



GENDER BUDGET REPORT 2023-24

Finance Division, Ministry of Finance
Government of the People's Republic of Bangladesh

Gender Budget Report

2023-24

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Finance Division

Ministry of Finance

Government of the People's Republic of Bangladesh

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Gender Budget Report 2023-24

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Preface

Gender budget report is a regular publication of the government which is presented in the Parliament each year during the budget session. From this report an idea can be formed as to the share of allocation for women's development in the national budget. Besides, it puts forward information relating to participation of women in government service, steps taken by the government for women's overall development and for establishing their rights, the impact of government's expenditure on women's advancement and the recent achievements of ministries/divisions in this regard.

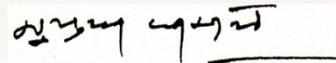
Generally, there exists certain discrimination in all countries between men and women in terms of education, health, pay, participation in employment, decision-making, leadership and so on. Bangladesh is no exception. We have put in place appropriate laws, policies, documents, and constitutional obligations on one hand and international mandates on the other. In the light of these instruments and promises, the gender budget report is prepared each year in order to ameliorate the discrimination between men and women and thus to guarantee equal distribution of wealth which will ultimately bring about positive change in the overall development of economy.

The first Gender Budget Report was published back in 2009. Initially this report was limited to four ministries, namely Education, Health, Social Welfare and Disaster Management which has now extended to forty-four ministry/divisions.

The issue of gender equality is given due emphasis at all stages of budget preparation keeping in mind the overall interest of women. It not only ensures optimum utilization of public resources for the advancement of women, but also guarantees transparency and accountability of government initiatives. All relevant stakeholders can form an idea about government's allocation for the welfare of women and its multi-dimensional initiatives to reduce gender discrimination. However, we must remember that only enhancement of budget allocation is not the end in itself, a meticulous analysis is important to see how efficiently the budget has been utilized and what impact it has made in reducing gender discrimination.

Preparation of the Gender Budget Report 2023-24 alongside the national budget is a commendable initiative. I congratulate the officials of the Budget Wing for successfully accomplishing this great task. I sincerely thank all relevant ministries/divisions for providing necessary information.

I hope this report will serve as an important document for researchers, professionals, development partners, planners, students and interested readers in formulating future action plans for development of women.



A H M Mustafa Kamal, FCA, MP
Minister
Ministry of Finance

Executive Summary

The first Gender Budget Report has prepared in FY 2009-10 which included 4 ministries that carry out important activities regarding women's development. The number of ministries was gradually increased. The FY 2013-14 report included 40 ministries, which was increased to 43 and 44 respectively in FY 2017-18 and FY 2022-23. The present report includes, like the previous one, 44 ministries that have specific programs and priorities for women.

The Gender Budget Report 2023-24 includes five chapters. The first chapter discusses extensively the background of gender budget reporting. It puts forward the visions and objectives of the state for establishing women's rights in the light of the constitution, other laws, 8th Five Year Plan, SDGs, National Women Policy-2011, election manifesto and other relevant documents. In addition, it stipulates the achievements made, as a result of taking target-based activities in terms of expanding social safety net program, women's participation in economic and political activities, education, health care and so on. Furthermore, Bangladesh's success in the gender gap index as depicted in the Global Gender Gap Report prepared by the World Economic Forum (WEF) has been duly highlighted. At the end, gender related allocation from FY 2009-10 to FY 2023-24 in the national budget has also been discussed.

Methodology for preparation of the report, its scope and limitation have been discussed briefly in the second chapter. The report is prepared dividing all 44 ministries/divisions in the following three thematic groups: (i) Empowering women and enhancing their social dignity; (ii) Improving women productivity and participation in labor market and income-generating activities; and (iii) Widening women's effective access to public services. Recurrent, Capital, Gender and poverty (RCGP) model has been employed to find out gender related budget from the overall operational budget in one hand. On the other hand, 16 indicators have been used to determine how gender sensitive the projects and programs taken under the development budget are. Limitations of the methodology have also been discussed.

Chapter three presents the overall analysis of the gender budget of all 44 ministries/divisions. Thematic group wise budget allocation has also been discussed in this chapter. Gender related information of the thematic groups have separately been discussed in chapter four. Gender involvement of a concerned ministry, its constitutional obligations, laws and policies, strategies have been analyzed. It also presents necessary general information of all men and women working in the ministry and their separate share in the benefits provided by the concerned ministry/division. In addition, statistics in relation to the share of women in FY 2023-24, FY 2022-23 and FY 2021-22 budgets have been presented. Besides, the priority spending area of the ministry/division, their impact in women's development, achievements of the KPIs, notable success, and challenges at the implementation stages, future plans have been discussed in this chapter. Chapter five concludes the report.

Chapter-I : Introduction

1.1 Background

1.1.1 Women's development is a prerequisite for sustainable and inclusive national development. It is necessary to ensure equal rights and opportunities for all men and women. It paves the way for women to contribute directly to the overall development of the country. State's obligation to establish rights of women have been explicitly expressed in the Fundamental Principles of State Policy and human rights chapters of the Constitution. In the light of the constitutional obligation, gender responsiveness is given due importance in formulation and enforcement of law, in adoption and implementation of policies and strategies of the government. Right after independence, back in 1972, Father of the Nation Bangabandhu Sheikh Mujibur Rahman formed the Women Rehabilitation Board for the welfare of women who suffered indignity and torture during the war of liberation. It was the first attempt in Bangladesh for the welfare of woman. Inspired by Bangabandhu's initiative, Hon'ble Prime Minister Sheikh Hasina formulated the National Women Development Policy in 1997. Later in 2011, under the instruction of Hon'ble Prime Minister this policy was extensively revised. Bangladesh has reached an enviable height globally in terms of gender parity and women empowerment. Global Gender Gap Report 2022 published by World Economic Forum (WEF) reveals that Bangladesh stands at the top of South Asian countries in terms of reducing gender discrimination and 71st globally among 146 countries.

1.2 Vision and the goals of the state for establishing women's right and advancement:

1.2.1 The constitution of Bangladesh forms the basis of women's rights. Article 19(1) of the Constitution guarantees equal opportunities for all citizens. Article 28(1) prohibits discriminatory behavior on the ground of religion, race, caste, place of birth and gender. Article 28(2) guarantees that women shall have equal rights with men in all spheres of State and public life. Article 28(4) stipulates for making special provisions for women as a less advantaged section of the society. Bangladesh is a signatory to the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and Beijing Platform for Action. In addition, the government has put great emphasis on women's political, economic and social empowerment in the Perspective Plan (2021-2041), 8th Five Year Plan (2020-2025) and National Women Development Policy, 2011. Furthermore, the government has taken plethora of action plans and implementing them adroitly in order to achieve Sustainable Development Goals (SDGs) relating to women empowerment and gender parity.

1.2.2 The 8th Five Year Plan (2020-2025) envisages that men and women will get equal rights and opportunities and women will get the recognition of being equal contributors in the spheres of economic, social and political development. In this Plan, more emphasis has been given on the elimination of women's extreme poverty and on ensuring social safety and justice. In addition, five strategic objectives have been set for ensuring women empowerment and gender parity. These are- improvement of women's empowerment, increasing financial assistance for women, strengthening women's associations, making an enabling environment for their advancement, and increasing programmes for supporting mother and children.

1.2.3 Bangladesh had played an important role on behalf of the developing countries in formulating the Sustainable Development Goals. The fifth goal of SDGs is achieving gender parity and empowerment of all girls and women. Nine targets have been fixed to achieve this goal. These are- end all forms of discrimination against women and girls everywhere, eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and

sexual and other types of exploitation, eliminate all harmful practices, such as child marriage and force marriage, recognize and value unpaid care and domestic work, ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making, undertake reforms to give women equal rights to economic resources, as well as access to ownership and control, ensure women's access to sexual and reproductive health, take reformative measures to ensure equal rights of women in all national wealth, enhance the use of enabling technology, in particular information and communications technology to promote empowerment of women, adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and empowerment of women.

1.2.4 The prime aim of the National Women Development Policy, 2011 is to create equal opportunity for men and women in family, society and by extension state without prejudice. Its main objective is to ensure equal participation in the mainstream of society and economy. This policy has fixed twenty-two targets to achieve. Important ones among those are equality between men and women at all spheres of life, ensure safety of women and their equal participation in all sectors, eliminate all forms of violence against women, ensure safe accommodation for them, take appropriate measures for disabled women and women from minority community, create enabling environment for utilizing the potentials of talented and creative women.

1.2.5 The election manifesto of the present government clearly spells out government's pledges and strategies for women empowerment. Notable aims and plans are- enhance women's participation in higher education, encourage women entrepreneurs, enhance women employment and ensure all available facilities for them, ensure equal wages for women, create better working environment for women and improve their capacity through education and training.

1.3 Success in establishing women's advancement

1.3.1 Participation of women has increased manifold in the labor market, thanks to the relentless efforts of the government for their upliftment. Their participation has greatly contributed to the sustained economic growth. In 1974, women's participation in workforce was only 4%, which had increased to 8% in 1980, 23.9% in 2000 and 36.3% in 2017. The recently published Workforce Census 2022, reveals that the total workforce of the country is 7.34 crore, of which women is 2.59 crore. It shows that in 2022, women's participation in workforce had increased to 42.67%. In garments industry, microcredit programmes and work for rural development, participation of women has greatly increased which has ensured their greater empowerment. Hon'ble Prime Minister had pledged in the 75th UN General Assembly in 2020 to increase women's participation in workforce to 50% by 2041 in Bangladesh. Accordingly, the government is continuing to create enabling environment for expansion of women's presence in workforce.

1.3.2 Government gives special attention to transform women into an efficient workforce. All out efforts have been taken to improve quality of education. Hon'ble Prime Minister had nationalized 26,193 non-government primary schools in 2013 which is regarded as a milestone in the history of primary education. Number of primary school-going children has gone up to 1.70 crore, of whom 49.4% are girls. Introduction of stipends and school-feeding programmes have contributed to increased enrollment in primary education. 1.30 crore students are being provided with stipends, which is sent directly to their mothers' accounts through 'Nagad', which has paved the way for enhancing women's social dignity. Incentive programmes have been introduced in other tiers of education too resulting in enhanced enrollment. According to

available information, enrollment of girl students in primary, college and university levels in 2022 are respectively 55%, 50% and 36%.

- 1.3.3 Women healthcare has witnessed a great improvement over the last decade. Development of mother and childcare and women's reproductive health, reduction of child and maternal mortality rate, introduction of local healthcare system have enhanced women's access to healthcare. Extended programme of immunization is a significant step towards the development of healthcare. By immunizing children from zero up to eighteen, women from fifteen to forty-five with reproductive capacity, great success have been achieved in reducing child and maternal mortality rate, contagious diseases and disability. Bangladesh Vital Statistics Report 2021 depicts that in 2021 maternal mortality rate has come down to 168 per one hundred thousand live births, which was 216 in 2010 and 178 in 2016. Community clinics have been established throughout the country, wherefrom women and children can avail themselves necessary services. The government has taken initiative to establish one community clinic for every six thousand people. So far 14,878 community clinics have been established, 80 percent service seekers of these clinics are women and children.
- 1.3.4 Women are given priority in all the existing social safety net programmes. Fifty percent beneficiaries of old age allowance, disability allowance, stipend programme for persons with disability under social safety net; rural and urban social welfare programme, rehabilitation of disabled and acid victims under poverty alleviation programmes are women. Besides, 100% women are included for widow and husband-deserted women allowance and rural mother care services. Women's inclusion has been made compulsory in interest-free microcredit programme. It has been playing a direct role in empowering 2.12 crore women annually, increasing social security and creating self-employment and income generating activities. The government provides an allowance of 800 taka per month to every poor pregnant mother under 'Mother and Child Benefit Programme'. Implemented under Lifecycle Based Social Safety net Structure, this programme helps children during the crucial 1000 days since birth in terms of nutrition, physical and mental growth.
- 1.3.5 Bangladesh has made commendable progress in women empowerment. Political Parties Registration Act 2020 stipulates that each political party must ensure 33% of women's representation in all its committees. The position of one woman vice chairman has been created in each Upazila Parishad. Besides, in all local government institutions; 33% seats have been reserved for women. Reserved seats for women in parliament have been increased to fifty. Hon'ble Prime Minister and Hon'ble Speaker of the Parliament are women. Women's emphatic presence is seen in all high positions. Women are discharging their duties with utmost efficiency and success as Secretaries, Judges, Deputy Commissioners, Superintendents of Police and also in high positions of Army, Navy and Airforce.

1.4 Bangladesh's place in Gender Gap Index

- 1.4.1 The World Economic Forum (WEF) is publishing Global Gender Gap Report since 2006. The report is prepared on the basis of four yardsticks, namely participation in the economy, opportunity to receive education, access to healthcare, and political empowerment. Global Gender Gap Report 2022 considered 146 countries for its report. A particular country's place is determined in a 1-based scale, where 1 stands for total equality in rights, and '0' stands for totally deprived of all rights. Bangladesh has scored 0.714, which is highest in South Asia and 71st globally. Nepal, which came second in South Asia and 96th globally scored 0.692 points.

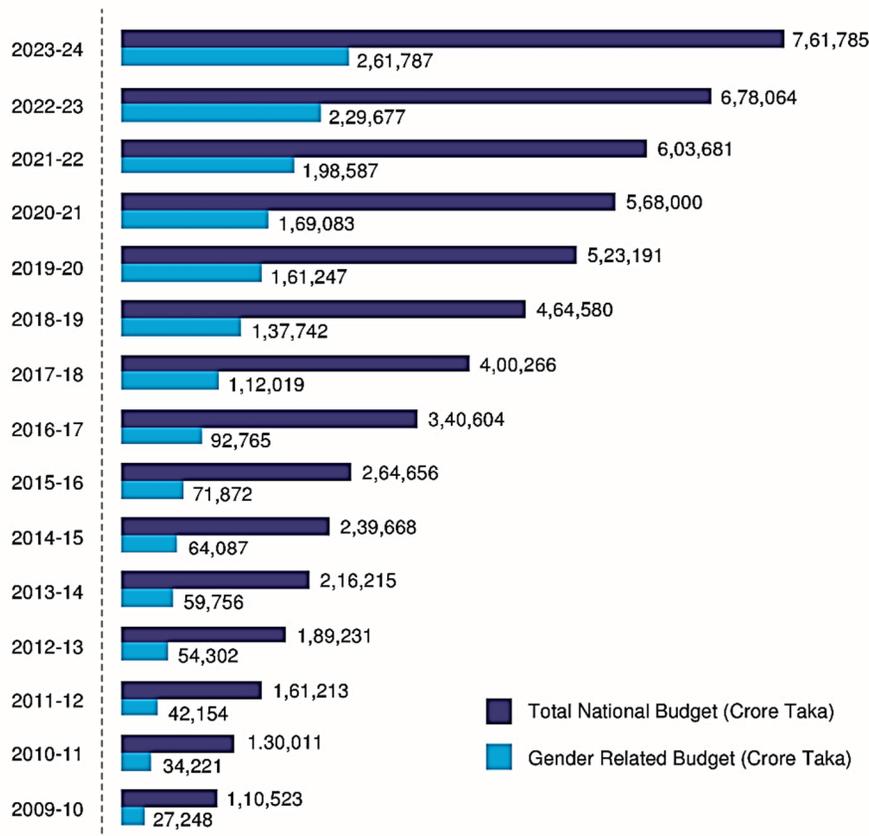
Myanmar which stood third in South Asia and 106th globally, scored 0.677. Sri Lanka is 4th in South Asia and 110th globally with a score of 0.670 points. Maldives stood fifth in South Asia and 117th globally with a score of 0.648. Bhutan is in 126th place with a score of 0.637 points. India bagged 135th position with a score of 0.629 points. Pakistan with a score of 0.564 came 145th globally, which is second from the bottom. Afghanistan stays at the bottom both in South Asia and globally with a meagre 0.435 points.

1.5 Gender responsive budget allocation

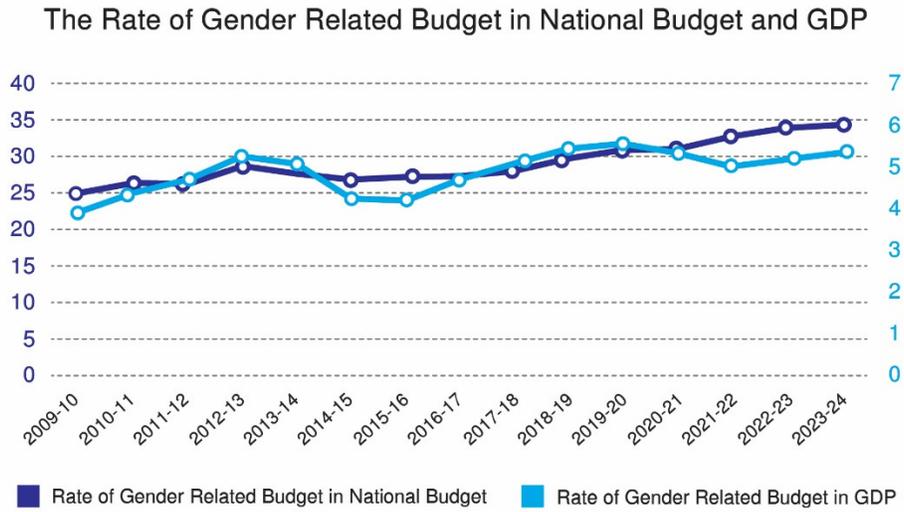
1.5.1 Bangladesh has been preparing Gender Budget Report since FY 2009-10. In 2009-10 total budget allocation was Tk. 1,10,523 crore; of which 27,248 crore was for women’s development, which is 24.65% of the total budget and 3.95% of the GDP. Allocation for women’s development has increased gradually since FY 2009-10. But the highest growth happened in 2016-17 in terms of percentage which was 29.07% and the lowest was in 2020-21 with 4.86%. In FY 2023-24 total national budget allocation is Tk. 7,61,785 crore, of which gender-specific budget is Tk. 2,61,787 crore which is 34.37% of the budget and 5.23% of the GDP. It may be mentioned that in FY 2023-24, total GDP of Bangladesh is Tk. 50,06,782 crore.

1.5.2 The chart below shows national budget allocation and gender related budget allocation from FY 2009-10 till FY 2023-24.

Budget Allocation and Gender Related Budget Allocation (Crore Taka)



1.5.3 The chart below shows the rate of gender budget in national budget and GDP.



1.5.4 Appendix-1 of this report provides detailed information about gender related budget allocation from FY 2009-10 to 2023-24.

Chapter II: Methodology, Scope and Limitations of Gender Budget Report

2.1 Bangladesh has adopted the Medium-Term Budget Framework (MTBF) approach in national budgeting since FY 2005-06 leaving the traditional line-item method behind. This approach reflects a medium-term perspective establishing a clear link between the government's plans, policies, priorities, and resource allocation in budget formulation. Budget Circular-1 is issued as the first step in the strategic phase of the budget formulation process under the MTBF. According to this circular, the Ministries prepare their Budget Framework (MBF) and project their income and expenditure for three years. Ministries/ Departments are requested to provide information about the extent of the impact of the Ministry's projects and programs on women advancement in the same circular.

2.2 While preparing the Gender Budget Report, Bangladesh's Perspective Plan, Five Year Plan and policies related to women's development have been reviewed. At the same time, a workshop was organized at the Finance Division with representatives of various ministries, civil society members, and gender experts to evaluate the Gender Budget Report. Later, officials from Finance Division and representatives from various ministries attending another workshop outlined the format of the report along with identifying the gender gap and discussed the measurement model of the budget allocation for women's advancement in detail. In addition, international best practices, relevant international treaties and conventions were taken into consideration. It is worth mentioning that gender budget defines the resources allocated for the backward section of the country, be it male or female. As women are the backward section in Bangladesh, this report takes mainly the allocation for women. But it is not a separate allocation for women. Rather it only reflects the ex-post analysis of the allocation given for women development in FY 2023-24 budget for different ministries/ divisions.

2.3 In preparing the report, relevance of ministries/divisions to women development have been determined by reviewing the goals and objectives, mandates, general and special activities, projects and sub-programs of each ministry/division. For the purpose of this report, 44 ministries/ divisions were divided into three thematic areas. These thematic groups were clustered in consideration of their allocation of business and strategic objectives found in in different policy documents.

Table 2.1 Activity-wise Thematic Groups of Ministries/Divisions

Sl. No.	Thematic Group
1.	Empowering women and enhancing their social dignity
2.	Improving women productivity and participation in labor market and income-generating activities
3.	Widening women's effective access to public services

2.4 The 44 ministries/divisions in the report are divided into the thematic areas described above as shown in the table below.

Table 2.2 Name of Ministries/Divisions by Thematic Group

Empowering women and enhancing their social dignity	Improving women productivity and participation in labor market and income-generating activities	Widening women's effective access to public services	
1. Ministry of Primary and Mass Education 2. Secondary and Higher Education	1. Ministry of Public Administration 2. Financial Institutions Division 3. Ministry of Commerce	1. Prime Minister's Office 2. Election Commission	11. Ministry of Industries 12. Ministry of Religious Affairs

Empowering women and enhancing their social dignity	Improving women productivity and participation in labor market and income-generating activities	Widening women's effective access to public services	
3. Technical and Madrasah Education 4. Health Services Division 5. Medical Education and Family Welfare Division 6. Ministry of Food 7. Ministry of Women and Child Affairs 8. Ministry of Agriculture 9. Ministry of Fisheries and Livestock 10. Ministry of Social Welfare 11. Local Government Division 12. Information and Communication Technology	4. Ministry of Labor and Employment 5. Ministry of Youth and Sports 6. Ministry of Textiles and Jute 7. Rural Development and Cooperatives Division 8. Ministry of Water Resources 9. Ministry of Disaster Management and Relief 10. Ministry of Chattogram Hill Tracts Affairs 11. Ministry of Expatriate Welfare and Foreign Employment	3. Law and Justice Division 4. Public Security Division 5. Security Services Division 6. Ministry of Science and Technology 7. Ministry of Housing and Public Works 8. Ministry of Information 9. Ministry of Cultural Affairs 10. Road Transport and Highways Division	13. Energy and Mineral Resources Division 14. Ministry of Environment, Forest and Climate Change 15. Ministry of Land 16. Ministry of Railways 17. Ministry of Shipping 18. Ministry of Civil Aviation and Tourism 19. Posts and Telecommunications Division 20. Power Division 21. Ministry of Liberation War Affairs

2.5 In order to determine the fund flow related to women development, this report only takes the GoB allocation into account. In this report, both operating expenditure and development expenditure related to women's development are separately shown. Operating budget includes general activities, support activities, special activities and transfers. On the other hand, development budget includes the Annual Development Program (ADP) and other activities outside the ADP.

2.6 The Finance Division has developed 'Recurrent, Capital, Gender and Poverty (RCGP)' model to determine the portion of gender allocation in the operational expenditure and has been using this model since FY2009-10. Through this model the resource allocated for women in operational expenditure is identified separately. In addition, sixteen criteria have been used to check how gender sensitive or relevant projects and programs undertaken by the ministry/division are for women's development.

Based on these standards, it is possible to determine how much role the ministry/division is playing in women's development. The individual interpretations of the sixteen criteria are given in the table below:

Table 2.3 14 Criteria for Gender Sensitivity Verification of Ministry/Division Activities

Sl. No	Indicators	Explanation
1.	Women's access to reproductive and other health services and improved nutrition	Have specific and effective measures been taken to protect women's reproductive and general health? Also, whether the measures taken will improve the nutrition of women especially pregnant and lactating mothers?
2.	Access to government resources and services in favor of women	Has women's access to government resources (eg, private land allocation, watersheds and social forestry) and services (e.g, education, health, electricity, clean water, etc.) been expanded?
3.	Women's education and skill development	Have access to education and training for women/girls been created or expanded?

Sl. No	Indicators	Explanation
4.	Reducing overall working hours of women	Have any measures/activities been taken to reduce overall daily working hours of women? If so, what and how can working hours be reduced?
5.	Greater participation of women in production, labor market and income-generating activities	Have necessary measures been taken to increase women's participation and access to the labor market and income-generating activities, and if so, how have they been taken?
6.	Helplessness, poverty and risk reduction of women through social safety net	Have necessary steps been taken to increase women's social security and reduce potential vulnerability and risk or what measures will increase women's social security and especially reduce their potential vulnerability and risk due to natural disasters?
7.	Empowerment of women	Have steps been taken to develop/encourage the process of women's empowerment by increasing women's participation in decision-making and political structures in the family, society and workplace, and if so, how?
8.	Participation of women in national and international forums	Have steps/activities been taken for raising/inclusion of women related issues in national and international forums, if so, how have they been taken?
9.	Ensuring women's safety and mobility	Have necessary steps been taken to ensure free movement of women in public spaces and security of women in family and society (in public spheres)? If so, how have they been taken?
10.	Creation of women entrepreneurs	Have necessary measures/steps been taken to strengthen monitoring and evaluation of issues related to gender equality? If so, how/by what process?
11.	Increasing the social status of women	Have necessary measures/steps been taken to improve the social status of women (for example, reducing child marriage and dowry etc.)?
12.	Women's access to law and justice	Have measures/steps have been taken to create or expand opportunities in favor of women in obtaining legal aid and justice?
13.	IT training and access to women	Have necessary opportunities been created for women to receive training and use it in the field of information technology or how to ensure that this training is received and used?
14.	Reduction of violence and abuse against women	What steps/measures have been taken to reduce violence and abuse against women or how has violence/abuse against women been reduced in family and public spaces?
15.	Increasing the capacity of women in disaster mitigation caused by climate change	Have necessary steps/activities been taken to increase the capacity of women to deal with climate change related disasters or if so, how have they been taken?
16.	Participation of women in research and innovation activities	Have necessary steps/activities been taken for women's participation in research and innovation activities or if so, how have they been taken?

2.7 The total percentage of project expenditure is spent on women development based on the above mentioned sixteen criteria. If a project/sub-programme has no direct impact on women development, '0' is given in the corresponding column. But if it is fully women empowerment oriented then '100' is given in the corresponding column. In case of other projects/programmes, whatever is reasonable between 1-99 percent is provided based on the allocation for women development. The degree of impact of the project/programme on women development is presented in the table below;

Table 2.4 Degree of Impact of Ministry/Department Projects/Programmes on Women Development

What percentage (%) of total expenditure will be used on women development?	Points to be considered in determining degree
'0'	Based on the 16 criteria for women's development (Table-2.3), projects/programmes that do not have a direct impact on the overall welfare of women.
'1-33'	Based on the criteria for women's development described above, projects/programmes that have minimal/minimal direct impact on the overall welfare of women will be between 1-33 percent of the projects.
'34-66'	34-66 percent should be given to projects/programmes that have a direct and moderate impact on the overall welfare of women based on the criteria for women's development described above.
'67-99'	67-99 percent should be a to projects/programmes that have a direct, significant and sustainable impact on the overall well-being of women based on the criteria for women's development described above.
'100'	Projects/programmes will have full and positive impact women development (100% women beneficiaries).

2.8 Proper cautions have been taken to minimize errors in reporting. The information related to the budget is included in the report immediately after finalizing the budget. Since the National Budget and this report were prepared simultaneously, we cannot rule out the possibility of some inadvertent inaccuracies in this report. Necessary steps will be taken to correct these errors in future publications. Besides, in the next fiscal year, there is a plan to identify the allocations related to gender separately by making a sub-module in the iBAS++ software used in the financial management of the government.

Chapter-III: Overall Review of Gender Relevant Allocation of Ministries/Divisions

- 3.1 Gender Budget Report reviews the allocation of 44 ministries/divisions for FY2023-24. This report gives a general idea of the gender responsive allocations made by the government. As the roles and functions of the ministries/divisions vary, their functions and contributions to be made differ in women development and in eradicating discriminations against women. For this, their respective share of allocation for women has happened to be distinct. This report takes operating and development budget of three consecutive years into consideration - the allocation of FY2023-24, FY2022-23 and its revised budget and the actual expenditure of FY2021-22. Besides that, some recommendations for future are also made so that these institutions can achieve the target of reducing gender gap and women development.
- 3.2 In the three consecutive financial years -2021-22, 2022-23 and 2023-24- the share of allocation for women in both operating and development budget has increased gradually. With few exceptions, this increment of the share for women has happened not only in the total allocation of the Ministry/Division but also in percentage of the total budget allocation. Table 3.1 shows that the actual expenditure related to women development in the operating budget of 2021-22 was Tk 36,243 crore which has increased to Tk 73,516 crore in the original budget of FY2022-23 and Tk 77,716 crore in the revised budget. Tk.78,142 crores have been allocated for FY2023-24 to carry this growth on. On the other hand, the actual expenditure in the development budget in FY2021-22 was Tk 79,898 crore. Tk 93,371 crore in the original budget in FY2022-23 and Tk 85,315 crore in the revised budget was increased. In the current FY2023-24, this amount has further increased to Tk 97,208 crore.

It is also found from Table 3.1 that the percentage of actual expenditure for gender related allocation in operating budget was 23 percent in FY2021-22. In FY2022-23 it was 40.6 percent in the original budget and 41.2 percent in the revised budget. In FY2023-24, the budget allocation declined a little to 39.2 percent. Despite little decline in percentage, the total allocation increased in nominal figure. On the other hand, the actual expenditure in the development budget in FY2021-22 was 43.5 percent. In FY2022-23, the amount was 38.9 percent of the original budget and 38.3 percent in the revised budget. In the fiscal year 2023-24, the amount of gender related allocation in the development budget stood at 38.2 percent. Remarkably, development expenditure was higher than operating expenditure in terms of gender related expenditure in FY2021-22. Figure 3.1 represents the gender allocation and its percentage in the operating and development budget of 44 Ministries/Divisions in FY2023-24.

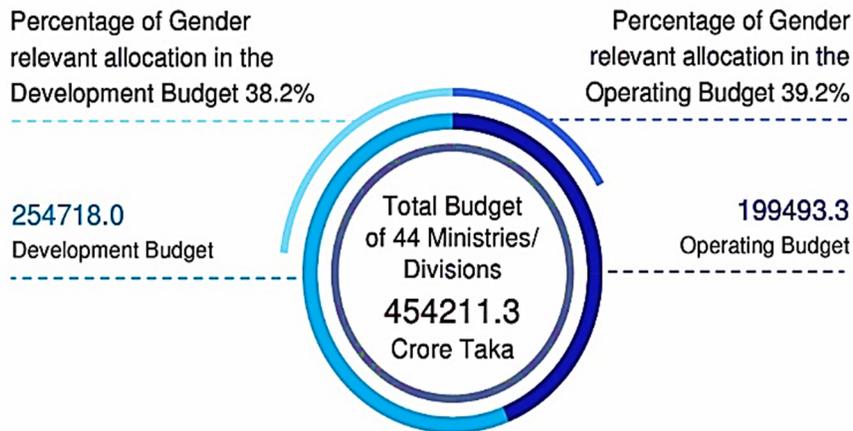
Table 3.1: Allocation and Expenditure of Operating and Development Budget related to Gender Budget

Budget Details (44 Ministries/Divisions related to Gender)	Annual Allocation (Tk. Crores)			
	2023-24	2022-23		2021-22
	Budget	Revised	Budget	Actual
Operating budget	1,99,493	1,88,832	1,81,280	1,57,700
<i>Gender-responsive budget allocation</i>	78,142	77,716	73,516	36,243
<i>Percentage of gender-responsive allocations in operating budget</i>	39.2	41.2	40.6	23.0
Development budget	2,54,718	2,22,676	2,39,726	1,83,772
<i>Gender-responsive budget allocation</i>	97,208	85,315	93,371	79,898
<i>Percentage of gender-responsive allocations in development budget</i>	38.2	38.3	38.9	43.5
Total budget	4,54,211	4,11,507	4,21,005	3,41,471
<i>Gender-responsive budget allocation</i>	1,75,351	1,63,032	1,66,887	1,16,141
<i>Percentage of gender allocation in total budget</i>	38.6	39.6	39.6	34.0

* Allocation of 44 Ministries/Divisions.

3.3 By reviewing the total budget, it appears obvious that the actual expenditure for women in FY2021-22 was Tk 1,16,141 crore and the allocation in the original budget of FY2022-23 was Tk 1,66,887 crore and in the revised budget Tk 1,63,032 crore. In FY2023-24, the amount of gender responsive budget allocation has increased to Tk 1,75,351 crore (Table-3.1). It is particularly noteworthy that the share of women in the actual expenditure of FY2021-22 was 34.0 percent which has increased to 39.6 percent in the original budget and in the revised budget of FY2022-23. In FY2023-24, the percentage of gender related budgeting decreased slightly to 38.6 percent of the total budget allocation. However, compared to the revised budget allocation for FY2022-23, the gender allocation in FY2023-24 has increased to Tk 12,319 crore. A review of the budget of FY2023-24 and the last two years shows that, although there has been a slight decrease in the percentage of total allocation, the trend of increasing the total budget has increased every year. This increase in the budget reflects the government's firm commitment for women development in the midst of a global economic crisis.

Figure 3.1: Gender Related allocation in the budget for FY2023-24



3.4 Allocation by Thematic Group

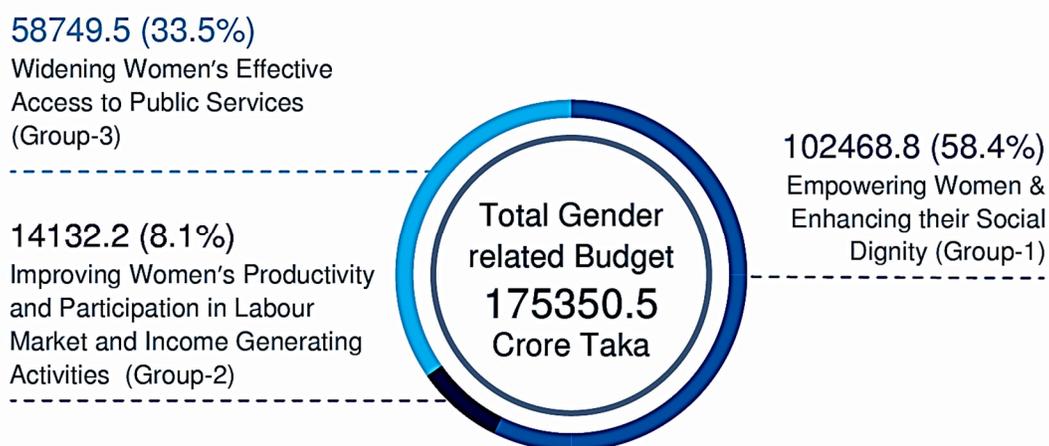
In this report, 44 Ministries and Divisions have been divided into three (03) thematic groups and in the light of this division the share of women has been calculated. The thematic groups are 1: Empowering women and enhancing their social dignity; 2: Empowering women Productivity and Participation in Labor market and Income-generating activities and 3: Widening Women's Effective Access to Public Services. As seen in Table 3.2, among the three (03) thematic groups, the highest allocation has been given to thematic group-1. Besides, the amount of allocation is relatively low in thematic group-2. More emphasis should be given to projects/programmes/activities of Ministries/Divisions aimed at encouraging women participation in production, labor market and income-generating activities. In addition, the amount of allocation has also increased in the thematic group to enhance women's access to government services.

Table 3.2 Thematic Group Wise Allocation

Thematic group	Gender Budget Allocation (Tk. Crores)			
	2023-24	2022-23		2021-22
	Budget	Revised	Budget	Actual
Empowering women and enhancing their social dignity (Group-1)				
Total budget of 12 Ministries/Divisions of this group	2,28,139	2,05,793	2,10,668	1,65,177
Gender related budget of 12 Ministries/Divisions of this group	1,02,469	95,658	93,447	55,789
The percentage of gender related budget in the total budget of 12 Ministries/Divisions of this group	44.9	46.5	44.4	33.8
Percentage of Group-1 in total gender inclusive budget	58.4	58.7	56.0	48.0
Empowering women Productivity and Participation in Labor market and Income-generating activities (Group-2)				
Total budget of 11 Ministries/Divisions of this group	34,384	37,798	34,130	31,521
Gender related budget of 11 Ministries/Divisions of this group	14,132	16,076	16,012	14,108
The percentage of gender related budget in the total budget of 11 Ministries/Divisions of this group	41.1	42.5	46.9	44.8
Percentage of Group-2 out of total gender inclusive budget	8.1	9.9	9.6	12.1
Widening Women's Effective Access to Public Services (Group-3)				
Total budget of 21 Ministries/Divisions of this group	1,91,689	1,67,916	1,76,208	1,44,773
Gender related budget of 21 Ministries/Divisions of this group	58,750	51,297	57,427	46,244
The percentage of gender related budget in the total budget of 21 Ministries/Divisions of this group	30.6	30.5	32.6	31.9
Percentage of Group-3 out of total gender inclusive budget	33.5	31.5	34.4	39.8
Total gender mainstreaming budget of 44 Ministries/Divisions	1,75,351	1,63,032	1,66,887	1,16,141
Percentage of gender allocation in total budget of 44 Ministries/Divisions	38.6	39.6	39.6	34.0

Table 3.2 describes the actual expenditure related to women's development in FY2021-22 and the amount of allocation for three (03) thematic groups in FY2022-23 and FY2023-24. It shows that in FY2023-24, thematic group 1 (Empowering women and enhancing their social dignity) covered 58.4 percent of the total gender related budget, while thematic group 2 (Empowering women Productivity and Participation in Labor market and Income-generating activities) has 8.1 percent of the total gender-related budget. Apart from this, Thematic Group 3 (Widening Women's Effective Access to Public Services) has got 33.5 percent of the total gender budget allocation.

Figure 3.2: Comparative Figure of Allocation to three (03) Thematic Groups in FY2023-24



3.4.1 Thematic Group 1: Empowering women and enhancing their social dignity

Of 44 Ministries/Divisions, 12 Ministries/Divisions are covered under Thematic Group-1: "Empowering women and enhancing their social dignity". Table 3.3 below, a review of the gender related budgets of these ministries and divisions shows that the actual expenditure related to gender in FY2021-22 was Tk 55,789 crore. In the original budget for the financial year 2022-23, the allocation for gender increased to Tk 93,447 crore and in the revised budget Tk 95,658 crore. In FY2023-24, the amount of allocation related to gender stood at Tk 1,02,469 crore. Gender related expenditure was 33.8 percent of actual expenditure in FY2021-22. On the other hand, in FY2022-23, the allocation related to gender was 44.4 percent of the total allocation and increased to 46.5 percent in the revised budget. In the financial year 2023-24, the allocation related to gender has been 44.9 percent of the total allocation.

Table-3.3: Analysis of three (03) years allocation in Women Empowerment and Promotion of Social Status

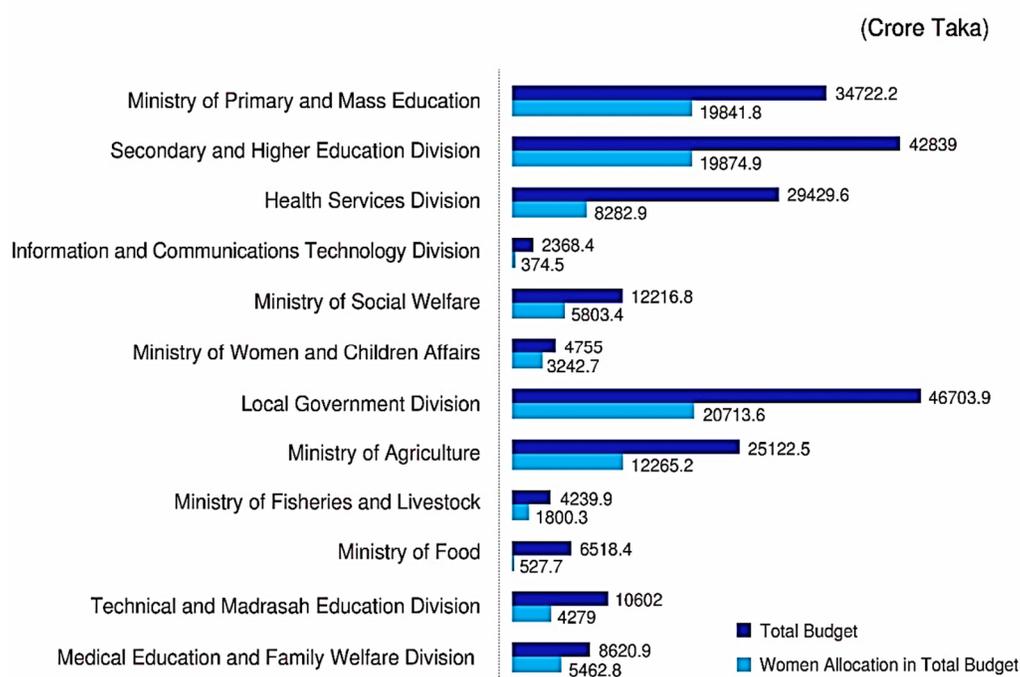
(in crores)

Name of the Ministry/ Division	2023-24			2022-23						2021-22		
	Budget	Budget related to women development	Percentage rate	Revised	Budget related to women development	Percentage rate	Budget	Budget related to women development	Percentage	Actual expenditure	Actual expenditure related to women's development	Percentage
Ministry of Primary and Mass Education	34722.2	19841.8	57.1	27701.1	17273.5	62.4	31758.6	19115.1	60.2	23462.3	2988.3	12.7
Secondary and Higher Education Division	42839.0	19874.9	46.4	33651.3	15738.6	46.8	39961.3	17877.2	44.7	28970.9	11367.1	39.2
Health Services Division	29429.6	8282.9	28.1	23041.7	5553.8	24.1	29281.7	8487.3	29.0	20502.1	5982.9	29.2
Information and Communication Technology Division	2368.4	374.5	15.8	1556.7	208.5	13.4	1915.5	294.1	15.4	1641.7	276.3	16.8
Ministry of Social Welfare	12216.8	5803.4	47.5	10021.8	4875.1	48.6	10197.9	5049.3	49.5	8717.1	3918	44.9
Ministry of Women and Children Affairs	4755.0	3242.7	68.2	4402.6	3037.3	69.0	4290.5	2984.8	69.6	3892.2	2620.4	67.3
Local Government Division	46703.9	20713.6	44.4	45199.3	21227.8	47.0	41707.3	17953.0	43.0	33911.9	13525.3	39.9
Ministry of Agriculture	25122.5	12265.2	48.8	33809.5	17460.6	51.6	24224.1	11822	48.8	21326	9913.1	46.5

Name of the Ministry/ Division	2023-24			2022-23						2021-22		
	Budget	Budget related to women development	Percentage rate	Revised	Budget related to women development	Percentage rate	Budget	Budget related to women development	Percentage	Actual expenditure	Actual expenditure related to women's development	Percentage
Ministry of Fisheries and Livestock	4239.9	1800.3	42.5	3633.5	1649.1	45.4	3808.1	1667.1	43.8	2483.3	422.6	17.0
Ministry of Food	6518.4	527.7	8.1	6926.6	790.1	11.4	6212.7	493.4	7.9	7746.6	361.6	4.7
Technical and Madrasa Education Division	10602.0	4279.0	40.4	9151.6	3717.7	40.6	9727.8	2902.9	29.8	7997.1	2467.7	30.9
Medical Education and Family Welfare Division	8620.9	5462.8	63.4	6697.1	4126.3	61.6	7582.2	4801.1	63.3	4526.1	1945.3	43.0
Total/Percentage Calculation:	228138.6	102468.8	44.9	205792.8	95658.4	46.5	210667.7	93447.3	44.4	165177.3	55788.6	33.8

Figure 3.3 shows that among these 12 Ministries/Divisions under Thematic Group 1 (Empowering women and enhancing their social dignity) the allocation of Ministry of Women and Children Affairs, Health Education and Family Welfare Division and Ministry of Primary and Mass Education are 68.2 percent, 63.4 percent and 57.1 percent respectively in FY2023-24. However, in this group comparatively higher allocation is given to Local Government Division, Secondary and Higher Education Division and Ministry of Agriculture.

