategies

Operational strategies to incorporate ways to ensure effective implementation and better results

- Harmonization (Consolidation), expansion and sustaining results integrating empowering elements
- Promoting complementarity and partnership for gender focused social security
- Invest in capacity and capability building for gender responsive social security for beneficiaries, community and institutions
- Gender inclusive design and quality assurance
- Grievance redressal mechanism
- Investment in monitoring and monitoring capacity for results
- Resource mobilization

The Gender Action Plan

- a. Organized by ministry or division and for the thematic clusters.
- b. Emphasis on lifecycle- based support, priorities set by the NSSS, like Child Benefit Programme, Vulnerable Women Benefit programme, women's access from food based to cash based programmes, livelihood support.
- c. Consolidation of smaller programmes incorporating empowering elements.
- d. Consolidation of workfare programmes with empowering elements and graduation planning,
- e. Disaster preparedness and recovery support
- f. scaling up of stipend programme for girls and human development
- g. Gender-responsive programme design with strengthened gender-focused result monitoring using sex-disaggregated data
- h. grievance redressal, digitized single registry MIS and G2P payment and such others.

Roles in Implementation and Monitoring

- a. Ministries/Divisions
- b. Ministry of Women and Children Affairs
- c. General Economics Division
- d. Implementation, Monitoring and Evaluation Division (IMED)
- e. Statistics and Information Division
- f. Finance Division
- g. Central Management Committee (CMC)/Cabinet Division
- h. Cluster Coordinating ministries/divisions
- i. Social Security /Gender Focal Points of the ministries/ divisions
- j. Civil society organizations

Please review and provide inputs as far as possible in the process of finalizing NSSS Gender Strategy and Action Plan – one of the key reforms guided in NSSS



Next Steps

- The review and approval process would be the same as NSSS Action Plan development;
- Review the NSSS Gender strategy and action plan and send back to Cabinet Division with comments (if any) by 1st week of May 2019; and
- Comments from Ministries/Divisions, if not received by 1st week of May - it will be deemed that the concern ministries are fully consent on this draft strategy and action plan; and
- This strategy and action plan will be placed before CMC in a suitable time in May 2019 for final approval.

NSSS Gender Strategy and Action Plan (Draft) is available for download (both Word and PDF) from the website at the following link:
<http://socialprotection.gov.bd/en/2019/02/20/gender-strategy-action-plan-for-nsss/>

In addition, NSSS Gender Policy is also accessible at the following link (both English and Bangla):
<http://socialprotection.gov.bd/en/2019/02/18/nsss-gender-policy/>

For clarification

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Questions?