



# Gender Responsive Social Protection

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Empowered lives.  
Resilient nations.

# An intersection of disadvantages

- Women and men experience same social and economic risks differently
- Women face different risk, vulnerability and disadvantages from **norms, discrimination** and **deprivation**.
- **Gender alone** does not cause **marginalization**.
- **Subordination** of women—driven by restrictive **norms**, low **education** and **income**, weak **bargaining power**, **discriminatory laws**, and structural **inequalities**—deepens disadvantages.



# Gender-Responsive Social Protection (GRSP)

- Gender-responsive social protection refers to **policies, programmes, and systems designed to address the different social and economic risks that women, men, girls, boys, and gender-diverse people face across their life cycle**, while actively working to reduce gender inequalities.



# Social Protection is highly interactive

- Social transfers, Human dev. workfare, labour market initiatives
- Macro-economic policies and measures: economic growth, employment opportunities, poverty reduction, education, health, etc.
- Social norms and community attitudes, values, practices



# Core principles of GRSP

- **Recognition of gendered risks and vulnerabilities:** Women face unique risks- childbearing, unpaid care work, gender-based violence, and labor market exclusion.
- **Access and Inclusion:** Ensuring access of women, girls, and marginalized groups (widows, elderly women, transgender people, persons with disabilities, ethnic minorities) to benefits without barriers (e.g., ID requirements, digital gaps, social stigma).
- **Benefit Adequacy and Design:** Transfers and services designed to empower women— child benefits to mothers, maternity insurance, or linking cash transfers to childcare services, information.

# Core principles of GRSP (Contd..)

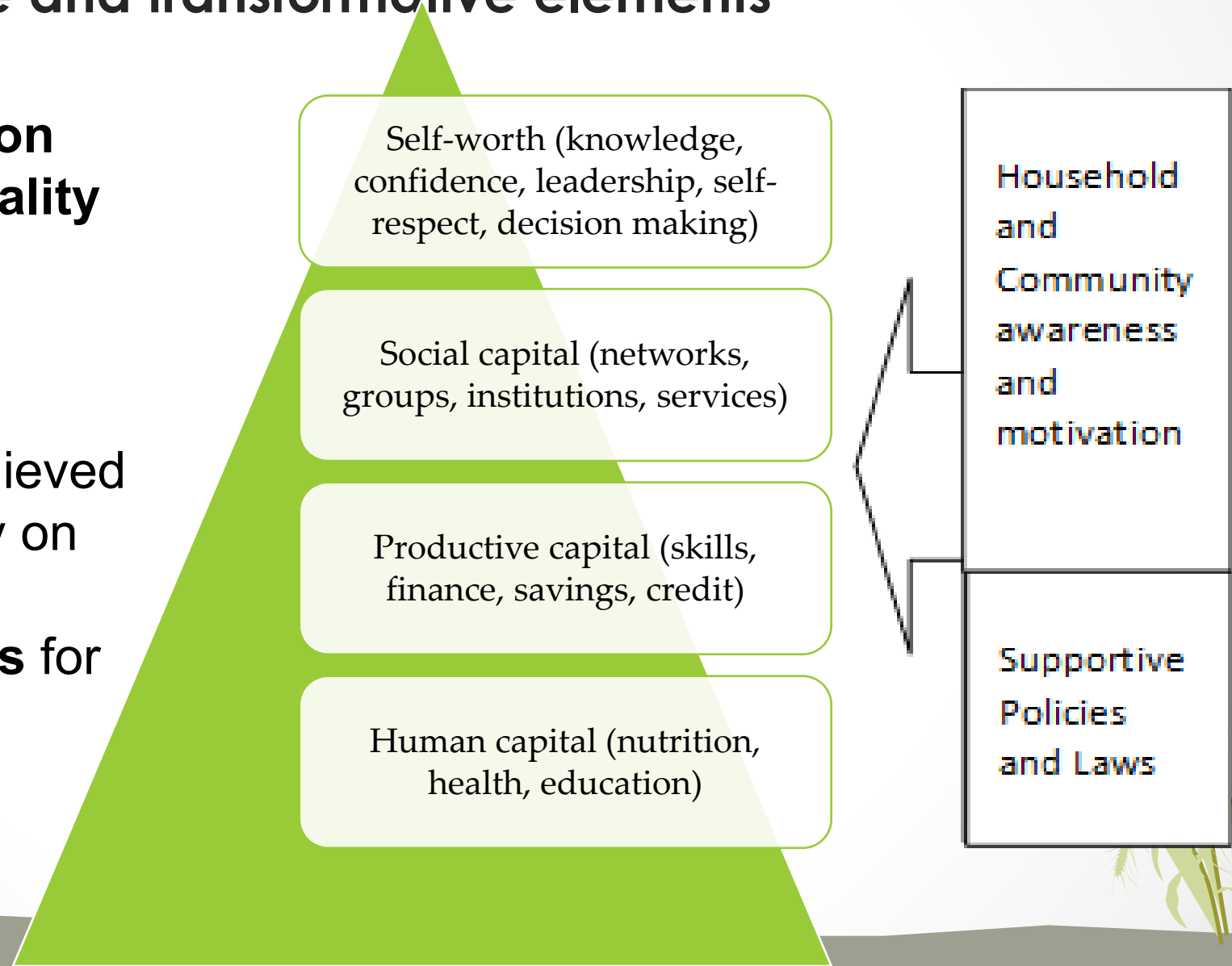
- **Shock-Responsiveness with a Gender Lens:** Adaptive measures with gender lens for climate disasters, pandemics, or economic crises- women are affected differently- Food, VAW, Care work.
- **Transformative Intent:** Beyond safety nets, GRSP aims to **change harmful gender norms**—e.g., shared caregiving, women's labor market participation, information, women's voice and leadership.
- **Monitoring and Accountability:** Use **sex-disaggregated data, gender indicators, and grievance redress systems** to track whether women and vulnerable groups benefit equitably.