Figure 3.3: Total allocation and share of Women in Ministries/Divisions for empowering women and enhancing their social dignity in FY2023-24



3.4.2 Thematic Group 2: Empowering women Productivity and Participation in Labor market and Income-generating activities

Among 44 Ministries/Divisions considered in this report, 9 Ministries and 2 Divisions are included in Thematic Group 2: “Empowering women Productivity and Participation in Labor market and Income-generating activities”. Analysis of the previous years, allocation of this group shows that the actual expenditure for women in FY2021-22 was Tk 14,108 crore. In the actual budget and in the revised budget in FY2022-23 the amount was increased to Tk 16,012 crore and Tk 16,076 crore respectively. In FY2023-24 it is Tk 14,132 crore (Table 3.4).

Table 3.4: Analysis of Three (03) years allocation for Empowering Women Productivity and Participation in Labor market and Income-generating activities

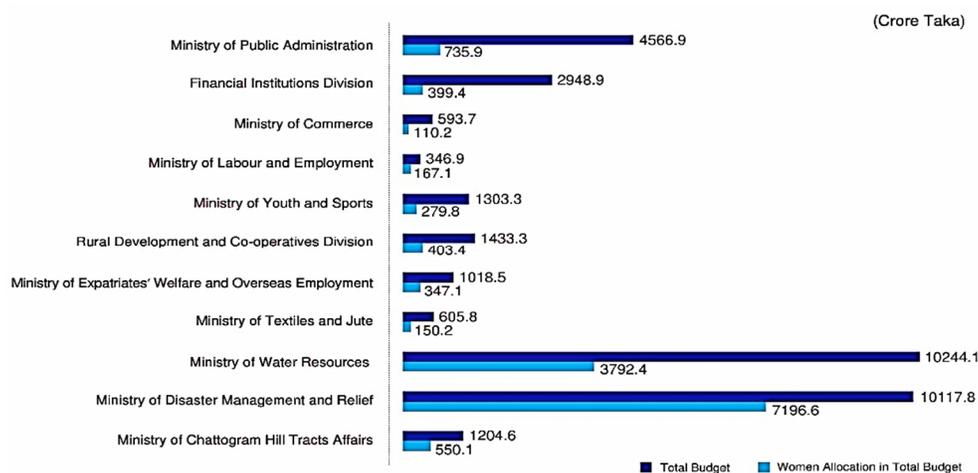
(in crores)

Name of the Ministry/ Division	2023-24			2022-23						2021-22		
	Budget	Budget related to women development	Percentage rate	Revised	Budget related to women development	Percentage rate	Budget	Budget related to women development	Percentage rate	Actual expenditure	Actual expenditure related to women's development	Percentage rate
Ministry of Public Administration	4566.9	735.9	16.1	3555.5	768.1	21.6	4074.3	694.8	17.1	2774.3	404.8	14.6
Financial Institutions Division	2948.9	399.4	13.5	3355.8	599.5	17.9	2851.9	382.2	13.4	4844.9	777.8	16.1
Ministry of Commerce	593.7	110.2	18.6	402.1	78.2	19.4	545	98	18.0	251.7	50.7	20.1
Ministry of Labor and Employment	346.9	167.1	48.2	466.7	136.7	29.3	356.6	149	41.8	236.3	47.3	20.0
Ministry of Youth and Sports	1303.3	279.8	21.5	1628.2	508.7	31.2	1275.4	285.1	22.4	1140.8	245.7	21.5
Rural Development and Cooperatives Division	1433.3	403.4	28.1	1467.8	447.5	30.5	1644.8	459.4	27.9	1770.2	221.9	12.5
Ministry of Expatriate Welfare and Foreign Employment	1018.5	347.1	34.1	599.2	244.2	40.8	990.3	333.2	33.6	412.2	167.1	40.5
Ministry of Textiles and Jute	605.8	150.2	24.8	603.0	138.9	23.0	628.4	152.4	24.3	782.4	70.7	9.0
Ministry of Water Resources	10244.1	3792.4	37.0	13555.2	4667.1	34.4	10196.1	5543.3	54.4	9400.2	4575.0	48.7
Ministry of Disaster Management and Relief	10117.8	7196.6	71.1	10764.0	7709.0	71.6	10228.9	7273.7	71.1	8647.1	6828	79.0
Ministry of Chattogram Hill Tracts Affairs	1204.6	550.1	45.7	1400.8	778.5	55.6	1337.9	640.8	47.9	1260.8	719.3	57.1
Total/Percentage Calculation	34383.8	14132.2	41.1	37798.3	16076.4	42.5	34129.6	16011.9	46.9	31520.9	14108.3	44.8

Figure 3.4 shows the total budget of the Ministries/Divisions included in Thematic Group 2 and the share of women in it. It can be seen that the Ministry of Disaster Management and Relief has the maximum allocation of Tk 7,197 crore, Ministry of Water Resources is in the second highest position, with an amount of Tk 3,792 crore. The amount of allocation in Ministry of

Commerce under this group is relatively low. The share of women in the total budget of this ministry is Tk 110 crore. It is evident from the graph that out of the three (03) Thematic Groups, Thematic group 2 has relatively less allocation. In order to ensure women's participation in the country's economic sector and greater contribution of women in the labor market, the Ministries and Divisions under this group may be considered for further allocation with a view to adopt projects /programmes/schemes for women development.

Figure 3.4: Total Allocation and Share of Women in Empowering Women Productivity and Participation in Labor market and Income-generating activities



3.4.3 Thematic Group 3: Widening Women's Effective Access to Public Services

Under the Thematic Group 3- Widening Women's Effective Access to Public Services - there are 12 Ministries, 7 Divisions and also Prime Minister's Office and the Election Commission Secretariat. The total allocation has also been increased in this area. The actual expenditure in FY 2021-22 was Tk 46,244 crore. In FY2022-23, the amount of allocation was increased to Tk 57,427 crore. With a view to keeping consistent growth trend like previous years, in FY2023-24 the budget amounts is made Tk.58,750 crore.

It is noteworthy that the percentage of gender related allocation was 39.8 percent in FY2021-22 which has increased to 34.4 percent in FY2022-23. In FY2023-24, the percentage of gender budget allocation is 33.5 percent. The overall trend of gender related allocation looks very satisfactory despite the devastating impact of COVID-19 on economy.

Table 3.5: Analysis of Three (03) years Allocation for Widening Women's Effective Access to Public Services

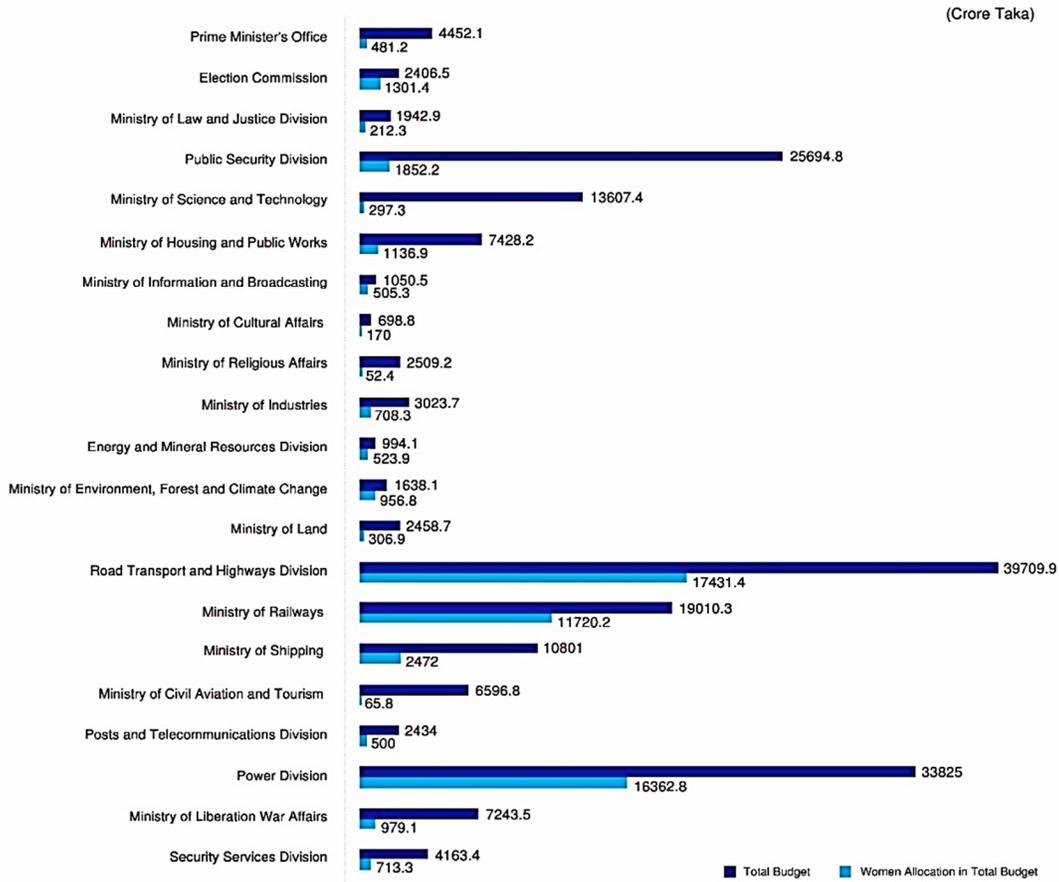
Name of the Ministry/ Division	2023-24			2022-23						2021-22		
	Budget	Budget related to women development	Percentage rate	Revised	Budget related to women development	Percentage rate	Budget	Budget related to women development	Percentage rate	Actual expenditure	Actual expenditure related to women's development	Percentage rate
Prime Minister's Office	4452.1	481.2	10.8	4744.9	369.3	7.8	5774.9	626.1	10.8	3861.9	274.5	7.1
Election Commission Secretariat	2406.5	1301.4	54.1	1423.1	517.5	36.4	1538.9	831.7	54.0	1660.2	621.3	37.4
Law and Justice Division	1942.9	212.3	10.9	1753.1	222.0	12.7	1923.8	197.6	10.3	1351.5	59.5	4.4

Name of the Ministry/ Division	2023-24			2022-23						2021-22		
	Budget	Budget related to women development	Percentage rate	Revised	Budget related to women development	Percentage rate	Budget	Budget related to women development	Percentage rate	Actual expenditure	Actual expenditure related to women's development	Percentage rate
Public Security Division	25694.8	1852.2	7.2	22575.3	1494.0	6.6	24594	1761.4	7.2	21448.8	1264.6	5.9
Ministry of Science and Technology	13607.4	297.3	2.2	12821.2	216.3	1.7	16613.8	320	1.9	15070.5	173.7	1.2
Ministry of Housing and Public Works	7428.2	1136.9	15.3	8697.2	1093.7	12.6	6820.8	1025.5	15.0	6525.2	342.8	5.3
Ministry of Information and Broadcasting	1050.5	505.3	48.1	1375.5	893.8	65.0	1098.7	524.3	47.7	975.4	510.2	52.3
Ministry of Cultural Affairs	698.8	170	24.3	661.7	136.0	20.6	636.8	152.4	23.9	556.5	130.7	23.5
Ministry of Religious Affairs	2509.2	52.4	2.1	4060.8	72.1	1.8	2353.1	47.6	2.0	2464.5	46.8	1.9
Ministry of Industries	3023.7	708.3	23.4	2222.5	340.7	15.3	1521.2	354.3	23.3	2134.7	119.1	5.6
Energy and Mineral Resources Divisions	994.1	523.9	52.7	1851.5	202.3	10.9	1869.7	1050.1	56.2	1341.7	851.4	63.5
Ministry of Environment, Forests and Climate Change	1638.1	956.8	58.4	1356.1	878.2	64.8	1501.3	875.3	58.3	1051.2	274.9	26.2
Ministry of Land	2458.7	306.9	12.5	1946.4	270.0	13.9	2380.5	292.6	12.3	1542.8	64.9	4.2
Road Transport and Highways Division	39709.9	17431.4	43.9	35248.1	17766.1	50.4	36647.7	17629.9	48.1	29851.6	11195.7	37.5
Ministry of Railways	19010.3	11720.2	61.7	16476.8	10123.2	61.4	18851.8	12870.6	68.3	14802.6	9452.9	63.9
Ministry of Shipping	10801.0	2472.0	22.9	5474.0	1125.8	20.6	7224.0	1533.3	21.2	4141.1	970.1	23.4
Ministry of Civil Aviation and Tourism	6596.8	65.8	1.0	5628.3	15.4	0.3	7003.6	54.2	0.8	4368.8	16.2	0.4
Posts and Telecommunications Divisions	2434.0	500.0	20.5	3043.9	462.6	15.2	2486.5	501.8	20.2	1447.7	39.9	2.8
Power Division	33825.0	16362.8	48.4	25309.3	13068.2	51.6	24195.8	15130.6	62.5	20706.9	18609.7	89.9
Ministry of Liberation War Affairs	7243.5	979.1	13.5	8061.2	1421.3	17.6	6984.2	941.4	13.5	6407.3	882.1	13.8
Security Services Division	4163.4	713.3	17.1	3185.3	608.2	19.1	4187.0	706.6	16.9	3061.9	343.1	11.2
Total/Percentage Calculation	191688.9	58749.5	30.6	167916.2	51296.7	30.5	176208.1	57427.3	32.6	144772.8	46244.1	31.9

Figure 3.5 shows the total allocation and percentage of women share in the budget of the Ministries/ Divisions included in the thematic group 3 in FY2023-24. The comparative data analysis of the above mentioned Ministries/Divisions represent that the share of allocation related to women's development in the budget of the Ministry of Railways is the highest. In FY2023-24, the allocation to this ministry is 11,720 crores which is 61.7 percent of the total budget. Besides, the amount of allocation related to women's development in the budget of the Ministry of Environment, Forest and Climate Change is also significant. In the budget of this

ministry, the allocation related to women's development amounts to Tk. 957 crores. The Ministries/Divisions under this group have received the bulk of the development projects. So, the increased allocation for women's development has continued through development projects taken by these Ministries/Divisions.

Figure 3.5: Total allocation and share of Women in Ministries and Divisions to Widening Women's Effective Access to Public Services

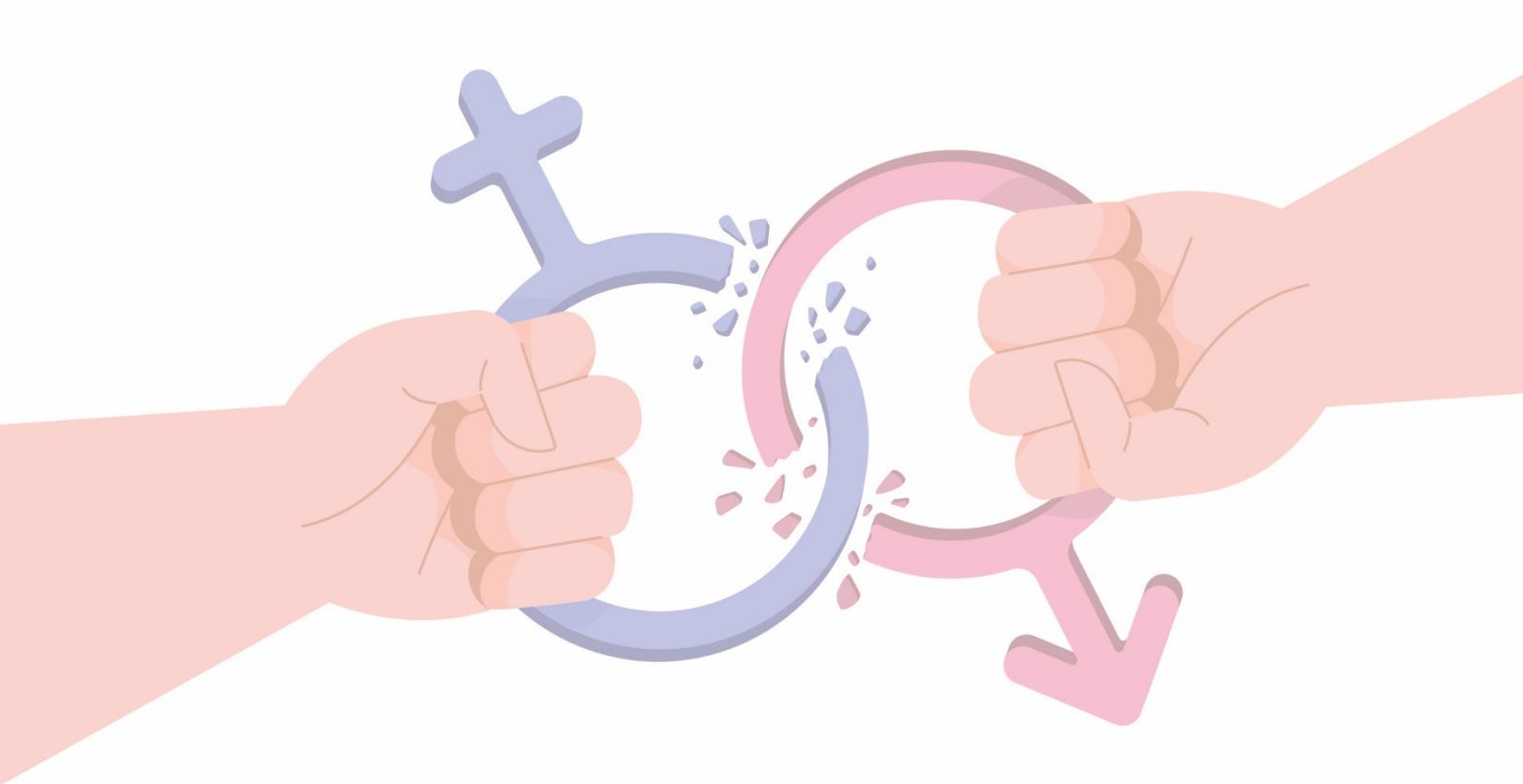


Within this group, the total budget allocation of the Law and Justice Division, Ministry of Science and Technology, Ministry of Religious Affairs, Ministry of Land, Ministry of Civil Aviation and Tourism is relatively low. Among these Ministries, the Law and Justice Division is always striving to ensure equal opportunities for women to get justice. The Ministry of Land can play a key role in eliminating discrimination against women by ensuring land ownership and providing land related information and services. The Ministry of Religion can play a special role in eradicating prejudice against women by providing proper interpretation of various religions. From this perspective, there is an opportunity to play a more important role in fulfilling the gender gap by increasing the share of allocation related to women development in the budget allocation of these Ministries/Divisions.

Chapter-IV :
Analysis and Discussions of Ministry/Division's
Gender Related Information



Thematic Group-1 :
Empowering Women and Enhancing their Social Dignity



Ministry of Primary and Mass Education

1.0 Introduction

Primary education has been the foundation of all education. Realizing its importance, Father of the Nation Bangabandhu Sheikh Mujibur Rahman nationalized 36,165 primary schools and the jobs of 1,57,724 primary teachers in 1973. Following this, Bangabandhu's daughter Hon'ble Prime Minister Sheikh Hasina nationalized 26,193 private primary schools in 2013, a milestone in the history of primary education. Government has been implementing various up to date programs to expand and develop primary education in Bangladesh. At present, the total number of primary educational institutions in the country is 1,18,891 including 65,566 government primary schools and the number of students is 2,01,00,972. The Ministry of Primary and Mass Education is working tirelessly to ensure quality primary education for all children. To ensure universal primary education including providing quality education, involvement of local people in school management, especially women's participation and prioritization of women as beneficiaries, the Ministry has issued School Management Committee (SMC) policy, teacher recruitment policy, teacher transfer policy, stipends guidelines, national school meal policy etc. have been formulated. In these policies, opportunities for women's effective and greater participation in the management of primary education including the appointment and transfer of teachers have been kept.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

The responsibilities of the Ministry of Primary and Mass Education have constitutional obligations. Article 17 of the Constitution of Bangladesh makes primary education free and compulsory.

Formulation and implementation of primary and mass education policies, implementation and monitoring of compulsory primary education programs and implementation of mass education programs through non-formal education are the main businesses of the Ministry of Primary and Mass Education. In line with this, this ministry coordinates curriculum development in primary and mass education, preparation, printing and distribution of textbooks, conducting training and research activities on primary and mass education and other ministries, government institutions and NGOs in the field of mass education and adult education.

The National Women Development Policy 2011 has been formulated based on the Constitution of the People's Republic of Bangladesh and CEDAW documents. National Action Plan-2013 has been prepared for the implementation of this policy. According to the policy and action plan, the important issues under the purview of the Ministry of Primary and Mass Education are - ensuring regular attendance of girls in educational institutions, taking necessary measures to ensure that girls are not subjected to any physical and mental abuses in various fields including educational institutions, women's nutritional education and providing training and taking necessary measures to ensure education of girls with disabilities and emphasizing diversity of disabilities in education.

Education policy 2010 emphasizes the advancement and protection of women's rights. It covers the areas such as, increase the rate of female education at all levels of education, take necessary measures to bring back dropout students to the mainstream, project a positive and progressive image of women in the curriculum at the primary level, create an attractive school environment and make it pleasant, giving preference to female teachers in the recruitment of teachers at lower grades, inclusion of more biographies of great women and women's writings in primary and secondary level curriculum. Special attention is to be paid to ensure that girls are not dropped out as their rate of dropout is relatively high.

In order to ensure the quality of universal primary education, in the light of the recruitment policy, there is an obligation to appoint 60 percent female in the appointment of teachers, and in the case of transfer or appointment of female teachers, family advantages such as, husband's place of work/parents' residence etc. needed to be considered.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	97	79	18	18.6
Department of Primary Education	6,197	5,161	1,036	16.7
Compulsory Primary Education Implementation Monitoring Unit	39	35	4	10.3
Bureau of Non-Formal Education	214	187	27	11.6
National Academy for Primary Education	57	48	9	15.7
Children Welfare Trust	1,168	482	686	58.7
Total :	7,772	5,992	1,780	22.9

3.2 Statistics of Beneficiaries

Programme	Total	Male	Female	Female Percentage
Government Primary Schools	3,59,095	1,27,809	2,31,286	64.4
Private Primary Schools	19,935	6,772	13,163	66.0
Abtedayi Madrasah School	18,609	13,111	5,498	29.5
Kindergarten Schools	2,00,467	79,341	1,21,126	60.4
N.G.O. Schools (Grade 1-5)	9,286	1,957	7,329	78.9
Primary Section Schools in Madrasas	16,114	13,142	2,972	18.4
Primary Section of High Schools	16,854	7,523	9,331	55.4
Child Welfare Primary School	1,180	414	766	64.9
Other NGOs Educational Centers	2,340	269	2,071	88.5
Others	13,323	3,674	9,649	72.4
Total :	6,57,203	2,93,498	4,03,191	61.4

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	34722.2	19841.8	57.1	27701.1	17273.5	62.4	31758.6	19115.1	60.2	23462.3	2988.3	12.7
Development	12018.4	2845.4	23.7	7784.7	1958.1	25.2	11641.6	3271	28.1	7039.7	2332.6	33.1
Operating	22703.8	16996.4	74.9	19916.4	15315.4	76.9	20117	15844.1	78.8	16422.6	655.7	4.0

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Skill development of teachers	One of the various programs adopted to improve the quality of primary education is teacher training. An average of 15,000 teachers receive DPED/CNEd training annually, of which about 64% are female teachers. Subject-wise regular training is being provided to teachers every year including ICT. In this, the teaching skills of teachers especially of women teachers are increasing.
Establishment of new schools, expansion of existing infrastructure, reconstruction, repair and renovation	About 2 crore students are benefitted through the construction of 50,000 new need-based classrooms through PEDP-4 and construction of 65,000 additional classrooms under 2 other schemes and renovation of 45,000 schools every year. 64% female quota is being reserved in the recruitment of teachers, which is directly contributing to women's employment, social status and quality of life.
School Feeding Programme	Feasibility study of school feeding program to prevent dropout and ensure nutritional quality of students from poor marginalized families is currently underway. It is to be noted that the school feeding project which was launched earlier has been completed on 30 th June 2022. Under which nearly 30 lakh students have benefitted from school feeding every school day.
Providing stipend/tuition allowance to poor students	The Ministry of Primary and Mass Education is providing stipend to 13 million students. The provision of this stipend has resulted in an increase in net enrollment and attendance and a significant reduction in the number of dropouts.
Illiteracy Eradication Program	Half of the 45 lakh beneficiaries of the literacy program are women. As a result, this program is playing a role in increasing the social status of uneducated women and increasing women's participation in income-generating activities.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Percentage of female teachers in primary education (GPS)	%	64.6	64.2	64.4
2.	Enrollment rate of girls in primary school is	%	50.6	51.2	49.5

7.0 Mentionable success stories of the Ministry/Division in women advancement

The Ministry of Primary and Mass Education is managing the majority of the total primary education institutions in the country. About 70% of the total primary students are getting education in these educational institutions. As 49.50% of girls are educated in primary education, this opportunity for girls to get education is providing them significant support in building a better future. Apart from this, employment opportunities for educated women have increased as the quota of 60% female teachers has been fixed in primary schools. As a result, social status of women increases and women empowerment is ensured.

In implementing universal primary education, 100% enrollment and completion of primary education cycle the role of women has been given utmost importance. 100% enrollment and completion of education cycle. For this purpose, "Mother's Day" is being observed every year to create public awareness at the school level. Moreover, the stipend policy and school feeding (Mid Day Meal) Programme have been formulated with the opportunity of active participation of the mothers of the students at the school level. Currently around 13 million students are getting stipend and stipend is being paid through mobile apps. Cash is distributed directly through the mother's mobile phone.

8.0 Challenges of women's development goals

- Lack of effective school health programs in schools;
- Adolescents are more likely to drop out of school due to lack of counseling related to physical/psychological changes;
- Female students may lose interest in attending school due to eve-teasing; and
- Lack of funds to provide adequate educational materials.

9.0 Recommendations/Way forward

- Social mobilization work to expand women's education;
- Providing necessary education materials, clothes and school bags to all children including girl children;
- Development of communication systems in remote areas with easy access;
- In training of persons concerned with school management and taking effective measures to ensure the regular attendance of girls in educational institutions and girls are not subjected to any form of sexual harassment, pornography, physical and mental abuse in educational institutions, such as on the streets;
- Highlighting the positive and progressive image of women and equal rights during curriculum revisions; And
- Giving priority to girls with special needs in providing education allowance and education grants.

Secondary and Higher Education Division

1.0 Introduction

Perspective Plan 2041, the strategy for the sector of planned education and training must capitalize on the demographic dividend. Utmost attention has been placed on educating and training the working people in order to accomplish this. By promoting innovative, activity-based, scientific, and conducive productivity education, the Secondary and Higher Education Division of the Ministry of Education plays a critical role in developing a well-educated populace. The secondary admission rate is at 61% with the persistent ongoing efforts of the Ministry. In addition, the secondary level has attained a 45:55 the boys and girls student ratio. Education Policy 2010 is being implemented in the spirit of National Women's Development Policy 2011 aims to increase women's education, reduce the disparity in education rates and opportunities between women and men and to involve women in the mainstream of development. Moreover, the policy of giving women students proper understanding of ICT knowledge has been adopted within the purview of women development according to the National Information and Communication Technology Policy 2018. To improve the overall quality of the education sector, the government has consistently arranged the necessary funds available for this sector, which is about 0.90% of the total GDP in the fiscal year 2022-23. The budget of this division is about 5.9% of the total budget in the financial year 2022-23.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

The Secondary and Higher Education Division formulates education management and policies from post-primary education to the tertiary level of education in order to fulfill the state's obligation to provide education services as a fundamental right of the people under the Articles 15 and 17 of the Constitution of the People's Republic of Bangladesh. According to the Allocation of Business, the Secondary and Higher Education Division is continuing its all-out efforts to eradicate illiteracy among the female population. In particular, focus is placed on educating society, especially girls and women, and offering training in all topics, including engineering, science, and technology. In addition, to ensuring girls' participation in education priority is being given on the subjects of providing stipends to continue and steps on free education until graduation for girls student also need to be taken. Policies formulated by Ministries and Divisions in which education is considered the main tool to create "Poverty-Free Bangladesh" by creating skilled human resources. For that purpose, the Ministry of Education has formulated an up-to-date 'National Education Policy 2010'. Education Policy-2010 contains all the guidelines related to women's development, which are: to create awareness and confidence among women; to make women aware of establishing equal rights; to increase women's ability to participate in decision-making processes; to increase women's participation in socio-economic development and poverty alleviation in the country; to contribute to the socio-economic development of women through self-employment and involvement in various activities; non-discrimination in the employment of female teachers; and to prioritize the recruitment of women with equal qualifications, especially in primary and secondary education.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretary	200	153	47	23.5
Directorate Secondary and Higher Education	5,686	3,364	2,322	41.0
Regional Secondary and Higher Education Offices	162	116	46	28.0
District Education Offices	617	471	146	24.0
Upazila Secondary Education Offices	2,147	1,900	247	12.0

Office name	Total	Male	Female	Female Percentage
Government Teachers Training Colleges	828	602	226	27.0
Government Secondary Schools	9,501	6,586	2,915	31.0
Government schools and colleges	850	618	232	27.0
Government colleges	18,896	14,122	4,774	25.0
Non -Government colleges	92,785	67,888	24,897	27.0
Non-government Secondary Schools	2,69,722	1,84,241	85,481	32.0
Higher Secondary Teachers Traininmg Institutes	187	143	44	24.0
Unuversity Grant Commission	329	285	44	14.0
Universities	45,445	33,986	11,459	16.0
Education engineering Department	1,428	1,304	124	11.5
Department of Inspection and Audit	84	68	16	19.1
National Academy for Educational Management	139	114	25	18.0
Bangladesh Bureau of Educational Information and Statistics (BANBEIS)	610	542	68	11.1
Bangladesh UNESCO National Commission	22	14	8	36.4
National Curriculum and Textbook Board	207	179	28	10.1
Prime Minister's Educational Support Trust	27	24	3	11.0
International Mother Language Institute	39	28	11	28.2
Bangladesh Accreditation Council	48	39	9	23.1
Total :	4,49,959	3,16,727	1,33,172	29.6

Source: BANBEIS (Bangladesh Bureau of Educational Information and Statistics)

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
Secondary School (government)	15,164	10,404	4,760	31.4
Secondary School (non-government)	2,63,444	1,82,769	80,675	30.6
Higher Secondary Level (govt.)	30,618	22,195	8,423	27.5
Higher Secondary Level (non-government)	1,12,389	82,208	30,181	26.9
University Education (Public)	15,236	11,010	4,226	27.7
University Education (Private)	15,663	10,684	4,971	31.8
Total :	4,52,514	3,19,270	1,33,236	29.4

Source: BANBEIS (Bangladesh Bureau of Educational Information and Statistics)

A brief picture of the enrolled students in 2022 in various educational institutions under the Division of Secondary and Higher Education, Ministry of Education is given below:

- At school level the number of girls students is 55,41,712 (55%) out of total 1,01,33,143 students enrolled;
- At college level the number of girls students is 24,29,228 (50%) out of total 48,32,170 students enrolled;
- In teachers training level the number of female students is 14763 (43%) out of total 33,998 students enrolled;
- In professional teaching level the number of female students is 1,07,539 (62.9%) out of total 1,74,888 students enrolled;
- Out of total 10,34,320 students studying in public and private universities, 3,88,662 (38%) are female students.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	42839	19874.9	46.4	33651.3	15738.6	46.8	39961.3	17877.2	44.7	28970.9	11367.1	39.2
Development	16905.7	7635.8	45.2	10064.6	4517.2	44.9	16600.5	6679.9	40.2	8443.6	4109.8	48.7
Operating	25933.3	12239.1	47.2	23586.7	11221.4	47.6	23360.8	11197.3	47.9	20527.3	7257.3	35.4

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Upgrading of Secondary Education	In improving the standard of secondary education the Secondary and Higher Education Division is to carry out the numerous researches, including baseline surveys, curriculum development, decentralization of educational administration, training of teachers, and to establish the building of model schools and colleges. Women are being given priority in all spheres of education.
Infrastructural development of Government and Non Government Educational Institutions	Construct the new buildings as necessary and also in less develop areas, repair and maintenance works of existing buildings has kept contribution in order to ensure quality Secondary and Higher Secondary education. In continuation of the previous financial year, the construction works have been completed for the required number of hostels in government colleges to provide accommodation facilities, toilets for female students, and ramps for students with special needs, which has ensured a woman-friendly working and learning environment.
Stipend to female students of Secondary and Higher Education	By providing stipends to secondary and higher secondary level female students, it will be possible to ensure gender equality, to increase the female education rate and to reduce the dropout rate.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Ratio of male-female student at secondary level	ratio	45:55	47:53	45:55
2.	Enrolment of female student at higher education	%	20.48	20.32	17.19

The total number of students at the secondary level in 2021 was 1,01,90,022 of which 55,71,372 were female and the male-female ratio was 45:55. The total number of students in 2022 was 1,01,33,143 out of which 55,41,712 were female students and the male-female ratio was 47:53. At the higher education level, the total number of students in 2021 was 38,79,939 of which 17,23,872 were female and the male-female ratio was 55:44. At the higher education level, the total number of students in 2022 was 38,79,939 of which 17,23,872 were female and the male-female ratio was 55:44. At the higher education level, the total number of students in 2022 was 38,12,414 of which 17,16,772 were female and the male-female ratio was 55:45.

7.0 Mentionable success stories of the Ministry/Division in women advancement

Out of a total of 1,01,33,143 students enrolled in schools in the academic year 2023, the number of girls is 55,41,712 (54.69%). The posts of secondary school teachers have been promoted to 2nd grade. The women teachers are enjoying the direct benefit. A total of 23,82,70,588 copies of textbooks, including 23,82,62,959 copies and 7,629 copies of Braille books have been distributed free of cost in the academic year 2023, with more than half of the female students receiving this benefit. 11,291.339 crore in stipends and other financial assistance to 4,75,42,127 selected students from FY 2009-10 to FY 2022-23, of which about 75% are female students. Stipends for girls have been introduced at graduation level. For this purpose, 8,32,98,38,860 scholarships have been provided to 1,55,29,799 graduate (pass) and equivalent level students from 2013 to 30 March 2023 through the Prime Minister's Education Assistance Trust Fund. 75% of them are female students. An international university called Asian University for Women has been established in Chattogram to encourage women in higher education, where girls from different countries are receiving higher education.

8.0 Challenges of women's development goals

- During recruitment it is not always available qualified female candidates in local areas;
- Despite the availability of education and training in the country and abroad, women lag far behind due to lack of equal opportunities in vocational education to men in terms of quality and numbers;
- Although the rate of child marriage in Bangladesh has been greatly reduced, it has not yet been completely eradicated; and
- Lack of adequate sanitation and drinking water, common room, housing facilities etc. for girls in various educational institutions especially: institutions where coeducation is available.

9.0 Recommendations/Way forward

- Taking necessary measures to increase the enrollment rate of female students to ensure gender equality;
- Increasing the participation of girls in higher education at existing rates;
- Encouraging more women to participate in vocational training;
- Updating regularly of ICT curriculum at all levels of education in order to develop demand-based skilled human resources and build a knowledge-based society with a focus on domestic, global market and fourth industrial revolution skills; and
- It is important to bring about gender equality at the higher level of education. Following National Women Development Policy formulated in 2011, in order to increase the proportion of female students at the university level it is need to introduce the quota raise for women in government universities, to introduce generous scholarships and other funding packages.

Technical and Madrasah Education Division

1.0 Introduction

To ensure sustainable economic development the role of human resource development is inevitable. To create efficient and skilled human resources with moral values through combination of technical and vocational, science and technology-based education and training are the main goals of the Technical and Madrasah Education Division. Different initiatives have been taken by the Government to implement various activities in order to development of the socio-economic condition henceforth to increase the employment opportunity for women as well as to give the proper platform of self-employment of women by taking the improvement program of the Technical and Vocational Education Training (TVET) system through the expansion of quality technical and vocational education. The participation of women is very much essential in the light of 4.2.2 of the National Skill Development Policy (NSDP-2022). Enrollment of women in technical education has increased significantly due to the careful efforts of the government. The technical education enrollment rate in 2010 was 1%; which has increased to 15.79% in 2022 while the rate of female students is 27.01%. Objectives and strategies have been well set in placed to modernize and develop madrasa education. Apart this, in order to improve the quality of technical and madrasa education, the Technical and Madrasa Division (TMED) is working on implementation of educational policy through working on research, training, formulation of policies and projects, implementation and monitoring and evaluation, administrative policy formulation and reform and practical application of ICT in education management.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

In fulfillment of the state commitment to provide education services as a fundamental right of the people in Articles 15 and 17 of the Constitution of the People's Republic of Bangladesh, the government is being conducted different activities on expanding technical and vocational education through the implementation of the National Education Policy-2010 and the National Skill Development Policy-2022. Also, as per the 'Technical Vocational Education and Training (TVET) Development Plan' formulated by the Department of Technical and Madrasa Education, various activities are undertaken to increase the enrollment and skills of women in technical education.

According to the Allocation of Business, activities are undertaken within the mandate of the Ministry related on women empowerment through skill developing of women. In this regard, continuing efforts to increase women's skills through training in various trades and technologies; Increasing women's self-employment opportunities, particularly through skill development; Continue to provide stipends to increase participation of women students in technical education; To further increase the participation of women in technical education, establishment of new women's polytechnic institutes, establishment of day-care centers in technical institutions, introduction of women-friendly trades and technologies, Priority is being given to activities like construction of student hostels in new and old institutions and setting up of separate common rooms and toilets for women teachers and students in all institutions. The 'National Skill Development Policy (NSDP-2022)' has been formulated as per the guidelines laid down in the Bangladesh perspective Plan 2021-2041. "Bangladesh Technical Education Board

Admission Policy-2022" has been formulated by relaxing the minimum qualification of female students for admission to diploma and higher secondary level education programs in public and private technical education institutions run by the Bangladesh Technical Education Board. Through this, the admission rate of female students has increased in 2023.

In the line of women development perspective of Education Policy-2010 has three directives: to create awareness and confidence among women in the field of technical education and to make women aware of the establishment of equal rights, non-discrimination in any field including the appointment of women teachers in technical institutions, and women with equal qualifications giving priority in recruitment especially in technical and madrasa education.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretary	119	96	23	19.3
Directorate of Technical Education	79	66	13	16.5
Non-government Educational Institutes	20,676	17,496	3,180	15.4
Technical Teachers Training Colleges	101	87	14	13.9
Polytechnic Institutes	5,186	4,951	235	4.5
Technical School and Colleges	2,473	2,063	410	16.6
Others Technical Institutes	124	101	23	18.5
Directorate of Madrasa Education	30	20	10	33.3
Government Madrasas	125	84	41	32.8
Bangladesh Madrasa Teachers Training Institutes	29	26	3	10.3
Non-government Madrasa Education Institutes	1,65,056	1,43,199	21,857	13.2
National Academy for Computer Training and Research	85	81	4	4.7
Total :	1,94,083	1,68,270	25,813	13.3

Source: BANBEIS

3.2 Data of females and males in technical and vocational education and madrasa education

Programme	Total	Male	Female	Female Percentage
Technical and Vocational Education (Government)	10,683	8,930	1,753	16.4
Technical and Vocational Education (Non-government)	44,621	35,028	9,593	21.5
Madrasa Education (Government)	81	71	10	12.4
Madrasa Education (Non-government)	1,18,927	95,930	22,997	19.3
Total :	1,74,312	1,39,959	34,353	19.7

There are 1,753 women teachers working in various government institutions under technical and madrasa education department where the percentage of women teachers is 16.4%. Also, the rate of female teachers in private technical educational institutions is 21.5%. Besides this, the ratio of female teachers in public and private madrasa educational institutions is 12.4% and 19.3% respectively.

3.3 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
Technical and Vocational Education(School)	3,47,308	2,34,288	1,13,020	32.5
Technical and Vocational Education (College) (i/c Diploma)	8,81,895	6,61,506	2,20,389	25.0
Madrassa	27,62,277	12,84,307	14,77,970	53.5
Technical and Vocational Education (Enrolled)	12,29,203	8,95,794	3,33,409	27.1
Teachers Training(TTTC and VTTI)	2,874	2,629	245	8.5
Total :	52,23,557	30,78,524	21,45,033	41.1

Source: BANBEIS

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent			
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	10602	4279	40.4	9151.6	3717.7	40.6	9727.8	2902.9	29.8	7997.1	2467.7	30.9
Development	2822.8	293	10.4	2086	162.8	7.8	2557	493.7	19.3	2068.7	58.2	2.8
Operating	7779.2	3986	51.2	7065.6	3554.9	50.3	7170.8	2409.2	33.6	5928.4	2409.5	40.6

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Infrastructural development	Infrastructural development activities are continuing in order to improve the quality of technical education and to increase the institutional capacity. For example, capacity building of 64 Technical Schools and Colleges (TSCs) is going on; establishing 1 TSC in 100 upazilas is in the final stage. Apart this, establishing 4 women polytechnic institutes works are in progress in Sylhet, Barisal, Rangpur and Mymensingh divisions. 4 engineering colleges in Chattogram, Rajshahi, Khulna and Rangpur divisions are in progress and in 23 districts The works of establishing of polytechnic institutes are in progress. In these institutions, women are getting opportunity to acquire technical educational and thus the women are contributing to national development.
Increase in Enrollment	There are a total of 10,856 public and private technical education institutions approved by the Bangladesh Technical Education Board. Among them there are 205 government institutions under the Directorate of Technical Education. The enrollment rate of female students in these institutions are increasing gradually.
Teachers training and skill development activities	To improve the skills of the teachers and employees of the institutions under the Directorate of Technical Education regular training programs are ongoing. Subject-Specific Training have been provided 4,153 nos in FY 2021-22 and 1,028 nos in FY 2022-23 of teachers and staff. 6,51,000 youth and young women have been trained for skill development through the ongoing project titled ASSET.

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Establishing linkages with industries and factories	In all government technical institutes of the country including Dhaka/Rajshahi/Khulna and Chattogram Women's Polytechnic Institutes under Directorate of Technical Education Job fairs are organized regularly. Female students are getting employment opportunities in domestic and foreign institutions through job fairs.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2020-21	2021-22
1.	Ratio of Male and female students at Secondary level (9 th -10 th grade)	Ratio	67:33	67.5:32.5
2.	Ratio of Male and female students at Higher Secondary level (11 th -12 th grade)	Ratio	71:29	71:29
3.	Ratio of Male and female students at Technical Education level	Ratio	73:27	73:27
4.	Ratio of Male and female students at Dakhil level (6 th - 10 th grade)	Ratio	42:58	43.4:56.6
5.	Ratio of Male and female students at Alim level (11 th - 12 th grade)	Ratio	50:50	50:50
6.	Ratio of Male and female students at Madrasah Education	Ratio	45:55	45.7:54.3

7.0 Mentionable success stories of the Ministry/Division in women advancement

The quota for admission of female students in existing polytechnics has been increased from 10% to 20%. Apart from this, policies are being approved and implemented for increasing the admission opportunities of female students in diploma and higher secondary level. This has already increased the enrollment rate of female students in technical education by 15.79%, of which approximately 27.01% are female students. To attract female students in technical education through stipend program, stipend is being distributed in G2P Payment System and free textbooks are also given to 100% female technical students of all technical institutions recognized by Bangladesh Technical Education Board. A total of 6,41,300 technical students of 3755 technical educational institutes have been given stipends of Tk 167.96 crore in the financial year 2021-22. Also an initiative has been taken to distribute 345.55 crore takas to a total of 12,33,482 students in the financial year 2022-23.

8.0 Challenges of women's development goals

- Prevailing backward and conservative mentality in the society;
- Inadequate financial investment compared to needs;
- Prevailing social and conservative mentality and existing socio-economic system;
- Gender discriminatory mentality and lack of uniform mentality in institutional and social life; and
- Slow expansion of access to quality technical and madrasa education.

9.0 Recommendations/Way forward

- Take efforts to increase the participation of women to 50% in technical educational institutions;
- For formulating modern curriculum in madrasah education and introducing technology based quality participatory madrasah education taking initiatives to modernize independent nature of Directorate of Madrasah Education and Bangladesh Madrasah Education Board;
- Arranging a gender friendly environment for female students;
- Recruiting women trainers where possible; and
- Introducing women friendly trades and technologies is very important. Since girl students are not interested in traditional technical trades, so new medium- and long-term courses like food processing, tailoring, and beauty technician and in some special cases agro farming are opened.

Health Services Division

1.0 Introduction

A healthy population is the key to economic prosperity of a country. There is no alternative to a strong and effective health sector for poverty alleviation and ensuring the rights of the underprivileged. Only healthy persons can actively participate in various economic activities of the state. In an effort to create a healthy, strong and efficient workforce, the Health Services Division is ensuring quality health care for all men and women through the development of health, nutrition and population sectors. Health Services Division is formulating plans and strategies for improvement of health, nutrition and population sectors inclusive of men and women and implementing them through its attached departments. Apart from ensuring similar and equal services for both men and women, the Health Services Division is giving special importance to the comfortable participation of women in the medical field as doctors, nurses and even in the role of surgery. As the number of female service providers increases, more opportunities are created to serve the women folk of the country.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Article 15 (a) and 18 (a) of the Constitution of Bangladesh provide ensuring minimum health care for all. In light of this, the Ministry of Health and Family Welfare has formulated the National Health Policy, 2011 through which primary and emergency healthcare is being ensured equally for all. Beside this, other policies formulated by the Ministry are National Population Policy-2012, Healthcare Financing Strategy 2012-2032, Gender Equity Strategy-2014, National Nutrition Policy-2015, National Drug Policy-2016, Bangladesh National Strategy for Maternal Health 2015-30, National Strategy for Adolescent Health-2017.

Through the National Health Policy-2011, gender equality in health care and especially women's rights in mental health care have been ensured.

The National Population Policy-2012 has set the following goals for the advancement of women:

- 1) Improve maternal and child health by reducing infant and maternal mortality and ensuring safe motherhood;
- 2) Ensure gender equality and women's empowerment and strengthen measures taken to prevent gender discrimination in family planning programs;
- 3) Formulate gender sensitive strategies in all public and non-government programs;
- 4) Prevent all forms of violence against women and at the same time prevent trafficking of women and children and their sexual harassment; and
- 5) Taking initiatives to formulate necessary programs to increase the awareness of women and men about family planning and reproductive health.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name/Designation	Total	Male	Female	Female Percentage
Civil Surgeon	57	54	3	5.3
Deputy Civil Surgeon	21	20	1	4.8
Upazila Health and Family Planning Officer (UHFPO)	467	437	30	6.4
Resident Medical Officer (RMO)	165	153	12	7.3

Office name/Designation	Total	Male	Female	Female Percentage
Dental Surgeon	336	204	132	39.3
Medical Officer (MO)	17	14	3	17.7
Nurse	1,545	28	1,517	98.2
Total :	2,608	910	1,698	65.1

3.2 Statistics of beneficiaries

The number of students admitted in government and private medical colleges in the current fiscal year is 10,586. Among them, 6,236 are women, i.e., 55 percent of the total admitted students are women. Out of a total of 40,860 seats in public and private colleges and institutes in Masters, BSC and Diploma courses in Nursing, 36,774 seats are reserved for women which is 90 percent of the total seats.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent			
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	29429.6	8282.9	28.1	23041.7	5553.8	24.1	29281.7	8487.3	29.0	20502.1	5982.9	29.2
Development	12209.1	5943.1	48.7	9781	3614.5	37.0	15851.5	6255.2	39.5	10057.7	5817.9	57.8
Operating	17220.5	2339.8	13.6	13260.7	1939.3	14.6	13430.2	2232.1	16.6	10444.4	165	1.6

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Providing services through community clinics	Empowerment of women has been increased with the implementation of community groups, community support groups centered on community clinics.
Ensuring healthcare opportunities for common and complex diseases by expanding the infrastructure of district and upazila level hospitals and providing necessary manpower.	In addition to the general public, women also have increased access to medical care for common and complex diseases.
Expanding the activities of specialized hospitals to ensure state-of-the-art health care for complex and critical diseases of the population through general and referral systems.	In addition to the general public, women also have increased access to advanced and specialized medical services. Women are, thus, protected from physical, mental and financial harm.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Infant Mortality Rate (under five)	Per thousand live births	28	28	28
2.	Maternal Mortality Rate	Per thousand live births	1.65	1.63	1.67
3.	Delivery rate by Skilled Birth Attendant	Per hundred	59	59	50
4.	Total Fertility Rate (TFR)	Per person	2.04	2.04	2.02
5.	Child Malnutrition (under five)	Per hundred	28.0	28	28
6.	Expansion of the coverage of the Expanded Programme of Immunization (EPI)	Percentage (%)	83.9	83.9	99.8

7.0 Mentionable success stories of the Ministry/Division in women advancement

The government is establishing community clinic for every 6,000 people to facilitate access to primary health care. So far 14,878 community clinics have been set up where 80 percent of the beneficiaries are women and children. Normal delivery services are being provided from 1,126 clinics and the rate is constantly increasing. Considering the importance of nursing profession, the grade of nurses has been upgraded by one step to 2nd class. "Women Friendly Hospital Program" has been launched in 32 government hospitals where women are being provided fast quality services.

A Health Care Protocol has been prepared following a judgment of the High Court Division of the Hon'ble Supreme Court which is known as "Health Sector Response to Gender Based Violence-Protocol" This protocol has been piloted in 13 upazilas of Moulvibazar and Jamalpur districts. Through this protocol, the context of 'Encouragement' to 'Enforcement' has been created regarding services related to Gender Based Violence. This will bring about a positive change in the prevention of violence against women in the health sector as well as a timely change in the medico-legal examination.

8.0 Challenges of women's development goals

- Reducing maternal mortality is a major challenge that requires significant consideration;
- Inadequacy of 24-hour service centers, increasing number of C-Sections (caesarian-section) in private centers, uncertainty of quality services for large population and lack of effective referrals;
- Adolescent fertility is a major concern. This is a serious risk in reducing maternal mortality. In addition, it poses a threat to reproductive health, which also increases the risk of death;
- Inadequate health sector capacity to address gender-based violence, which is a barrier to improving HNP services; and
- Despite women's participation in community groups and community support groups, women's involvement at the policy-making level of government is low.

9.0 Recommendations/Way forward

- Reducing unnecessary financial expenditure by increasing the budgetary allocation to the health, population and nutrition sectors;
- Strengthening safe healthcare for women and the underprivileged;
- Ensuring sexual and reproductive health rights, including adolescent health care, as well as increasing the adoption of family planning methods including long-term permanent methods;
- Regularizing and expanding the use of gender-based data collection and analysis to facilitate policy makers;
- Creating workplace and work environment free of sexual harassment for women; and
- Introducing reward/incentive systems for ensuring and sustaining quality health services in remote areas.

Medical Education and Family Welfare Division

1.0 Introduction

The objective of medical education is to develop skilled manpower in the health sector, which will ensure safe and improved healthcare. Medical education centers and institutes are the repositories of healthcare workers. Health education institutions are playing a role in providing high quality and latest modern treatment to patients, producing highly skilled doctors and other health related professionals and researchers by combining the three goals of health education, health care and medical research. Women are getting equal priority in this medical education along with men. The participation of women is increasing in the medical field as doctors, nurses and even as medical surgeons, which is eventually creating more opportunities to provide services to women.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Article 15(a) of the Constitution of the People's Republic of Bangladesh promulgates health care services as a fundamental right. Article 18(1) stipulates that improving the level public health shall be one of the primary duties of the State. Skilled health workers, doctors, nurses are necessary to ensure citizens health services. In Allocation of Business, among the activities planned for Health Education and Family Welfare Department, activities related to women development are providing health, nutrition and family planning services and expanding the scope of services expected by the people, population control, medical education, nursing education, national population and health research and training activities, construction of health and family welfare facilities; construction, maintenance and expansion of service institutes and colleges; implementation of child and maternal health services and nutrition development programmes. Most of the beneficiaries of these programs are women.

In Perspective Plan-2041, importance has been given to achieve sustainable development in health, nutrition and reproductive health, especially in the development of health care for women, children and the elderly. The 8th Five Year Plan adopted to implement the objectives of Perspective Plan 2041 has directed two goals related to the development of women. One is modern reproductive health and family planning services and the other is empowerment of women in reproductive health decision-making.

In the National Health Policy-2011, emphasis has been given to reducing maternal mortality, strengthening reproduction and health care, ensuring safe delivery services at the village level, making family planning programs acceptable and accessible, introducing up-to-date education systems for health care assistants, etc. The Medical Education and Family Welfare Division is therefore playing a role in producing quality doctors, nurses and health workers to improve the quality of healthcare for women as well as for men.

Among the goals of Bangladesh's National Women's Development Policy-2011, the goals related to the Medical Education and Family Welfare Division are to ensure access to nutritional services for women; Conduct research to prevent deadly diseases like AIDS and improve reproductive health and ensure women's participation in family planning choices.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Medical Education and Family Welfare Division	158	137	21	13.3
Dept. of Family Planning (Head Office and field level manpower)	40,209	11,365	28,844	71.7
Dept. of Medical Education (Head office and Medical Colleges, MATS & IHT)	9,701	6,788	2,913	30.0
National Institute of Population Research and Training (NIPORT)	420	288	132	31.4
Dept. of Nursing and Midwifery	2,359	1,319	1,040	44.1
Total :	52,847	19,897	32,950	62.4

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
Students admitted in government and private medical colleges	10,586	4,350	6,236	55.0
Number of students in Masters, BSc and Diploma courses in Nursing	40,860	4,086	36,774	90.0
Total :	51,446	8,436	43,010	83.6

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	8620.9	5462.8	63.4	6697.1	4126.3	61.6	7582.2	4801.1	63.3	4526.1	1945.3	43.0
Development	3254	2989.8	91.9	2392.8	2013.7	84.2	2813.8	2609.5	92.7	1406.8	1345.5	95.6
Operating	5366.9	2473	46.1	4304.3	2112.6	49.1	4768.4	2191.6	46.0	3119.3	599.8	19.2

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Provide Health, Nutrition and Family planning services to rural poor through community clinics and Union Health and Family Welfare Centers	To ensure participation of the community in general health care services and nutrition and family planning activities at the grass-roots level, 13,500 community clinics and 39,500 Union Health & Family Welfare Centers have been launched so far. This has therefore been given the highest priority to achieve the health, nutrition and population of rural and poor community.
Conducting Population Control, Maternal & Reproductive Health development activities	Expansion of family planning services at the doorstep by family planning field workers, reproductive health services are playing vital role for mother and child care services. Special reproductive health care services are playing vital role for reducing women and adolescent mother motility rate. Services and awareness building programs aware the women specially the poor women about the maternity and children rearing. Healthy women and adolescent girls are getting more education and being engaged in economic activities.

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Hospital-based maternal care, reproductive health care & child health care services	Further expansion of infrastructure and appointment of required personnel in Mother and child welfare centers as well as Maternal and child health related hospitals has been made and by doing so opportunities to access general and complex medical care services is being ensured for women and children.
Medical Education, training and Research programs	A well-trained female health workforce has been developed through education and special post graduate training of doctors, nurses, paramedics and other relevant personnel.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Infant Mortality Rate (under five)	Per thousand live births	28	28	28 (SVRS 2020)
2.	Maternal Mortality Rate	Per thousand live births	1.65	1.63	1.63 (SVRS 2020)
3.	Delivery rate by Skilled Birth Attendant	Per hundred	59	59	53.00 (BDHS 2017)
4.	Total Fertility Rate (TFR)	Per person	2.04	2.04	2.04
5.	Child Malnutrition (under five)	Per hundred	28	28	28 (BDHS 2017)
6.	Expansion of the coverage of the Expanded Programme of Immunization (EPI)	Percentage (%)	83.9	83.9	93

Each of the Key Performance Indicators (KPI) is related to women's development. Among these, two variables 'Maternal Mortality Rate' and 'Delivery rate by Skilled Birth Attendant' are directly and exclusively related to women's development.

7.0 Mentionable success stories of the Ministry/Division in women advancement

Maternal mortality rate has been decreased to 1.62 per thousand live births in FY 2020-21 from 1.94 in 2014. Under institutional delivery services a total of 5,26,106 natural deliveries and 18,131 cesarean operations were performed. In 2009, the number of government medical colleges was 17 which has been increased to 37 at present. The number of private medical colleges has been increased to 72 at present which was 40 in number in 2009. There are 01 government dental college and 12 private dental colleges. At present The number of Government Institutes of Health Technology (IHT) increased by 7 to 23, Government Medical Assistant Training Schools (MATs) increased by 5 to 16. Fifty-five percent of the students studying in these institutes and schools are women. Due to the shortage of nurses, the number of seats for admission to nursing courses has been increased by 10% in 2019. This has created an opportunity for more women to participate in nursing courses as well as nursing services.

8.0 Challenges of women's development goals

- There is huge shortage of doctors, nurses and technicians compared to international standard;
- Inability of poor, marginalized and vulnerable population specially of the women to reach to service providers fail; and
- Religious taboo, lack of sensitive behavior of health workers to the patients create obstacle for women to receive healthcare.

9.0 Recommendations/Way forward

- To extend the scope of prenatal, antenatal, emergency obstetric care and postnatal care through midwifery and Community Skilled Birth Attendants (CSBA) services;
- To strengthen the motivational activities to make the short and long-term family planning methods popular among the couples able to adopt these methods;
- To increase awareness among adolescent and youth male and female population about reproductive health;
- Conducting necessary training and motivational programs aimed at sensitive behavior of medical personnel towards women patients; and
- To recruit skilled manpower in community clinics and to provide training to the existing manpower to improve their skill.

Ministry of Food

1.0 Introduction

Half of the total population of the country is the female population and many of them are poor and low-income earners. Keeping this population in mind, the Ministry of Food is conducting the distribution of food grains (rice and flour) in OMS and targeted programs and distribution of food grains at favorable prices in food-friendly programs to ensure food security for all the people of the country including women. Apart from this, various programs have been taken to build a modern food storage facility with the cooperation of various development partner organizations including the supply of nutritionally rich rice, and public awareness activities to improve the nutritional situation. As a result, poor women and children are being benefited.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

According to the Allocation of Business, one of the major tasks of the Ministry of Food is to formulate and implement the overall food management and policy strategy of the country, taking into account the adverse effects of possible environment and climate change, ensuring the import-export of food grains and the collection, storage, distribution and movement of food grains (rice and wheat). Apart from this, the Ministry of Food is responsible for determining government purchase and sale prices of food grains, facilitating availability, testing and maintaining food quality, food planning, implementation of all activities under the Safe Food Act-2013 and making agreements and communicating with various regional and international organizations on food management.

Strategy 4.3 of National Food and Nutrition Security Policy-2020 adopts strategy to ensure access to food and nutrition for all people, especially women at various stages of the life cycle (e.g. elderly, chronically ill, and disabled) through social protection and safety nets across the life cycle.

Bangladesh Food Safety Authority has one (01) Act, three (03) Rules and eleven (11) Regulations, through which efforts are made to ensure food safety.

Article 30 of the second section of the National Women's Development Policy-2011 aims at strengthening the government food distribution system, focusing on the needs of women in distress, ensuring women's participation in the process of achieving food security, and evaluating and recognizing women's contribution in ensuring food security.

According to the 2.1 Target of SDG, by 2030, it is said to take necessary measures to end hunger by ensuring access to safe, nutritious and adequate food throughout the year with special priority for all people, especially backward communities and children. Article 2.2 of the SDGs mandates ending all forms of malnutrition by 2030, including meeting the nutritional needs of adolescents, pregnant and lactating women, and older population.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Ministry of Food	138	105	33	23.9
Directorate of Food	7,255	6,014	1,241	17.1
Bangladesh Food Safety Authority	303	247	56	18.5
Total :	7,696	6,366	1,330	17.3

3.2 Statistics of beneficiaries

Programme	Total (in lakh)	Male (in lakh)	Female (in lakh)	Female Percentage
OMS (16.03.2023) until the date	213.5	102.0	111.5	52.2
FFP (13.03.2023) until the date	43.2	28.2	15.0	34.7
Total :	256.8	130.2	126.5	49.3

- In order to stabilize the market price of food grains, the government collects food grains directly from the farmers at incentive prices during the production season, on the other hand, when the market price of food grains is on the rise, it tries to stabilize the market price by distributing food grains through various targeted programs. Food grains are sold at low cost to poor communities through OMS. And a large part of this poor population is women. As a result, through the OMS program, the Ministry of Food is ensuring the availability of food to low-income women. It is a women friendly activity.
- Under food friendly program, 7.5 million MT of rice has been distributed in the financial year 2021-22 and 5.19 million MT of rice has been distributed in the financial year 2022-23 till 13.03.2023. Most of the beneficiaries of this program are women.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	6518.4	527.7	8.1	6926.6	790.1	11.4	6212.7	493.4	7.9	7746.6	361.6	4.7
Development	932.1	185.5	19.9	987	239.5	24.3	1336.5	294.9	22.1	613.3	219.1	35.7
Operating	5586.3	342.2	6.1	5939.6	550.6	9.3	4876.2	198.5	4.1	7133.3	142.5	2.0

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
OMS program to ensure access to food for the poor especially women and children	Open Market Sale of Food grains (OMS) is a women friendly program of the Ministry of Food. Destitute women get access to direct purchase of food grains at low cost. This increases their involvement in food security and income-generating activities.
Food friendly program to ensure access to food for the poor especially women and children	In the distribution of rice through this programme, priority is given to village widows/husband persecuted/indigent elderly women headed households and poor households with children or disabled persons. Half of the country's population, i.e. women are directly benefited if food grain prices are kept stable.

6.0 Mentionable success stories of the Ministry/Division in women advancement

Under food friendly program, 7.5 lakh MT of rice has been distributed in the FY 2021-22 and 5.19 million MT of rice has been distributed in the financial year 2022-23 till 13.03.2023. Poor women are given priority in distribution of rice through food friendly programme. Food grains are sold at low cost to the poor population through OMS or Open Market Sale Programme. And a large part of this poor population is women. As a result, through the OMS program, the

Ministry of Food is ensuring the availability of food to low-income women. 5 lakh family silos have been distributed in 63 upazilas of 19 disaster-prone districts of the country under the modern food storage project under implementation by the Food Directorate. About 27% women are included as beneficiaries of the program. Besides, there is a target of involving 25% women in the implementation of the projects of the ministry.

7.0 Challenges of women's development goals

- Women officers/employees and children face various hardships due to lack of adequate daycare facilities for children of women officers/employees; and
- As women are relatively weaker than men, participation of women in the Open Market Sale (OMS) of Food grains program of the Ministry of Food is difficult at times.

8.0 Recommendations/Way forward

- Strengthening government food distribution system targeting the needs and wants of distressed women;
- Ensuring women's participation in planning, monitoring and delivery in the process of achieving food security;
- Making social security programs more women-friendly and introducing new mechanisms for protection;
- Involve local women representatives in identifying vulnerable women and distributing food;
- Further expansion and women-targeting of OMS and food-friendly program activities;
- Establishing day-care centers in offices/organizations/field level offices under the Ministry of Food; and
- To undertake nutritious food programs for disadvantaged women in poverty-stricken areas with the aim of socio-economic development of women.

Ministry of Women and Children Affairs

1.0 Introduction

Bangladesh has achieved remarkable progress in women's development especially in women's education and women's political empowerment. In line with this, the Ministry of Women and Children Affairs is working tirelessly to establish the rights of women and children and to get them involved with mainstreaming the overall developments through empowerment of women. With an aim of implementing the Vision 2041, the Ministry of Women and Children Affairs is undertaking various programs to alleviate poverty, expand the opportunities of education and facilitate women entrepreneurs. The steps taken by the Bangladesh government to prevent discrimination against women and establish the dignity of women have been appreciated both at national and international levels. As a result of adopting and implementing gender responsive policies and strategies, according to the World Economic Forum's Gender Gap Report, Bangladesh's position was 91st among 115 countries in the world in 2006 and in 2022, it has got up to 71st among 156 countries. In South Asian nations, this has been the top position. The same report ranks Bangladesh ninth in the world on ground of women's political empowerment.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Articles 27, 28, 29 and 65(3) of the Constitution of the People's Republic of Bangladesh reflect the state's commitment to ensuring women's rights. Article 28(4) specifically mentions of making special provisions for the advancement of women as they are the backward section of the society.

According to the Allocation of Business, the Ministry of Women and Children Affairs is responsible for the overall development of women including formulation and implementation of policies related to women and children, women's empowerment, prevention of violence against women, women's safety at the workplace, and overall socio-economic development of women. This ministry is responsible for coordinating and monitoring the issues of women and children development with other related Ministries/Divisions through the Women in Development (WID) focal points and children related focal points.

The Perspective Plan (2021-41) has a strong commitment to act for the backward communities, most disadvantaged, marginalized and deprived sections of the population.

The 8th Five Year Plan emphasizes the adoption of strategies and activities to build a country where women and men enjoy equal opportunities and rights. The aim of this plan is to eliminate discrimination of sorts against women taking developmental and institutional measures and to ensure the progress of women as self-reliant citizens.

The Domestic Violence (Prevention and Protection) Act-2010 has been enacted with the aim of establishing equal rights in all spheres of state and public life and eliminating all forms of discrimination, and rules have also been framed under this act. National Women Development Policy 2011, National Child Policy 2011 and Integrated Policy on Early Child Care and Development 2013 have been formulated for holistic development of women and children. Besides, Deoxyribonucleic Acid (DNA) Act-2014 and Prevention of Child Marriage Act-2017 and Rules-2018 have been formulated.

Implementation of the National Women's Development Policy and National Action Plan to prevent violence against women and children has been formulated. Under this action plan, the government is working to develop women as educated and skilled human resources, support active participation of women in the implementation of national development activities and ensure political, social, administrative, and economic empowerment of women.

Child development policies and laws have specifically mentioned the issue of the development of girl child. National Women Development Policy 2011 gives clear instructions on prevention of child marriage, elimination of discrimination against disabled girls, safe and quality recreation and sports for girls, taking measures to prevent physical and mental torture of women, elimination of all forms of violence against women including dowry, eve-teasing, acid throwing etc. Besides that protection of girl child has been given special importance in National Child Policy 2011. It outlines the provisions to give counseling services for mental health development of adolescent girls, ensuring separate toilet facilities for girls and adolescents in educational institutions and workplaces, ensuring safety of girl children in emergency situations of disaster.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	77	49	28	36.4
Department of Women Affairs	2,399	1,012	1,387	57.8
DNA Laboratory Department	4	4	-	-
Jatio Mohila Sangstha	515	332	183	35.5
Joyeeta Foundation	41	19	22	53.7
Total :	3,036	1,416	1,620	53.4

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
Mother and Child Benefit Program	13,04,000	-	13,04,000	100.0
Vulnerable Women Benefit (VWB)	10,40,000	-	10,40,000	100.0
Total :	23,44,000	-	23,44,000	100.0

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	4755	3242.7	68.2	4402.6	3037.3	69.0	4290.5	2984.8	69.6	3892.2	2620.4	67.3
Development	976.3	417.2	42.7	794.5	342.6	43.1	783.4	334.1	42.6	770.9	272.2	35.3
Operating	3778.7	2825.5	74.8	3608.1	2694.7	74.7	3507.1	2650.7	75.6	3121.3	2348.2	75.2

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Food Assistance Program for Vulnerable Women (VWB)	Through the VWB program, the socio-economic conditions of the poverty-stricken and vulnerable rural women of the country are being improved. As a result, their food insecurity, nutritional deficiency and economic insecurity are removed, and social status of women has been established.

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Mother and Child Benefit Program	This program fulfills the nutritional needs of pregnant mothers and newborn babies. Therefore, Mother and Child Benefit Program is playing an overarching role in the overall development of women and children.
Child Development Centre and Adolescent Empowerment Programme	Child's overall development and child rights are being ensured through this program. Apart from this, adolescent girls clubs are playing an important role in developing them as good citizens.
Providing technical, vocational, income generating and productive training to women	Providing technical, vocational, income-generating and productive training to women increases their participation in economic activities, which has a direct impact on women's advancement.
Prevention of violence against women and provision of legal assistance	In order to prevent violence against women and provide services to the women victims of violence (such as legal assistance, counselling, safe shelter, social rehabilitation and raising public awareness against all forms of violence) are being undertaken.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Beneficiary coverage under the social security programmes				
a.	% of VWB coverage (87,71,000 Person)	%	67.3	78.7	78.7
b.	% of Mother and Child Benefit Programme coverage (85,00,767 people)	%	30.4	33.1	35.2
2.	Coverage of training for women representative leaders by Civic Organizations (31,886 People)	%	13.5	13.5	13.5

7.0 Mentionable success stories of the Ministry/Division in women advancement

Under the Vulnerable Women Benefit (VWB) program of the Ministry of Women and Children Affairs, a total of 10 lakh 40 thousand women, living below the poverty line, are being provided food assistance and training. Besides, 12 lakh 54 thousand mothers are receiving allowances under Mother and Child Benefit Programme for meeting their and the newborns nutritional needs. A total of 1 crore 88 lakh women are being given various trainings for self-employment. A number of 1 lakh 60 thousand women have received micro credits to find their vocations for self-reliance. A total of 5 thousand 222 women have been provided safe accommodation in Karmajivi Mahila Hostel. Around 1 lakh 67 thousand victims including women and children have received treatment, legal aid and counseling services.

8.0 Challenges of women's development goals

- As the field offices do not have their own buildings, they run their offices in rented houses, official activities are hampered;
- Field offices are in scarcity of required staffs to supervise the social security programmes conducted under the Ministry;;
- Lack of funds needed to increase the number of beneficiaries of the Ministry's social security programmes; and
- Obstacles to implement women developmental programmes due to religious prejudices, misinterpretation of religious guidelines, conservative attitude of male dominated society, lack of awareness of women's rights etc.

9.0 Recommendations/Way forward

- Building a society free from all sorts violence against women and children by 2030 through proper implementation of the National Action Plan (2018-30);
- Expanding the coverage of VWB programme and Mother and Child Benefit programme;
- Building the National Center on Gender Based Violence as a Center of Excellence for overall coordination, monitoring and supervision to prevent violence against women and children, empowerment of women and child protection;
- Implementing a referral system in government hospitals at the district and upazila level to provide integrated services to women and children victims;
- Build a national database to prevent violence against women and children; and
- Set up a database for One-Stop Crisis Center and One-Stop Crisis Cell.

Ministry of Agriculture

1.0 Introduction

Agriculture plays an undeniable role in achieving the overall growth of the national economy. As about 40.62% of the total labor force is engaged in agriculture and agricultural work, socio-economic development of the country is not possible without the development of this sector. The main objective of the Ministry of Agriculture is to build a self-sufficient and sustainable modern agricultural system by increasing agriculture productivity and modernizing agriculture marketing system through acquisition, innovation and transfer of appropriate technology with the aim of eradicating poverty and ensuring food security in the light of the Eighth Five Year Plan, Sustainable Development Goals (SDG) and National Agricultural Policy. Women are contributing with men to building sustainable agricultural systems simultaneously. In the process of increasing the production of food grains, about 50% of the adult women of the country's farmer families are directly and indirectly involved in agriculture. The Ministry's policy documents emphasize women's empowerment, ensuring family food and nutrition, providing necessary support for women's skill development and encouraging women's participation in agri-business activities. As a result, economic empowerment of women is ensured.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

According to the Allocation of Business agricultural extension, training and creating awareness of food-based nutrition, seed production, quality control, certification, storage and distribution, assistance and rehabilitation in agriculture, collection, distribution, innovation and management of agricultural inputs and machineries etc. are the mandates of the Ministry of Agriculture.

The National Agricultural Policy-2018 encourages participation of women in agricultural education, research extension and training and calls for efforts to ensure women's equal rights in access of agricultural inputs. Encouraging participation of rural poor women especially in agro-processing and agri-business so that they can improve their economic condition. Besides, the policy states that the government should take steps to facilitate women's participation in the agricultural production system by establishing women's right to access agricultural technology and to encourage women's participation in various types of agricultural extension activities such as training, farmer gatherings and workshops. The policy states that the government will provide credit aid to women farmers along with other farmers in different agriculture activities like gardening in homestead, post-harvest activities, production and preservation of seeds, nursery, bee keeping, food processing, etc. The policy echoes that the government will provide micro-credit facilities to women in small scale agricultural processing, storage and preservation and efforts will be made to eradicate the wage difference between men and women.

In 8th Five Year Plan, it is stated that the capacity building of women for small scale business, integrated activities and greater participation of women in market linkage, supporting strategies for value addition in household agriculture, greater employment of women in agriculture sector and increase their participation in the innovation of technology and protection of women and children from health hazards during agricultural operation.

Ensuring safe, nutritious and adequate food throughout the year for all people, especially the poor and those who are at the risk of hunger, in order to achieve the Sustainable Development Goals, eliminate all forms of malnutrition by 2030 by addressing nutritional needs of adolescent girls, pregnant and lactating mothers by 2025, double the agricultural production and income of small-scale food producers, especially women, indigenous people, livestock and fish farmers by 2030, and creating non-agricultural employment opportunities have been targeted.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	218	167	51	23.4
Department of Agricultural Extension	18,871	16,181	2,690	14.3
Seed Certification Agency	303	237	66	21.8
Cotton Development Board	530	474	56	10.6
Agricultural Information Service	223	189	34	15.2
Department of Agricultural Marketing	514	437	77	15.0
Soil Resource Development Institute	599	484	115	19.2
National Agricultural Training Academy	127	94	33	26.0
Autonomous institutions	8,087	7,018	1,069	13.2
Total :	29,472	25,301	4,191	14.2

3.2 Statistics of beneficiaries

- Department of Agriculture Extension has trained 23,44,711 farmers on modern technologies, among them 5,05,865 women (21.6%);
- 2,25,995 farmers have been trained in post-harvest loss reduction, value chain, supply chain development, entrepreneurship development etc. under various projects implemented by the Department of Agricultural Marketing, of which 67,799 (30%) are women; and
- 66,517 entrepreneurs have been created so far through various projects/programmes, out of which 28,148 are women (42.8%).

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	25122.5	12265.2	48.8	33809.5	17460.6	51.6	24224.1	11822	48.8	21326	9913.1	46.5
Development	4348	773.3	17.8	4100.4	598.9	14.6	4338.8	657.5	15.2	3119.1	259.8	8.3
Operating	20774.5	11491.9	55.3	29709.1	16861.7	56.8	19885.3	11164.5	56.1	18206.9	9653.3	53.0

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Production of quality seeds and determination of correct quality of seeds	Quality seeds are essential for higher crop production. About 30% women workers have been involved in seed production and family nutrition garden activities to ensure quality seed production and supply as per farmers' demand.
Extension activities for improved crop production technology among farmers (training, exhibition, field days, rallies, fairs and mass media).	50% women have been involving in developing varieties and technologies reaching the farmer level, providing training on food quality and nutrition and in exhibitions-fairs-rallies seminars-workshops. As a result, employment opportunities for women have been created and access to nutritious food for women and children is expanding.

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Optimum use of surface water	Women workers are being included in the expansion of arable land through the expansion of minor-irrigation using surface water for elimination of waterlogging

6.0 Mentionable success stories of the Ministry/Division in women advancement

Increasing participation of adult women directly and indirectly in the process of increasing the production of food crops is creating employment opportunities for women. 38,085 women in about 64 districts of the country have been involved in mushroom-based income-generating activities through the Mushroom Development Institute and 16 sub-centers. 60 growers markets and 15 wholesale markets constructed under the “Northwest Crop Diversification” Project have specially reserved as women's corner. Apart from this, under various projects implemented by the department, training has been provided to about 3,000 women in groups along with men in agricultural product marketing. As a result of all these activities, the participation of women in the labor market is increasing. This increases their social status and establishes their right to receive government resources and services.

7.0 Challenges of women’s development goals

- Lack of access in agricultural inputs, training and low interest agricultural credit facilities for women who are involved in agriculture;
- Problems in marketing of agricultural products due to lack of practical knowledge about market system;
- Lack of women friendly environment in markets for marketing agricultural products;
- Obstacles in obtaining agricultural machineries for production of agricultural products at low prices, necessary technical assistance and various types of agricultural support services; and
- Family and social barriers of women involved in agriculture activities.

8.0 Recommendations/Way forward

- To impart multi-faced training to women on agricultural activities in order to transform them into educated and skilled workforce;
- In order to free the women society from the curse of poverty, the Ministry of Agriculture will provide support to build agricultural farms, industries etc. through the participation of women and creation of women entrepreneurship;
- Awarding women in various fields alongside men from the Ministry of Agriculture in giving due recognition to the contribution of women in the social and economic sphere;
- To take action to ensure a supportive environment so that men and women can share equal responsibility in household affairs and productive activities; and
- To promote the contribution of women in the field of agriculture, their proactive and commendable work and to showcase them at various agricultural events.

Ministry of Fisheries and Livestock

1.0 Introduction

The contribution of fisheries and livestock sector is very important in socio-economic progress, prosperity and above all poverty alleviation of agriculture dependent Bangladesh. The role of this potential sector in the national economy is continuously increasing. At present, the contribution of fisheries sub-sector to the total domestic production of Bangladesh is 2.08 percent. Among the total population of the country, about two crore people are engaged in livestock and poultry farming, of which about 25 percent are women. Besides, about 90 percent of total animal protein comes from fisheries and livestock sub-sector. This labor intensive and fast income generating sector is playing an important role in poverty alleviation by creating employment for poor and marginalized women. According to The State of World Fisheries & Aquaculture-2022 report of the Food and Agriculture Organization of the United Nations, Bangladesh ranks 3rd in fish production in inland open water bodies and 5th in closed water cultured fish production. Besides, among the 11 countries where Hilsa is produced, Bangladesh ranks 1st in the world and 4th in the world and 3rd in Asia in Tilapia production. Bangladesh has already achieved self-sufficiency in fish, meat and egg production. The ministry's laws and policies encourage women's participation in fisheries and employment generation for unemployed youth and it is playing a special role in women's economic empowerment by giving priority to women in selecting beneficiaries in the fisheries and poultry sectors.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Article 18(1) of the Constitution of Bangladesh mentions the development of the nutritional level of the people and the improvement of public health as one of the primary duties of the state. Also, in meeting the basic needs of the people, the issues of food, right to work, and elimination of unemployment are covered. From the constitutional obligation, the Ministry of Fisheries and Livestock is continuously working to ensure the supply of animal protein and nutrition to the people by increasing the production and productivity of fish, meat, milk and eggs.

According to Allocation of Business, increasing the production of fish, meat, milk and eggs to achieve self-sufficiency in protein, fisheries and animal nutrition and artificial breeding, dairy and livestock and poultry farm management, export and quality control of fisheries and livestock products, conservation of qualitative Properties of fish, livestock and poultry, breed development, disease prevention and control, fair management for the development of in fisheries and livestock Development, human resource development through research and training is the mandate of the Ministry of Fisheries and Livestock.

Environment-friendly and sustainable National Fisheries Policy- 1998 has been formulated with the objective of developing fisheries management. The main objective of this policy is to increase the production of fishery resources by ensuring proper utilization of existing resources. Employment generation for the unemployed youth and encouraging women's participation in fisheries is stated in this policy. In the light of National Fisheries Policy- 1998 and National Fisheries Strategy- 2006, women's participation and priorities are being actively considered in the selection of beneficiaries under Jalmohal Management Policy- 2009, Microfinance Policy- 2011, Shrimp Policy- 2014, likewise women's participation and priorities are also being considered in the selection of beneficiaries in fisheries and other related activities in the light with Training policy.

Strategic goals and Action Plans have been formulated to achieve the Eighth Five Year Plan and Sustainable Development Goals (SDGs). In this case, the issue of participation and priority of women has been considered also. National Livestock Policy- 2007 has identified 10 important activities for development of livestock sector. These are: dairy farm development and increase in meat production, poultry development, animal health and medical service development, animal feed and animal management, breed development, hide and skin, marketing of livestock products, development of international trade management in this sector, creation of credit and insurance facilities and research and spreading the research outcome across the country. Plan has been taken to increase the social status of women including women empowerment by increasing the involvement of women in all these activities. Besides, the Ministry is playing an effective role in ensuring women's participation in multi-faceted activities, women's benefits and women's share as beneficiaries in the light of the national policies formulated by the Ministry including the National Poultry Development Policy-2008 and Small Credit Distribution Policy-2011.

In Article 36.3 of the National Women Development Policy-2011, it encourages and provides equal opportunities to women in agriculture, fisheries, animal husbandry and forestry and National Action Plan-2013 for the implementation of the National Women Development Policy-2011 support and take measures for women in fisheries and animal husbandry, free equipment aid to agriculture, fisheries and livestock sectors and providing subsidies and incentives in this sector is stated here. According to the National Women Development Policy- 2011 and 8th Five Year Plan, the Ministry of Fisheries and Livestock aims to build women society as efficient human resources, provide necessary support services for women development, integrated action plan and has set targets to ensure women's participation in budget formulation, intensive involvement of women in productive activities in the fisheries and livestock sector and providing equipment support through training.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	200	152	48	24.0
Department of Fisheries	3,000	2,504	496	16.5
Department of Livestock	3,805	3,317	488	12.8
Marine Fisheries Academy	200	185	15	7.5
Department of Fisheries and Livestock Information	200	187	13	6.5
Autonomous institutions	200	172	28	14.0
Total :	7,605	6,517	1,088	14.3

3.2 Statistics of beneficiaries

- 8 percent of the total population engaged in fish farming directly & indirectly are women. Currently 80 percent of the workers employed in fish and shrimp processing factories are women;
- Women participation is 45 percent among the population engaged in making fishing nets and equipment. About 25 percent of those who receiving various trainings in fisheries and management are women. Women's involvement in the country's economic activities is steadily increasing and social status is increasing, including women's empowerment; and

- There are about 1,50,000 commercial poultry farms in the country. Moreover, 1 lakh goat, cow and sheep farms are being set up commercially, which is playing a major role in improving the quality of life of women.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	4239.9	1800.3	42.5	3633.5	1649.1	45.4	3808.1	1667.1	43.8	2483.3	422.6	17.0
Development	2427.2	445.4	18.4	1965.4	375	19.1	2081.5	383.6	18.4	1474.2	324.8	22.0
Operating	1812.7	1354.9	74.7	1668.1	1274.1	76.4	1726.6	1283.5	74.3	1009.1	97.8	9.7

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Increasing the production of fishery resources and creating employment	Above 3,837 beneficiary women have received IGA training in fish farming, cow rearing, poultry rearing, goat rearing, crab farming, bee keeping and cow fattening etc. Moreover 998 women beneficiaries have received technical/vocational training. At the same time 31,560 beneficiary women are running IGA program by taking loans from the revolving fund of the project.
Increase production and productivity of livestock and poultry	A total of 92,000 farmers, including 31,200 (42.9%) women, have been trained since the inception of the National Agricultural Technology Program Phase-II (Livestock Component) project. The total number of beneficiaries under Integrated Livestock Scheme in Coastal area is 34,408 out of which 30,967 (90%) are female beneficiaries. Through the project, 25 LFGs (Livestock Farmers Group) have been formed in each union and given 3 days training on poultry, chicken and sheep rearing. In this case, 50% in sheep rearing and 100% in duck and chicken rearing are women.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Employment of women among the total population engaged in fisheries management	people (lakh)	16.5	16.6	16.6
2.	Participation of women in training for prevention and control of livestock and poultry diseases		5.3	5.4	5.5

7.0 Mentionable success stories of the Ministry/Division in women advancement

Through the introduction of community-based fisheries management, the participation of women in fisheries and fishery resources management and fish processing factories is gradually increasing through cooperatives by leasing out khas land, canal-bills, and ponds. Currently more than 14 lakh women are involved in various activities in this sector. Spontaneous participation

of women employees in various trainings, meetings, seminars, workshops and committees and ensuring the participation of women beneficiaries in different activities through various programs and development projects has further strengthened the empowerment of women. Women have been engaged in activities like rearing cows, buffaloes, goats, sheep and poultry since before. As the involvement of women in these economic activities, the social status of women is increasing along with the empowerment of women. About 60-90% of farmers who are nominated for improved farm management programs are women. Marine Fisheries Academy has included 8 female cadets for training for the first time in any maritime training institute in Bangladesh since the academic year 2010-11 and currently 12 female cadets are going under training. Besides, in the first 10 batches, 60 female cadets have successfully graduated and are engaged in work.

8.0 Challenges of women's development goals

- Social barriers to women's participation in male and female combined training in fisheries and livestock and poultry disease prevention and control;
- Lack of necessary initiatives in selection of women beneficiaries in fisheries and poultry sector;
- Lack of specific allocation for women in fisheries and poultry sector;
- Inadequacy of women friendly development policies and lack of necessary awareness in implementing existing policies; and
- Inadequacy of incentive system for destitute, abandoned, widowed and unemployed women to support economic and social development of women through fisheries, livestock and poultry rearing.

9.0 Recommendations/Way forward

- Support and measures for women in fisheries and cattle rearing;
- Providing free material aid in fisheries and cattle rearing;
Providing subsidies and incentives to fisheries and livestock sectors;
- To develop women society as skilled human resources through training;
- Eliminating existing discrimination between men and women in all fields including education-training-credit support;
- Providing holistic support in ensuring the development of women entrepreneurs;
- Ensuring participation of women in various committees to actively contribute to the decision-making process; and
- Ensuring the participation of women in the formulation of integrated action plans and budgets of the Ministry.