# Transformative social protection needs both promotive and transformative elements

- **Social protection for gender equality** requires **multi-dimensional initiatives**.
- It cannot be achieved by focusing only on **transfer** or **economic gains** for women.



# Key Focus Areas for GRSP Programmes

- **Address Lifecycle Needs Preparing for Transition** Address gender-based requirements at each stage for transition to the next stage- pre-natal, post-natal, childhood, schooling, working age and old age.
- **Human development support:** expand maternity, healthcare, nutrition, marketable skills, and education - stop child marriage, unwanted pregnancy and domestic violence
- **Labour Market Support:** expand transformative workfare, childcare, maternity, insurance, pension, prevent workplace harassment and recognize informal sector.
- **Sectoral Cooperation:** Expand sectoral services and complementary efforts for gender-focused social security- care service, marketable skills, accident prevention, building resilience.
  - **Social capital:** promote women's networking and access to services, resources, and markets.



# Addressing Challenges and Change Management

- **Include invisible qualified people:** Use strong criteria and database to select
- **Stakeholder engagement:** Engage policymakers, providers, and partners on transformative social security.
- **Programme strengthening:** Align with **empowerment** and **graduation agenda**.
- **Consolidation and Collaboration:** Expand critical programmes and promote **complementary efforts** for gender-focused social security. Reduce short impact small programmes.
- **Communication:** Strengthen **information dissemination, behaviour change and awareness messaging** across populations.
- **Accountability:** Accountability of **duty bearers**, stimulate demand- **citizen engagement**.
- **Grievance Redress:** Establish strong easy mechanism, quick response.
- **Flexibility:** address **new and emerging needs** as they arise.



# Recommendations of the Gender Diagnostics Basis of Strategy and Action Plan

## 1. Policy and Planning Integration

- Ensure all ministries and clusters consider gender aspects in social protection action plans, including monitoring indicators, empowerment measures, and adequate resources.
- Create synergies with sectoral policies, laws, and programmes to reduce costs and maximize impact.
- Make transformation/empowerment an explicit programme objective (e.g., workfare, CCT, human development) with measurable indicators.