Ministry of Social Welfare

1.0 Introduction

In recent times, Bangladesh has been recognized as a role model of development in the world in terms of growth in per capita income, human resource development and its capacity on climate change adaptation. At the backdrop of rapid economic development, there is inequality in income distribution of a country primarily due to sudden structural changes of the economy. In an effort to eliminate this inequality, the Ministry of Social Welfare is implementing about more than 50 social security programs including old age allowance, widow allowance, disability allowance etc. The backward section of the society such as the poor, vagabonds, homeless, elderly, distressed women, orphans and vulnerable children, disabled persons are those who are enjoying the services and benefits of these programs of the Ministry of Social Welfare. The Ministry of Social Welfare prioritizes women's participation in all its programmes with the aim of women's overall socio-economic development including empowerment of women. Beneficiaries of existing programmes are predominantly women constituting more than 50 percent. Thus, one of the goals of this Ministry has been to reduce discrimination of all sorts from family and society providing the benefits of development to our women.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

All the programs of the Ministry of Social Welfare are being implemented as per the commitments made in various national and international forums including the Constitution of Bangladesh, relevant laws, 8th Five Year Plan, Sustainable Development Goals, Perspective Plan (2021-41), United Nations Declaration on the Rights of Persons with Disabilities etc. Article 15(d) of the Constitution of the People's Republic of Bangladesh states that the right to social security means that every citizen of the country has the right to receive government assistance in the event of poverty due to unemployment, sickness or disability or widowhood, parentlessness or old age or such similar circumstances.

The 8th Five Year Plan addresses effectively tackling poverty and inequality by creating a social safety net for all and contributing to broader human development, employment and economic growth. In the 8th Five Year Plan, the social security sector has been divided into three parts, such as (1) social assistance (2) social insurance (3) administrative reform of the social security system. However, the Ministry of Social Welfare has a direct role in the administrative reform of the social assistance and social security system.

In implementing the Perspective Plan (2021-41), the Ministry of Social Welfare is designated for taking measures for the backward communities, the most disadvantaged, vulnerable, marginalized and deprived sections of the society.

In implementing the National Social Security Strategy Action Plan, Phase-II (2021-26), the Ministry of Social Welfare has been required to adopt life-cycle-based social security activities.

Apart from this, the Ministry of Social Welfare is working regularly to establish equal rights of women and eliminate discrimination as directed the laws like Children Act 2013, Orphanage and Widows' Charter Act 1944, Special Benefits for Women Detained in Jails Act 2006 etc.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	85	67	18	21.2
Department of Social Services	10,853	7,423	3,430	31.6
National Disability Development Foundation	1,890	1,184	706	37.4
Bangladesh National Social Welfare Council	22	16	6	27.3
Neuro-Developmental Disabilities Protection Trust	35	24	11	31.4
Physically Handicapped Welfare Trust (Maitri Shilpa)	150	125	25	16.7
Total :	13,035	8,839	4,196	32.2

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
Old Age Allowance	57,01,000	27,41,073	29,59,927	51.9
Widow and Husband abandoned Allowance	24,75,000	-	24,75,000	100.0
Allowance for the Disabled	20,08,000	12,58,954	7,49,046	37.3
Stipends for the Handicapped	1,00,000	56,900	43,100	43.1
Burnt and Disabled Rehabilitation Fund	1,91,130	1,24,153	66,977	35.0
Improvement of living standards of Hijra, Bede and other backward communities	84,462	49,941	women-28,776 Hijra-5,745	34.1
Total :	1,05,59,592	42,31,021	63,28,571	59.9

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	12216.8	5803.4	47.5	10021.8	4875.1	48.6	10197.9	5049.3	49.5	8717.1	3918	44.9
Development	1183.7	348.9	29.5	698.4	222.6	31.9	798.8	233.4	29.2	400.8	111.7	27.9
Operating	11033.1	5454.5	49.4	9323.4	4652.5	49.9	9399.1	4815.9	51.2	8316.3	3806.3	45.8

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Social Security	Old Age Allowance, Widow and Husband abandoned Allowance are being provided to the backward, vulnerable and marginalized sections of the society. Apart from this, stipends for disabled students and cash payment programs for the improvement of quality of life of Hijra, Bede and backward communities are continuing. Social security of 63.28 lakh women is being ensured by including 100 women in widow allowance programme and minimum 50% women in other programs mandatorily. As a result, women's social status heightens and their empowerment is ensured, while the risk of poverty goes down.

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Interest free microcredit program	This program has special contribution to society in reducing poverty and for mainstreaming the disabled people of rural and urban areas across the country as skilled human resources through organizing and imparting them proper training About 50 percent women are getting benefits from these activities, which is directly contributing to women's advancement.
Protection of underprivileged children under government management	In order to ensure the protection and rights of the underprivileged children, the rights of the children are being protected in the society by providing them with housing, food, clothing, education and medical facilities.
Protection of rights, development and provision of services to persons with disabilities	They are being integrated into the mainstream of society as skilled human resources by providing housing facilities, providing education and training and providing aid devices, keeping the special needs of the disabled in mind. In all these activities, women with disabilities are given priority so that their education, health, and safe housing are ensured. As a result, their potential losses and risks are reduced.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Old Age Allowance (Base Line 1,10,96,400 persons)	%	39.7	44.2	51.4
2.	Widow Allowance (Base Line 51,32,093 persons)		33.1	39.9	48.2

- Old Age Allowance is mentioned as a KPI as 50 percent participation of women is mandatory.

7.0 Mentionable success stories of the Ministry/Division in women advancement

The Ministry of Social Welfare has taken initiatives to build an effective social safety net by providing old age allowance to 57.01 lakh individuals, allowances for the widow and deserted women to 24.75 lakh and disability allowance to 23 lakh 65 thousand disabled persons. 100% inclusion of women in widow allowance and minimum 50% inclusion of women in old age allowance and disability allowance has been made mandatory. Apart from this, vocational training in various trades is provided for socio-economic development of women through various training centers through UCD offices. 17,118 trainees received training in FY 2021-22 from 80 skilled development training centers under this ministry, out of which 7,648 persons are women and the percentage is 44.68. Trained women are helping their families financially as well as fulfilling the family responsibilities at home.

8.0 Challenges of women's development goals

- 38.5 percent women are disabled as identified in April 2023. Besides, currently 37.5 percent disabled women are receiving allowances and stipends. In view of that, the presence of women with disabilities including disability identification is low;
- Although the 8th Five Year Plan has directed to initiate a special social security program for families who take care for persons with disabilities, effective initiatives in this regard are still in process;

- Women's life expectancy is higher, but the number of women receiving old age allowance is relatively low; and
- Capitation grants are provided annually to 1.1 lakh children to private orphanages, but less than 15 percent of the beneficiaries are girl orphans who are relatively in higher risk. Not having enough private girls' orphanages in the country is a big challenge.

9.0 Recommendations/Way forward

- Taking special initiatives to increase the inclusion of women in all social protection programmes for persons with disabilities, including identification of disabilities;
- Providing cash support to women raising children with disabilities by introducing a special social security programme for them;
- Expanding the coverage of the widow allowance programme;
- Undertaking community-based child-protection programs for girl-children with a view to expanding the reach of social security to the underprivileged and victims of social injustice; and
- Launching an integrated and standardized indicator to evaluate the results or impact of ongoing activities or projects undertaken for women's development.

Local Government Division

1.0 Introduction

'Effective Local Government through People's Participation' - The Local Government Division is making relentless efforts to make this vision a reality. Strengthening local government institutions and providing necessary supports to them, improvement of rural economy, development and management of small-scale water resources, safe water supply and sanitation facilities for all and improvement of civic amenities are the priorities of Local Government Division. By implementing all these priorities, mobilization and sustainable development of rural economy will be achieved. The development of communication system through the implementation of road, bridge-culvert construction-reconstruction-maintenance and tree plantation programs at the upazila, union and village levels is facilitating the availability of agricultural instruments and the sale of the agricultural products. Due to the priority given to the development of growth-oriented infrastructure, such as growth-centers, rural bazaars, women's shopping centers, cyclone and flood shelters, the opportunities for rural poor women and men to get government services have increased. Through the implementation of all these activities, every year about 5.65 crore man-days of employment are being created, of which about 35.90 percent are women.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

According to the directives stated in Articles 11, 59 and 60 of the Constitution of the People's Republic of Bangladesh, for the purpose of giving the responsibility of the local governance of each administrative unit of the Republic to the institutions composed of elected persons of local government institutions total 5,465 local government institutions within 5 layers have been established. In addition, according to Article 19(3) of the Constitution, for the purpose of ensuring women's participation and equality of opportunity in all spheres of national life, one third of representatives should be women by direct vote in all levels of local government institutions. Those elected women representatives are directly engaged in delivering public services to common people.

According to Allocation of Business, LGD has no direct mandate for women empowerment. However, several strategic objectives of local government division play a role in women's empowerment. The strategic objectives are: infrastructural development and maintenance and management rural and urban area; development, maintenance and management of minor water resource infrastructure and development and expansion of civic amenities within the limits prescribed by the Government. Safe water, sanitation and hygiene facilities have impact on women both physically and socially.

The National Women's Development Policy-2011 ensures full and equal participation of women in the mainstream of socio-economic development, freeing the women from the curse of poverty, establishing equal rights of men and women in politics, administration and other workplaces, ensuring women's participation in socio-economic development activities. This department has been given the responsibility to coordinate the policy formulation and implementation activities by various ministries, departments and agencies. Besides, the 8th Five Year Plan (2020-2025) aims to empower women by increasing the number of women

beneficiaries every year at the Union level, expanding the coverage of social security programs to provide nutritional services to pregnant mothers and 1-5 year old children and women in urban areas (Municipalities and City Corporations). Targets for expansion of primary health, nutrition and family planning services for children have been also set.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	229	183	46	20.1
Department of Local Government Engineering	8,161	7,409	752	9.2
Department of Public Health Engineering	5,554	4,565	989	17.8
Office of the Registrar General, Birth and Death Registration	20	18	2	10.0
Dhaka Mosquito Control Office	241	225	16	6.6
Total :	14,205	12,400	1,805	12.7

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
Secretariat	229	183	46	20.1
Department of Local Government Engineering	1,50,000	58,757	91,243	60.8
Department of Public Health Engineering	1,05,80,160	46,81,487	58,98,673	55.8
Office of the Registrar General, Birth and Death Registration	20	18	2	10.0
Dhaka Mosquito Control Office	241	225	16	6.6
Total :	1,07,30,650	47,40,670	59,89,980	55.8

- Employing mainly women workers in road maintenance, tree plantation and maintenance and construction of mud roads which create employment opportunities for approximately 1 lakh women every year; and
- Distribution of free/low-cost safe water lines and sanitary latrines has enabled 40 million women to access government services.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	46703.9	20713.6	44.4	45199.3	21227.8	47.0	41707.3	17953	43.0	33911.9	13525.3	39.9
Development	40502.9	15567.1	38.4	39566.9	16446.3	41.6	35845.9	13131.1	36.6	29270.5	12553	42.9
Operating	6201	5146.5	83.0	5632.4	4781.5	84.9	5861.4	4821.9	82.3	4641.4	972.3	20.9

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Strengthening local government institutions and providing them with necessary assistance	Women representatives are elected to local government institutions by direct vote of the people. Through training, the skills and awareness of women representatives are increasing. Elected women representatives in local government institutions are able to contribute more than before in establishing the rights and raising awareness of ordinary women in the society and adopting women-friendly development policies.
Safe water supply and sanitation facilities for all	Ensuring safe water supply and sanitation facilities is one of the most important expenditure sectors of Local Government Division. Safe water supply is now saving time of women who previously collected water from distant sources. They can now spend that time on other economic activities. With the provision of separate toilets for female students in educational institutions, they feel encouraged to come to school. As a result, the participation of teachers and female students in the education sector is increasing.
Development of rural economy and the development and management of small water resources	Employment of women workers in infrastructure development and road maintenance is creating employment opportunities for about 2.00 crore person-days of women workers every year. The designated space for women in the market has created income opportunities for 5,334 women entrepreneurs, benefiting an estimated 5,334 families. In addition, women's participation in income-generating activities is increasing as a result of providing microcredit with training to 80,000 women.
Expansion of civic amenities for citizens	Birth registration ensures women's legal rights and helps in formulating age-based development plans, including prevention of child marriage.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Employment generation	lakh person days	18.75	18.75	19.75
2.	Construction of market section	number	30	30	45

7.0 Mentionable success stories of the Ministry/Division in women advancement

Construction of separate market sections for women in rural haat-bazars and growth centers has created an investment environment for women traders. In 2022-23 fiscal year 25 separate market sections for women have created that increased income opportunities for women entrepreneurs. The direct involvement of women in the implementation of developmental activities has been ensured by providing for the inclusion of one-third of women members in the project implementation committee undertaken for the construction and maintenance of rural infrastructure. As a result of making specific provisions for the employment of women workers in the construction and maintenance of rural infrastructure, about two crore man-days

of employment have been created annually. On the other hand women's participation in the labor market has increased significantly. A total of 8,47,595 person-days of employment have been created under the 'Haor Region Infrastructure and Quality of Life Development' project, of which 2,90,345 person-days have been created for women. Furthermore, 4,225 women have been brought under livelihood security. One third of the membership in each water management committee is reserved for women. Apart from that, provision has been made to include at least 03 (three) women members in the maintenance sub-committee.

Many women have become self-reliant by being involved in various projects of LGED's rural, urban and small scale water resources development sectors. Since 2010 LGED has been awarding women who have excelled in performance. From 2010 to 2023, a total of 127 best self-reliant women have been awarded. Each woman was awarded a medal and a crest. This year award is given to 11 successful women in three sectors. Under "Urban Primary Health Care Service Delivery Project" primary health care services are being provided through 38 urban maternity health centers, 145 urban health centers and 276 satellite clinics. All these centers are playing a significant role in providing maternal and child health services, emergency obstetric services, reproductive health services in the slum areas of the city. Under the project entitled Rural Employment and Road Maintenance Program-3 (RERMP-3) 10 (ten) people per union in all the districts of the country by a total of 44,460 poor women workers construct 20 km per year in each union i.e. a total of 88,920 km of rural roads. It will create 487 lakh person-days of work.

8.0 Challenges of women's development goals

- Lack of clear responsibilities and jurisdiction of women representatives in all levels of local government institutions;
- Lack of skill and awareness of women representatives in local government institutions;
- Lack of necessary initiative in collecting data of beneficiary women;
- Non-participation of women in water and sanitation committees at union level and in slum areas;
- Non-availability of separate public toilets for women; and
- Family and social barriers to women's participation in field work.

9.0 Recommendations/Way forward

- Ensuring more participation of women in the implementation of road, bridge-culvert construction-reconstruction-maintenance and tree plantation programs at the upazila, union and village level to increase the employment of women;
- Expanding training program for women in local government institutions to increase skills and awareness;
- Engaging both men and women in union and slum water and sanitation committees and establishing public toilets for women;
- Ensuring more participation of rural poor women in income generating activities and providing training; and
- Provision of accessible sanitation facilities for girls with physically challenged.

Information and Communication Technology Division

1.0 Introduction

Nothing in today's world can be imagined without the use of technology. Government has given special emphasis on the use of information technology in all sectors including empowerment of women enhancement, business, education, agriculture, social and political activities throughout Bangladesh. Government and people want to see Bangladesh as a high-tech country. The concerned organizations and departments are working relentlessly for the development of technology; especially the Information and Communication Technology Division (ICTD). In order to promote Bangladesh to a middle-income country by materializing Bangladesh's declared Vision 2021, ICTD is implementing various activities including setting up internet connectivity across the country, establishment of human resources development, e-governance and development of ICT industry. Through the use of advanced and improved technology, ICTD is working on achieving sustainable development by 2030, implementing the 8th Five Year Plan, upgrading Bangladesh to a middle-income country by 2020, and establishing 'Smart Bangladesh' by 2041.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

The Information and Communication Technology Division has formulated all the laws and policy documents aimed at strengthening the e-governance framework, they are - Bangladesh Computer Council (BCC) Act-1990, Information and Communication Technology Act - 2006 (Amended 2009, 2013), Bangladesh Hi-Tech Park Authority Act- 2010 (Amended 2014), Information Technology (Certifying Authority) Rules- 2010, Information Security Policy and Guidelines-2014, Cyber Security Strategy-2014, Fellowships and Scholarships for Research in Information and Communication Technology Sector and Grants for Innovative Work (Amended) Policy-2016, Digital Security Act-2018, National Information and Communication Technology Policy-2018 etc.

In order to implement the Sustainable Development Goal (SDG) made by the United Nations in the period of 2016-2030, the Information and Communication Technology Department is the lead department in two targets.

In addition, the score of ICT Access in Bangladesh Perspective Plan (2021-2041) and 8th Five Year Plan (2020-2025) increased from 30.5 in 2017 to 50 in 2021-2025 and 85 in 2031-2041, the score of Government's Online Service was increased from 62.3 in 2017 to 75 in 2021-2025 and 90 in 2031-2041 and plans to raise the e-Participation score from 52.5 in 2017 to 70 in 2021-2025 and 85 by 2031-2041.

Moreover, National Strategy for Artificial Intelligence Bangladesh-2020 and National Strategy for Robotics-2020 have been formulated to reap the benefits of the fourth industrial revolution. The above laws and policies and the activities undertaken are contributing to the development of women inclusively -

Strengthening of e-Governance Structure: Through the activities undertaken to strengthen the e-Governance structure, provision of network and broadband internet facilities in all departments/organizations and establishment of e-centers at district and upazila levels,

support and information flow are being ensured. Through all these activities women are getting easy access to the information world and benefiting directly and indirectly.

Promotion of information and communication technology education and public awareness for human resource development: Information and communication technology education and public awareness for the development of human resources are being created at the grassroots level through information technology training in the district and upazila. More than 10,000 women entrepreneurs are conducting business activities by joining Ekshop platform. Saathi Network has been formed with the aim of empowering women and providing inclusive financial services for women.

Information Technology Infrastructure Development: Infrastructure facilities such as Hi-Tech Park, IT Village, and Software Technology Park etc. are being created to expand the scope of commercial use of Information Technology. Infrastructural development activities are creating direct employment for the poor people, thereby creating employment for women.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Division of Information and Communication Technology	106	73	33	31.1
Directorate of Information and Communication Technology	617	523	94	15.2
Bangladesh Hi-Tech Park Authority	76	68	8	10.5
Bangladesh Computer Council	90	81	9	10.0
Office of the Controller of Electronic Signature Certificate Issuing Authorities (CCA).	31	19	12	38.7
Total :	920	764	156	16.0

3.2 Statistics of beneficiaries

- 20,80,325 women beneficiaries have been served through Agent Banking Programme;
- 5,282 women entrepreneurs have been provided employment at Union Digital Centre; and
- 6,60,087 women and child support calls received through 333 National Helpline.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	2368.4	374.5	15.8	1556.7	208.5	13.4	1915.5	294.1	15.4	1641.7	276.3	16.8
Development	2015.9	342.8	17.0	1221.2	174.7	14.3	1529.9	169.1	11.1	1283.8	236.9	18.5
Operating	352.5	31.7	9.0	335.5	33.8	10.1	385.6	125	32.4	357.9	39.4	11.0

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Development of ICT Infrastructure	Ministry, division and government agencies have been given priority to develop infrastructure in the Information and Communication Technology sector to provide faster service to the people by using more ICTs. It helps to create job opportunity and to raise awareness through various training on ICT.
Establishment of Smart Bangladesh	In order to build Smart Bangladesh, it is necessary to expand information technology and to create skilled manpower and entrepreneurs in this sector. Besides, the information technology sector has been given priority to earn foreign currency for Bangladesh. Women are also contributing to the development of ICT industries by attracting foreign and domestic investment under the information technology. As a result, export income is increasing in the ICT industry and poverty is being reduced by creating huge job opportunities for indigenous women. For this, huge opportunities are being created for women entrepreneurs to participate in ICT industry.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

Sl No	KPI	Unit	2019-20	2020-21
1.	Increased use of e-services	Number of beneficiaries (crore)	2.85	3.75
2.	Number of IT Skill/Freelancer Training	(Thousands)	1500	2000
3.	Expansion of Broadband Connectivity Number of Internet Users	(million)	31.50	32.1

7.0 Mentionable success stories of the Ministry/Division in women advancement

Every year various fairs/events are being organized at department, district level to promote IT related innovations in public and private initiatives. Also, BPO Summit, Digital World, Digital Devices & Innovation Expo is being organized at national level through which potential women entrepreneurs are benefiting.

A total of 89,085 female students of 1,325 educational institutions have been provided training on 'Girls Awareness in Digital Security' from the FY 2016-2017 to the FY 2021-22 with the aim of making girls aware of digital crime. BCC is conducting "Office Applications & Unicode Bangla under WID" course for women empowerment and skill development. Also, a training program named "Women IT Frontier Initiative (WIFI)" has been launched since 2017 through which 711 women have been trained in the use of digital technology as entrepreneurs.

8.0 Challenges of women's development goals

- Lack of digital exposure of women and low presence of women in digital financial services;
- Slow broadband speed will make it difficult for women to meet the challenges of the 4th industrial revolution, even as internet usage increases;
- Derogatory issues for women in the cyber world are increasing day by day; and
- Lack of Venture Capital investment in the ICT sector for women.

9.0 Recommendations/Way forward

- Inclusion of women members in various committees of projects in the Division of Information and Communication Technology;
- Taking measures to reserve seats for women in ICT related training;
- ICT training to promote ICT use-education and specific incentives to attract women into the ICT industry;
- Removal of derogatory issues for women in the cyber world, provision of necessary investigation reports to learned courts and making women aware of digital crime;
- Provide training on proper use of digital signatures by trained and skilled women entrepreneurs and officials;
- Facilitate sustainable participation of women in digital financial services; and
- Provision of Venture Capital to create women entrepreneurs.

Thematic group-2 :
**Improving Women's Productivity and
Participation in Labor Market and Income
Generating Activities**



Ministry of Public Administration

1.0 Introduction

The Ministry of Public Administration (MoPA) has been playing a key role with a view to establishing Smart Bangladesh-2041 to ensure good governance. MoPA is also performing an important role for providing quick service delivery towards public through online by creating an efficient, dutiful, patriotic and smart civil service that is committed to public-welfare and capable of managing the human resource effectively. MoPA has enacted several laws, policies and strategies and also taken different projects for preparing the employees of the Republic for 2041 through training in line with the global standards so that they acquire skills to provide effective service delivery, efficient human resource management, proper performance evaluation, employee welfare and career planning. Apart from these, MoPA is working for women's advancement and accordingly taking institutional strategic initiatives. MoPA has also ensured the practice for the posting of female officers from field level to the highest policy level of the Government. For the purpose of achieving gender parity and professional excellence activities are underway by nominating the female officers in all sorts of training. Women-friendly welfare programs are being expanded which are providing special benefits to women employees such as medical services, transport services and other services. In addition, MoPA has made very important contribution to women empowerment and their development.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

The Constitution of the People's Republic of Bangladesh guarantees equal rights to men and women, without discrimination of sexes in various articles. In Articles 19, 27, 28 and 29 of the Constitution that all citizens shall have same opportunities, equal right of protection of the law, equal rights of men and women at all spheres of state and public life, and no discrimination on the ground of religion, caste, sex or place of birth in recruitment or promotion in public service. Besides, chapter 11 of the CEDAW Convention describes that the state shall take effective measures to eliminate discrimination against women in the workplace by ensuring equality of rights of men and women. MoPA is entrusted with the responsibilities of the executive department as described in Sections 1 and 2 of chapter IX of the Constitution to carry out activities related to recruitment and posting of suitable manpower for the Republic.

Women Abuse Prevention Committees have been set up respectively at district level led by the Deputy Commissioner, at Upazila level led by the UNO in consistent with the National Women's Development Policy 2011. For administrative empowerment, there is a directive for contract-based and lateral entry to facilitate women's access to higher positions of administration. Moreover, the BCS (Administration) Cadre Officers' Posting Policy 2015 provides the provisions that women officers will be posted in the nearest place of their spouse's posting, while both of them are in service. In Perspective Plan 2021-41, in the short to medium term till 2031, emphasis has been given for greater participation of women in skill development programs and also it has been underscored to take measures for increasing women labor force participation in formal sector employment. Moreover, in the 8th Five Year Plan, MoPA has been assigned to identify the needs of women and to analyze these needs and to take appropriate measures through decentralized authorities and specific steps and coordinated activities to ensure various services through the allocation of special funds for them.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Ministry of Public Administration (Secretariat)	462	337	125	37.1
Department of Government Transport	1,408	1,392	16	1.2
Department of Printing & Publication	1,542	1,329	213	16.0
Government Employee Hospital	168	86	82	84.1
BPATC	461	376	85	22.6
Bangladesh Employee Welfare Board	296	233	63	27.1
BCS Administration Academy	95	79	16	20.3
BIAM Foundation	148	133	15	11.3
National Academy for Planning & Development	84	68	16	23.5
Retired Govt. Employee Welfare Association	67	54	13	24.1
BIGM	56	42	14	33.3
Field Administration (Divisional Commissioner/ Deputy Commissioner/ UNO offices)	31,266	27,045	4,221	15.6
Total :	36,053	31,174	4,879	13.5

3.2 Statistics of beneficiaries

- Under the supervision of the field administration, the task of conducting mobile courts is continuing across the country to create public awareness against evictions and adulteration and other criminal activities and at least 32,147 mobile courts are being conducted every year. As a result, the security of women has got stronger including getting safe food in the society. 100% of the beneficiaries of the Mobile Courts in cases of eve teasing are women.
- Government Employees Hospital under MoPA provides health services to government employees and their family members at very low cost. A total of 106 doctors and 72 nurses are working in this hospital. In the last financial year, about 3,25,000 government employees in the outpatient department and 13,500 in wards out of a total of 3,38,500 government employees and their family members received low-cost health care. Out of which 53,983 women employees and family members are receiving necessary medical services.
- Bangladesh Employee Welfare Board is providing transportation services to about 10,000 government employees working in Dhaka and surrounding areas every year through 20 buses/double decker buses. There are 1,481 women employees among the transport service receivers.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	4566.9	735.9	16.1	3555.5	768.1	21.6	4074.3	694.8	17.1	2774.3	404.8	14.6
Development	1003	341.6	34.1	401.8	157.6	39.2	663.2	244.3	36.8	420	243	57.9
Operating	3563.9	394.3	11.1	3153.7	610.5	19.4	3411.1	450.5	13.2	2354.3	161.8	6.9

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Training	Ministry of Public Administration has allocation for Bangladesh Public Administration Training Centre (BPATC), BCS Administration Academy, National Planning and Development Academy, and BIAM Foundation to operate different types of training programs. 7,624 government employees have received various trainings in the last one year. Of them 3,047 women employees meaning 40% of total trainees.
Interest free loan facility	176.16 crore tk. interest free advance has been handed over to 4,055 authorized government employees for purchase of vehicles to increase work mobility of government employees and save government money. 629 female employees received this opportunity. This is around 16% of total beneficiaries.
Welfare and Mutual Insurance Grants	One-time grant of welfare and mutual insurance have been provided from Government Employees Welfare Board. In the last 3 years, out of the total 7,195 beneficiaries 5,802 were women, which is 80.64% of total.
Capacity Building Program for Government Servants	A total of 5,831 officials have been sent abroad for short-term training and 615 officials have been sent abroad for higher education under the Government Servant Capacity Building Program with an aim of increasing the efficiency of the workforce of public administration. Of them, significant numbers are women employees.

6.0 Mentionable success stories of the Ministry/Division in women advancement

A grant of BDT 8.00 lakhs in case of death of the government servant while in service and BDT 5.00 lakhs in case of grievous injuries. Out of total 189 government employees, 33 women employees have been given this grant in the last one year. At present, women employees appointed and promoted to top government positions, including 10 secretaries, 02 grade-1 officers, 52 additional secretaries, 163 joint secretaries and 371 deputy secretaries. 26.02% women employees are serving in public administration. Participation of women in government jobs has increased for strengthened security and other measures. 28.56% women have been recruited in the last three general BCS examinations. 6,033 doctors have been recruited in special BCS examination, out of which 2,379 women in other words, 39.43%.

7.0 Challenges of women's development goals

- Inadequate sanitation facilities at workplace and day-care centers for women employees in public administration; and
- Women employees use public transport or buses of the Bangladesh Employees Welfare Board to commute to residence and workplace. Since there is no seat reservation separately for women, there are chances to get harassed in many a ways.

8.0 Recommendations/Way forward

- To ensure adequate sanitation facilities in government buildings up to the upazila level, setting up day-care centers adjacent to offices for working mothers to create a better working environment for women;
- To form the Committee for Prevention of Discrimination against Women to ensure safe, fearless and confident participation of women in state activities;

- To organize of psychosocial training, workshops and seminars and provision of necessary budget to change discriminatory attitudes towards women colleagues;
- To provide training and developing organizational quality to increase the efficiency of women employees; and
- Besides, adequate number of seats reserved for women and special beneficiaries in every bus of the Bangladesh Employees Welfare Board.

Financial Institutions Division

1.0 Introduction

Financial Institutions Division (FIDs) is entrusted with the responsibility of conducting and supervising the concerned banks, insurance companies, microcredit organizations, capital market, and other financial organizations through the regulators. To achieve the Sustainable Development Goals (SDGs), this division and its departments/organizations/projects are implementing various activities in which the participation of women members is significant. In the last FY 2021-2022, micro-credit was distributed among nearly 2 crore 40 lac women loan receivers for empowering women or creating entrepreneurship. A large section of women in Bangladesh is either investment averse or unaware of proper investment concepts. To fill this knowledge gap, Bangladesh Institute of Capital Market (BICM) has formed an independent 'Women Investors and Entrepreneurs Development Committee' from where women entrepreneurs and investors are regularly trained in various related subjects. Bangladesh Insurance Academy (BIA) has ensured the participation of women in the insurance sector for creating skilled manpower here since almost half of the country's population is female.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

One of the important roles that FID play is to create self-employment and alleviate poverty among women by distributing SME loans to women entrepreneurs and conducting micro-credit distribution programs among women. The issues of women's development and women-friendly policies are reviewed in terms of formulation and amendment of laws, policies, and policies of the department under this division. The Financial Institutions Division is undertaking activities to increase women's participation in banking sector especially ensuring financial inclusion through micro-credit distribution in the agriculture and SME sectors. According to data based on December 2022, 738 institutions licensed by MRA are currently operating microcredit programs in Bangladesh. Microfinance institutions are working tirelessly for financial and social development by providing financial and social services to 4.01 crore marginal customers by ensuring their financial inclusion. A high-level committee has been formed in Bangladesh Bank to set up a digital bank to make financial inclusion wider and faster. An outline for setting up a digital bank is in progress.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	88	71	17	19.3
Bangladesh Insurance Academy	31	26	5	16.1
Bangladesh Institute of Capital Market	62	49	13	21.0
Palli Karma Shahayak Foundation	444	394	50	11.3
Social Development Foundation	1,094	987	107	9.8
Bangladesh Municipal Development Fund	28	26	2	7.1
Total :	1,747	1,553	194	11.1

3.2 Statistics of beneficiaries

Palli Karma-Shahayak Foundation will implement a budget of Tk. 1,500 crore in the FY 2023-24. PKSf has significant participation of women in lending and development activities (about 60 percent women) and under the recently implemented Municipal Governance and Services Project (MGSP) by Bangladesh Municipal Development Fund (BMDf) 18,72,668 (Eighteen Lakhs Seventy-Two Thousand Six Hundred Sixty-Eight)) women and a total of 39,84,400 (forty-nine lakhs eighty-four thousand four hundred) beneficiaries including 21,11,732 (one hundred thousand eleven thousand seven hundred and thirty-two) males have been calculated. That is, 47% of the total beneficiaries are women. Under the projects under implementation by PKSf, 800 crore Tk. in the FY 2021-22, 1,146 crore Tk. in the FY 2020-21, and 608 crore Tk. in the FY 2019-20 have been spent on improving the quality of life of women.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	2948.9	399.4	13.5	3355.8	599.5	17.9	2851.9	382.2	13.4	4844.9	777.8	16.1
Development	2851.3	386.3	13.5	3275.8	588	17.9	2758.7	382.2	13.9	3056.1	266.7	8.7
Operating	97.6	13.1	13.4	80	11.5	14.4	93.2	0	0.0	1788.8	511.1	28.6

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Increasing professionalism and financial inclusion in banks and non-bank financial institutions	There are 1,23,72,364 beneficiaries under the activities of PKSf under the ministry, of which 1,13,12,711 are women (91.44%). Besides, under the projects under implementation in the FY 2022-23, 8,81,563 women and 5,85,251 men including a total of 14,66,814 beneficiaries will come under financial services.
Establishing a more efficient capital market	Since its inception, BICM has been regularly organizing training sessions on 'Investing in the capital market' to train women investors and to make potential women investors interested in investing in the capital market. To meet the educational deficit of women, BICM has formed a separate 'Women Investors and Entrepreneurs Development Committee' from where women entrepreneurs and investors are regularly trained in various related subjects.
Inclusion of the insurance sector and increased public awareness about insurance	Bangladesh Insurance Academy is working on women's empowerment by organizing meetings, seminars/ workshops to create trained manpower for the inclusiveness of the insurance sector and to increase mass awareness about insurance. An insurance company has created a separate insurance policy for women.
Providing employment and financial support through entrepreneurship creation	Approximately more than 80% of the total membership of microcredit institutions certified by the Microcredit Regulatory Authority are women members. In that context, in the last fiscal year 2021-2022, about TK 170 thousand crore of micro-loans were disbursed by micro-credit institutions, and about TK 150 thousand crore of micro-loans were collected as repayment. At that time, micro-loans were distributed among about 2 crore 40 lakh women borrowers to empower women or create entrepreneurship.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2020-21	2021-22
1.	Supervision of SME credit disbursement activities among women entrepreneurs	Number	67000	100000
2.	Supervision of micro credit distribution activities among women	Number (in lakhs)	238.9	240

7.0 Mentionable success stories of the Ministry/Division in women advancement

To strengthen monitoring activities for the development of women entrepreneurship, the "Women Entrepreneurship Development Unit" has been formed in the head offices of Bangladesh Bank including the branch offices, and in the regional offices including the head offices of all banks and financial institutions. Microfinance has achieved great success in empowering women. About 91% of members of this sector are women. In June 2009 the savings position of customers of microcredit institutions certified by the Microcredit Regulatory Authority was 4,366 crore which stood at TK 43,661 crore in June 2022. Dedicated Women Entrepreneurs' Desk/Help Desk has been set up in all branches of every bank and financial institution to provide business support services to women entrepreneurs, receiving and settling their complaints. Total 14,66,814 including 8,81,563 females and 5,85,251 males received financial services in the FY 2022-23. Public beneficiaries will come under financial services. As a result, the per capita income of the beneficiary will increase, the purchasing power and quality of life will improve.

8.0 Challenges of women's development goals

- Lack of adequate education and training of aspiring women entrepreneurs;
- Family non-cooperation in women's savings and investments; and
- Lack of women friendly workplaces and negative attitudes towards women.

9.0 Recommendations/Way forward

- Increasing the number of funds reserved for women entrepreneurs in refinancing projects to provide loans on easy terms and low-interest rates to the organizations run by women entrepreneurs;
- Providing training through Women Chambers to enhance the skills of women entrepreneurs;
- Gender-based policy diversity should be introduced in the insurance industry;
- Increase technical support in analyzing gender-based data on both demand and supply of insurance. Develop integrated strategy papers with the participation of development partners, insurance supervisors, policymakers, and all concerned;
- Creating a women-friendly work environment and increasing women's financial and technical accessibility and financial investment; and
- A fixed proportion of independent directors can be arranged in listed companies. A separate workstation for share trading can be arranged for women investors in every stockbroker and separate products can be introduced in the capital market for women. The exemption limit on cash dividends may be increased for women investors.

Ministry of Commerce

1.0 Introduction

Globalization and competitive free market economics are driving constant changes and developments in the world trade. The main objective of the Ministry of Commerce in Bangladesh is to promote dynamic and progressive economic activities to keep up with the fast-paced and competitive global trade system. Business and commerce are among the primary driving forces for the country's economic and social development. Therefore, the government's goal is to create employment and income opportunities for the country's vast population through the expansion of commerce, and to reduce poverty by halving the poverty rate from the current level. In this regard, the Ministry of Commerce is working tirelessly to increase women's participation in commercial activities and reduce gender disparities. The impact of the post-COVID global recession has also affected the country's trade expansion, making it necessary for the Ministry to adopt policy measures to engage women more actively in economic and commercial activities, alongside men.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Facilitating domestic and international trade, aiding in promoting export-oriented businesses and increasing capacity, and maintaining price stability of essential commodities are important tasks of the Ministry of Commerce. In addition, the Ministry works towards implementing import and export policies, executing trade agreements, and negotiating bilateral, regional, and multilateral trade deals to expand Bangladesh's trade. Under the framework of the World Trade Organization, 25 countries have already granted Bangladesh Preferential Market Access to their services, specifically for the benefit of less developed countries. There are ongoing discussions with many other countries on this issue.

Ministry implements measures such as, providing financial packages and stall allocations at a lower cost to the female entrepreneurs at international trade fairs. The delegations of women entrepreneurs are also sent to different countries to participate in trade fairs for expansion of trade and diversification of export goods. Almost all of the workers of tea gardens are women. The ministry also aims to ensure socio economic development of women workers of tea gardens through formulating proper policies of tea cultivation, production, export and research.

The National Digital Commerce Policy 2018 has mentioned the provision of special training for female entrepreneurs in the digital commerce expansion plan. This will help to involve more women in digital commerce and create employment opportunities for them. The export Policy 2021-2024 aims to increase the participation of female entrepreneurs in export by establishing effective connections with the relevant industry, enhancing information technology and procurement-related skills, providing training in e-commerce participation, providing collateral-free loans at low interest rates, and providing special and preferential loan facilities in the government's announced incentive package, among other initiatives.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat, Ministry of Commerce	223	157	66	29.6
Office of the Chief Controller of Imports and Exports	153	137	16	10.5
Office of the Registrar of Joint Stock Companies and Firms	58	47	11	19.0

Office name	Total	Male	Female	Female Percentage
Directorate of National Consumers Right Protection	179	137	42	23.5
Trading Corporation of Bangladesh (TCB)	129	112	17	13.2
Export Promotion Bureau	187	162	25	13.4
Bangladesh Tea Board	248	223	25	10.1
Bangladesh Competition Commission	51	48	3	5.9
Bangladesh Trade and Tariff Commission	97	63	34	35.1
Total :	1,325	1,086	239	18.0

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
General training program	199	132	67	33.7
Total :	199	132	67	33.7

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	593.7	110.2	18.6	402.1	78.2	19.4	545	98	18.0	251.7	50.7	20.1
Development	308.1	67.7	22.0	147.4	36	24.4	244.9	59	24.1	99.1	22.1	22.3
Operating	285.6	42.5	14.9	254.7	42.2	16.6	300.1	39	13.0	152.6	28.6	18.7

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Enhancement of export and income through diversification of national exports	Currently, Women's participation in the management of trade, commerce and industry is increasing significantly alongside man. It will further increase if accessibility of women increases in export-oriented businesses and setting up industries. As a result, pace of women development will accelerate.
Keeping market price of essential commodities within the purchasing power of consumers	About half of the population in our country is women. Women have to fulfill many more responsibilities than men in our family life. If the market price of essential goods is stable, its impact will be equally reflected in women development.
Protection of consumers' rights and interest	Almost half of the consumers in our country is women. If the quality of products and excessive prices are ensured so that consumers do not suffer losses, its impact will be equally reflected in women's development.
Establishing foundation of open and equality-based competition suitable for the expansion of trade and industry and reduction of business cost	Women's participation will be increased if setting up of new trade and industry becomes easier. As a result, it overall pace of women's development will accelerate.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Issuance of certificates to women Exporters and importers through OLM	Number	192	216	252
2.	Promoting women entrepreneurship and exploring foreign buyers through participation in various international trade fairs.	Number	13	14	23

7.0 Mentionable success stories of the Ministry/Division in women advancement

Women's participation in business, commerce, and industry management has increased significantly. In 2022, 18 women's chambers of commerce have been licensed as business organizations, up from 8 in existence in the country in 2018.

The program "I will do e-commerce, build my own business" has started activities to create entrepreneurs by providing e-commerce related training to a total of 7,400 women across the country. Among them, 5,625 have received training. Under the project titled "Promotion of Social and Environmental Standards in the Industry-III (PSES-III)", RMG sector female workers have been provided with training, separate space for breastfeeding and a healthy work environment. This project has ensured a conducive work environment for nearly 70% of the female workers who are beneficiaries of the project. The project "Economic Opportunities and Sexual and Reproductive Health and Rights-A Pathway to Empowering Girls and Women in Bangladesh" has already been implemented, with women being the primary beneficiaries. The main objective of this project is to provide comprehensive support for managing business operations in both domestic and international markets. In addition, priorities of women entrepreneurs have been ensured in the project entitled "Agribusiness for Trade Competitiveness (ATCP)".

8.0 Challenges of women's development goals

- There is repugnancy against women entrepreneurs in obtaining loans from commercial banks on online platforms for business management;
- There is insufficiency in the field of obtaining necessary information and services for women entrepreneurs in business management;
- In the social context of Bangladesh, there is considerable breach of social security of women entrepreneurs; and
- As the family upbringing and culture of women entrepreneurs are considered to be repugnant in opening new business, they face hindrances in the way of their integration into the business sector.

9.0 Recommendations/Way forward

- In case of exports, export incentives are provided in favor of exporters of specific sectors irrespective of gender. Providing special incentives to the women entrepreneurs can be considered in this regard. This will attract women entrepreneurs to business;
- In order to attract women traders to participate in domestic export fairs, up to 20% of the total shops can be reserved them and full fee can be waived for allotment of shops;

- According to the existing National Export Trophy Policy 2013, women entrepreneurs/exporters have the opportunity to receive one gold, silver and bronze trophy per year on the basis of export earnings. However, as there is no such opportunity in the CIP (Export) Policy, necessary provisions can be included in the CIP (Export) Policy;
- Women chambers of commerce can be set up in each district for women entrepreneurs and projects can be taken/special funds can be allocated for their professional skill development; and
- Successful women entrepreneurs/businessmen can be included in the field of sending commercial representatives abroad to provide encouragement.

Ministry of Labour and Employment

1.0 Introduction

The main driving force of poverty reduction is employment generation. That is why it is important to create employment opportunities for eligible manpower of densely populated Bangladesh. Every year a number of new skilled and unskilled labour forces are being added to the labour market. Creating new labor force employment opportunities and increasing worker productivity by training the unskilled labor force into skilled manpower is essential to lay the foundation for a rapidly developing economy to achieve the capability of higher growth. For this reason, Ministry of Labour and Employment is playing an important role for the overall welfare and adequate social security of labours, to eradicate child labour from hazardous work and to ensure peaceful labour relations etc. The Ministry of Labor and Employment is working tirelessly to achieve higher productivity of workers and create decent employment with high income as stipulated in the 8th Five Year Plan (2021-2025).

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

In the light of Article 15, 28, 38 and 40 of the Constitution of the People's Republic of Bangladesh and according to ILO conventions, the Government is determined to take steps to make labour policies more responsive toward labour welfare. The Ministry of Labor and Employment has taken a range of pragmatic steps to fulfill the basic needs of the workers, to alleviate poverty rapidly, generate skilled manpower through training and create employment opportunities, eradicate hazardous child labour and determine the minimum wage for all, including women workers with the aim of implementing the current government's election manifesto-2018 and vision-2021.

Domestic Workers Protection and Welfare Policy, 2015 was formulated to recognize large labour groups related to domestic work as labours and to ensure their facilities. Bangladesh Labour Rule, 2015 (amended 2022) have been enacted under Bangladesh Labour Act, 2006 (amended 2018). The provision has been made to ensure maternal welfare facilities for women workers and reasonable behavior towards working women to maintain proper working environment. For the first time in Bangladesh's history, National Occupational Health and Safety Policy, 2013 has been formulated with various welfare initiatives are underway for the welfare of the workers working in the factories.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	123	91	32	26.0
Department of Labour	491	387	104	21.2
Department of Inspection for Factories and Establishments	632	511	121	19.2
Labour Appeal Tribunal	136	124	12	8.9
Minimum Wage Board	11	10	1	9.1
Total :	1,393	1,123	270	19.4

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
'Elimination of Hazardous Child Labour in Bangladesh (4th Phase)' project	1,00,000	42,217	57,783	57.8
Department of Inspection for Factories and Establishments				
'Gender Equality and Women's Empowerment at work Place' project	3,130	560	2,570	82.1
'Occupational Health & Safety Research and Training Institute' project	1,970	1,800	170	8.6
'Risk Assessment of selected RMG, Plastic and Chemical Factories' project	800	770	30	3.8
ILO –RMG Phase –II project	130	90	40	30.8
Department of Labour				
Provision of free primary health care and family planning counseling and services to workers (provided health care and family planning services)	1,38,959	58,487	80,472	57.9
Providing recreational services for workers (provided entertainment services)	1,02,725	71,728	30,997	30.2
Training of workers and employers representatives in labor law, industrial relations and labor administration (trained workers, officers and employees)	3,010	2,087	923	30.7
Total :	3,50,724	1,77,739	1,72,985	49.3

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	346.9	167.1	48.2	466.7	136.7	29.3	356.6	149	41.8	236.3	47.3	20.0
Development	123.8	2.4	1.9	279.4	0	0.0	158	2.8	1.8	125.7	10.9	8.7
Operating	223.1	164.7	73.8	187.3	136.7	73.0	198.6	146.2	73.6	110.6	36.4	32.9

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Ensuring labour protection and rights	<p>Up to March/2023, 5,668 awareness increasing meeting has been conducted in various factories by Department of Inspection for Factories and Establishments. Through this initiative, 6,496 day care facilities have been established.</p> <p>Besides this, about 12,664 female workers have been provided with taka 47,10,66,145 as maternity welfare benefit during FY 2020-21 by rigorous inspection awareness meeting.</p> <p>Two (02) female hostels are being under constructed by Department of Labour in order to provide residential facilities to female workers. One is being constructed at Bandar, Narayanganj having 608 accommodation and another one is at Kalurghat, Chottogram having 910 accommodations.</p> <p>Another 6 storied female hostel is being under constructed at National Occupational Health & Safety Institute, Terkhada, Rajshahi.</p>

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Eradication of Child Labour	Under the project titled 'Eradication of Hazardous Child Labor in Bangladesh', 90,000 child labours in 3 phases have been given 18 months non-formal education and 9 months skill development training in 9 trades. As per the incentive, stipends have been provided at the rate of tk. 160 per month.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Compliance ensured factories	number	1,660	1,500	1,663
2.	Child Labour eradicated industrial sector	%	-	6	-

7.0 Mentionable success stories of the Ministry/Division in women advancement

Safe and Decent working environment has been ensured in factories by complying Bangladesh Labour Act, 2006 (amended 2018) and ILO Labour standards. There are 45 industrial sectors in Bangladesh economy. Already 8 Industrial sectors have been announced as free of child labour. Government has given utmost importance on minimum wages of labour and re-fixed it for 43 private industrial sectors. Minimum wage of RMG sector has been re-fixed from 5300/- to 8000/-. Various allowances like conveyance, medical and food as well as day care facilities have been established.

According to Bangladesh Labour Act, 2006 [Amended, 2018], Bangladesh Labour Foundation has been established. Bangladesh Labour Rules has a provision of keeping 10% quota for female in the Executive Committee of Trade Union, which is being implemented by Department of Labour.

Domestic worker safety and welfare policy, 2015 has been enacted and various steps for implementation has been adopted. As a result, the rights of all workers including women house maid have been protected.

8.0 Challenges of women's development goals

- Lack of adequate nutrition of female labours;
- Lack of favorable working environment in all sectors;
- Lack of separate washroom for female labours;
- Lack of 'Breast Feeding Corner' and adequate 'Day care' facilities; and
- Lack of occupational safety and unhygienic reproductive health.

9.0 Recommendations/Way forward

- Providing stipends to encourage women to take technical education and training;
- To strengthen labour welfare centers to protect women's rights;
- Taking effective steps to eradicate wage discrimination in informal sector between male and female workers;
- To arrange skilled physician for women workers;
- To provide technical and market-oriented training for women's employment at the upazila level;
- To provide with separate washroom for women workers and officials at various factories; and
- Providing breast feeding corner for lactating mothers employed as labours and officials and ensures day care facilities for their children.

Ministry of Youth and Sports

1.0 Introduction

One-third of the total population of the country is youth. This huge population is a valuable resource for the development of the country as they are creative and the most productive force. This Ministry is playing an important role in creating self-employment of the youth by utilizing the immense strength and potential of the youth. On the other hand, in the modern world, 'sports' is one of the best ways to present country's overall development before the world, and to gain reputation. Apart from the social and economic development of the country, the role of sports in the development of international relations is undeniable. The role of sports is also immense in bringing about gender equality. Well-planned sports activities can enhance physical and mental development of women. Participation in sports activities increases women's skills, knowledge and experience, skills, and financial capacity thereby imparting leadership qualities. In this way, sports enhance women's empowerment. The Ministry of Youth and Sports is working to ensure equal participation from men and women in sports. Encouraging women participation in sports, this ministry is contributing greatly to women emancipation.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

This ministry works to produce skilled human resources by providing training to create opportunities for self-employment of the unemployed youth and to involve them in the mainstream activities for national development. The ministry encourages voluntary participation of the youth in developmental works by awarding the successful youth entrepreneurs and provides grants to youth organizations. In addition, this ministry is playing a special role in finding talents in the field of sports, by creating a sports environment in rural and urban areas. Effective utilization of youth has been mentioned in various policies of the government including National Women Development Policy, 2011, Bangladesh Perspective Plan 2021-2041, 8th Five Year Plan, Sustainable Development Goals, National Youth Policy 2017, and National Sports Policy 1998. In all these policy papers, importance has been laid on various trainings for increasing the skills for self-employment. The Ministry of Youth and Sports is playing an important role in harnessing the full potential of the youth through physical and developmental excellence. Women's participation in sports has been specifically encouraged in the 8th Five Year Plan. For this purpose, development of sports infrastructure for women is going on. This Ministry has undertaken various initiatives to enable youth women to participate in all stages of national life including the implementation of the government's women's empowerment strategies, and policies to eliminate all types of discrimination (bias) against youth women. As part of this plan, sports centers are being established in all the divisional towns. According to the pledge of the honorable Prime Minister, the construction of mini stadium in each upazila is going on. In order to ensure the participation of women in all kinds of sports, continuous training and talent hunt is also being arranged by this ministry. The National Youth Policy lays emphasis on the development of the youth to get them into the mainstream economic activities. According to this policy, all Bangladeshi citizens between the age ranges of 18-35 years, regardless of male and female are considered as youth. In the National Youth Policy 2017, incentives to create young women entrepreneurs (section 8.3.21 of), measures to ensure the safety of young women (section 10.4.5), and seat reservation for young women in public transports (section 10.4.6) are included. The Ministry of Youth and Sports has made an effort to formulate the Youth and Sports Policy as a women-friendly policy. Section 2.3 and 2.10 of the National Sports Policy, 1998 have been emphasized on the development of women in sports. Emphasis is placed on increasing the involvement of women in sports organizations and sports leadership at all levels.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat, Ministry of Youth and Sports	85	69	16	18.8
Directorate of Youth Development	5,191	4,504	687	13.2
Directorate of Sports	412	355	57	13.8
National Sports Council	464	402	62	13.4
Bangladesh Sports Education Institute (BKSP)	334	304	30	9.0
Sheikh Hasina National Youth Development Institute	2	2	-	-
Bangabandhu Krirasebi Kalyan Foundation	3	3	-	-
Total :	6,491	5,639	852	13.1

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	1303.3	279.8	21.5	1628.2	508.7	31.2	1275.4	285.1	22.4	1140.8	245.7	21.5
Development	382.5	100.8	26.4	786.5	347.5	44.2	405.7	164.2	40.5	443.4	152.3	34.3
Operating	920.8	179	19.4	841.7	161.2	19.2	869.7	120.9	13.9	697.4	93.4	13.4

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Training, loan and employment of unemployed youth	In the medium term, micro-loans to trained young women have generated income opportunities for at least 48,150 young women. In addition, 5,00,000 young women are engaged in various training including house-keeping, tailoring, cattle rearing, nursery, block-batik and printing, bamboo and cane work, embroidery, fashionable blanket making, fashion designing, shoe making and poultry rearing. Skilled human resources will be developed by imparting the kind of training; which will play a significant role in poverty alleviation and empowerment of women and will play an important role in stability and elimination of inequality in the society.
Age-based training and grants to the underprivileged sports persons	Women sports talents are identified from the grassroots level. They are being developed as skilled sportspersons through age-based training of various durations, which increases women participation in sports. Allowance has been given to 1,547 aged and destitute women players in the last three years. Sports grants, distribution of sports equipment have encouraged women's participation in the field of sports and paved the way for increasing their income.

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Organizing and participating in sports competitions at local, national and international levels	Participation of women in national and international sports competitions creates great enthusiasm among young women and encourages them to be established as a renowned sportsperson. Women are traveling abroad participating in women's football teams, women's cricket teams and other events, which has a positive impact on women emancipation and awareness about their potentials.
Development of physical infrastructure in the field of youth and sports	Women's participation in sports has increased with the construction of youth training centers and women's sports complexes. All these centers are playing a vital role in producing skilled female athletes, and their subsequent participation in every sphere of society.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Women's Participation in National Service Program		51	50	47
2.	Participation of women in physical education at undergraduate level	%	16.6	17.0	18.5

7.0 Mentionable success stories of the Ministry/Division in women advancement

41,084 young women have been provided temporary employment under National Service in the last three years in FY 2019-20, FY 2020-21 and FY 2021-22. 397 young women, all of whom are working abroad, have been trained in housekeeping during the same period. Besides, employment opportunities are being expanded at home and abroad through 6 development projects. Out of 18,458 youth organizations registered by the Directorate of Youth Development 1,210 youth organizations are run by women, while out of 6,174 recognized organization 620 youth organizations are run by women. They are working on women's rights. Ministry of Youth and Sports has taken up the project titled 'Further Development of Dhaka Dhanmondi Sultana Kamal Women's Sports Complex' and 'Improving Sports Quality of Promila Trainees of BKSP'. Women's football team, women's cricket team, and others have been participating in international sports and winning medals making use of such facilities.

8.0 Challenges of women's development goals

- Due to social and religious opposition, a large section of our society is not interested in women's involvement in any work other than household works;
- Child marriage is one of the tough challenges in the implementation of women development programs; and
- Lack of education, lack of trust, non-cooperation or shyness of male colleagues or business partners act as obstacles in the implementation of the activities of the Ministry of Youth and Sports for women development.

9.0 Recommendations/Way forward

- Giving priority to young women in loans for trained youths and increasing financial supports for their self-employment;

- Providing incentives and grants to youth women's organizations to organize awareness programs related to the prevention of child marriage, anti-dowry, anti-terrorism and militancy, drugs, and domestic violence;
- Ensuring equal representation of women in the Executive Committee of the District Sports Association;
- Arranging Sports and providing adequate sports equipment and facilities to female and giving certificates and awards in recognition of women's achievements in sports; and
- Ensuring women friendly infrastructure (dressing room, wash room, day-care) in every sports complex.

Ministry of Textiles and Jute

1.0 Introduction

As the two main export sectors, Textile and Jute sector continues to play a leading role in the overall economic development of the country including industrialization, employment and exports. Productivity and exports are expediting through diversification of textile and jute products, creation of skilled human resources and expansion of investment opportunities in order to develop a competitive textile and jute sector. 87% of the total foreign exchange of the country is earned through the textile and jute sector. The Ministry of Textiles and Jute is playing an important role in changing the socio-economic conditions through the massive participation of women along with men in the textile and jute sector. After having degrees from various Textiles Education Institutions, female engineers and skilled workers are playing a significant role in preventing gender discrimination by entering into the job market. In terms of our rural employment especially in the rural women employment, weaving industry is playing an important role. About 9 lacs people are directly and indirectly employed in this industry of which most are women. Currently, almost 6.50 lacs people of the country are involved directly and indirectly with silk industry. Most of them are women. Altogether, nearly 2 lacs labor and workers are involved in the 25 Government Jute Mills under BJMC, 173 Private Jute Mills and 96 private Jute Spinning Mills of which significant number are women. All the programs, plans and projects of the Ministry put greater importance on the poverty reduction and development of education, health and overall standard of living of women.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

The Ministry of Textiles and Jute has made outstanding contributions to the nation's overall development initiatives. The Ministry's Allocation of Business contains no explanation or paragraph specifically addressing the advancement of women. This Ministry does not directly commit to achieving any particular goals or carrying out its pledges, similar to other ministries for the advancement of women. Yet, a number of operations of this Ministry indirectly address women's development. The Ministry of Textiles and Jute is implementing a number of initiatives and programs geared toward the advancement of women.

5,904 students have been awarded graduation, diploma and SSC equivalent degrees in the fiscal year 2021-22 through 08 Textile Engineering Colleges, 10 Textile Institutes and 41 Textile Vocational Institutes in the country. Among them, 1,134 students were female. The Ready Made Garments (RMG) sector is currently largest in Bangladesh and second largest export-oriented industry in the world. In 2021-22 fiscal year, the export was 4,261 million US dollars. About 84% of Bangladesh's total export earnings are earned from RMG sector.

Jute sector contributes 3% to the total national export earnings of Bangladesh. At present, 198 mills including government and private are operating in producing, marketing and exporting of jute and jute goods. Besides, there are 96 jute spinning mills are working in the private sector. The number of workers employed in these mills stands at 2 lakhs. About one-fourth of the total population of Bangladesh is directly or indirectly associated with jute and jute industries. National Jute Day is celebrated every year on 06 March to increase public awareness about the use of jute goods.

Loom industry is placed second after agriculture in rural employment generation. According to Handloom Census 2018, the total number of looms in the country is 2,90,282 (without power loom). Handloom industry supplies 28% of the domestic demand of fabrics. Its annual value addition to the economy is more than 2,269.70 crores (without power loom). The contribution to GDP is 0.10% (without power loom). About 0.9 million people are employed directly or indirectly in this industry. Among them, nearly 55% women are engaged in loom sector.

Sericulture is an agro-based industry. This industry is playing an important role in creating huge rural employment for the poor people, eradicating poverty, improving rural socio-economic conditions and women empowerment. Nearly, 75% of the sericulture farmers/ Bosnis involved in sericulture extension activities is women.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	127	104	23	18.1
Department of Textiles	929	813	116	12.5
Department of Jute	690	585	105	15.2
Bangladesh Handloom Board	1,562	1,253	309	19.8
Bangladesh Sericulture Development Board	1,047	440	607	58.0
Total :	4,355	3,195	1,160	26.6

3.2 Statistics of Beneficiaries

Programme	Total	Male	Female	Female Percentage
Rajshahi Silk Factory	37	14	23	62.0
Rajshahi Minifilature Centre	13	1	12	92.0
Jhenaidah Minifilature Centre	9	-	9	100.0
Ranishankoil Minifilature Centre	10	-	10	100.0
Joypurhat Minifilature Centre	8	-	8	100.0
Mymoysingh Minifilature Centre	6	-	6	100.0
Lama minifilature Center	8	-	8	100.0
Bugbati Minifilature Centre	8	-	8	100.0
Barabari Minifilature Centre	6	-	6	100.0
Bholahat Minifilature Centre	5	-	5	100.0
Total :	110	15	95	95.4

Beneficiary Students

Programme	Total	Male	Female	Female Percentage
Textile Engineering College (8)	455	382	73	16.0
Textile Diploma Institute (10)	431	382	49	11.4
Textile Vocational Institutes (41)	5,018	4,007	1,011	20.2
Total :	5,904	4,771	1,133	19.2

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	605.8	150.2	24.8	603	138.9	23.0	628.4	152.4	24.3	782.4	70.7	9.0
Development	390.4	54.9	14.1	409	52.8	12.9	419	61.9	14.8	381	44.4	11.7
Operating	215.4	95.3	44.2	194	86.1	44.4	209.4	90.5	43.2	401.4	26.3	6.6

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Expansion and Marketing of Textiles, Silk and Jute Products:	Women's entrepreneurship will be created through the distribution of disease-free silk-worm and mulberry seedlings. New employment will be generated combating poverty through the distribution of micro credit among the women entrepreneurs in diversification of textile and jute products and the expansion of the market.
Education and training	Textile Vocational Institutes, Textile Diploma Institutes and Textile Engineering Colleges are playing an important role in creating skilled female manpower along with men. Offering a diploma in textiles would help develop skilled women manpower in the handloom sector as well. Apart from this, arrangements have been made for the development of skilled women manpower in the silk sector by providing technical training to silk farmers and jute growers.
Strengthening of research on technology and innovation	The role of women in restoring the golden heritage of Bangladesh's muslin yarn production technology is praiseworthy. The development of new technologies will improve women's socio-economic status.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2021-22
1.	Growth of silk industry		
	a. Yarn production		25.0
	b. Production of silk fabrics	%	24.0
2.	Creating skilled human resources		96.9

7.0 Mentionable success stories of the Ministry/Division in women advancement

23 female employees were trained at the Ministry of Textiles and Jute in FY2021-22. According to Handloom Census, about 56% of the total number of women weavers in the country is female. 600 women were trained under the project titled "Establishment of Training Centre, Fashion Design and Sale cum Display Centers for the development of Monipuri weavers in Sylhet". The Bangladesh Sericulture Development Board has trained 645 women in silk farming in FY 2021-2022.

Training on entrepreneurship development for jute diversification is one of the major activities of Jute Diversification Promotion Center (JDPC). JDPC has created 885 entrepreneurs in jute diversification sector. Among the entrepreneurs 390 (44.07%) were women. They are producing 282 different types of diversified jute goods. Our diversified jute products are exporting to 135 countries.

Textiles and Jute industries both in public and private sector (including mills) are regularly providing opportunities for recruitment of female workers, secure housing facilities, maternity leave and maternity allowances, safety at night shifts, etc.

8.0 Challenges of women's development goals

- Obstacles to women entrepreneurs engaged in handloom industry in getting appropriate micro credit on time;
- Lack of marketing facilities for textile and jute products;
- Failure to give female entrepreneurs due importance to the production and distribution of improved varieties of mulberry seedlings, production and distribution of disease-free silk eggs and production of high-quality silk cocoons;
- Lack of women-friendly environment in markets; and
- Lack of necessary technical support and various support services.

9.0 Recommendations/Way forward

- The diversification of jute products is mainly done by small-scale entrepreneurs, most of whom are technically done by women. Financial and technical support should be increased in the jute product diversification sector;
- In order to solve the existing problems of the rural handloom industry, to achieve its technical development and to ensure the availability of raw materials and fair marketing of the produced textiles, the activities of BHB should be strengthened and women's credit facilities should be expanded;
- Taking necessary initiatives to provide technical training related to silk industry through Bangladesh Sericulture Development Board; and
- Creating employment opportunities for women by running textiles and jute mills through PPP or their own initiatives.

Rural Development and Cooperative Division

1.0 Introduction

Reducing income inequality in urban and rural areas, achieving gender equality in the economic sphere are the important determinants of inclusive development of the country. Rural Development and Cooperatives Division (RDCD) is working tirelessly for the overall development of the country along with the economic and social empowerment of women and thus creation of employment for them. In a developing economy like Bangladesh, it is very important to ensure the equal partnership of men and women in eradicating poverty. To achieve poverty alleviation and inclusive economic growth, RDCD is working on the economic and social empowerment of women through offering education, increasing funds, providing various small loans, creating employment for them in businesses etc. As a result, the participation of women in the economic development of the country is continuously increasing every year, which is a prerequisite for sustainable development.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Rural Development and Cooperatives Division is an important partner in the development of women in Bangladesh. Article 5.12 of the National Rural Development Policy-2001 calls for various social and institutional initiatives to empower rural women by jointly informing men and women about various related laws and rights.

The Co-operative Societies Act-2001 and the Co-operative Societies Rules-2004 have been amended (2002 & 2013) to bring transparency in the co-operative sector, ensure accountability and speed up the co-operative movement. In order to increase the involvement of women and strengthen the co-operative sector by accelerating the co-operative movement, Article 4.7, 7.13, 9.5 and 9.10 of the National Co-operative Rules- 2012 emphasize on empowering women, employing them and increasing awareness for the purpose of their development. It has been also said to take necessary initiatives by cooperative development projects to improve the socio-economic conditions of the backward communities including minorities.

In the National Action Plan-2013 formulated in the light of Women's Development Policy-2011, all the tasks that have been determined by RDCD are: inclusion of poor women in social safety nets, mobilizing and training them to increase their skills and engage them in productive activities with economic mainstreaming. It is also said that special emphasis should be given on ensuring safe drinking water, sanitation as well as their inclusion in decision-making by recruiting significant numbers of women at higher levels of the process.

In the eighth five-year plan, it has been decided to take efforts to create self-employment in the non-agricultural sector of underprivileged rural women through skill development training and to take necessary activities for skill development and self-employment in order to improve the quality of life of them in the country.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	102	78	24	21.6
Autonomous Bodies & Other Institutions	7,250	5,818	1,430	19.7
Department of Co-operatives	246	144	102	41.5
Divisional Cooperative Offices	225	169	56	24.9
District Offices	1,343	1,026	317	23.6

Office name	Total	Male	Female	Female Percentage
Upazila Offices	1,956	1,523	433	22.1
Metro Thana Cooperative Offices	40	21	19	47.5
Cooperative Training and Educational institutions	150	128	22	14.7
Total :	11,312	8,907	2,403	21.2

3.2 Statistics of beneficiaries

Programme/Office name	Total	Male	Female	Female Percentage
BRDB	2,16,000	90,000	1,26,000	58.3
BARD, Cumilla	1,116	95	1,021	91.5
Department of Cooperative	1,105	690	415	37.6
SFDF	21,000	4,000	17,000	80.9
RDA, Bogura	23,975	14,435	9,540	39.8
BAPARD, Gopaljong	1,140	342	798	70.0
PDBF	12,73,159	39,054	12,34,105	97.0
Total :	15,37,495	1,48,616	13,88,879	90.3

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	1433.3	403.4	28.1	1467.8	447.5	30.5	1644.8	459.4	27.9	1770.2	221.9	12.5
Development	762.5	120.8	15.8	847.2	179.9	21.2	964.4	138.7	14.4	780.7	185.4	23.7
Operating	670.8	282.6	42.1	620.6	267.6	43.1	680.4	320.7	47.1	989.5	36.5	3.7

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Women development and social status enhancement through income generating activities	About 70% of the beneficiaries of the various projects of the Rural Development and Cooperatives Division are women. Training in various trades is provided to poor women for employment/self-employment under various activities/development programs/projects under this division. As a result, the social status of women is increasing with the increase of their participation in decision making of their family, society and workplace.
Providing various trade-based training, membership of projects, and organizing seminars and workshops on poverty alleviation	Through Rural Development and Cooperatives Division, seminars and workshops on poverty alleviation are being organized to provide income-generating trade-based training to women in rural and urban areas. As a result, women's awareness is increasing. Employment opportunities are expanding, social respect is increasing and women's empowerment is being ensured.
Alleviating women's poverty through employment generation, awareness building and resource development through research and applied research	Because of research and practical research, the involvement of rural women in development activities is increased and thus poverty alleviation of poor women in rural areas has been possible, which leads to increasing their social status.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Participation of rural women in income generating activities	Person	741.24	321.00	525.13
2.	Motivating women members of the cooperatives and providing them trainings on income generating activities	(in thousands)	341.20	195.74	187.95

7.0 Mentionable success stories of the Ministry/Division in women advancement

Implementation of the Integrated Rural Employment Scheme for Poor Women by Bangladesh Rural Development Board (BRDB) has enabled poverty alleviation by improving the living standards of around 82,600 poor women in 5 years. In FY2022-23, under the Development Action Plan, the Department of Cooperatives aims to employment generation of 365 people through milk and meat production by cooperative activities and 300 people by 'Establishment of Bangabandhu Model Village in light of Bangabandhu's mass oriented Cooperative Ideas', 665 people in total, in Jessore and Meherpur districts. Various vocational trainings are also provided for enhancing the income of these rural people. Rural Poverty Alleviation Foundation (PDBF) under the Division of Rural Development and Cooperatives in the FY2022-23 has provided services to 1.35 lakh poor communities with leadership development and social development to 4,223 beneficiary members and imparted vocational and income-generating training to 3,419 beneficiaries through various income-generating activities. It also provided 1,175 crore disbursement of loan assistance and formed 1,417 crore capital for the beneficiaries. All these activities have contributed significantly to the financial empowerment and poverty alleviation of the poor, especially the 97 percent women beneficiaries of PDBF, along with the creation of new employment opportunities.

8.0 Challenges of women's development goals

- Shortage of a comprehensive action plan for socio-economic and political empowerment of women in rural areas of the country;
- Inadequacy of allocation for women development; and
- Shortage of skills of those involved in program and project implementation.

9.0 Recommendations/Way forward

- Providing various types of income enhancing training and employment opportunities for women in rural areas;
- Providing marketing support to rural women to ensure fair prices for their product;
- Imparting training to women to create saving attitude and provide savings incentive at double rate against their monthly accumulated savings;
- Opening women faculty in rural development academies and creating supportive working environment for female trainees; and
- To increase women's participation in productive and income-generating activities to achieve their economic emancipation as well as to ensure their family nutrition.

Ministry of Water Resources

1.0 Introduction

Bangladesh is basically a silted-up delta. Therefore, the livelihood, education, culture, history and economy of the people of the country have been developed mainly on the basis of water. The Ministry of Water Resources has relentlessly continued the all-out effort for effective and successful management of water resources of the country, integrated water resources development, flood forecasting, warning, flood control, drainage & irrigation, prevention of river erosion, navigability of rivers, removal of water logging, protection of coastal embankment and development of haor-baor. This ministry is ensuring the quality of water supply in many areas including prevention of river erosion, irrigation management by playing a leading role in water resource management. About 42% of the total population of our country is involved in agricultural work of which about 57% are women and they are directly and indirectly involved. The Ministry of Water Resources is paying a significant role in ensuring use of water for agriculture. The Ministry of Water Resources is also working to protect the navigability of rivers through river dredging, which is playing an important role in fisheries as well as ensuring water for agriculture. It can be mentioned that, about 15% of women are participating in our fisheries.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Ministry of water resources ensures the full and equal participation of women in the mainstream of socio-economic development, liberate the women from the curse of poverty, giving due recognition to the contribution of women in the social and economic sectors, coordinating policies and activities related to development activities for the purpose of establishing equality of women and men, in the light of The National Women's Policy-2011. Also, there are instructions to preserve women's equal rights and interests in their respective action plans of ministries/organizations. Participation of destitute women has been ensured through the maintenance activities of water resources projects to alleviate poverty, in accordance with "Participatory Water Management Rules 2014" prepared under Bangladesh Water Development Board Act 2000'. According to this rule, every water management group will form cluster groups including landless men and women of the project area for infrastructure development or maintenance related activities. In these groups at least 30% will be women. Moreover, to ensure the proper maintenance of earthwork in the various projects, there is a provision to include 2 (two) female members out of 6 (six) members in the executive committee of water management groups. As per guidelines of water management, 33% of total members of water management group must be women. 30% of the earth-work of BWDB's project will be executed by women under Landless Contracting Society (LCS).

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Ministry of Water Resources	111	91	20	18.0
Bangladesh Water Development Board	6,184	5,439	745	12.1
Department of Bangladesh Haor and Wetlands Development	33	27	6	18.2
Water Resources Planning Organization	103	93	10	9.7
River Research Institute	172	148	24	14.0
Joint Rivers Commission, Bangladesh	19	17	2	10.5
Total :	6,622	5,815	807	12.2

3.2 Statistics of beneficiaries

1,345 women have been trained in agriculture, fisheries, animal husbandry, pump operation and other income-generating activities for the proper development of women through the 'Irrigation Management Improvement Project (IMIP)' implemented by the Bangladesh Water Development Board. Training has been provided to 2,722 women under the project 'Haor Flood Management and Livelihood Improvement Project'. Land has been transferred to 35,251 families under CDSP project out of which 50% of the beneficiaries are women. The total number of beneficiaries in various activities of Ministry of Water Resources is 69,890. Among them, the number of men is 41,405 and the number of women is 28,485, which is about 40.76 percent of the total beneficiaries.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	10244.1	3792.4	37.0	13555.2	4667.1	34.4	10196.1	5543.3	54.4	9400.2	4575	48.7
Development	7794.3	3124.4	40.1	11332.2	4066.2	35.9	7938.2	3286.9	41.4	7358.4	4024.6	54.7
Operating	2449.8	668	27.3	2223	600.9	27.0	2257.9	2256.4	99.9	2041.8	550.4	27.0

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Excavation/Re-excavation of rivers and canals, construction and maintenance of infrastructures to provide irrigation facilities to arable land	Employment opportunities for rural women will be created in different irrigation activities which will be implemented during the next three fiscal years.
Undertaking repair, modification, re-construction and development of existing embankment, construction and maintenance of new embankments and afforestation in coastal areas	Employment of women will be created and their social security will be increased through repair, renovation, reconstruction of existing dams, infrastructure, construction of new dams, maintenance and afforestation activities in coastal areas with the aim of proper utilization of coastal resources and employment creation of people.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Taking necessary steps by creating employment opportunities for women in the construction and repair of flood control dams and coastal embankment.	Number	7,000	7,000	7,200
2.	Women are given priority in the distribution of reclaimed land for settlement.		6,600	7,200	7,400

7.0 Mentionable success stories of the Ministry/Division in women advancement

Participation of destitute women has been ensured in the maintenance activities of water resources projects in accordance with 'Participatory Water Management Rules 2014'. Participation and empowerment of women has been ensured by inclusion of 30 percent women members in the contract labor team for construction and maintenance of minor infrastructure

works of the project. Empowerment of women has been ensured by inclusion of 33% women members in Water Management Organizations.

Through Irrigation Management Improvement Project (IMIP), women have been developed as self-reliant by providing various income-generating trainings including agriculture, fisheries, animal husbandry, irrigation pump operation for their proper development.

Training has been provided to 2,722 women under the project 'Haor Flood Management and Livelihood Improvement Project' Apart from this, women have been developed as self-reliant aiming to increasing their income by distribution of sewing machine and poultry.

Land has been allotted to 35,251 families under CDSP project out of which 50% of the beneficiaries are women.

8.0 Challenges of women's development goals

- Lack of adequate education, social prejudices are responsible for inclusion of women in water resource management;
- There are social and family barriers in data collection and identification of beneficiaries;
- Due to the nature of the work of the Ministry of Water Resources, it is not possible to directly undertake special initiatives or projects for women or to provide allocations for them; and
- Non-inclusion of women as per availability in government services and projects for affected women and girls from river erosion or natural calamities is a major obstacle in achieving the target.

9.0 Recommendations/Way forward

- Taking initiative to implement the gender issue in accordance with all the policies, strategies and activities adopted by this Ministry;
- Creating employment opportunities for women with appropriated proportion to river, canal excavation/re-excavation, embankment, river bank protection activities, infrastructure repair and maintenance, irrigation and agricultural activities;
- To specify the role of women in rehabilitation due to climate change; and
- Taking special measures for the overall safety and security of women and girls after the natural calamities including river erosion and to take measures for disaster management through comprehensive awareness training and activities.

Ministry of Disaster Management and Relief

1.0 Introduction

Bangladesh is a very disaster-prone country due to its geographical location. In the last two decades, thirteen and a half crore people in the country have been affected by natural disasters in one way or another. According to the World Risk Index-2023, Bangladesh ranks 7th among 171 countries in the world in terms of overall risk of infrastructure and crops, human and other animals, disaster vulnerability, resilience, and adaptation index. Natural calamities often stand in the way of the overall development/progress of Bangladesh. Bangladesh's position is vulnerable due to infrastructural weakness and lack of long-term adaptation capacity, even if the people of Bangladesh have the ability to immediately turn around in a disaster. In order to deal with these disasters, pre-disaster preparedness is necessary, just as disaster response is also necessary. It is possible to bring the women population back to normal life quickly after disaster if infrastructure construction activities can be accelerated along with post-disaster relief distribution activities.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

According to the Allocation of Business, the functions of the Ministry of Disaster Management and Relief are - Disaster risk reduction, emergency response, rural infrastructure maintenance (test relief), VGF and GR assistance, and construction of bridges-culverts-shelter centers for disaster risk reduction and for landless and homeless families, construction of disaster resistant houses. Poor and helpless women are given priority in all these works of the ministry. Besides, formulation and implementation of laws, policies, regulations, standing orders and action plans related to disaster management and disaster risk reduction are within the scope of work of the Ministry of Disaster Management and Relief. The Ministry of Disaster Management and Relief is working to achieve the goal of 'Building Bangladesh capable of facing climate change and other environmental challenges' according to the Vision Plan- 2041. Moreover, the Ministry is trying to achieve Bangladesh Delta Plan-2100's Vision-'Achieving safe, climate resilient and prosperous delta' and Mission: 'Ensure long-term water and food security, economic growth and environmental sustainability while effectively reducing vulnerability to natural disaster and building resilience to climate change and other delta challenges through robust, adaptive and integrated strategies, and equitable water governance.' For achieving the goals in the light of the guidelines/mandates of the Ministry related to the laws and policies of the Ministry, the Ministry of Disaster Management and Relief takes necessary steps to institutionalize the disaster management system, create and reform disaster risk reduction infrastructure and reduce the risk of the distressed population.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	153	126	27	17.6
Directorate	1,264	1,150	114	9.0
Total :	1,417	1,276	141	9.9

3.2 Statistics of beneficiaries

- **Employment Generation Program for the Poorest (EGPP):** At least 33 percent of the beneficiaries of the 'Employment Generation Program for the Poorest (EGPP)' program under this Ministry are disadvantaged and poor women. As a result, they are directly employed and their income increases;
- **Cash for Work (Kabita) :** 30 percent of the beneficiaries of the Rural Infrastructure Development (Kabita) program under the Ministry of Disaster Management and Relief for rural infrastructure development/ renovation are women;
- **Rural Infrastructure Maintenance (TR) :** This program allocates cash for rural infrastructure maintenance, with 30 percent of beneficiaries are usually women; and
- **VGF :** VGF program is an important program for the protection of the poor and helpless people. About 70 percent of the beneficiaries of this program are women.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	10117.8	7196.6	71.1	10764	7709	71.6	10228.9	7273.7	71.1	8647.1	6828	79.0
Development	4585.4	3721.2	81.2	4530.7	3859.2	85.2	4734.6	3720.7	78.6	3718.5	3469.5	93.3
Operating	5532.4	3475.4	62.8	6233.3	3849.8	61.8	5494.3	3553	64.7	4928.6	3358.5	68.1

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Expanding social security programs	<ul style="list-style-type: none"> • Employment Generation Program for the Poorest (EGPP): The Employment Generation Program for the Extreme Poor' under this Ministry is a targeted and women friendly programme. In FY2022-23, the budget allocation under this program is Tk. 1415.35 crore and Tk. 658.23 crore has been allocated for the EGPP+ programme. (Similar programme for 5 districts) • Cash for Work (Kabita): Under the Rural Infrastructure Development (Kabita) program under the Ministry of Disaster Management and Relief, an allocation of Tk 1500 crore was made in FY2022-23 for rural infrastructure development/renovation. • Maintenance of Rural Infrastructure (TR): A cash allocation of Tk 1,450 crore has been made under the TR program in FY2022-23. An allocation of Tk 1,450 crore has been proposed for FY2023-24. • VGF: VGF, one of the social security programs, was allocated Rs 1542.19 crore in FY 2022-23.
Procurement and storage of search and rescue vehicles and equipments	60 Multipurpose Accessible Rescue Boats have been purchased to rescue flood victims especially women, children and old people and transport their goods.
Risk reduction training, research and awareness activities	A total of 61,654 women have been trained in various fields of disaster management under various projects. Out of these 10,000 women C.P.P. volunteers were provided training. 8,000 women have been trained as fire service and civil defense volunteers. 9,540 women members of Disaster Management Committee and 8,200 school girls and teachers have been trained at district, upazila, union level. Besides, 25,000 women were trained as community members.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Women Beneficiaries in Social Security Program (Employment Generation Program for the Poorest (EGPP))	Number (Lakh person month)	7.02	7.04	7.06
2.	Women Volunteer for Cyclone Preparedness		36	38	38.07

7.0 Mentionable success stories of the Ministry/Division in women advancement

Under the Comprehensive Disaster Management Program (CDMP) Phase-II project, 203 families have been rehabilitated by constructing disaster resilient houses in 2 disaster resilient villages of Sukrail Union of Dacope Upazila of Khulna District. Through this, the women members of the family, who were homeless due to Cyclone Aila, have been provided with a better and safer accommodation. Sanitary latrines under CDMP were constructed in coastal areas of the country and in collaboration with G.I.Z. 203 k.m. Water pipelines have been constructed, thereby reducing the workload of women in the area and making their lives easier. They are now able to focus on more productive work. Already, 76,140 volunteers have been trained and engaged under the Cyclone Preparedness Program (CPP), out of which half i.e. 38,070 are women. This increased their social status and helped to establish rights.

8.0 Challenges of women's development goals

- Participation of women in rural infrastructure development/maintenance activities is less than that of men due to family constraints;
- Participation of women in disaster management committees is not as expected as women have to follow different social and family restrictions in rural areas; and
- Women are more vulnerable to any disaster than men. Yet women's participation in disaster risk reduction awareness raising programs remains relatively low.

9.0 Recommendations/Way forward

- Expanding the social safety net in favor of women to prevent adverse reactions;
- Taking special measures for the overall safety and security of women and girl children during pre-disasters and preparing them for disaster response through comprehensive awareness training and activities. Moreover, especial considerations have to be given for the safety of disabled women in this regard;
- Providing priority and providing rehabilitation to disabled women, elderly people and children affected by river erosion and other natural disasters;
- To provide material assistance as well as psycho-social support to women to cope with emergencies during disasters; and
- Incorporation of women-run institutions into area-based integrated disaster response organizations in disaster risk management.

Ministry of Chattogram Hill Tracts Affairs

1.0 Introduction

The Chattogram Hill Tracts covers about one-tenth of the area of Bangladesh. The three districts of Chattogram Hill Tracts are well known as the naturally beautiful towns of Bangladesh. Twelve (12) small ethnic groups including Bengalis have been living in Chattogram Hill Tracts. Minority groups have cultural identity on the one hand, while on the other hand they are an integral part of the main population. Since independence, the government has been adopting and implementing various development projects for the overall development of Chattogram Hill Tracts. With a view to accelerating the socio-economic development process of all the citizens of Chattogram Hill Tracts under the constitution of the People's Republic of Bangladesh, the government through various ministries/departments as well as the Ministry of Chattogram Hill Tracts Affairs is trying to improve the quality of life of the people of three hill districts and taking initiatives for supply of safe water, developing fishery resources, improving the quality of health services, construction of agricultural infrastructure, development of tourism industry, alleviating poverty and women development. Apart from this, various programs are ongoing for the purpose of imparting technical education and training to young men and women; preserving the language and culture of different communities residing in Chattogram hill Tracts.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

The Ministry of Chattogram Hill Tracts is a specialized ministry. Like other ministries, this ministry has no direct commitment to achieve any specific targets or implement commitments for women's development. Moreover, the Ministry does not have any clear instruction in the Allocation of business regarding women development. However, the issue of woman development exists indirectly in the activities of this ministry which has been evident in the various steps and programs taken by the ministry and its related departments/organizations. The Ministry of Chattogram Hill Tracts Affairs has been established in accordance with the Chattogram Hill Tracts Peace Agreement signed on December 2, 1997 for ensuring the overall development of the hill region. According to the Constitution of the People's Republic of Bangladesh, this ministry is committed to accelerate equal rights and equitable distribution of opportunities and resources for all citizens. More than 50% of the beneficiaries of all the development projects/programmes implemented by this ministry are women members. Moreover, the Ministry of Chattogram Hill Tracts Affairs has also undertaken some specific projects/programmes giving priority to the women population of hilly areas. The government is committed to the development of women in the entire country including the people of the hilly areas. Article 38 of the National Women's Development Policy-2011 lays emphasis on taking special activities for women belonging to backward and minority ethnic groups. In sub-article 38 (1) it is stated to ensure all the rights of minority and backward women to development and in 38 (2) it is mentioned that measures should be taken for ensuring the right and development of minority women while keeping their own traditions and culture intact. According to this policy, the Ministry of Chattogram Hill Tracts Affairs has adopted various activities, projects/programmes for the development of women.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	65	50	15	23.1
Task Force on Repatriation and Resettlement of Returned Tribal Refugees and Identification and Resettlement of Internally Displaced Persons	17	12	5	29.4
Chattogram Hill Tracts Development Board	110	95	15	13.6
Chattogram Hill Tracts Peace Agreement Implementation Committee	3	3	-	-
Chattogram Hill Tracts Regional Council	48	38	10	20.8
Total :	243	198	45	18.5

3.2 Statistics of beneficiaries

Nearly 5,180 out of 5,630 women are working as neighborhood workers in the project titled "Provision of Sustainable Social Services in Chattogram Hill Tracts" which is implementing by the Chattogram Hill Tracts Development Board. Under this board women are working as neighborhood workers, field organizers, teaching staff of residential schools and project officers/employees. The percentage of males and females is 92:8.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	1204.6	550.1	45.7	1400.8	778.5	55.6	1337.9	640.8	47.9	1260.8	719.3	57.1
Development	751.7	471.1	62.7	960.2	703.8	73.3	932.2	574.5	61.6	881.7	657.5	74.6
Operating	452.9	79	17.4	440.6	74.7	17.0	405.7	66.3	16.3	379.1	61.8	16.3

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Development of communication infrastructure in Chattogram Hill Tracts	Due to the geographical location of the Chattogram Hill Tracts, the general communication system is not as smooth as the plains. Therefore, if a goal-oriented and climate change-tolerant communication system is developed between individuals, tribes, and regions, the socio-economic conditions will be greatly improved. In this consideration, the Ministry of Chattogram Hill Tracts Affairs has given the highest priority to the infrastructure development sector of Chattogram Hill Tracts. Through this, movement of women in remote hilly areas will be easier. Moreover, through the development of climate change resilient infrastructure, nearly half of the total population of the Chattogram Hill Tracts region has been brought under housing facilities.
Expansion of agricultural and non-agricultural sectors	Programs aimed at expanding climate change resilient agricultural and non-agricultural sectors have engaged the backward women communities in the hilly areas in economic activities.