# Recommendations of the Gender Diagnostics (continued)

## 2. Human Development and Capacity Building

- Integrate nutrition, lifelong health, quality education, skills, and positive practices into training, maternity, and child support programmes.
- Provide specific support for out-of-school adolescent girls through skills training, education loans, and community awareness initiatives.
- Enhance stipends and school feeding by increasing transfer amounts and improving teaching quality.
- Invest in strong training designs that address both practical and strategic gender needs, including literacy, leadership, nutrition, entrepreneurship, livelihoods, social support, resilience and risk mitigation.



# Recommendations of the Gender Diagnostics (continued)

## 3. Economic Empowerment and Livelihoods

- Develop strategies to support informal sector workers, including exploring sector-specific minimum wages.
- Ensure access to finance through savings schemes, capital generation, and linkages with financial institutions.
- Introduce micro-finance, cash transfers for start-ups, livelihood access, and empowerment activities.
- Plan graduation from poverty and transformation in advance with clear criteria, sufficient start-up grants, promotive measures, and ongoing monitoring.
- Incorporate empowering conditions into workfare and programmes such as VGD to facilitate transformation beyond poverty alleviation.
- Ensure supervision of livelihood support, G2P transfer with safety.

# Recommendations of the Gender Diagnostics (continued)

## 4. Social Inclusion and Targeted Support

- Provide specific support for women with disabilities, combining allowances with health care, mobility aids, education, and skills/labour market opportunities.
- Broaden criteria for vulnerable women beyond “female heads of household” to include disabled, chronically ill, minority, and geographically remote groups.
- Increase old-age allowances coupled with access to healthcare and support services.
- Strengthen maternity, childcare and livelihood provisions, particularly in urban areas.
- Expand labour laws, the daycare act, workplace harassment protections, and link CSR to labour protections with possible subsidies.
- Expand support for shelter, legal support and rehabilitation of victims of GBV

# Recommendations of the Gender Diagnostics (continued)

## 5. Social Capital and Norm Change

- Link beneficiaries with service agencies, strengthen inter-agency coordination, and establish peer groups for learning, mutual support, and networking.
- Engage men and communities through media, forums, and awareness platforms to challenge discriminatory norms and promote women's empowerment.





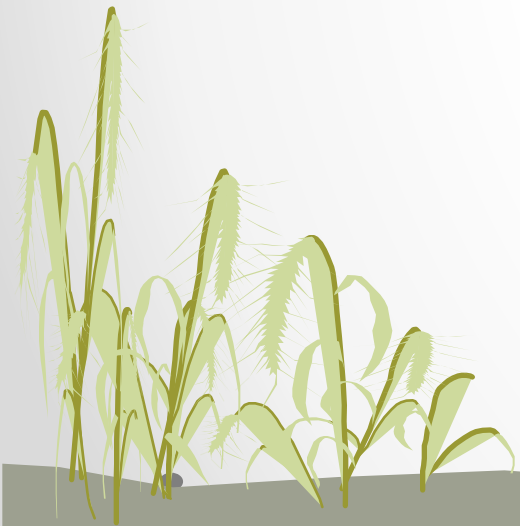
# Way Forward and Recommendations (continued)

## 6. Governance, Monitoring, and Accountability

- Apply gender-focused indicators that capture both practical and strategic needs, ensuring they guide programme design, approval, implementation, and review.
- Enforce transparent, stringent and fair beneficiary selection criteria to prioritize the most vulnerable and prevent misuse or exclusion.
- Establish effective grievance redress mechanisms to provide accessible channels for complaints, ensure accountability, timely resolution, and continuous improvement.
- Ensure safe transfer, G2P and reduce dependency

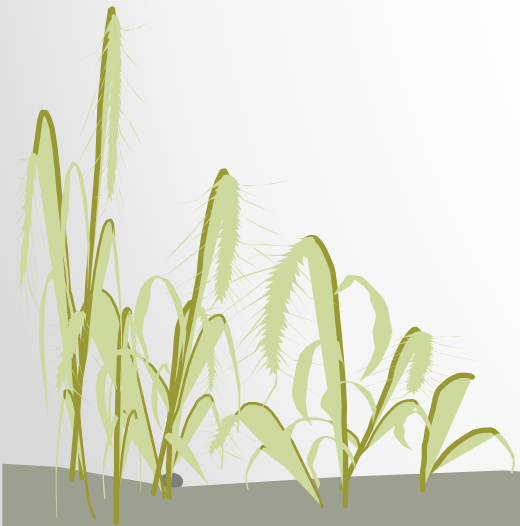
# The GENDER POLICY FOR SOCIAL PROTECTION