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Primary education and Technical education	Initiatives have been taken for the implementation of comprehensive target-oriented programs for enhancing the facilities of Primary education and technical education towards living population irrespective of men and women.
Fundamental Health Services	Due to the ecological nature of the Chattogram Hill Tracts region, it is necessary to take health care programs for the population to prevent special diseases. Special emphasis is placed on ensuring health care for women and children, especially in remote areas. Providing health care through mobile clinics and ensuring access to clean water has saved labor and time for female family members and reduced mortality.
Preservation of tribal culture	Preservation of the language and traditions of the Bengalis and various tribal communities living in the Chattogram Hill Tracts is very important for protecting the cultural identity and the respective mother tongues of the various groups. More tribal girl children have access to education as a result of curriculum development at primary school level in various tribal languages. In addition, the marketing of tribal products and consumables has increased the employment and income of the women population of Chattogram Hill Tracts.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Reducing the rate of maternal mortality	lakh	87.8	87.0	86.8

7.0 Mentionable success stories of the Ministry/Division in women advancement

At present, the Ministry of Chattogram Hill Tracts Affairs has taken the initiatives for providing health care support through mobile clinics in remote hilly areas and ensuring safe water supply which has saved the labor and time of the female members of the family. Not only the basic health care to children but also providing maternal health services in addition are reducing child mortality rate. Besides, increasing educational opportunities for girls is decreasing the rate of school dropouts and ensuring women's participation in higher education. As a result of the infrastructural development of Chattogram Hill Tracts, the participation of women in the labor market and income-generating activities is growing at a very high rate. Targeted lending (40%) to women in micro-credit programs is facilitating the path for enhancing the opportunity of their self-employment and empowerment as well. As technical education and training programs in various vocational occupations are targeted (50%), employment is being created for more women in Chattogram Hill Tracts and accordingly their income is increasing.

8.0 Challenges of women's development goals

- Religious prejudices and abuse of religion, conservative attitude of male dominated society, lack of freedom of speech, lack of freedom of movement and hindrance to achieving fundamental rights recognized by the constitution;
- Shortage of skilled manpower;
- Inaccessible hilly regions and lack of necessary infrastructure and road infrastructure;
- Limited use of information and technology in remote areas; and
- Limited opportunities for minority girls to participate in mainstream education.

9.0 Recommendations/Way forward

- Increasing the participation of minority girl children in mainstream education programmes;
- Marketing of products produced by women entrepreneurs at upazila, district and in capital.
- Keeping provision of equity/collateral-free loans to public and private banks specially for disabled, minorities and backward women;
- Mandating land commissions to settle land disputes of minority groups;
- Establishing quota system and education allowance for minority women in education and training system; Involving of women in the teaching system in ethnic languages with a view to educating them in technical education;
- Providing primary education to every tribal child in their mother tongue;
- Providing various technical and market-oriented training for self-employment of minority women;
- Taking initiatives to ensure women's empowerment in education, employment and decision-making; and
- Ensuring more opportunities to women for providing various types of income enhancing training.

Ministry of Expatriates' Welfare and Overseas Employment

1.0 Introduction

The Ministry of Expatriates' Welfare and Overseas Employment is working tirelessly to improve the socio-economic conditions of the country by creating skilled manpower through imparting international labour market demand-based modern training and reducing unemployment through foreign employment, ensuring the overall welfare of expatriate and protecting their interests, creating public awareness about the safe immigration process and increasing the flow of remittances. As a result of the Ministry's multi-faceted activities to implement the 8th Five-Year Plan and SDG targets for safe and dignified jobs abroad for male workers as well as female workers, 10.51 million Bangladeshi workers are currently employed in 176 countries around the world, including 11,30,844 (eleven lakhs thirty thousand eight hundred and forty-four) women workers. Women workers trained in the garment trade are getting employment opportunities in various countries, including Jordan, Mauritius, Kuwait, Japan, Croatia, and Hong Kong along with domestic employment. Expatriate workers sent USD 21.03 billion remittances in FY 2021-2022 amid the post-Covid global recession. The creation of foreign employment for a large section of the working population is playing an important role in keeping the wheel of the country's economy, including meeting the import cost and increasing the foreign exchange reserves.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

According to the Allocation of Business, 5 activities of the Ministry of Expatriates' Welfare and Overseas Employment are related to women development (Activities 1, 2, 6, 6A, 9). The main task of this ministry is to ensure the overall welfare of the expatriate workers including men and women and to protect their rights and to contribute to the socio-economic development of the country through foreign employment. Besides, skill development training is conducted while maintaining quality in order to create skilled manpower as per the demand of foreign labour market. Necessary steps are being taken to provide financial and legal assistance for the welfare of expatriate/returning workers, repatriation and burial of dead workers abroad, provision of scholarships to meritorious children of expatriate workers and socio-economic reintegration of returning workers. Ensuring the welfare and protection of the rights of expatriate, grievance redresses, skill development training for foreign employment and provision of rendering services to workers through overseas labour welfare wings are mentioned. These activities include male workers as well as female workers. In addition, special civic amenities are awarded and commercially important persons (CIPs, NRBs) are selected by ministry to encourage and honor the expatriates. Moreover, labour welfare wings in abroad have been providing services to women workers on a priority basis.

Moreover, various policies, laws, and regulations have been formulated for the smooth running of the activities of the Ministry of Expatriates' Welfare and Overseas Employment. The activities of this ministry are conducted in accordance with the Overseas Employment and Immigration Act, 2013. Besides, Expatriate Welfare and Overseas Employment Policy, 2016 and Overseas Employment and Migrant Rules, 2017 have been formulated. These regulations emphasize on the right and dignity of every citizen to have decent employment opportunities through foreign employment and immigration and contributing to national economic and social development. The 8th Five Year Plan contains a 10-point agenda for overseas employment and the welfare of migrant workers. Among these, ensuring the dignity, neutrality, freedom, security and human

rights of women migrants, institutional and legal reforms and capacity building, digitization, inclusion of private sector and stakeholders, protection of rights and welfare of the migrant women are particularly noteworthy.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	188	157	31	16.5
Bureau of Manpower, Employment and Training	135	116	19	14.1
Divisional Employment and manpower offices	8	6	2	25.0
District Employment and manpower offices	253	230	23	9.1
Technical Training Centers	1,971	1,629	342	17.4
Institutes of Marine Technologies	230	210	20	8.7
Apprenticeship Offices	14	13	1	7.1
Total :	2,799	2,361	438	15.7

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
Providing training by institutions under BMET	8,72,533	8,36,106	36,427	4.2
Issuance of Immigration Clearance by BMET to workers going abroad/Foreign Employment	8,43,356	7,73,820	69,536	8.3
Overseas Employment through BOESEL	12,512	7,164	5,348	42.7
Providing intensive training to workers going to South Korea through BOSEL	5,626	5,610	16	0.3
Financial assistance by Wage Earners Welfare Board	4,840	4,714	126	2.6
Death compensation to workers by Wage Earners Welfare Board	1,120	1,083	37	3.3
Scholarship to meritorious children of expatriate workers by Wage Earners Welfare Board	3,012	2,018	994	33.0
Hotel Quarantine Subsidy provided by Wage Earners Welfare Board to the workers going to Saudi Arabia	13,305	12,374	931	7.0
Subsidy on RT-PCR test for expatriate workers by Wage Earners Welfare Board	50,277	48,769	1,508	3.0
Total :	18,06,581	16,91,658	1,14,923	6.4

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	1018.5	347.1	34.1	599.2	244.2	40.8	990.3	333.2	33.6	412.2	167.1	40.5
Development	626	287.6	45.9	267.5	193.5	72.3	632.7	273.4	43.2	213.1	150.5	70.6
Operating	392.5	59.5	15.2	331.7	50.7	15.3	357.6	59.8	16.7	199.1	16.6	8.3

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Overseas employment opportunity generation	Licensing of recruiting agencies, approval of sending migrant workers and monitoring activities of recruiting agencies is being carried out seriously for the purpose of overseas employment. Necessary activities are being taken and implemented for the expansion of new markets and preservation of existing markets. Employment of women has increased significantly in different countries including Hong Kong and the Middle East. As a result of increasing overseas employment, women are becoming self-sufficient economically. Hence, the position of women in family and social life is getting stronger.
Human resources development	There are 64 (sixty-four) Technical Training Centers (TTCs) and 6 (six) Institutes of Marine Technologies under the Ministry. Among them there are 5 female TTCs. These training centers are imparting training in 55 trades/occupations and turning them into skilled human resources. As a result, the demand for female domestic workers is increasing in various countries including Saudi Arabia, Hong Kong, Jordan, Lebanon and more female workers are migrating to these countries. As women workers are able to establish their skills in the workplace, it impacts positively on women's employment and women's development in general.
Welfare of Bangladeshi migrants	Legal assistance, compensation to deceased workers from foreign employers, provision of scholarships to meritorious children, assistance to endangered workers, health facilities, work site inspection, repatriation and burial of deceased workers, financial assistance to families of deceased workers etc. services are being provided to migrant workers including women workers. By getting all these welfare services, the families of the expatriate women workers are benefiting as well as they are being able to work comfortably in their workplace. Therefore, more women workers are being encouraged to get overseas employment and as a result, it is having a positive impact on the socio-economic development of the country, including the development of the family of women migrant workers.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Women's participation in total overseas employment	%	12.23	9.36	11.30
2.	Provide training to women workers for skill development	The ratio of female to male workers	1:3.5	1:5	1:21

7.0 Mentionable success stories of the Ministry/Division in women advancement

From 2011 to February 2023, a total of 9,73,601 women workers got overseas employment in various occupations under the supervision of Ministry of Expatriates' Welfare and Overseas Employment. In the financial year 2022-23 till February 2023, 60,323 women workers have been employed in overseas market. Six 'Safe Homes' have been set up for women in 05 countries. From July 2009 to February 2023, 91,578 women workers have migrated to different countries

including Jordan with low-cost/without any cost as skilled workers through BOESEL. In addition, women workers are being sent to Oman, Qatar, Bahrain, Lebanon and Saudi Arabia without any migration costs. Women workers as 'Caregivers' are being sent in Japan. Probashi Kallyan Bank provides 'Women migration Loan' with soft conditions up to tk. Three lacs to aspirant women workers at 9% simple interest rate. Women workers who take loans from Probashi Kallyan Bank, usually migrates to Jordan, Hong Kong, Dubai, Oman, Bahrain, Lebanon, etc. Probashi Kallyan Bank provides 'Women Rehabilitation Loan' with soft conditions for a period of Ten years, up to tk. Fifty lacs at 7% simple interest rate for the purpose of rehabilitation of women workers after their return to the country. Since the establishment of Probashi Kallyan Bank, 1819 women workers have been provided loans without any mortgages till February 2023.

8.0 Challenges of women's development goals

- Lack of adequate number of women technical training centers in different regions of the country to provide skill development training to women workers (only 5 women TTCs at divisional level);
- Lack of database and regular monitoring to ensure the welfare of expatriate women workers;
- Lack of sufficient social awareness and campaigning to migrant more women workers to the foreign labour market;
- For the purpose of development of women, Probashi Kallyan Bank provides 'Women migration Loan' to women who want to go abroad and 'Women Rehabilitation Loan' to women workers returning from abroad. But the amount of loans and the number of borrowers are low. Inadequate initiatives to resolve this situation;
- Lack of campaign and public awareness to prevent trafficking of women for safe migration.

9.0 Recommendations/Way forward

- Taking measures to provide technical training across the country with the aim of improving women's skills;
- Taking initiatives for overseas employment of women labour force and taking steps to increase participation of women in overseas employment including ensuring low-cost/zero cost migration;
- Formulating a data base of expatriate women workers and regularly monitoring the status of expatriate women workers;
- Ensuring the employment, protection, salaries-allowances and other benefits of women migrant workers working abroad in accordance with the law of the employing country;
- Undertake social awareness campaigns regarding sending of women workers abroad;
- Implementation of the action plan to send an average of thousand youth and youth women workers from each upazila according to the government's election schedule.

Thematic group-3 :
Widening Women's Effective Access to Public
Services



Prime Minister's Office

1.0 Introduction

A national budget is a country's proposed annual income and expenditure document. Just as the distribution of money in the budget, taxation or fiscal policy has an impact on the lives of people at different levels of society to varying degrees, it also has a significant impact on men and women. Sustainable development is not possible if the contribution of women in the overall economy of the country is neglected. It is important to keep adequate allocation in the national budget in women empowerment for economic self-reliance. Considering the context of Bangladesh, since women are relatively backward in economic and social spheres, it is essential to make gender responsive budget for each Ministry/Division to include them in the overall development activities. In this context, the Prime Minister's Office has taken various programs and initiatives to create an investment-friendly environment through public-private partnerships and establish economic zones and rehabilitate the landless and marginalized communities, keeping women development in mind.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

10 special initiatives of Hon'ble Prime Minister 'Women Empowerment' is one. According to the 'On the occasion of Mujib centenary, housing policy for all the landless and homeless of the country- 2020', priority has been given to allocate 2 (two) percent Khas land to widows and women abandoned by husband. 'Ashrayan Project' is known as the 'Sheikh Hasina Model' for inclusive development with its 3rd feature 'Empowerment of women by giving women half ownership of land and houses'. 'Ashrayan Project' is working to meet the goals of SDG targets 1.4, 2.3, 5 (a) and 10.2.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Prime Minister's Office	475	412	63	13.3
Special Security Force (SSF)	300	286	14	4.8
National Security Intelligence Forces	4,159	3,778	381	9.2
Bureau of NGO Affairs	57	50	7	12.3
Bangladesh Investment Development Authority (BIDA)	190	164	26	13.7
Bangladesh Export Processing Zone Authority (BEPZA)	1,674	1,579	95	5.7
Public Private Partnership Authority (PPPA)	34	30	4	11.8
Bangladesh Economic Zone Authority (BEZA)	73	64	9	12.3
Executive Cell of the Board of Governors of Private Export Processing Zones	2	2	-	-
National Skill Development Authority (NSDA)	54	39	15	27.8
Total :	7,018	6,404	614	9.0

3.2 Statistics of beneficiaries

- About 600 income generating projects have been taken up from 2011-12 to 2022-23 fiscal year to improve the quality of life of the small ethnic groups living in the plains of the country. The total beneficiaries of the projects are about 1 lakh of which about 50 percent are women.
- Public Private Partnership (PPP) authorities ensure that women's participation and women's development are prioritized in PPP projects during feasibility studies. Participation of women in training, seminars, workshops organized by PPP authorities is emphasized;
- In FY 2021-22, a total of 509 people were trained by PPP authorities, out of which 192 were women. Apart from this, separate toilets for men and women working in PPP authorities, transportation facilities and separate rooms for pregnant and lactating women have been provided.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	4452.1	481.2	10.8	4744.9	369.3	7.8	5774.9	626.1	10.8	3861.9	274.5	7.1
Development	3520.2	432.9	12.3	4021.5	331.1	8.2	4975.3	581.7	11.7	3283.4	245.2	7.5
Operating	931.9	48.3	5.2	723.4	38.2	5.3	799.6	44.4	5.6	578.5	29.3	5.1

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Upgrading the quality of life of the poor and minority groups	So far 4,09,786 landless and homeless families have been rehabilitated through the Ashrayan Project where half of the beneficiaries are women. Grant is given in the joint name (husband and wife) of the resettled family under the Ashrayan Project. Widows, women abandoned by husband are given priority for rehabilitation. Loans are provided to trained women with a view to increase employment, including provide training to resettled women.
Accelerating economic growth through increased investment	Out of the 4,86,304 workers currently working in EPZs, 66% that is 3,20,961 are women. BEZA and BGMEA are working together to set up a garment park on about 500 acres of land at Bangabandhu Sheikh Mujib Shilpanagar, which will provide employment opportunities to about 3 lakh people, of whom about 70% will be women. BEZA is determined to provide 100 acres of land to encourage women entrepreneurs here.

7.0 Mentionable success stories of the Ministry/Division in women advancement

Empowerment in the family and social status of the women have been increased through house building under the initiative of Ashrayan Project and Development Assistance Program for Special Areas. The education rate of girls from minority ethnic groups in the plains has increased through the distribution of educational scholarships and bicycles under the Development Assistance Program for Special Areas. Women's decision-making capacity within the family has increased through the creation of massive employment through various initiatives of BEPZA and BEZA.

With the aim of making the ongoing economic development sustainable in the long term, the Honorable Prime Minister has brought the landless, homeless and marginalized people under the scope of inclusive development. In order to improve the quality of life of the beneficiaries under this project, 2 decimal land and a 'semi-pucca' house are being provided in joint ownership of husband and wife.

8.0 Challenges of women's development goals

- Lack of financing capacity of women entrepreneurs to invest in EPZs; and
- Lack of support from most families of the women in undertaking skills development training.

9.0 Recommendations/Way forward

- Formulation of PPP laws, rules and regulations with the aim of undertaking development activities in public-private partnership, addition of specific rules regarding women's participation in the rules and addition of conditions related to women's empowerment, rights protection and women's employment in the contract with the private partner of the PPP project;
- Implementation of the ongoing program entitled "Development Assistance for Special Areas (Except Chattogram Hill Tracts)" to improve the quality of life of people belonging to small ethnic groups living in the plains;
- Construction of 60,000 houses for landless/homeless, rootless, poor families through Asharyan project; and
- To achieve indicator 5 - Gender equality and women's empowerment of Bangladesh model for SDG localization, detailed action plan has been adopted to implement 3 indicators at National level, 3 at District level and 29 at Upazila level.

Election Commission

1.0 Introduction

The main function of Election Commission, as one of the constitutional institutions of the state, is to conduct, supervise and manage elections. Announcement of election schedule, campaigning on behalf of people's participation, polling and publication of results, enforcement of laws related to elections, providing policy guidelines, scrutinizing and disposing of election-related complaints are also under the jurisdiction of the election commission. The contribution of the Election Commission in establishing good governance in society by establishing democracy on a strong base by conducting free, fair and impartial elections is undeniable. Active participation of women in all spheres is a prerequisite for a strong democratic structure of the state system. One of the main goals of the commission is to ensure the effective participation of women as it constitutes half of the population in the overall electoral process to implement a strong democratic state system. Preparation of proper voter list and development of electoral environment are encouraging women not only to vote but also to verify their eligibility and acceptability as candidates. Decisions that are generally considered to be independent of gender, such as voting period, location of polling stations, design of ballot papers etc. also affect women's participation in elections. The Election Commission considers these matters earnestly in conducting elections.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Women's participation in elections can be considered in three ways - as voters, as polling officers and as candidates in elections. In the existing laws/regulations related to election, efforts have been made to create the environment to exercise women's franchise, to appoint as polling officers and even to create opportunities for women's candidacy in elections. Provisions have been made for the promotion of women leadership in political parties and its proper implementation. To facilitate the exercise of women's franchise during elections, separate polling booths for women are prepared in polling stations and separate circulars are issued in each election for the appointment of required number of women assistant presiding officers and polling officers in these booths. Through the Registration of Political Parties Act, 2020, a minimum of 33 percent women representation has been made in all levels of committees of all political parties. This has increased women's opportunities for candidacy in elections.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Election Commission Secretariat	2,372	2,070	302	12.7
Total :	2,372	2,070	302	12.7

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	2406.5	1301.4	54.1	1423.1	517.5	36.4	1538.9	831.7	54.0	1660.2	621.3	37.4
Development	282.5	56	19.8	748.7	103	13.8	749	210.2	28.1	665.4	19.7	3.0
Operating	2124	1245.4	58.6	674.4	414.5	61.5	789.9	621.5	78.7	994.8	601.6	60.5

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Conduct National Parliament and local government elections	A strong structural democracy as well as democratic process is a pre-requisite for good governance and human rights. Functional democracy ensures the representation of people from all walks of life specially the marginal and unprivileged communities. Polling process encourages women to participate in decision making at the local and national levels. Consequently, matters relating to women are getting importance in electoral commitments.
Updating electoral rolls and effective maintenance of database	The dignity and individualism of women is recognized by their inclusion in the voter list. Women can exercise their democratic rights by taking part in election. Through the application of voting right women are embodied their equal right. It also creates scopes to put themselves in the role of state affairs and to influence national decisions made as a valuable citizen. Inclusion in voter list has increased employment opportunities for women as well.
Using information technology in election management	Use of modern technology in electoral process will help women officials and staffs assigned with polling duties perform their responsibilities without any hazard. It ensures participation of women in democratic process. Greater women participation enhances women involvement and empowerment in the development and decision-making process of the government.
Increase public awareness through campaigning / publicity	Women awareness is being accelerated through campaigning / advocacy, which plays a supporting role to preserve women right and to take decision of participating in the electoral process.

6.0 Mentionable success stories of the Ministry/Division in women advancement

- At present out of 11.92 crore voters, half of them are women. Women's pride and dignity have got due recognition by their inclusion in the electoral roll.
- A significant number of women officials have discharged their duties as election officials in recently held Parliament, City Corporation, Upazilla Parishad, Municipality and Union Parishad elections. Women competence and qualification were recognized through appointing Women Returning Officers, Assistant Returning Officers, Police Personnel, Ansars, Presiding Officers, Assistant Presiding Officers and Polling Officers.
- Regulation for reserved seats in the local government elections such as Union Parishad, Municipality, City Corporation and Upazila Parishad and reservation of 50 seats for women in the Parliament and, above all, women's free participation in all general seats have been ensured. In addition, it has been made mandatory for every political party to have 33 percent women in the top leadership positions in order to be eligible for registration [Article 90B(b)(ii) of Representation of The People Order, 1972]. Consequently, women participation in decision making process at national level is guaranteed which facilitates women advancement and empowerment.

7.0 Challenges of women's development goals

The challenges, to enroll women as voter and inclusion in political activities are following:

- Social Reform and Religious Extremism/Orthodoxy;
- Ignorance of women in remote areas;
- Reluctance of unmarried, backward and illiterate girls to become voters; and
- Reluctance to collect birth registration certificate by paying prescribed fee.

8.0 Recommendations/Way forward

- To encourage political parties and the media for taking all out efforts in order to ensure women's participation in politics at a higher rate;
- To implement awareness programs regarding establishment and application of political rights by women and its attributes;
- To ensure 33 percent representation of women in the top leadership positions of political parties;
- To encourage political parties regarding nomination of more women in the election process;
- To create awareness of exercising voting rights for realizing and establishing women's political rights and to implement programs on voter training from the grassroots to the national level; and
- To encourage the non-government organizations including women's organizations in order to create urge for women's active participation in politics.

Law and Justice Division

1.0 Introduction

The rule of law and a functioning justice system are the cornerstones of achieving human welfare—which simultaneously ensure a decent and efficient environment for sustainable development of a country. Without fulfilling this condition no development can be meaningful in any country. The importance of law and judiciary in ensuring the rule of law and effective administration of justice in the state is undeniable. Establishing the rule of law, reducing discrimination against women, women's rights and empowerment, and ensuring women's access to justice are very important for the economic development of the country. One of the goals of this division is to create a supportive environment for ensuring people's access to justice by achieving institutional and structural development and bringing social inequality to a minimum level.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Law and Justice Division has been taking various activities to implement the objective of creating a supportive environment to ensure people get justice by achieving institutional and structural development of the judicial system. One of the functions of the Law and Justice Division is to provide legal advice to the candidates who are financially poor, helpless and unable to obtain justice due to various socio-economic reasons to ensure equality in access to the justice system. Law and Justice Division adopts the measures of reference sent by the United Nations on international affairs and prevention of trafficking in women and children, including conventions concluded with other countries on judicial and legal matters.

Targets are set in the National Women's Development Policy 2011, to establish equal rights of men and women in all spheres of state and public life, to ensure women's safety in all spheres of state, social and family life, to ensure women's economic, political, social, administrative and legal empowerment and to establish women's human rights in the light of Constitution of Bangladesh. The 8th Five Year Plan has laid emphasis on capacity building of judicial institutions to prevent violence against women. Women and Children Repression Prevention Act, 2000, Domestic Violence (Prevention and Protection) Act- 2010, Prevention of Dowry Act-2018, Family Court Ordinance-1985, Prevention and Suppression of Human Trafficking Act-2012 and Digital Security Act-2018 is effective to prevent all forms of violence against women through legal means.

In order to implement the strategic objectives related to efficient and effective justice system, equality in access to justice system and simplification of land registration management, the significant activities by the Law and Justice Division are- enhancing the settlement of cases through mediation, conciliation, arbitration, disposing of cases through Alternative Dispute Resolution (ADR), providing legal aid to poor and helpless persons, publishing posters, pamphlets etc. containing laws, rules and other information and organizing seminars, symposiums and workshops, training and motivating legal aid providers, providing legal advice and information services through call center/hotline etc to raise awareness about legal aid.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	165	139	26	15.8
Directorate of Registration	2,859	2,069	790	27.6
Bangladesh Judicial Service Commission Secretariat	41	34	7	17.1

Office name	Total	Male	Female	Female Percentage
Judicial Administration Training Institute	59	51	8	13.6
National Legal Aid Services Organization	140	97	43	30.7
International Crimes Tribunal	40	34	6	15.0
Bangladesh Bar Council	75	66	9	12.0
Office of the Administrator General, Official Receiver and Official Trustee	14	14	-	-
Subordinate Courts	8,905	6,893	2,012	22.6
Total :	12,298	9,397	2,901	23.6

3.2 Statistics of beneficiaries

National Legal Aid Services Organization has provided legal aid to 1,27,900 women in last 03 years. So far 17,573 women have been provided legal information and services through hotline.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	1942.9	212.3	10.9	1753.1	222	12.7	1923.8	197.6	10.3	1351.5	59.5	4.4
Development	175.9	12.2	6.9	332.4	35.6	10.7	310.7	2.2	0.7	210.8	45.8	21.7
Operating	1767	200.1	11.3	1420.7	186.4	13.1	1613.1	195.4	12.1	1140.7	13.7	1.2

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Simplification of case management and settlement	E-judiciary project has been taken to bring the subordinate courts of the country under the digital network. Through this project, every court will be turned into an e-court room. Effective case management will be possible as every court and various departments related to justice, such as police stations, hospitals, jails and concerned persons, such as investigators, witnesses, lawyers, defendants, are connected to the central network. This will save the time and money of the litigants. As half of the country's population, women will also benefit from an effective justice system.
Modernization of land registration process	The use of ICT has been increased to make the land registration process easier and more transparent. Digitization of land registration system and automation of land registration management projects have been taken up. If these projects are implemented, citizens will get service in land registration through electronic system. Moreover, the land registration process will reduce land related disputes as it is a transparent ICT based system. As a common citizen, women will also be beneficiaries of modernization of land registration.

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Providing legal aid services	Providing free legal aid to distressed, helpless and poor litigants ensure their participation in the justice system. On the other hand, On the other hand, they are getting justice and ensuring the social rights of women, who are half of the population as a whole and relatively victims of violence.

6.0 Mentionable success stories of the Ministry/Division in women advancement

Providing free legal aid to poor women, taking legal action on child marriage, reduction of dowry etc. is having a positive impact on increasing the social status of women. Apart from this, legal services are being provided to women engaged in various manual labor including women workers working in the garment sector through the Labor Law Support Cell.

Modernizing the case management system creates a more supportive environment for women to access law and justice and consequently reduces violence and abuse against women. Moreover, justice and equality are established in the society and the women's society is directly benefited. Establishing justice in the society will ensure free movement of women along with increasing social security and has a direct impact on improving the standard of living of women.

7.0 Challenges of women's development goals

- Reluctance of women to seek legal remedies in addition to domestic violence;
- Lack of adequate infrastructure in providing remedial assistance. Moreover, social evils such as women's lack of rights in property, child marriage, dowry etc. are one of the obstacles in the way of women's development.
- Lack of education and awareness among the masses, dominance of patriarchal attitudes in the society;
- Relatively low participation of women in economic activities; and
- Insecurity and sexual harassment of women in the workplace.

8.0 Recommendations/Way forward

- Amending existing laws and making necessary new laws to ensure women's human rights;
- Strict enforcement of laws against child marriage, rape, exploitation, trafficking;
- Facilitate the judicial process with a view to completing trials of women and child abuse and trafficking offenses within six months;
- Providing legal aid to abused women;
- Giving women equal opportunities and participation in wealth, employment, markets and business; and
- Ensuring the participation of women lawyers in commissions or committees formed for the purpose of law making and reform and appointing gender experts in all related commissions.

Public Security Division

1.0 Introduction

The Public Security Division of the Ministry of Home Affairs is working relentlessly with the aim of ensuring secured life and building a peaceful Bangladesh. To achieve sustainable development goals, the government has laid utmost importance on keeping the country's overall public security system stable. In this regard, the Public Security Division is successfully implementing various programs including establishing security of people's lives and property, law and order and civil rights of the country. The division also ensuring border and sea protection, suppression of crime and smuggling in border areas, delivering necessary civil services to deal with various natural and man-made disasters. The current government has adopted a zero-tolerance policy against all social crimes including terrorism, extortion, gambling, rape, and murder. The constitution of Bangladesh preserves the equality and legal rights of all citizens under the law. The Public Security Division is working to create a strong law and order force to assist in establishing and ensuring this right.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

The constitution is the main basis for identifying the spirit of national development and development plan of Bangladesh, which guarantees equal rights and equal participation of men and women at all levels of state and public life. At the same time, the equality of men and women in the eyes of the law has been ensured and equal rights have been ensured in obtaining the shelter of the law. However, there are obstacles to women's equal participation in social and state life due to traditional norms, which are creating various types of social and economic inequality. The Public Security Division is conducting various activities to prevent violence against women. One of the functions of this division is to protect law and order, especially the formulation and implementation of laws, rules and policies related to women and prevention of women trafficking at the border. Cases of brutal murder of women and children are transferred to the Speedy Trial Tribunal as per Section 6 of the Speedy Trial Tribunal Act- 2002 according to the instructions. Section 509 of the Penal Code has been added to the schedule of the Mobile Courts Act-2009 for the immediate trial of any person accused of women and child abuse through mobile courts. Any complaint of violence, harassment, defamation and eviction against women and children received on '999' established under the 'National Emergency Service 999 Policy-2020' is being resolved expeditiously.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariate	159	132	27	17.0
Bangladesh Police	1,95,677	1,79,004	16,673	8.5
Border Guard Bangladesh	56,827	55,691	1,136	2.0
Bangladesh Coast Guard	3,751	3,720	31	0.8
Bangladesh Ansar and VDP	19,357	17,070	2,287	11.8
Total :	2,75,771	2,55,617	20,154	7.3

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	25694.8	1852.2	7.2	22575.3	1494	6.6	24594	1761.4	7.2	21448.8	1264.6	5.9
Development	1716.1	813.2	47.4	1119.1	527	47.1	1613.7	826.6	51.2	1508	847	56.2
Operating	23978.7	1039	4.3	21456.2	967	4.5	22980.3	934.8	4.1	19940.8	417.6	2.1

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Victim Support Center	There are currently 8 victim support centers functioning in the country. Centers play a supportive role in protecting women's social and family life. Prevention of trafficking in women and children, legal assistance and investigative activities and rehabilitation of victims are done from these centers.
Prevention of women and children trafficking	Barbed wire and digital surveillance systems have been installed at the borders and the number of Border Outposts (BOPs) and Border Sentry Posts (BSPs) have been increased to prevent trafficking of women and children. Besides, based on the information received from 999 emergency call center, information on child marriage, eviction, women, and child abuse, along with other crimes, are being collected and sent to the operational unit for immediate action.

6.0 Mentionable success stories of the Ministry/Division in women advancement

17 (rotation) and 3 (FPU) women units and 1,775 women members have been deployed in UN peacekeeping missions. For the empowerment of women, 1,135 women soldiers have already been appointed in BGB. Women soldiers are serving in 19 ICPs in the border areas and they are engaged as guard police, instructors in various trainings and in clerical work as well. 8 victim support centers have been established in different district towns to provide more services to women. Separate accommodation has been arranged for female Ansar members. 2 women battalions of Ansar have been formed. Female captain has been appointed in Ansar battalion. With the aim of preventing and suppressing human trafficking, Public Security Division, Ministry of Home Affairs and UNICEF Bangladesh are jointly providing services from rescue activities to rehabilitation to victims of trafficking, especially women and children, as a vulnerable population through the project entitled "Child Protection and Monitoring".

7.0 Challenges of women's development goals

- Women-related activities are not being taken up separately on a large scale as a priority while undertaking developmental activities;
- Lack of awareness about existing women friendly environment. Absence of specific and adequate budgetary allocation for mass publicity and awareness in this regard; and
- Lack of monitoring of women development activities in Ministries/Division through regular meetings and reports.

8.0 Recommendations/Way forward

- Taking measures to appoint women officers to key positions based on merit in the law-and-order enforcement forces under the Public Security Division;
- Provision of separate standard washrooms for women on all floors of all offices to create a women-friendly working environment;
- Provision of quality food court for women officers/employees managed by women within the secretariat in collaboration with the Ministry of Public Works;
- Establishment of a greater number of Women Help Desks under the Protection and Enforcement of Women Rights (PEWR) project under UNFPA; and
- To strengthen the activities of providing legal assistance including counseling to the victims by setting up Women Support Centers in the office of the Superintendent of Police and all metropolitan headquarters.

Security Services Division

1.0 Introduction

A well-developed security system is one of the drivers of economic growth in a democratic country. The desired economic growth can be achieved if the country's security and quality services are ensured in all activities. The main objectives of the Security Services Division are to ensure the security of the country and quality service in all its functions as well as drug eradication, rehabilitation of inmates, provision of passport services at home and abroad, issuance of visas and firefighting and disaster rescue operations. The Security Services Division and the departments/organizations under it have been emphasizing on gender equality and women empowerment. The constitution is the main basis for identifying the spirit of national development and development plan of Bangladesh which guarantees equal rights and equal participation of men and women at all levels of the country and society.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Emphasizing the safety of women and improving the quality of multifaceted support and services for them is essential for national development. One of the visions of the 8th Five Year Plan is, 'A country where women and men have equal opportunities and rights, women will have the opportunity and recognition to participate and contribute equally in economic, social and political development'. Bangladesh has signed the international charter 'CEDAW' to eliminate discrimination against women. The government has adopted and implemented a priority comprehensive action plan to achieve the United Nations Sustainable Development goals (17 goals) by 2030. Among the 17 goals of the SDGs, goal 3.5.1 and goal 16.3.2 relate to the activities of the Security Services Division, which are interconnected with women's security and justice.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	205	157	48	23.4
Department of Prisons	10,460	9,782	678	6.5
Department of Narcotics Control	1,760	1,570	190	10.8
Departments of Immigrations and Passports	901	771	130	14.4
Department of Fire Service and Civil Defense	12,683	12,580	103	0.8
Total :	26,009	24,860	1,149	4.4

3.2 Statistics of beneficiaries

- A total of 399 flats have been constructed in 40 prisons for women prison guards working in prisons. Day care centers are currently running in 10 central prisons for children living with mothers in prison.
- Women employees have been posted in the passport and visa wing of Bangladesh missions abroad. As a result, women officers and employees are playing an important role alongside men in the overall management and decision-making process of the Security Service Division.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	4163.4	713.3	17.1	3185.3	608.2	19.1	4187	706.6	16.9	3061.9	343.1	11.2
Development	1542.3	331.3	21.5	1063.1	234.8	22.1	1684.3	258.5	15.3	1088.8	188.3	17.3
Operating	2621.1	382	14.6	2122.2	373.4	17.6	2502.7	448.1	17.9	1973.1	154.8	7.8

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Payment of ration and risk allowance	Along with male members, female members working in Department of Fire Service and Civil Defense, Department of Narcotics Control and Department of Prisons under Security Services Division have been brought under 100% ration and female members working in all these forces are being given risk allowance like male members.
Construction of women's prisons and training of women prisoners	A completed construction of 300 capacity women's jail in Dhaka Central Jail, Keraniganj campus was inaugurated on 27/12/2020 by the Hon'ble Prime Minister through video conference. Kashimpur women's central jail of Gazipur district has introduced training programs in Nakshi Katha sewing, tailoring, embroidery, beautification, jute bag making, showpiece making, boutique-batik work, and mushroom production to rehabilitate the female prisoners in the society as per their merit.

6.0 Mentionable success stories of the Ministry/Division in women advancement

The Security Services Division provides vital services to the people through its four departments. Along with male employees, women employees are also playing an important role in providing services to the public. Jails have been converted into correctional facilities under the strong leadership of Hon'ble Prime Minister. Fireman designation has been changed to 'Firefighter'. E-passport has been launched. Uniforms have been provided to the employees of the Department of Narcotics Control like other forces. As a result of all these activities, men as well as women are benefiting equally.

7.0 Challenges of women's development goals

- Election manifesto, five-year plan, vision plan, delta plan, and core mandate of the division are considered in project formulation and implementation. In this favors, more important projects are implemented on a priority basis thus many times projects and revenue allocations for women development are left behind of the list;
- Lack of adequate budgetary allocation specifically in the main budget for women's development; and
- Lack of implementation/oversight of women development activities of the Ministry/Division through regular meetings and reports.

8.0 Recommendations/Way forward

- Provision of separate prison vans for men and women or separate cells in the same prison vans for transporting prisoners to court;
- Providing income-generating training to female inmates in prisons as per merit, so that a female inmate can be established in the society as per training after serving the sentence;
- Provision of separate standard washrooms for women on all floors of all offices to create a women-friendly working environment; and
- Taking initiatives for setting up day care centers in all the departments.

Ministry of Science and Technology

1.0 Introduction

The Ministry of Science and Technology is working to promote excellence in science and technology as a positive driving force in society and to make science and technology part of our national culture. The Ministry of Science and Technology is performing diligently to advance the peace and prosperity of the country through the fair use of science and applied technology. According to the perspective plan 2021-2041 of the government, the Ministry of Science and Technology is playing an important role in achieving overall socio-economic prosperity by ensuring the safety of women, increasing the participation of women in science and technology, technology innovation, science and technology research and ensuring the safety of women.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Section 5.1(j) of the National Science and Technology Policy 2011, formulated by the Ministry of Science and Technology mentions the provision of women's empowerment and ensuring their full and equal participation in science and technology related activities.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	173	144	29	16.8
Bangladesh Atomic Energy Commission	2,035	1,609	426	20.9
Bangladesh Science and Industrial Research Council	1,040	780	260	25.0
Bangladesh Atomic Energy Regulatory Authority	131	101	30	22.9
National Science and Technology Museum	150	140	10	6.7
BANSDOC	32	26	6	18.8
Bangabandhu Sheikh Mujibur Rahman Novotheater	52	44	8	15.4
Bangabandhu Science and Technology Fellowship Trust	7	6	1	14.3
Bangladesh Oceanographic Research Institute	121	109	12	9.9
National Institute of Biotechnology	129	106	23	17.8
Bangladesh Reference Institute for Chemical Measurements (BRICM)	73	59	14	19.2
Total :	3,943	3,124	819	20.8

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
Fellowship awarded	3,452	1,478	1,974	57.2
Technology innovation, research and development projects	388	255	133	34.3
Beneficiaries of research grants	682	576	106	15.5
Total :	4,522	2,309	2,213	48.9

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent			
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	13607.4	297.3	2.2	12821.2	216.3	1.7	16613.8	320	1.9	15070.5	173.7	1.2
Development	12980.1	273.7	2.1	12243.3	195.2	1.6	16011.5	293.5	1.8	14517.3	156.8	1.1
Operating	627.3	23.6	3.8	577.9	21.1	3.7	602.3	26.5	4.4	553.2	16.9	3.1

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Expanding the peaceful use of nuclear energy	Using radioactive isotopes, it becomes possible to provide diagnosis and treatment services for some complex diseases, especially for women, under the nuclear medicine system. Women's access to government services has increased by 45%.
Research and development in developing sustainable, environment-friendly technologies useful for poor people	Indirectly contributing to women's development by conducting research on providing safe and edible water (arsenic free) for women. Women's participation, social status and women's empowerment are increasing by 40% by bringing scientific knowledge to the grassroots level.
Development of research in the field of science and technology	By providing research grants for various projects and programs of different universities and science and technology related organizations to encourage and inspire the practice of science, research and development of science and technology in the country have an indirect influence of women in research activities in the field of science and technology. It will increase the capacity of women by 30%.

6.0 Mentionable success stories of the Ministry/Division in women advancement

MS, PhD and postdoctoral research programs are ongoing through Bangabandhu Science and Technology Fellowship Trust with the aim of producing qualified scientists, technologists, researchers and academicians specialized in various fields of science and technology. Under this trust, 457 people have got the opportunity to receive degrees in MS, PhD and post-doctoral courses at home and abroad. The number of women fellows among them is 201.

Currently 27 development projects are being implemented under the Ministry of Science and Technology. Women officers/employees are engaged in the projects and they are playing a role in the successful implementation of the project. Moreover, in the implementation and management of all the development projects of this ministry, women officers/employees at various levels working in the ministry and organizations are making important contributions in their capacity or as members of various related committees. The participation of women in the project implementation and management of this ministry will continue in the future.

7.0 Challenges of women's development goals

- Women's access to science and technology education is low in the socio-economic context of the country; and
- Absence of specific plans for women's participation in various projects being implemented by the Ministry of Science and Technology.

8.0 Recommendations/Way forward

- Development of women's health care through the expansion of modern nuclear medicine;
- Enact and reform necessary laws for achieving goals in favour of women's interests in the field of technology;
- Provision for women members to be included in the various committees of the project to increase the participation of beneficiary women population at different levels of implementation and management of projects implemented by the Ministry of Science and Technology;
- According to the National Science and Technology Policy-2011 implementation Action Plan providing incentives to women in research and development (R&D) professions and Ensuring participation and empowerment of women in science and technology education research; and
- Arranging various seminars and workshops on nuclear science and technology for female students in the main subjects of science and technology and arranging interesting information flow of nuclear science and technology in electronic media in future.

Ministry of Housing and Public Works

1.0 Introduction

Housing is a basic need for all men and women. To fulfil this demand, the government has taken various initiatives over the period of time. The Ministry of Housing and Public Works is formulating and implementing various development plans in line with the 8th Five Year Plan, Perspective Plan (2021-2041), The Government's Election Manifesto, 2018 and the Sustainable Development Goals. Various physical infrastructures are being constructing and maintaining under the ministry including construction of affordable residential flats for the low and middle-income group of people living in different divisions, districts and upazilas of the country, allotment of plots, increasing housing facilities for government officials and employees, preparation of master plans for different cities, beautification and lake development of the cities. Many development projects are being taken to carry out all these activities. Women development has been given priority in taking and implementing all development projects to accomplish all these activities under the ministry.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

According to the allocation of business of the ministry there is no specific mandate for development of the women. However, the issue of women development is indirectly focused in various activities of the ministry, which has been reflected in all activities and initiatives taken by the ministry and its attached departments/autonomous bodies. Activities are carrying out to ensure the social empowerment and security of women through construction of multi-storied residential buildings for various communities, especially low-income homeless women and poor women, and houses for slum dwellers.

The ministry is being working to implement the guidelines regarding safe accommodation and housing for women as described in the existing laws, national planning documents and policies of the country. According to Article 15(a) of the Constitution of the People's Republic of Bangladesh, it is one of the responsibilities of the state to provide accommodation for every citizen of the state. The 11th objective of the SDGs, announced by the United Nations, calls for inclusive, sustainable, safe and cost-effective housing for all by 2030. Article 35 of the National Women Development Policy 2011 sets out three objectives related to housing and shelter which are linked to the Ministry of Housing and Public Works. The first objective is to include a female perspective in housing planning and shelter systems in rural and urban areas, to provide adequate safe housing and housing facilities for single women, female-headed families, working and professional women, apprentices and trainee women, the second objective is to provide special facilities for women such as hostels, dormitories, elderly homes, short-term accommodation, and the third objective is to provide women with special facilities such as hostels, dormitories, elderly homes, short-term accommodation, and the third objective is to provide reservation for poor and working women in housing and urbanization planning. In order to implement the objectives of these national plan documents and policies, the ministry has included specific clauses/articles under various laws and policies that are helpful for women development.

The Housing Policy-2016 ensures women empowerment and development by ensuring proper shelter and housing for women. Articles 3.2 and 4.10 of the said policy include equal access to housing facilities for all men and women irrespective of caste, religion, color, language, and employment for women by creating employment opportunities for women by setting up housing equipment manufacturing units at the small and cottage industries level. Besides,

section 5(d) of Cox's Bazar Development Authority Act-2016, Section 5(n) of Khulna Development Authority Act-2018, Section 5(l) of Gazipur Development Authority Act-2020 and other authority's laws have been implemented to empower women as well as prepare detailed and regional city plans under the Ministry of Housing and Public Works.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	142	117	25	17.6
Attached departments	9,187	8,051	1,136	12.3
Autonomous bodies	2,144	1,964	180	8.4
Total :	11,473	10,132	1,341	11.7

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
Secretariat	2,867	1,582	1,285	44.8
Attached departments	51,076	29,857	21,219	41.5
Autonomous bodies	77,246	46,027	31,219	40.4
Total :	1,31,189	77,466	53,733	41.0

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	7428.2	1136.9	15.3	8697.2	1093.7	12.6	6820.8	1025.5	15.0	6525.2	342.8	5.3
Development	5479.5	433.4	7.9	6798.4	469.2	6.9	4928.9	338.6	6.9	4927.3	322.8	6.6
Operating	1948.7	703.5	36.1	1898.8	624.5	32.9	1891.9	686.9	36.3	1597.9	20	1.3

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Optimum use of land in urban areas	Women are directly and more vulnerable to unplanned urbanization and unhealthy housing. Planned urbanization, healthy housing and proper use of land will indirectly contribute to women development.
Planned infrastructure construction in urban areas	Due to unplanned infrastructure, women are more affected in various accidents. In addition, women in particular do not get the opportunity to move freely due to lack of open water bodies, playgrounds, parks, etc. required for civic amenities. If the mentioned benefits are introduced, it will indirectly contribute to the development of women.

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Ensuring sustainable and safe housing for the people of different income groups	Safe housing for women will be provided by constructing dormitories dedicated for working women. This will increase their safety and opportunities to participate in their careers, which will directly contribute to women development
Research and training related to modern and planned urbanization and housing construction	Training on innovative new technologies will increase the involvement of women in marketing of this industry as small entrepreneurs.

6.0 Mentionable success stories of the Ministry/Division in women advancement

A total of 744 new flats built for government officials in Malibagh and Mirpur Section-6 in Dhaka have been solved the housing problem for women and men. Dedicated female toilets have been installed in most government buildings and public spaces. Construction of women's hostel, barrack building, upper extension and repair work has been completed. A total of 244 dormitory rooms have been constructed along the Saltgola-Patenga road in Chattogram to accommodate 1000 women workers engaging in the garment industry. Priority has been given to women in recruitment through outsourcing and filling quota of women in recruitment for 3rd and Fourth-class employee. Housing facilities have been increased through the allotment of government residential flats among working women. In the city and area plan, arrangements have been made to reserve space in the master plan to ensure housing facilities for the poor, distressed and working women.

7.0 Challenges of women's development goals

- Problem in identifying genuine poor and needy homeless women for inclusion in housing and urbanization planning;
- Not having a database of single female and female-headed households to provide safe housing and housing facilities;
- Lack of land for constructing women dedicated dormitories, hostels, old age homes and short-term accommodation;
- There is a shortage of space to build dedicated female toilets and washrooms in various government offices/public places; and
- Many women seem discouraged due to feeling of risky job.

8.0 Recommendations/Way forward

- To expand housing for working women in public and private sector by constructing dedicated hostels and dormitories;
- To reserve quota for women in allotment of flats and plots constructed through various government projects;
- To ensuring women's participation and rights in various infrastructure development projects;
- To provide housing for slum, poor and working women;
- To establish dedicated female toilets in all government office buildings and important public places to create a conducive working environment for women in the workplace; and
- To preserve a separate women's courtyard for women in the park to ensure entertainment and safety.

Ministry of Information and Broadcasting

1.0 Introduction

The interruption of information and the right to access to information are indicative of the freedom of a society in today's world. Development is now increasingly associated with information and communication. The development of any country requires equal role of men and women. Bangladesh is not exception in this regard. Women along with men play a leading role in the overall development of Bangladesh. Thus, it is essential to ensure the free-flowing information to all men and women in order to keep pace of current development. People are empowered when they are informed. For that reason, this ministry's role is very important in involving men and women in overall development activities including building a democratic society with ensuring high values in society.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

The Eighth Five Year Plan, Election Manifesto, 2018 have set 05 (five) targets in line with the goals of women empowerment and SDGs, namely:

- **Good Health and Welfare:** Awareness programs are conducted on child and women health, nutrition, safe motherhood, reduction of child and maternal mortality, newborn care, breastfeeding, etc. As a result, the body and health of all the people living in the society will be improved.
- **Quality Education:** Extensive campaigning is done on institutional education of children. This will reduce children drop out at primary level and it will play a leading role in women education.
- **Equality of women and men:** Programs are carried out in various forms on the issues mentioned in CRC, SIDO. This will help to reduce the differences between men and women in the society and will bring equality between them.
- **Safe Water and Sanitation:** Awareness programs are implemented in various ways to use safe drinking water and maintain good sanitation in every household.
- **Climate Actions:** Events are held and promoted to highlight the harmful effects of climate change on children and women.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	149	127	22	14.7
Press Information Department	343	282	61	17.8
Department of Mass Communication	630	590	40	6.0
Department of Films and Publications	178	142	36	20.2
National Institute of Mass Communication	127	106	21	16.5
Bangladesh Betar	1,811	1,426	385	21.3
Bangladesh Television	1,196	1,041	155	13.0
Bangladesh Films Censor Board	125	120	5	4.0

Office name	Total	Male	Female	Female Percentage
Information Commission	54	41	13	24.1
Bangladesh Sangbad Sangastha	199	176	23	11.5
Other Departments/ Organizations/Institutes	164	136	28	17.1
Total :	4,976	4,187	789	15.9

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	1050.5	505.3	48.1	1375.5	893.8	65.0	1098.7	524.3	47.7	975.4	510.2	52.3
Development	211.7	118.9	56.2	521.3	453.4	87.0	282	162.2	57.5	224.9	223	99.2
Operating	838.8	386.4	46.1	854.2	440.4	51.6	816.7	362.1	44.3	750.5	287.2	38.3

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Public awareness building and upholding the right to information	Everyday Bangladesh Betar broadcasts 1.18 hours programs on women development from various stations. BTV is broadcasting the same program every day for 36 minutes. There are employment opportunities for women as women artists and as producers in these programs. Moreover, other organs of this ministry are organizing regular courtyard meetings, community meetings, small and fragmented gatherings, women's gatherings, film screenings, articles publishing, documentaries and features on women's development. These activities are making an important contribution to the development of the socio-economic status of women.
Flourishing and development of modern, effective and people-centered media industry	Production and broadcast of quality and audience-friendly programs aimed at creating awareness about women's rights, gender equality and encouraging to stop discriminatory behavior towards women is playing a role in the development of women. The National Institute of Mass Media has been organizing various trainings on Mass media, News and program production techniques, modern Journalism, SDGs, etc. involving a large number of women. Apart from media related training it ensured participation of at least 20%-25% women trainees in training programs on gender issues, implementation of 'Sido' charter etc.

6.0 Mentionable success stories of the Ministry/Division in women advancement

The project titled 'Communication Program for Children and Women Development' contributed a significant change in social and behavioral pattern of women. It also helps in reduction of discrimination in various fields against women and children. Furthermore, it ensures the commitment of government stated in various international agreements and national plans on children and women. To uphold the universal rights of children and women, activities have been

taken to build public opinion in their favor by creating awareness. Bangladesh Radio and Television are producing dramas, songs, gambhiras, spots jingles, discussion meetings, field base reporting, outdoor programs, debating competitions, Aami Mina Bolsi, weekly dramas, direct phone-in program, on women development. They are also imparting training and broadcasting programs on special days for the encouragement of children and women to participate in social development activities.

7.0 Challenges of women's development goals

- Women's roles and responsibilities in the media are not clear;
- No change in negative and traditional attitudes towards women; and
- Limited women's access to information.

8.0 Recommendations/Way forward

- Promoting effective role of women in media, ensuring access in it and elimination of disparities in participation, express their opinions freely and creation of increasing opportunities for decision-making as well as positive reflection of women and girls;
- To promote extensive campaigns aimed at ending derogatory, negative, stereotypical portrayals of women and violence against women;
- Equal opportunities for women in management and formal training in various media;
- Gender mainstreaming of media policies; and
- Training is one of the pillars of women's empowerment. It needs to provide more opportunities for women to participate in various trainings, seminars, workshops of the National Media Institute, newly created Bangladesh Film and Television Training Institute and Bangladesh Press Institute.

Ministry of Cultural Affairs

1.0 Introduction

Culture plays a pivotal role in building an ideal society. Ministry of Cultural Affairs is working to uphold country's glorious cultural heritage in literature, fine arts, music, drama and all other forms of culture so as to ensure a society by promoting and heightening the excellence, removing religious bigotry. The functions of this ministry include preservation of archaeological sites, promoting folk culture, pure music and performing arts, proliferation of Rabindra-Nazrul songs, arrangement of seasonal cultural fairs and motivating people for using public libraries etc. The role of the Ministry of Culture is significant for the restoration and development of the culture of the small ethnic groups along with the greater community's expansion and achieving excellence in culture as well as the opportunity of education and practice of the arts and culture of the male as well as the female population.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

This ministry has been working relentlessly in collecting, preserving, conducting research, displaying, publishing, developing and artifacts of cultural heritage, archeology, anthropology, liberation war and contemporary art culture, and framing cultural agreements with various countries and expanding international cooperation. In addition, this ministry is playing a special role in celebrating different national days and events such as the historic March 7th celebration, International Mother Language Day on 21 February, awarding Ekushey Padak, birth anniversaries of Rabindra-Nazrul and Bengali New Year on 1st Baishakh at national level. The Constitution of the People's Republic of Bangladesh, Perspective Plan of Bangladesh 2021-2041, 8th Five-Year Plan, Sustainable Development Goals, National Cultural Policy-2006 including the various policies of the government have mentioned the issue of contributing and participating in the enrichment of national culture of all classes of people. According to the direction of Article 15, 23, 23(A) and 24 of the Constitution of the People's Republic of Bangladesh, the Ministry of Cultural Affairs has been working relentlessly to develop national language, literature, art, music, drama etc. and preserve the non-communal and democratic heritage of Bengali culture. The traditional view towards women has been changed for various activities implemented by the Ministry of Cultural Affairs (MoCA). As a result, the possibility of access to equal opportunities for both women and men in the process of economic development of the country has been established. According to Sustainable Development Goal 10.2 there is a mention of empowering all and promoting their social, economic and political inclusion by 2030, regardless of age, gender, disability, ethnicity, ethnic identity, origin (place of birth), religion or economic or other status. The principles stated in the 'National Cultural Policy 2006' are "upholding history of thousand years' struggle of this land, language movement and glorious liberation war, respecting and tolerating religious faiths of all classes and communities living in Bangladesh, developing and preventing the degeneration of our national culture, and coordinating cultural activities and its development along with the overall economic development of the country; undertaking an all-out efforts for immaculate growth, publicity and promotion in all aspect of culture; and ensuring the preservation of cultural heritage and its development of all ethnic communities living in this territory".

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariate	101	78	23	22.8
Department of Public Library	442	351	91	20.6
kabi Nazrul Institute	62	53	9	14.5
Bangla Academy	273	219	54	19.8
Department of Archeology	353	298	55	15.6
Bangladesh National Museum	378	332	46	12.2
Bangladesh Shilpakala Academy	585	493	92	15.7
Other Department/institute	330	274	56	17.0
Total :	2,524	2,098	426	16.9

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	698.8	170	24.3	661.7	136	20.6	636.8	152.4	23.9	556.5	130.7	23.5
Development	262.1	55.5	21.2	294.3	51.6	17.5	247.3	54.9	22.2	208.5	72.3	34.7
Operating	436.7	114.5	26.2	367.4	84.4	23.0	389.5	97.5	25.0	348	58.4	16.8

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Promotion of national art and culture including mother language as well as preservation and development of the mother language	Under the district-upazila Shilpakala Academy and Folk Arts and Crafts Foundation a significant number of women are getting scope for education art and culture. Moreover, opportunities for employment of poor women population will be created due to women's participation in infrastructural development implemented by ministry. In the last few years, significant numbers of poor women cultural workers were provided with allowances. A large number of stalls were allocated for women in Amar Ekushey Book Fair organized by Bangla Academy. These activities will increase the confidence, power and dignity of women.
Nurture the heritage, history and consciousness of thousands of years of Bengali culture	Training in folk and handicrafts, participation in fairs and various cultural activities will create employment opportunities and mental development for women. Consequently, it will play a special role in alleviating poverty and empowering women.
Establishment of knowledge-based society	Providing online (e-books) library service including other library services, collecting books to encourage creative publishers, procure and organizing book reading competitions at the division and district level, establishment and development of public and private library infrastructure, and women's access to reading books in libraries bring positive impact on mental development, intellectual capability and socio- economic condition of the women.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Grants to destitute women cultural workers	%	18	20	20.8
2.	Training of women in music, dance, drama	%	31	35	28.2

7.0 Mentionable success stories of the Ministry/Division in women advancement

In the last three years, out of 66 individuals and institutions 14 (21.21%) talented women were awarded Ekushey Padak for their outstanding contribution in the field of culture. In addition, in the last three years, out of 14171 cultural activists 2946 (20.78%) women cultural activists were provided with grants. In 2021-22 fiscal year, out of 894 schools and colleges, 199 girls' schools and women colleges got financial assistance for enhancing the performing the cultural activities. In the last three years 1573060 women readers have received services from public libraries extended up to the district level. Research services have been provided to 1177 women of the Directorate of Archives and Library. Along with men, the habit of reading of women is being developed -which enables Bangladesh to become a self-reliant nation. There are more women's participation in celebrating cultural fair in the country-abroad, Amar Ekushey Book fair, Bijoy Utshob, Swadhinata Utshob, birth and death anniversary of the prominent scholars, the birth anniversary of the Rabindra and Nazrul, the Bengali New Year festival and month-long arts and crafts fairs etc. As women are financially benefited by participating in various festivals, this participation is also playing a great role in the development of women mentally. Under the implementation of the cultural agreement, in the fiscal year 2021-22, total of 17 cultural groups have participated in cultural activities in different countries of the world. Through this, they avail the opportunities to demonstrate their talent and efficiency, which extends the global outlook of women.

8.0 Challenges of women's development goals

- Despite the initiative of the Ministry of Culture to establish a women-friendly cultural arena, it is not possible to implement it due to social and religious conservatism; and
- Establishment of Shilpakal Academy at district and upzilla level, expansion of cultural practice activities at school level, opportunities have been created for a large number of women to learn and practice of art and culture. However, due to various family and social barriers women's participation has not been increased as expected.

9.0 Recommendations/Way forward

- Setting up of libraries throughout the country and creation of woman-friendly environment at the libraries to establish a knowledge-based society;
- Conduct publicity campaigns to overcome family and social barriers through women's participation in cultural activities;
- Taking steps to contribute to different branches of art including music, dance, drama and fine arts for the elevation and proper development of the cultural elements for the development of women through the Bangladesh Shilpakala Academy;
- Taking steps in various literary studies and research programs to make women's contribution in language and literature through Bangla Academy; and
- To increase the number of women in providing allowances to poor and helpless and indigent artists.

Road Transport and Highways Division

1.0 Introduction

The planned expansion of the nation's transportation and communication infrastructure is one of the requirements for attaining gradual and sustained growth. A nation's socioeconomic progress is greatly influenced by its modern, well-designed transportation and communication infrastructure. As a result, Bangladesh considers the transportation and communication sector to be its top priority. The contribution of the "Transportation, Maintenance and Communication" sector to GDP in 2020-21 and 2021-22 is 7.44% and 7.33%, respectively, according to statistics from the Bangladesh Bureau of Statistics. In keeping with that, the Road Transport and Highways Department is dedicated to creating a system of affordable and secure road transportation by utilizing cutting-edge technology and a sustainable expansion of the highway network. The Department of Road Transport and Highways is responsible for approximately 22,476 kilometers of national, regional, and district highways. It is indisputable that improving the transportation infrastructure promotes women and children to pursue primary and higher education, makes it simpler to obtain healthcare, raises living standards, and expands employment prospects. If the road communication system is improved, on the one hand, safer public transportation is made possible, transportation costs are decreased, business and trade are expanded, employment opportunities are created, and industrialization is decentralized. On the other hand, it also plays a direct and indirect role in women's advancement, changing their status and participation at all levels, including poverty reduction.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

In the Road Transport and Highways Department's Allocation of Business, women's advancement is not specifically mentioned. The strategic goals of the road transport and highways department include improving, maintaining, developing, and extending the road network, facilitating communication between cities and villages, ensuring road safety, and ensuring that all people, including the underprivileged and women, have access to services. The involvement of women at all levels is boosting the involvement of women in economic activities and ensuring equal opportunities as a result of the varied actions of the Road Transport and Highways Department. Although gender-related issues aren't explicitly addressed in road policy documents like the Road Master Plan, National Land Transport Policy, Revised Strategic Transport Plan (RSTP), or National Integrated Multimodal Transport Policy (NIMTP), women-friendly practices are obvious in this department's activities. Six Metrorails or Mass Rapid Transit (MRT) systems will be implemented, according to the 8th Five Year Plan's time-bound Action Plan 2030. Due to the strengthening of the road network and the ongoing integration of digital activities into the transportation system, women are guaranteed to travel safely and safety at all times.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Department of Road Transport and Highways (Secretariat)	184	142	42	22.8
Department of Roads and Highways (RHD)	4,628	4,376	252	5.4
Bangladesh Road Transport Authority (BRTA)	710	644	66	9.3
Dhaka Mass Transit Company Limited (DMTCL)	359	349	10	2.8
Dhaka Transport Coordination Authority (DTCA)	108	98	10	9.3
Bangladesh Road Transport Corporation (BRTC)	3,885	3,803	82	2.1
Total :	9,874	9,412	462	4.7

3.2 Statistics of beneficiaries

- In particular, maintenance and repair work, women workers are becoming more involved in national and regional highway renovation, repair, conservation, and development;
- A total of 98,581 trainees, including 8,289 women, have been trained in driving courses from 2008-09 to 2022-23 financial year (January/ 2023) through various training institutes/training centers of BRTC with the aim of developing the country's human resources; and
- A residential training course has been launched in the country by private organization BRAC to train women drivers through BRTA since 2012. As of March 2023, 37,316 women drivers have been issued driving licenses after training. Among them are 1,666 professional drivers.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent			
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	39709.9	17431.4	43.9	35248.1	17766.1	50.4	36647.7	17629.9	48.1	29851.6	11195.7	37.5
Development	34062.2	16364.3	48.0	29896.6	16756	56.0	31295.9	16610.1	53.1	26128.2	11194	42.8
Operating	5647.7	1067.1	18.9	5351.5	1010.1	18.9	5351.8	1019.8	19.1	3723.4	1.7	0.0

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Development and expansion of highway network	Especially maintenance and repair work, women are involved in national and regional highway reconstruction, repair, conservation, and development. Women gain employment, independence, and capacity through this, and it also makes it simpler to market the goods made by rural women.
To ensure road safety measures	If safe roads are ensured, the loss of women and children will be reduced. Public awareness raising activities have been undertaken to ensure safe roads. This will reduce the amount of accidental harm caused to women and children unknowingly.
Expansion of digital motor vehicle management	Motor vehicle management and control systems are being modernized and expanded. Women's empowerment will be ensured through this approach, which will also allow them to work in the transportation industry and manage ICT centers.
Introducing and extend integrated mass rapid transit system	Metro rail has reserved compartments for women. This will enable women to easily and safely travel to work places and desired places in the fastest time possible. Women's participation in economic activities will increase.

6.0 Mentionable success stories of the Ministry/Division in women advancement

Because more women are working on continuing projects for the Department of Roads and Public Paths, such as maintaining and repairing roads, women are becoming more independent. Additionally, the country's road network has grown in all regions as a consequence of the construction of new bridges, regional and district roads, significant highways that have been upgraded to four lanes, and other improvements. As a result, women are able to travel to many

locations and places of employment swiftly, safely, and easily. They may also access and offer essential public and private services. In various development projects of this department, especially in foreign aided projects, "Gender Expert" / "Gender and Gender-Based Violence Expert" are appointed to eliminate women's discrimination and ensure women's participation in consulting services. For the safety of working women and other female passengers, 06 buses are being run as female bus service on 06 routes in Dhaka city. Even though the buses are making less money, BRTC keeps the service going to help working women who commute.

Seats are reserved for women, children, disabled and freedom fighters in every BRTC bus. Strict instructions have been given to the drivers, conductors and helpers of BRTC buses to ensure that women sit in the reserved seats. BRTC imparted driving training to 14,623 women through 04 training institutes and 20 training centers. Note that there is 10% discount for women in the training provided by BRTC. Moreover, since March 2018, 1,719 women have been trained free of cost through the project titled "Motor Vehicle Driving and Maintenance" under BRTC-SEIP. Recruitment of women employees and creation of women friendly work environment are ensured in DMTCL and project offices under implementation. In this continuity, two women have been appointed as the first metro rail drivers in the history of the country. Reservation of seats in metro trains for pregnant women and elderly passengers including compartment reservation for women in metro rail are ensured. Provision of separate toilets for women passengers and addition of baby diaper changing facilities at metro stations are also ensured.

7.0 Challenges of women's development goals

- The number of BRTC buses is insufficient while taking into account the proportion of female passengers in Dhaka city. A Women must therefore deal with transportation challenges;
- Moreover, BRTC has 15 reserved seats for women, children and disabled as well as in other bus services. But in reality, seats are never riced;
- BRTA has yet to set specific targets for training female drivers; and
- While it is stated that women should make up 20% of the workforce in a variety of projects, women are still subject to discrimination in both the hiring of women and the setting of salaries at the field level.

8.0 Recommendations/Way forward

- In order to achieve SDG 2030 Goal-11, it is essential to guarantee that everyone, especially women and children, has access to safe, affordable, accessible, and sustainable transportation systems by 2030;
- It is important to take appropriate steps to increase the rate of participation of women in the labor force under various schemes of the Road Transport and Highways Department and to eliminate wage discrimination against women;
- Initiatives must be taken to train more women as to be skilled drivers;
- The implementation of female-only buses at predetermined times through the rationalization of bus routes and management of buses by companies to operate the bus services under the name "Dhaka Nagar Paribahan";
- An adequate number of toilets/ washrooms and childcare centers for women should be established on highways;
- It is crucial to continue the success of the programs undertaken for the advancement of women in the Metro Rails under the time-bound action plan 2030 and broadened the scope.

Ministry of Industries

1.0 Introduction

Industrialization is an important precondition for achieving growth, creating employment and improving the quality of life of the people which facilitates socio-economic development of the country. The Ministry of Industries has been providing necessary support in developing policies and strategies for the establishment and expansion of industries in the country. The role of the industry sector in the economic and social development of Bangladesh is immense. The major industry sector of GDP consists of four sectors. According to BBS, the contribution of the overall industry sector to the GDP in the financial year 2020-21 was 36.01 percent. In the financial year 2021-22, the contribution of this sector stood at 37.07 percent.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

There is no specific explanation related to women development in the Allocation of Business of the Ministry of Industries. This ministry does not have a direct commitment to achieve any specific targets or implement commitments like other ministries for women's development. However, the issue of women's development exists indirectly in the various activities of this ministry.

The Ministry of Industries has taken up various projects/programmes related to women development. Apart from this, one of the main functions of the Ministry is to formulate an up-to-date industrial policy considering the risks of climate change for ensuring environmental-friendly industrialization. Increasing and protecting investment through international capital investment agreements, developing labor skills and increasing productivity through training of industrialists and industrial management; strengthening product patent, design and trademark registration programs and intellectual property protection; development of cottage, small and medium industries and state-managed fertilizer, sugar and salt production; determination and adjustment of domestic standards in line with international standards of products and services and providing accreditation; providing policy support in shipbuilding and ship reprocessing industry management and taking appropriate steps to make state-owned industries profitable are the important activities among others.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Ministry of Industries	206	170	36	17.5
National Productivity Organization	43	33	10	23.3
Department of Patent, Design and Trade Marks	66	55	11	16.7
Office of the Chief Inspector of Boiler	105	98	7	6.7
Bangladesh Chemical Industries Corporation	1,583	1,137	446	28.2
Bangladesh Steel and Engineering Corporation	227	216	11	4.9
Bangladesh Small and Cottage Industries Corporation	1,787	1,497	290	16.2
Bangladesh Standards and Testing Institution	383	322	61	15.9
Bangladesh Sugar and Food Industries Corporation	1,666	1,347	319	19.2

Office name	Total	Male	Female	Female Percentage
Bangladesh Industrial Technical Assistance Center	584	552	32	5.5
Bangladesh Institute of Management	93	75	18	19.4
Bangladesh Accreditation Board	12	11	1	8.3
SME Foundation	79	66	13	16.5
Total :	6,834	5,579	1,255	18.4

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	3023.7	708.3	23.4	2222.5	340.7	15.3	1521.2	354.3	23.3	2134.7	119.1	5.6
Development	2653	663.5	25.0	1890.6	302.7	16.0	1144.8	88.3	7.7	1550.3	88.1	5.7
Operating	370.7	44.8	12.1	331.9	38	11.4	376.4	266	70.7	584.4	31	5.3

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Operationalized the closed factories of public sector and establishment of industries according to demand and potential.	Closed factories in the public sector are being opened up through Balancing Modernization Renovation and Expansion (BMRE). On the other hand, this sector has been prioritized as it will be possible to increase employment and productivity by setting up various industries including shipbuilding industry, plastic and printing industry, bee-farming industry. Other industries are women friendly except shipbuilding industry. As a result, creating a superior work environment in these industries will facilitate to increase the safety of women in the workplace.
Strengthening and expanding BCIC's Industrial City Economic Zone programme	The pace of industrial development has been accelerated by ensuring the construction of industrial infrastructure and other facilities in economically underdeveloped areas through the expansion of the Industrial City Establishment Programme. Besides, it is becoming possible to achieve self-sufficiency in the pharmaceutical industry by ensuring the supply of raw materials by setting up pharmaceutical industry parks and earning foreign exchange through pharmaceutical exports. Due to the adoption of this program employment opportunities are created for women as well as men.
Achieving self-sufficiency in fertilizer production for agricultural security	New fertilizer factories are being set up to achieve self-sufficiency in fertilizer production. Sufficient job opportunities will be created there for men as well as women workers.
Ensuring pollution free industrialization	Shifting Tannery Industrial City to Savar has created suitable working environment and reduced pollution in Dhaka city. It has increased women safety and reduced risks at work and ensured women participation as entrepreneurs and workers in industrial production. Thus, it accelerates the pace of women's development and women's empowerment.

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Providing training and ancillary support to industrial entrepreneurs	Training is provided to women entrepreneurs through BSCIC's Small and Cottage Industries Training Institute (SCITI). As a result, new entrepreneurs are created and productivity is increased. Efforts have been made to develop skilled women entrepreneurs and workers for ensuring the proportion of women entrepreneurs in getting plots in industrial parks.

6.0 Mentionable success stories of the Ministry/Division in women advancement

By expanding the activities of Bangladesh Industrial Technical Assistance Center (BITAC), 940 women have been provided employment in various industrial establishments under the Skill for Employment Investment program (SEIP) and Self Employment Creation and Poverty Alleviation projects. There is a plan to provide employment to 1400 women in the financial year 2023-24. Bangladesh Small and Cottage Industries Corporation has provided skill development training to 1034 women entrepreneurs in 64 district offices and 656 women entrepreneurs in 15 skill development training centers.

1865 women have been trained in various trades with the aim of creating employment through hands-on technical training of women in the FY 2022-23. Out of which 820 women have been provided employment. BSCIC Training Institute (BTI) provided poverty alleviation and employment to 13,199 backward women through financial incentive package (3 phases).

So far, SME Foundation has disbursed Tk 443 crore at 4% interest (877 women beneficiaries and 3110 men) and Tk 122 crore at 9% interest (524 women beneficiaries and 1662 men) among small, cottage and medium industrial entrepreneurs in FY 2022-23. BSCIC has received a loan of Tk 100 crore from the government. In terms of disbursement of the said loan money, there is a condition of giving loan to 10% women on priority basis. So far 1,576 women have been given loans and 3,600 have been provided with employment.

7.0 Challenges of women's development goals

- Obstacles to obtain sufficient micro-loans for the women entrepreneurs engaged in the industry;
- Lack of marketing facilities for small and medium industrial products;
- Lack of women friendly environment in markets; and
- Lack of necessary technical support and various support services.

8.0 Recommendations/Way forward

- Considering incentives and financial assistance to women entrepreneurs to establish themselves in small, cottage and medium industries;
- Introducing priority training to women entrepreneurs in various trades in hilly districts;
- Providing management development training to women entrepreneurs in Small and Cottage Industries Training Institutes (SCITIs);
- Providing management development training to women entrepreneurs in the existing 64 industrial support centers of BSCIC and providing skill development training to women entrepreneurs in 15 skill development training centers of BSCIC; and
- Allotment of 10% plots for women entrepreneurs in newly implemented industrial cities of BSCIC and 50% training of women in beekeeping training.

Ministry of Religious Affairs

1.0 Introduction

Establishing a universal society of liberal and communal harmony through the development of values and ethics is a uniquely important development philosophy of the government. The government is committed to equal participation, equal rights and equal dignity of men and women in the national life. Religion is intimately connected with human psychology, politics, economy, social policy, literature and culture etc. Therefore, the Ministry of Religious Affairs is implementing various activities to involve women as well as men with the aim of establishing a non-sectarian, peaceful and developed Bangladesh.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Formulation of National Hajj and Umrah policy, Hajj package announcement, execution of bilateral Hajj agreement and accommodation management of Hajj pilgrims including all activities related to Hajj and Umrah travel and pilgrimage, pilgrims traveling abroad and religious delegations coming from abroad, religious and moral education, providing religious education including pre-primary and adult literacy to children of different religions and developing Islamic education and culture equally for women and men through the construction of model mosques at the district upazila level and preventing terrorism and militancy through various activities in religious educational institutions are important functions of this ministry. This ministry is playing a significant role in strengthening awareness, brotherhood and communal harmony. The Constitution of the People's Republic of Bangladesh, Bangladesh Perspective Plan 2021-2041, 8th Five-Year Plan, Sustainable Development Goals and various policies of the government have mentioned the issue of equal rights, fraternity and religious harmony of all citizens in all spheres of state and social life. Articles 12, 28 and 41 of the Constitution of the People's Republic of Bangladesh refer to protection of religious neutrality, prevention of discrimination on grounds of religion and ensuring religious freedom respectively. National Hajj and Umrah Policy 2021 is playing a helpful role in the smooth performance of Hajj by women pilgrims. According to Sustainable Development Goal (5.3) there is a mention of ending all forms of harmful practices such as child marriage, early marriage and forced marriage and female genital mutilation. The Ministry of Religious Affairs is working continuously as per the guidelines of the Constitution. Besides, implementation of the government's electoral manifesto including the Constitution of Bangladesh, 8th Five-Year Plan, and Sustainable Development Goals has been given priority in undertaking projects and programs.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	104	86	18	17.3
Islamic Foundation	991	891	100	10.1
Bangladesh Waqf Administrator's Office	115	109	6	5.2
Haj Office, Dhaka	19	18	1	5.3
Hindu Religious Welfare Trust	10	10	-	-
Buddhist Religious Welfare Trust	10	8	2	20.0
Christian Religious Welfare Trust	7	5	2	28.6
Total :	1,256	1,127	129	10.3

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	2509.2	52.4	2.1	4060.8	72.1	1.8	2353.1	47.6	2.0	2464.5	46.8	1.9
Development	2176.2	0.5	0.0	3746.6	22.8	0.6	2034.7	1	0.0	2224.8	1.8	0.1
Operating	333	51.9	15.6	314.2	49.3	15.7	318.4	46.6	14.6	239.7	45	18.8

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Pre-primary and religious education of children	30% of mosque-based children and mass education centers, 80% of temple-based children and mass education centers and 87.67% of pagoda-based pre-primary education centers are run by female teachers. As a result, girl children are becoming aware of their rights, family violence/religious indoctrination/child marriage and self-reliance etc. which will have a direct impact on overall women's development.
Providing training to religious figures in socio-economic activities	Initiatives are being taken from the ministry to involve religious figures in socio-economic activities. This is increasing their awareness and they are becoming more compassionate towards the rights and dignity of women.
Development of Hajj and Umrah management and sending of other delegations including medical team	In Development of Hajj and Umrah management the inclusion of women members in other delegations including medical teams has a direct impact on increasing women's confidence. Women are performing Hajj and Umrah without any problems.
Research and publication of religious books	Research and publication of religious books in the light of interpretations of women's rights in various religions will increase morals and values among people. As a result, women's rights will be established in the society and the state as a whole and the dignity of women will also increase.
Giving grants to the poor and destitute and extending medical services	Giving grants to the poor and destitute and extending medical service will help women to become self-reliant. Expanding medical services in underdeveloped poor areas is expanding women's health services, which will ensure reproductive health care for poor women and contribute to reducing female mortality.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Women's participation in building a religious and moral society	%	60	60.8	61.6
2.	Number of women beneficiaries receiving medical services	Number (Thousand)	305	311	325

7.0 Mentionable success stories of the Ministry/Division in women advancement

A total of 2 crore 87 lac 78 thousand people have been educated through mosque-based children and mass education programs from 1992 to 2022 academic year. Among them, the number of female students is 01 crore 41 lac 1 thousand 2 hundred 20. 26 lac 57 thousand 7 hundred 50 people have been educated through temple-based children and mass education programs. Among them, the number of female students is 11 lac 95 thousand 987. A total of 32 thousand 174 people has been provided education till 2022 academic year through pagoda-based children and public education programs. Among them, the number of female students is 16 thousand 3 hundred 12. The Islamic Mission Program was started in 1983. From the commencement to February 2023 through this program the number of female patients receiving allopathic health care is 1,29,52,014 and the number of female patients receiving homeopathic health care is 38,67. 4551 poor women were given financial assistance from Zakat Fund in the last three years through Zakat Board.

8.0 Challenges of women's development goals

- Inadequacy of female teachers in mosque-based pre-primary education and religious education programs;
- Lack of proper promotion and dissemination of the explanations of women's rights in various religious texts;
- Religious bigotry;
- Lack of women's prayer rooms in all public places;

9.0 Recommendations/Way forward

- Steps should be taken to increase the number of female teachers in mosque-based pre-primary education and religious education programs;
- Initiatives should be taken to properly promote and expand the interpretations of women's rights in various religious texts;
- Awareness raising programs should be undertaken to eradicate religious bigotry;

Energy and Mineral Resources Division

1.0 Introduction

The importance and role of the energy sector in the development of socio-economic conditions of the country, industrialization, and poverty alleviation are immense. In this context, an effective and modernized energy sector is crucial for the country. Recognizing the necessity of meeting the growing demand for energy for the people, the government has declared this sector a priority area. The Energy and Mineral Resources Division (EMRD) has been working tirelessly to ensure energy security through exploration, development, extraction, import and distribution of energy and its proper management in all over the country. As a result, directly and indirectly, the Division has been playing an essential role in enhancing the work efficiency of women, creating access opportunities for women in the labor market, and participating in various income-generating and income-enhancing activities.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

According to the Perspective Plan (2021-41), the sustainable development of the energy and mineral resources sector is essential for transforming the country into a high-income nation by 2041. To meet the growing demand for energy in the country, Energy and Mineral Resources Division is working on exploring new reserves for oil and gas, reducing dependency on natural gas, promoting the use of energy mix and renewable energy alternatives, constructing necessary infrastructures, and ensuring the efficient management and utilization of energy and mineral resources. Additionally, the Division is formulating effective policies and strategies to link activities with resources. The expansion of the energy supply network has increased women's involvement in income-generating activities alongside men, contributing to accelerated socio-economic development and poverty alleviation, as well as promoting women's empowerment. Like other ministries, EMRD does not have specific targets or commitments directly related to women's development. However, EMRD indirectly addresses women's development through various initiatives and programs implemented by the division and its affiliated departments/agencies.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat, Energy and Mineral Resources Division	107	82	25	23.4
Bangladesh Oil, Gas and Mineral Corporation (Petrobangla)	319	267	52	16.3
Bangladesh Petroleum Corporation (BPC)	137	122	15	11.0
Geological Survey of Bangladesh (GSB)	398	312	86	21.7
Bureau of Mineral Development (BMD)	18	10	8	44.4
Bangladesh Petroleum Institute (BPI)	23	18	5	21.7
Hydrocarbon Unit	22	21	1	4.6
Explosives Department	51	43	8	15.7
Total :	1,075	875	200	18.6

3.2 Statistics of beneficiaries

As women make up almost half of the total population of the country, they are being benefitted directly and indirectly.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	994.1	523.9	52.7	1851.5	202.3	10.9	1869.7	1050.1	56.2	1341.7	851.4	63.5
Development	911.4	448.3	49.2	1791	146	8.2	1797.7	984	54.7	1439	798	55.5
Operating	82.7	75.6	91.4	60.5	56.3	93.1	72	66.1	91.8	-97.3	53.4	0.0

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Gas Exploration and Extraction.	Exploration activities can ensure the country's energy security by discovering new gas fields. Increased gas production will lead to better access to gas facilities for women. It enhances their standard of living.
Development of the coal sector	As gas reserves are gradually depleting, energy security can be achieved through the development of the coal fields as an alternative fuel. Extracting coal from mines requires many workers. For this reason, the development of the coal sector creates employment opportunities for women.
Ensuring uninterrupted supply of oil	The supply of oil is crucial for the development of agriculture, communication, industry, and power sectors. Ensuring a consistent supply of oil according to the demand will benefit women workers in various ways.
Increasing gas supply and optimizing gas utilization	Expanding the gas network and ensuring gas supply according to demand will lead to the establishment of small and large industries throughout the country, contributing to its economic development. If availability of gas is expanded, women in rural areas will have access to gas facilities.
To address the identified gender gaps, new projects/initiatives/programs are being undertaken by various ministries/departments.	To facilitate household work, initiative has been taken by BPC to establish a 1.00 (one) lakh metric ton LP gas plant in Sitakunda, Chattogram. Additionally, an LP gas terminal of operational capacity 10-12 lakh metric tons will be constructed in Maheshkhali Matarbari area of Cox's Bazar, which will enable bulk supply of LP gas to private plants. This will create new employment opportunities and contribute to the socio-economic prosperity of women.

7.0 Mentionable success stories of the Ministry/Division in women advancement

- Along with the increase in domestic gas production in recent times, the additional supply of RLNG (Regasified Liquefied Natural Gas) to the national gas grid has resulted in an overall increase in the supply of gas. As a result, women involved in household chores in urban areas have experienced some convenience.
- In comparison to traditional rural cooking methods, the use of gas enables women to complete cooking in less time. This not only enhances their efficiency but also reduces health hazards.

8.0 Challenges of women's development goals

- It is not always possible to ensure a suitable working environment for women during construction of energy infrastructure in remote areas.
- In some cases, it is not possible to ensure proper working environment for women in field level offices.

9.0 Recommendations/Way forward

- Ensuring women's equal participation in environmental conservation policies and programs by recognizing women's contribution to natural resource conservation, management and environmental security; and
- Taking appropriate campaign measures on the role of women in energy saving and taking necessary measures regarding gas supply to small women entrepreneurs on priority basis.

Ministry of Environment, Forest and Climate Change

1.0 Introduction

The Ministry of Environment, Forests and Climate Change is working to ensure a sustainable environment suitable for living for the present and future population of the country through conservation of environment and biodiversity, control of environmental pollution, coping with the impact of climate change, development of forest resources and sustainable management of marine resources. As a whole, women are affected financially along with health risks due to climate change disasters. The ministry is playing a special role in reducing the health risks of women and children due to climate change, creating employment opportunities through social forestry, providing safe water for women and children living in adverse environments and providing social protection for women and children. The ministry paves the way for women's empowerment by representing women in various committees including co-management and biodiversity conservation. This ministry has an important role in changing the financial status of women and participation of women at all levels by creating employment opportunities for poor women in the social forestry activities.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

There are indirect opportunities for women empowerment through mandated activities taken by the ministry such as environmental conservation, quality improvement and pollution control, tree planting, new forest creation in newly emerged Chars and other areas, social forestation activities and research and training programs on environment, forests and climate change. In the country's 51 protected areas, 50 percent of poor and destitute women have the opportunity to participate in participatory biodiversity conservation activities, and at least 30 percent of women's representation in local planning committees and one-third of women's participation in forest management committees have been ensured. Participation of 40% of women are trained in biodiversity conservation. In the National Women Development Policy-2011, the ministry has been asked to recognize the contribution of women in natural resource conservation and management as well as contribution of women to environmental security with a view to reflecting women's perspective and equal participation opportunities in environmental protection policies and programs. One of the mandates of the ministry is to ensure the participation of women in decision-making and implementation of programs related to environmental management and pollution and to encourage and provide equal opportunities to women in agriculture, fisheries, cattle rearing and forestry.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Ministry of Environment, Forests and Climate Change	164	130	34	20.7
Department of Environment	572	476	98	17.1
Forest Department	6,883	6,665	218	3.2
Bangladesh National Herbarium	38	30	8	21.0
Bangladesh Forest Research Institute	400	366	34	9.3
Bangladesh Rubber Board	7	2	5	71.0
Climate Change trust	58	50	8	6.1
Total :	8,122	7,719	405	5.0

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
Bangladesh Climate Change Trust	65,000	35,000	30,000	46.2
Forest Department	7,26,654	5,85,789	1,40,865	19.4
Department of Environment	3,596	2,045	1,551	43.2
Bangladesh Forest Research Institute	830	730	100	12.1
Bangladesh National Herbarium	269	140	129	48.0
Total :	7,96,349	6,23,704	1,72,645	21.7

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	1638.1	956.8	58.4	1356.1	878.2	64.8	1501.3	875.3	58.3	1051.2	274.9	26.2
Development	851.3	251.9	29.6	637.3	207.9	32.6	738.7	169.5	22.9	412.1	118.5	28.8
Operating	786.8	704.9	89.6	718.8	670.3	93.3	762.6	705.8	92.6	639.1	156.4	24.5

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Addressing climate change risks	'Community Based Adaptation in the Ecologically Areas through Biodiversity Conservation and Social Protection' project has included 2,045 men and 1,551 women members in Village Conservation Group in Sylhet and Cox's Bazar area. The National Adaptation Plan 2023-2050 was formulated by the Ministry of Environment, Forest and Climate Change on October 31, 2022 and submitted to the UNFCCC. Gender has been prioritized in the adaptation activities identified in the plan.
Conservation and sustainable management of forest resources	Approximately 50% of women members participate in technology training developed and organized by the Bangladesh Forestry Research Institute. 30 percent of women work in forest conservation activities implemented under social forestry projects. 45 to 55% of the income generated by the sale of forestry products is distributed to the women beneficiaries.
Pollution Control	Approximately 10 lakh Bandhu Chulas (improved cook stoves) were distributed on a low-cost basis in 64 districts by the Ministry of the Environment. Therefore, the health risks posed by indoor air pollution will be reduced. As a result, women and children will benefit.
Bio-diversity Conservation	Poor and disadvantaged women have the opportunity to have 50 per cent representation in participatory biodiversity conservation in 51 protected areas. In addition, 30% or more of women are represented on local planning committees.