The Gender Policy for Social Protection approved in 2018 is a follow-up from the recommendations of a GENDER diagnostic study (2016) of the Social Security Programmes



## Goal

To help women and girls in coming out of poverty and empower them by reducing their risks and vulnerabilities through a transformative and gender responsive social security system.



# Objectives

- **Enhance effectiveness of social security programmes** by promoting gender equality and women's empowerment.
- **Reduce gender gaps** through integration of a gender lens in programme design, implementation, and monitoring.
- **Encourage stakeholders**—policy makers, programme designers, implementers, and evaluators—to apply a gender perspective in SP delivery.
- **Address diverse needs of women** across life stages to reduce risks and vulnerabilities, considering them as individuals and community members.



# Guiding Principles

- **Address life-cycle-based needs** to reduce vulnerabilities across all stages of life facilitating transition.
- **Mainstreaming gender equality**, and inclusion in social security programmes.
- **Empower women and girls** using a rights-based approach and transformative social security.
- **Ensure participation** of women in social security decision-making.
- **Promote complementarities and partnerships** for gender-focused social protection.
- **Build capacity** at individual, institutional, and societal levels for gender-responsive social security.
- **Invest in monitoring and upscaling** to sustain programme results.

# Policy Priorities

- **Food security and nutrition:** Ensure access to adequate, nutritious food for vulnerable groups.
- **Human development support:** Strengthen education, health, and skills programmes.
- **Access to livelihoods, income, and transfers:** Facilitate economic opportunities and direct support.
- **Active labour market participation:** Promote employment and skills development, especially for women.
- **Productive financial inclusion:** Enable access to savings, credit, and financial services.
- **Social empowerment:** Support community engagement, decision-making, and awareness.
- **Supporting urban women:** Target diverse interventions for women in urban areas.
- **Expand social insurance coverage:** Diversify products and expand coverage of protective schemes.
- **Emergency preparedness and resilience:** Build capacity to withstand shocks and crises.





# Policy Commitments and Action Areas

## 1. Childhood support

- Provide all children, boys and girls, from all backgrounds the opportunity to grow as capable human beings with nutrition, health, education, skills, knowledge, preparation for adulthood and transition to labour market.

## 2. Support for working age

- Enable all working age women accessing the labour market with opportunity for decent work, income and congenial work environment- A supportive care economy.

## 3. Child bearing and maternity

- Support women in this important phase of their life to remain healthy and safe, and for delivery and development of a healthy next generation.

## 4. Old age and elderly care

- Ensure care, livelihood, pension and health care for the elderly.



# Policy Commitments and Actions (contd.)

## 5. Affordable healthcare

- 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.

## 6. Household care and changing social norms

- Influence changing the social norm of women's subordination and the role of women and men and sharing of domestic and care work.

## 7. Support for women with disability and social excluded groups

- Ensure that persons with disability and from socially excluded groups are ensured of their basic rights and receive opportunities for development and leadership.

## 8. Resilience from climatic shocks and other vulnerabilities

- Build resilience of women and girls from adverse effects of the climate change, violence and other shocks.

# Implementation

- National Level: Ministries, Departments and Agencies to interpret the policy provisions within the sectoral context; design and deliver programmes; and ensure monitoring of results
  - The social security focal points of different Ministries and clusters will ensure and oversee that the policy principles are followed and results tracked
  - The social security Action Plans of the Ministries will integrate gender perspectives and aim at realizing the strategic gender interests and ensure reporting using sex disaggregated data and gender analysis.
- Local Level: Coordination and partnership with district administration, Zilla Parishad, Municipality, Local Government, government agencies based on guidelines and indicators.
- Partnership: Co-operation with the CSOs for implementation and monitoring of delivery and capacity building at the grassroots level.



Thank you