6.0 Mentionable success stories of the Ministry/Division in women advancement

In fiscal year 2021-2022, 27 crore taka was distributed among 11,608 beneficiaries (men 8,852 and women 2,756) within the framework of social forestry. A third of those who benefit from social forestry programs are women. By involving the poor, divorced, widows and destitute women in forestry activities, their lives have become comfortable. It helps women become self-sufficient.

7.0 Challenges of women's development goals

- Women's development goals are hampered by inadequate empowerment of women in climate-vulnerable areas;
- Non-continuity of projects related to women development and empowerment;
- Lack of adequate technical and other necessary skills of women; and
- Lack of budget to implement projects specifically for women.

8.0 Recommendations/Way forward

- Adapting specific policies and strategies to address gender-based disparities in adaptation and mitigation of climate change-related disasters;
- Taking initiatives to implement the issue of gender in coordination with all policy strategies and activities adopted by the Ministry;
- Recognizing and felicitating women for their contribution to environmental protection on World Environment Day every year;
- Ensuring participation of women in environmental management and pollution control programs at the local level. In addition, giving more opportunities for women to participate in all types of social forestry;
- Creating alternative employment for women workers by restricting employment in hazardous and polluting industries; and
- Expanding employment opportunities for more women at the local level in the Department of Environment and Forestry.

Ministry of Land

1.0 Introduction

Land is considered as a symbol of social status and security in Bangladesh. Land plays a very important role in financial and social life in various ways. After the independence of Bangladesh in 1971, a full-fledged ministry was formed to carry out all land related functions. At present, Directorate of Land Records and Survey; Land Reforms Board; Land Appeal Board; Land Administration Training Center (LATC) and Controller of Accounts (Revenue) Department are functioning under the Ministry of Land. Women are playing important responsibilities in every post including Divisional Commissioner, District Level Collector (District Administration), Additional Deputy Commissioner (Revenue), Revenue Deputy Commissioner, Land Acquisition Officer, Upazila Level Assistant Commissioner (Land) and Union Land Assistant Officer (Tahsildar) at the Union level. These female officers are making an outstanding contribution to the country's land management. In particular, they are constantly working on land development tax and revenue collection; special land management and settlement; watershed management; land acquisition and possession; management and distribution of assigned and abandoned property, land record and survey and training of land related officers/employees. Apart from this, women officials working under the Ministry of Land are active and they are providing support in the implementation of land laws and regulations; resettlement of landless scattered communities; land zoning activities; construction and repair of upazila and union land offices; modernization of land records; presenting land related information to the public in the shortest possible time.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

The importance of the Ministry of Land is immense in the socio-economic context of the country. There is no specific instruction or paragraph for the development of women in the Ministry's Allocation of Business. Like other ministries, this ministry has no direct commitment to achieve any specific targets or implement activities for women's development. However, the issue of women's development exists indirectly in the activities of this ministry, which has been evident in the various steps and programs taken by the ministry and its related departments/organizations. In conducting the activities of the Ministry of Lands some policies/Acts and ordinance have been formulated, for example- 'National Land Use Policy, 2001', 'Agricultural Exclusive Land Management and Settlement Policy, 1997', 'Non-agricultural Exclusive Land Management and Settlement Policy, 1995', 'Exclusive Land Settlement (Revised) Policy for Hotels and Motels, 1998', 'Balumahal and Soil Management Rules, 2011', 'Chingrimahal Management Policy, 1998', 'Salt Mahal Management Policy, 2009', 'Salt Mahal Management Policy, 1992', 'Transfer of Vested Property (Amendment) Act, 2011' and Policies such as 'Acquisition and Possession of Immovable Property Ordinance, 1982'. However, not a single document of the ministry directly mentions regarding women's development. But, under these policies, women can participate in various economic activities, especially- The Shrimp Mahal Management Policy has over the years provided the scope for the inclusion of women as members of various management committees.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	107	92	15	14.0
Controller of Accounts-Revenue	226	187	39	17.3
Land Reforms Board	85	75	10	11.8
Field Land Administration Offices	16,569	11,599	4,970	30.0

Office name	Total	Male	Female	Female Percentage
Land Appeal Board	40	32	8	20.0
Land Commission	8	8	-	-
Land Administration Training Institute	26	18	8	30.8
Directorate of Land Records and Surveys	2,210	1,886	324	14.7
Total :	19,271	13,897	5,374	27.9

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
Secretariat	29,24,449	27,32,347	1,92,102	6.6
Controller of Accounts-Revenue	226	187	39	17.3
Land Reforms Board	85	75	10	11.8
Field Land Administration Offices	3,25,273	2,84,465	40,808	12.6
Land Appeal Board	553	486	67	12.2
Land Commission	8	8	-	-
Land Administration Training Institute	2,698	2,415	283	10.5
Directorate of Land Records and Surveys	70,36,540	63,32,460	7,04,080	10.0
Total :	102,89,832	93,52,443	9,37,390	9.1

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	2458.7	306.9	12.5	1946.4	270	13.9	2380.5	292.6	12.3	1542.8	64.9	4.2
Development	925.5	93	10.0	618.3	75.8	12.3	1032.5	76.3	7.4	461.8	32.1	7.0
Operating	1533.2	213.9	14.0	1328.1	194.2	14.6	1348	216.3	16.0	1081	32.8	3.0

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Digitization of land services	Digitization of land services has established women's rights over property and increased their social security as women's names are included in ownership records. With the introduction of online based Namjari and E-Porcha delivery software, all women/men are benefiting from the convenience of paying government fees at home.
Digital survey	Land zoning has ensured women's ownership of land. It has increased women's empowerment and social security.
Rehabilitation of landless ultra-poor and underclass	On the eve of resettlement, in the case of settlement of Krishi Khas land, each family is registered in the name of husband and wife or in the name of son and mother. In the last three fiscal years, 15,000 acres of agricultural land has been provided to 10,000 landless families.

6.0 Mentionable success stories of the Ministry/Division in women advancement

For the purpose of encouraging the involvement of women in various developmental activities, both in the policy of Shrimp Mahal and the policy of Jalmahal Mahal have included women as members in various management committees in the past years. With a view to women development, near about 8664 cluster villages have been constructed and 10,000 landless families have been rehabilitated and 15,000 acres of agricultural land has been distributed under the cluster scheme. For the socio-economic development of the resettled families, 11 crores 77 lakh 48 thousand taka have been distributed in the income-generating training sector and 5 crores 39 lakh 50 thousand taka in the small credit sector. In that case beneficiaries include both male and female members. For the purpose of achieving SDG Goal-1 (Target 1.4), Goal-2 (Target 2.3), Goal-5 (Target 5.A), Goal-9 (Target 9 .1), Goal-11 (Target 11.3, 11.7), Goal-12 (Target 12.2), Goal-15 (Target 15.1, 15.2, 15.3, 15.4) Mapping process is going on and everywhere the Ministry of Land is considered as an Associate Ministry. Besides, a rational and gender-friendly Comprehensive Action Plan on land is under consideration by the Ministry.

7.0 Challenges of women's development goals

- Religious prejudices and abuse of religion, conservative attitude of male dominated society, lack of freedom of speech, lack of freedom of movement and also hindrance to have other fundamental rights recognized by the constitution;
- Limited use of information and technology in remote areas.

8.0 Recommendations/Way forward

- Ensuring women's ownership of land through timely completion of the land registration process;
- Continuing ongoing activities aimed at giving priority to women in obtaining various information and services related to land;
- Building cluster villages for the purpose of rehabilitating landless families and keeping the activities related to allotment of houses in the name of landless families and issuance of acceptance documents in the name of both husband and wife;
- Continuing the formulation and implementation of the policies related to the allocation of government land on priority basis among the destitute, poor, widows and disabled women; And
- Ensuring women's ownership of land through timely completion of title deeds updating process.

Ministry of Railways

1.0 Introduction

Improving the quality of rail communication and transport services has been included as a priority sector in the National Document titled 8th Five-Year Plan and Perspective Plan titled Vision: 2021-2041. The new approved Railway Master Plan includes a total of prospective 230 projects at an estimated cost of Tk. 553662 core for implementation in six phases starting from July 2016 till June 2045. Improving the overall quality of rail communication and transport services, expansion and development of the internal railway network and establishment of international rail connectivity (Trans-Asian Rail Network, SAARC Network, etc.) are to be incorporated in railway sector development program through these prospective projects. As part of ensuring women empowerment in Railway sector, initiatives such as priority for women in ticketing, introduction of separate restrooms, washrooms for women, separate ticket counters are being taken. Besides, initiatives such as online e-ticket booking from home and intercity train tickets through verification of National Identity Card/Birth Registration, stopping black marketing of tickets, and strengthening overall security, have surely encouraged women to be more active in taking services from Railway. As a result, the number of women traveling by train and transporting goods has drastically increased. Women's participation as entrepreneurs and labors is increasing as a result of easy, affordable and safe rail transportation. Here lies the significance of success of the Ministry of Railways and Bangladesh Railway playing direct and indirect roles in the socio-economic development of women.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Ministry of Railways in the policy no.19.1 of the National Women's Development Policy 2011 announced to reserve 30% seats for women in engine driven public vehicles, an action plan has been taken to reserve 30% seats for women in all future trains. As per the instruction of section no. 23.11 of the said policy, various facilities including separate restrooms have been ensured for the women working in the office of the Ministry of Railways and Bangladesh Railway. Besides, an action plan has been taken to set up a day care center. By building sustainable, safe and quality railway infrastructure and integrated modern public transport, Bangladesh Railway has been working determinedly to achieve the objectives of economic development, job creation and poverty alleviation for all men and women of the country. In the light of the said strategic policy of the government, Bangladesh Railway has formulated its own policy and strategy, major activities and priority sectors. To achieve this goal, the strategic objectives include reforming, repairing, maintenance, developing and expanding the railway infrastructure, facilitating the regional and sub-regional communication, ensuring safe and comfortable rail travel, ensuring accessible services for all, including the poor and women.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Bangladesh Railway	24,346	23,361	985	4.1
Total :	24,346	23,361	985	4.1

3.2 Statistics of beneficiaries

Women are becoming financially self-sufficient as a result of the participation of women workers in railway construction and repair works. At present the participation of women workers in various practical techniques and technical works including train operation and technical work of workshops is increasing. In addition, the participation of women in Locomaster, ticket checking and performing duties as station master has also increased significantly.

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	19010.3	11720.2	61.7	16476.8	10123.2	61.4	18851.8	12870.6	68.3	14802.6	9452.9	63.9
Development	14960.1	11709.7	78.3	12596.5	10114	80.3	14928.7	12859.1	86.1	11457.5	9445.5	82.4
Operating	4050.2	10.5	0.3	3880.3	9.2	0.2	3923.1	11.5	0.3	3345.1	7.4	0.2

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Rehabilitation of existing infrastructure and rolling stock of Bangladesh Railways	As a result of the establishment of separate ticket counters for women passengers in important and major stations of Bangladesh Railway and the security measures taken, it is possible to ensure the free movement of women in public places like railway stations. Apart from this, separate coaches are being reserved for women passengers in Turag Express and Tangail Commuter trains.
Expansion and Modernization of Railways	A large number of women passengers of railway services travel to different parts of the country, ensuring greater participation of women in production, labor market and income-generating activities. With the aim of managing the overall activities of Bangladesh Railway, women officers and employees are getting the opportunity to acquire skills through various trainings.

6.0 Mentionable success stories of the Ministry/Division in women advancement

As a result of the implementation of the activities undertaken by the Ministry of Railways, the economic empowerment of women officers/employees working in Bangladesh Railways, participation in the decision-making process on family and social issues is increasing. Apart from this, the participation of women workers is increasing in train management, technical work in workshops, construction and repair of railway lines and limited contracting work. Provision of separate restrooms, washrooms and ticket counters for women passengers.

Increased participation of women in infrastructure construction, collection of rolling stock, maintenance and rehabilitation of development projects under implementation by Bangladesh Railways. In the Fast Track Project "Construction of Single Line Dual Gauge Track from Dohazari to Ramu to Cox's Bazar and from Ramu to Gundum near Myanmar" and "Padma Bridge Rail Link Project" –If the affected household head is a woman, an additional grant of Tk 10,000 priority is being given to livelihood training.

7.0 Challenges of women's development goals

- Separate ticket counters for women passengers have been mentioned in important and major stations of Bangladesh Railway but it has not been observed in practice;
- Insufficient breast-feeding corner for women passengers in every station and train; and
- Not every station has standard and adequate sanitation facilities for women passengers.

8.0 Recommendations/Way forward

Short term (1-2 Years):

- Arrangement of first aid for children and women in each station and train; and
- Taking initiatives of establishment of a Day-Care Center at work places.

Mid-term (3-5 Years):

- Introduction of separate coaches or reserved seats for women in various routes as per demand;
- Establishment of prayer rooms with separate washing rooms for women officers and employees in the offices; and
- Adequate provision of female security personnel and arrangement of safe drinking water for children and women in each station and train gradually.

Long term (5+ Years):

- Introduction of separate ticket counter and modernized waiting-room and washrooms for women at every railway stations gradually; and
- Introduction of separate coaches or reserved seats for women of all routes in phases as per demand.

Ministry of Shipping

1.0 Introduction

Shipping is the principal means of communication and economic activities of Bangladesh. Women are actively participating in the attached department of Shipping Ministry namely Chattogram, Mongla and Payra seaports as well as river and land ports. The Ministry is also working tirelessly to include women in the shipping sector in implementing various activities aimed to women empowerment. Women cadets are being admitted to Marine Academy, Chattogram and Fisheries Academy, Chattogram as part of equal partnership in the advancement and development of women's education. Apart from this, other government and private marine academies are also preserving quota for women cadets. Efforts are being made to create an employment environment for women in Bangladesh Shipping Corporation and Land Ports to increase the number of women recruitment.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

The regular activities of this ministry inevitably contribute to the development of women. The Ministry of Shipping plays a pivotal role to ensures women's welfare through regular modernization of naval and seaport management, safe and continuous maritime transportation, ensuring inland shipping, providing excellent and affordable shipping services. Efforts are being made to ensure equal opportunities and facilities for women, including necessary services, in all sectors, which are gradually increasing women's participation alongside men in the management of maritime transportation.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	142	114	28	19.7
Departmentg of Shipping	227	204	23	10.1
BIWTA	4,181	3,933	248	5.9
Chattogram Port Authority	5,181	4,819	362	7.0
Mongla Port Authority	1,108	1,027	81	7.3
Payra Port Authority	271	261	10	3.7
Bangladesh Shipping Corporation	211	199	12	5.7
Marine Academy, Chattogram	186	175	11	5.9
National Maritime Institute	14	12	2	14.3
National River Conservation Commission	42	36	6	14.3
Directorate of Seamen & Emigration Welfare	39	37	2	5.1
Total :	11,602	10,817	785	6.8

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	10801	2472	22.9	5474	1125.8	20.6	7224	1533.3	21.2	4141.1	970.1	23.4
Development	9954.7	1786.2	17.9	4697.7	455.5	9.7	6402.5	855.1	13.4	3424.1	326.6	9.5
Operating	846.3	685.8	81.0	776.3	670.3	86.3	821.5	678.2	82.6	717	643.5	89.7

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Ensuring the navigability of waterways and port channels and maintenance and development of river ports and waterways facilities	By ensuring the navigability of waterways and port channels, as navigation is smooth and easy, employment opportunities will be created for women in various developmental activities. Women will be employed in the maintenance and development of river ports and waterways facilities and the rate of women's entry into the labor market will increase.
Modernization of sea ports and development of transport system	Modernization of sea ports and development of transport system will lead to expansion of industry. As a result, women's employment opportunities are increasing. Development of infrastructure of 24 land ports of Bangladesh has increased import and export with neighboring countries. In this case, the employment rate of women is being increased locally.

6.0 Mentionable success stories of the Ministry/Division in women advancement

Since the inception of Pre-Sea Women Cadet training in 2012 at the Marine Academy, 84 female cadets have successfully completed the course until now. Currently, 11 female cadets are undergoing training at the academy. Marine Academy has constructed separate women's hostels for female cadets. 70 female cadets have been provided with sea-time training on various ships of BSC and 10 female officers have been recruited for various positions.

7.0 Challenges of women's development goals

- 84 women cadets have completed Pre-Sea training from 2012 to 2022 is not sufficient as a 10-year count;
- No separate ticket counter for women passengers at important and major ferry terminals of BIWTA; and
- Insufficient facilities for women passengers at stations.

8.0 Recommendations/Way forward

- A separate boat service can be introduced to transport a large number of working women;
- Women can be recruited by identifying various areas of employment opportunities in shore management and ships;
- Quality of service and safety of women passengers can be further improved; and
- Providing supportive environment for female passengers at important ports and terminals, such as separate passenger canopies, restrooms, toilets, prayer rooms and daycare facilities.

Ministry of Civil Aviation and Tourism

1.0 Introduction

The main aim and objective of the Ministry of Civil Aviation and Tourism is to contribute the national growth by promoting tourism industry based on the indelible beauty of traditional Bengal, modernizing air transport system and increasing customer service system to international standards. To achieve these objective, various activities have been undertaken by the Ministry by which the socio-economic development of women is ensured. Women are being employed in different sectors such as hotels-motels, resorts, parks, picnic spots, tour operator companies, travel agencies etc. in the country and many women are turning to entrepreneurship. Therefore, women are becoming financially independent. Moreover, women are also directly engaging in air transport system. Thus, the Ministry of Civil Aviation and Tourism and its subordinate offices are playing an important role in empowering women and increasing facilities for women.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

According to allocation of business list for the ministry there is no specific targets for women development or commitment to implement promises for women development. However, the issue of women development exists in various activities carried out by the ministry and attached departments/autonomous bodies. The ministry is giving emphasize on increasing facilities for women participation in operational work of the existing airports of the country and creating employment opportunities for women in ongoing and approved new projects under various activities aiming to increase /expand the capacity in air traffic and passenger and cargo transportation. Employment opportunities are being created for all men and women of the society through developing tourism industry along with ensuring community participation. Besides, local women's hand-made products and culture are being expanded and various activities are being conducted to make women financially independent.

In order to implement and monitor the 'National Women Development Policy-2011', the Ministry of Civil Aviation and Tourism performs its duties through coordination with subordinate departments/organizations and other ministries of the government. As part of the implementation of National Women Development Policy-2011, the officials in the rank of Joint Secretary and Deputy Secretary level have been nominated as Gender Focal Desk for the ministry. Besides, among various laws and policies in the ministry, the National Tourism Policy-2010 has ensured the contribution to women's development and poverty alleviation by creating extensive employment opportunities through the development of the tourism industry. As a result, employment opportunities have been created for disadvantaged and poor women which turned them economically independent. An initiative has been taken to ensure a safe working environment for women by including the issue of dignified behavior towards female colleagues in the Bangladesh Civil Aviation Authority's Employee Employment Regulations-2021.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	118	94	24	20.3
Attached autonomous bodies	13,849	12,285	1,564	11.3
Total :	13,967	12,379	1,588	11.4

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
Secretariat	108	84	24	22.2
Attached autonomous bodies	16,220	14,187	2,033	12.5
Total :	16,328	14,271	2,057	12.6

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	6596.8	65.8	1.0	5628.3	15.4	0.3	7003.6	54.2	0.8	4368.8	16.2	0.4
Development	6542.3	65.8	1.0	5568.2	15.4	0.3	6932	54.2	0.8	4325.9	16.2	0.4
Operating	54.5	0	0.0	60.1	0	0.0	71.6	0	0.0	42.9	0	0.0

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Establishment and modernization of civil aviation infrastructure	Bangladesh Civil Aviation Authority ensures the participation of women in the development projects undertaken for the operational activities of the airport as per the existing regulations of the government. It is indirectly contributing to women empowerment and economic development of the country by creating employment opportunities for women and increasing income.
Conduct training for human resource development	Employment opportunities for women have been created in the country and abroad through training in tour operator, tourist guide, ticketing, travel agency, chef, baker, housekeeping, steward, food and beverage service, baker and pesty, hygiene, etc.

7.0 Mentionable success stories of the Ministry/Division in women advancement

As part of human resource development related to tourism, 50 women tourist police, 45 women local administration employees and 107 women tour-guides and 30 women trainees involved in tourism management have been trained in the financial year 2022-23. 37 women have been trained on Volunteers for Sustainable Tourism (VST) and 30 women have been trained for the expansion of Community Based Tourism in various tourist attractions of the country. Apart from this, toilet facilities for women have been increased inside the control tower at Chattogram Airport and at the exit lounge of domestic terminal building at Hazrat Shahjalal International Airport. Separate breast-feeding rooms and toilet facilities for women have been increased in the expanded terminal buildings of Jessore and Syedpur airports.

8.0 Challenges of women's development goals

- Due to the lack of reliable data on women's participation in the tourism sector, problem in formulating proper plans for women development through the tourism industry;
- Family and social barriers to work as a tourist guide;
- Reluctance of women to work as tourist guides due to part-time jobs and low payment;

- Low participation of women in tourism services, especially hotels, motels, resorts, due to security concerns;
- Lack of linguistic skills especially English language skills of women in hotel and hospitality management;
- Reluctance of women to work as pilots and cabin crew due to religious and social restrictions.

9.0 Recommendations/Way forward

- Providing incentives to 02 women pilots for training in flying schools in Bangladesh to encourage women in the aviation sector with a view to upgradation of air transport services;
- Taking initiative to train women locally to encourage women in marketing activities through promotion and promotion of local products;
- Establishment of separate breast-feeding corner and day-care corner for breast-fed babies in commercial units for working women;
- Creating awareness about the tourism industry by training marginalized women involved in various small and cottage industries; and
- Providing regular necessary training to women officers/employees of Intercontinental Hotel Dhaka owned by Bangladesh Services Limited (BSL).

Posts and Telecommunications Division

1.0 Introduction

At present world, Telecommunication and Information Technology is one of the most important instruments for socio-economic development of a country. The main responsibility of Post and Telecommunication Division is to provide affordable, quality and international standard telecommunications and postal service through the adoption of institutional development and modern technology. This division plays an important role for eliminating poverty through rendering quick information, gender discrimination, and proper utilization of assets and to ensure rendering basic services of the state through the country. At the same time, this division significantly contributes to the revenue earnings of the government. In the year 2020-21, total contribution of the division to GDP at current market price was Tk 38448 crore. This amount increases to Tk 37098 crores in the fiscal year 2021-22. With the aim of building Digital Bangladesh, government plans to invest on telecommunication sector to materialize SMART Bangladesh and 8th Five-Year Plan. With this target, PTD is working for women development including creating equal job opportunities for women.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Posts and Telecommunications Division has adopted various directions and activities for human resource development in Perspective Plan, 8th Five Year Plan, Sustainable Development Goals 2030 and Delta Plan to build a better Bangladesh through 'Vision-2041'. Chapter-6 Paragraph-6.7 of the Eighth Five Year Plan deals with the strategy of ensuring modern postal service and involving the people in it. Sustainable Development Goal-9(c) calls for significantly increasing the use of information and communication technologies and providing universal and affordable access to the Internet. Perspective Plan (2021-2041) and Eighth Five Year Plan increase Internet bandwidth KBPS/User score from 9.2 KBPS to 55 KBPS by 2041, Fixed Broadband Internet Subscriptions/100 pop+ score from 3.8 to 40 and Mobile Cellular Telephone Plans to increase Subscriptions/100 pop+ score from 77.9 to 120. In all these documents, it has been mentioned that development goals will be achieved if men and women use technology equally.

Modernization, expansion of telecommunication services and provision of affordable telecommunication services: The expansion of telecommunication services at affordable prices has been facilitated by the availability of technological facilities resulting in increased public awareness. It has facilitated education and health services in favor of women, created a favorable work environment in the workplace, increased participation of women in activities and increased social status of women due to increased awareness.

Modernization of postal services, expansion of ICT-based postal services and service diversification: Efficient postal services at affordable prices are facilitating women's communication activities. Savings Banks are encouraging women's savings habit, which is helpful for women's personal and family security. Apart from this, women's financial transactions are made faster and easier.

Institutional Capacity Building: Introduction of services such as e-commerce services, logistic mail services, etc. has enabled women to participate in home businesses. As a result, the number of women entrepreneurs in the field of online business is increasing.

Besides, by bringing telecommunication services to the doorsteps of marginalized communities, free flow of economic, political, social and legal information across personal and family communication barriers is ensured. It is playing a role in strengthening women's empowerment, rights and social status. Besides, affordable, modern and efficient postal services are contributing to increasing personal and family savings of the entire population, including women, while at the same time boosting national economic activity.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Posts and Telecommunications Division	99	78	21	21.2
Directorate of Posts, Agargaon, Dhaka	10,322	9,571	751	7.3
Directorate of Telecommunication, Tejgaon, Dhaka	2,390	2,088	302	12.6
Total :	13,533	12,415	1,118	8.3

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	2434	500	20.5	3043.9	462.6	15.2	2486.5	501.8	20.2	1447.7	39.9	2.8
Development	1233.3	94.8	7.7	1918.5	62.8	3.3	1312.9	76.5	5.8	427.3	37.4	8.8
Operating	1200.7	405.2	33.7	1125.4	399.8	35.5	1173.6	425.3	36.2	1020.4	2.5	0.2

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Increasing coverage and quality of telecommunication services	The development of telecommunication system has facilitated the personal communication of women, which has further contributed to the empowerment of women. In addition, new communication technologies are expanding women's creative and intellectual horizons. As a result, women's involvement in new income-generating initiatives is increasing.
Information Technology Orientation of Department of Posts	Modern and efficient postal services have been able to positively impact the personal, social and financial communication of the entire population, including women.
Upgradation of the existing services of the Department of Posts and introduction of new up-to-date services	Through Post e-Center, an opportunity has been created to provide information and services to poor women who are left behind due to economic and gender inequality. At the same time, the initiatives taken to diversify the existing services are creating a field of inclusion of the needs and demands of small women entrepreneurs.

6.0 Women Advancement related KPIs of the Ministry/Division and achievements

SI No	KPI	Unit	2019-20	2020-21	2021-22
1.	Mobile-Cellular Connection Expansion*	percent	-	-	102.89
2.	Internet User Population ** Percentage	percent	-	-	67.87
3.	Postal Cash Card Service Extension Number (Lakh)	Number (Lakh)	-	-	0.5
4.	Extension of letter, parcel delivery services	Day	-	-	0.5

* Mobile phone ownership (of any type) is 86% among men and 61% among women; In this case the Gender Gap is 29% which will be gradually reduced.

* 33% of male internet usage and 16% of female internet usage in terms of mobile internet usage; Here Gender Gap is 52% which will be continuously reduced.

7.0 Mentionable success stories of the Ministry/Division in women advancement

Due to the active efforts of the Division of Posts and Telecommunications, the number of mobile subscribers has increased from 11.68 crore to 18.45 crore and the number of internet connections has increased from 3.93 crore to 12.62 crore in the last three fiscal years. As a result, tele density has increased from 76.20% to 111.97% and Internet density has increased from 25.09 to 76.42% in the last three years. International bandwidth usage was 7.5 Gbps in 2008, which is currently 4000+ Gbps. Almost hundred percent of the country's area is currently covered by telecommunication network. Due to the increase in telecommunication facilities, many women are conducting business activities from home. Mobile money order, postal cash card and mobile banking have been introduced. Digital technology-based service is being provided to the people from 8500 post offices under mobile money order service and postal cash card service has been introduced in 1346 post offices. The newly launched Post-e-Center at the post office aims to reserve a laptop for the convenience of rural women.

8.0 Challenges of women's development goals

- Women are less able to use modern telecommunication technologies due to their lower financial well-being;
- Non-existence of day care centers in the offices under the Division of Posts and Telecommunications.

9.0 Recommendations/Way forward

- Taking necessary measures to protect the interests of women in the application of new technologies;
- Encouraging women to participate in various activities related to establishment and maintenance of telecommunication networks, telecommunication and postal services and postal and telecommunication management;
- Providing high speed internet connectivity to remote islands and Hawor areas through Bangabandhu satellite. It will be possible to ensure the safety of women and children during disasters and will be helpful in improving the economic and social status of women;
- Prioritizing and encouraging women entrepreneurs to work with Post e-centers and other similar e-centers;

- Undertake awareness training programs for women on personal safety and precautions when using the Internet;
- Enact strict monitoring measures and legislation to prevent harassment of women on the Internet and ensure women's safety;
- Determining the number of women participating in various offices/activities of the Division of Posts and Telecommunications and determining the number of women beneficiaries in receiving services;
- Ensuring women friendly workplace by providing separate washrooms, safe transportation system and provision of daycare centers in each office under the divisional coverage.

Power Division

1.0 Introduction

Electricity is the main driving force for poverty alleviation and socio-economic development in the country. Apart from daily household activities, the use of electricity in agriculture, cottage industry and various income generating activities is increasing due to the invention of modern technology based electrical appliances. As a result of the expansion of electricity facilities in remote and rural areas including city corporations and municipalities, new industries and commercial establishments have been developed to create massive employment opportunities across the country. Improvement of the overall quality of life has become possible by bringing hundreds of people of the country under the electricity facilities through renewable energy based off-grid and sub-marine cable connections in remote areas/islands. Thus, the women of all spheres of the country enjoy the benefits of electricity and, accelerate socio-economic development by participating in various income-generating activities.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

Power Division started its journey as an independent entity under the Ministry of Power, Energy and Mineral Resources on 25th March 1998 for the purpose of formulating policies related to power generation, transmission, distribution and carrying out related activities. In addition, Bangladesh government has already set a target of achieving an average growth rate of 9 percent consistently from 2021-2041 as per the Perspective Plan (2021-41). To realize the dream of socio-economic development and building a better Bangladesh, the Power Division is working relentlessly to ensure quality and uninterrupted electricity supply at an affordable price for all by 2030 through integrated development of the sector. Following the implementation of the honorable Prime Minister's pledge "Sheikh Hasina's Uddyug, Ghore Ghore Biddyut", 100% people of the country have already been brought under electricity facilities. Power Division is determining effective policies and methods to link activities with resources. Uninterrupted electricity facilities have increased the involvement of women as well as men in income generating activities thereby contributing significantly to the overall economic development of women themselves and the country.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat, Power Division	899	880	19	2.1
Bangladesh Power Development Board	12,422	11,444	978	7.9
Bangladesh Rural Electrification Board	45,949	39,647	6,302	13.7
Power Grid Company of Bangladesh Ltd.	3,316	3,135	181	5.5
Dhaka Power Distribution Company Ltd.	3,427	3,182	245	7.2
Dhaka Electric Supply Company Ltd.	1,965	1,756	209	10.6
Others	6,960	6,591	369	5.3
Total :	74,146	65,843	8,303	11.2

3.2 Statistics of beneficiaries

As per “Population and Housing Census 2022”, the total population of the country is 16.51 Crores. Out of which the number of women is 8.33 crore and the number of men is 8.17 crore. On March 21, 2022, Hon'ble Prime Minister announced 100% electrification in the country. As a result, 100% of women in the country are currently enjoying electricity facilities. Furthermore, a large number of women in the country are participating directly and indirectly in the work related to power generation, transmission, distribution, human resource development and promotion of efficient and cost-effective use of energy.

4.0 Women’s Share in Ministry’s Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	33825	16362.8	48.4	25309.3	13068.2	51.6	24195.8	15130.6	62.5	20706.9	18609.7	89.9
Development	33775	16338.4	48.4	25246.7	13048.1	51.7	24139.1	15103.1	62.6	21198.9	18589.1	87.7
Operating	50	24.4	48.8	62.6	20.1	32.1	56.7	27.5	48.5	-492	20.6	0.0

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Establishment of power generation plant, rehabilitation and maintenance of existing power plant.	It has been possible to increase the power generation capacity to 26,700 MW at present. Uninterrupted electricity facilities have increased the participation of the country's manpower, especially women, in self-reliance activities
Construction of new transmission lines and necessary renovation of existing transmission lines.	Opportunities of industries and employment have been created in new areas, increasing the involvement of women as well as men.
Construction of new distribution lines and renovation of existing lines	
Expansion of renewable energy technology and adoption of energy saving activities.]	As a result of the expansion of renewable energy technology and energy saving technology, it has been possible to involve rural women in income-generating activities by bringing the remote areas of the country under the power infrastructure. Solar home system and energy efficient stove distribution program has been implemented for women development. As a result of 100% electrification, women can easily learn about energy saving appliances and usage at home. This has increased their working hours and is contributing significantly to the overall economic development of themselves and the country by saving electricity.]
Load Management Activities	With the introduction of load management system, women can easily know about the peak/off-peak hours of electricity and when they can use electrical appliances uninterruptedly. Accordingly, women perform their daily activities. This prevents wastage of their time and increases working hours.

6.0 Mentionable success stories of the Ministry/Division in women advancement

- Establishment of 'Day-care' centers for women workers under all organizations/companies under power sector;
- Providing regular training to improve skills of the women workers working in the power sector;
- Preference is being given to women in applicable cases while recruiting in organizations/companies;
- Provision to employ required number of women workers during project implementation or creation/retention of posts;
- Creating conducive work environment for women working in organizations/companies;
- Involvement of women in distribution of solar home systems and improved stoves.

7.0 Challenges of women's development goals

- It is not always possible to ensure a suitable working environment for women during construction of power plants in remote areas; and
- In some cases, it is not possible to ensure proper working environment for women in field level offices.

8.0 Recommendations/Way forward

- Ensuring participation of women in power generation, transmission, distribution, human resource development and promotion of renewable energy technologies and energy efficient appliances;
- Taking appropriate measures against sexual harassment in the workstation/work area;
- Encouraging the mental development of employees by organizing work-related official trips, organizing and awarding in sports events and celebrating various days including Women's Day;
- Proportionate training for skill development of male workers as well as female workers; and
- Creation, retention and recruitment of required number of women on priority basis while taking up new projects/programmes/schemes in power sector.

Ministry of Liberation War Affairs

1.0 Introduction

Independence is the greatest achievement of the Bengali nation. The red-green sun-studded flag rose in the sky of Bengal on 16th day of December in 1971 through nine months of bloody war. This freedom has been achieved by sacrificing millions of lives of Bangladeshi people and supreme sacrifice of freedom fighters. Thousands of mothers and sisters sacrificed their dignity in achieving the independence. The spirit of the Great War of Liberation was to establish democracy, ending exploitation and deprivation, achieving economic prosperity and establishing ourselves as a self-reliant and dignified nation. The Ministry of Liberation War Affairs has been entrusted with the responsibility of upholding the dignity of the Liberation War by invigorating the spirit of the great liberation war. Moreover, it has responsibility to provide due respect and various facilities to the Freedom Fighters. To develop as an independent sovereign nation, this ministry is fulfilling its responsibility to ensure the participation of women in all aspects of national life.

2.0 Ministry/Division's mandate described/enshrined in relevant laws and policy documents

The Ministry works for women development under the power given in Schedule 1 of National Freedom Fighters Act, 2002 and Rules of Business, 1996. The gazettes of heroic freedom fighters in both men and women categories are published for their role in the liberation war. Apart from this, heroic women have also been recognized as freedom fighters. This ministry is playing a role in empowering women of freedom fighters' families by making them self-reliant.

3.0 Women employees and beneficiaries of the Ministry/Division

3.1 Quantitative information of the male and female employees

Office name	Total	Male	Female	Female Percentage
Secretariat	81	67	14	17.0
National Freedom Fighters Council Information Department	25	21	4	16.0
Freedom Fighters Welfare Trust	179	173	6	3.0
Total :	285	261	24	8.4

3.2 Statistics of beneficiaries

Programme	Total	Male	Female	Female Percentage
Secretariat	2,05,728	1,11,093	94,635	46.0
National Freedom Fighters Council Information Department	-	-	-	-
Freedom Fighters Welfare Trust	24,618	11,475	13,143	53.0
Total :	2,30,346	1,22,568	1,07,778	46.8

4.0 Women's Share in Ministry's Total Expenditure

(Taka in Crore)

Description	Budget 2023-24			Revised 2022-23			Budget 2022-23			Actual 2021-22		
	Budget	Women Share		Revised	Women Share		Budget	Women Share		Actual	Women Share	
		Women	Percent		Women	Percent		Women	Percent		Women	Percent
Total Budget	761785	258997	34.0	660507	231457	35.0	678064	229677	33.9	518188	159387	30.8
Ministry Budget	7243.5	979.1	13.5	8061.2	1421.3	17.6	6984.2	941.4	13.5	6407.3	882.1	13.8
Development	1327.5	398.5	30.0	2245.1	857.1	38.2	1132.8	343.6	30.3	660.4	261.6	39.6
Operating	5916	580.6	9.8	5816.1	564.2	9.7	5851.4	597.8	10.2	5746.9	620.5	10.8

Source: RCGP database

5.0 Impact of priority spendings of the Ministry/Division in women advancement

Priority Expenditure Sectors/Programs	Impact on Women Development (Direct and Indirect)
Provide state honorarium and ration facilities to wounded freedom fighters and families of the martyrs of liberation war and wounded freedom fighters (deceased), honorarium to freedom fighters including those with gallantry awards and financial assistance for treatment of wounded freedom fighters.	Various state honorarium, medical allowance, ration etc are being provided to freedom fighters, wounded freedom fighters, families of martyred freedom fighters. During the last three years, micro credit from the revolving fund of Tk. 39.25 crore was provided to 48353 freedom fighters and training was provided to 45429 dependents to achieve the objective of rehabilitation and self-employment of freedom fighters. Out of those trainees and loan recipients, a significant portion belongs to women that creating scope for employment generation of the freedom fighters' families and ensuring social safety.
Welfare and rehabilitation of freedom fighters	Construction work for Muktijuddha Complex for all upazillas and districts are already completed in 60 districts and 271 upazillas. The earning from commercial use of muktijuddha complex can be utilized for the welfare of the families of the freedom fighters from which female members of the family will be directly benefited. Moreover, development programs are undertaken for the construction of the residences of landless and insolvent freedom fighters. Through these programmes, a total of 30,000 houses will be constructed for them. Under the programmes, a total of 5,000 houses are already handed over and the rest will be completed shortly. Thus, It will bring about socio-economic development of the female members of the freedom fighters and their families.

7.0 Mentionable success stories of the Ministry/Division in women advancement

The present government has taken initiative to make publication (Gazette) of women freedom fighters (Veerangana). For the purpose of equal rights, women freedom fighters (Veerangana) have been given a honorarium likely to freedom fighter. By doing this, the socio-economic status of women freedom fighters (heroes) is improving. A total of 473 women freedom fighters (veerangana) have been gazetted up to FY 2022-23. In an effort to develop freedom fighters and their dependents as self-reliant microcredits are being provided through BRDB along with training in various trades. Moreover, 12,033 beneficiaries of war wounded and martyred families are being given low-cost ration.

8.0 Challenges of women's development goals

- Many women had participated directly or indirectly in our war of independence. Many who took part in direct combat do not have proper information. In order to giving due respect and recognition the data gathering is a major challenge.

9.0 Recommendations/Way forward

- To prepare a comprehensive database of women freedom fighters; and
- To publicize the glorious role of women freedom fighters participated in liberation war.

Chapter-V : Conclusion

The Global Gender Gap Report 2022, prepared by the World Economic Forum (WEF) reveals that Bangladesh has surpassed all South Asian countries in terms of bringing down gender discrimination and stands 71st amongst 146 countries of the world. This proves that strategic steps taken by the government in women's development have been successful. The Perspective Plan (2021-2041), policies and strategies adopted in 8th Five Year Plan, National Women Development Policy 2011 etc. have played a catalytic role in achieving gender gap reduction target. The aim of a national budget is not limited only to distributing resources in different heads of the expenditure, it rather aims at gradually reaching the ultimate target of development following the development philosophy of the country and taking appropriate strategies in that direction.

Meteoric development of information technology has brought the world to such a stage where humanity is controlled by both the challenges and possibilities of 4th Industrial Revolution. Buoyed by the astute guidance of the present government Bangladesh is moving along emphatically to become a smart nation having achieved the target of making 'Digital Bangladesh' and is able to withstand any challenge that current technology poses. Making an educated and efficient human resource, encouraging higher education and research, knowledge and experience in the field of ICT, ensuring participation of women in the overall development of the country, poverty alleviation, creating employment etc. are playing a significant role in making women self-reliant and aware of their own rights.

The government is politically pledge-bound to implement all plans and policies for the socio-economic development of women. The gender budget is prepared in an attempt to ensure equal distribution of wealth, equal opportunities for men and women, equal participation in all activities and thereby ensuring gender parity. Analysis of the medium-term strategic objectives of Ministries/Divisions, sectors for priority spending and share of women in overall budget reveals that the issue of gender parity has been given due priority in one hand and on the other, appropriate budget allocation has been made to achieve the same.

Women advancement has been given due importance in all social safety net programmes. Nearly 50 percent beneficiaries of Old Age Allowance, Disabled Allowance, Stipend for disabled under social safety net programme, rural and urban social welfare activities, acid victims and disabled rehabilitation programme under poverty alleviation have been included for widow and husband abandoned women programme and rural mother care centres as beneficiaries. Women's involvement has been made compulsory in all interest-free microcredit programmes which is playing a direct role empowering nearly 2.12 crore women annually, increasing social safety, self-employment, education and training and participation in income generating activities.

All Ministries/Divisions have been divided into three thematic groups for the purpose of this report. Budget analysis of the first thematic group that works for 'Empowering women enhancing their social dignity' reveals that allocation has increased in FY 2023-24 from the previous years. Gender related allocation for the Ministry of Women and Children Affairs, Health Education and Family Planning Division, Ministry of Primary and Mass Education, Ministry of Agriculture, Ministry of Social Welfare are respectively 68.2 percent, 63.4 percent, 57.1 percent, 48.8 percent and 47.5 percent. Thematic group 'Improving women's productivity and participation in labor market include Ministry of Relief and Disaster Management (71.1 percent), Ministry of Labor and Employment (48.2 percent), Ministry of Chattogram Hill Tracts (45.7 percent) and Ministry of Water Resources (37.6 percent). In the third thematic group 'Widening women's effective access to general public sector service' share of women in Ministry of

Railways, Ministry of Environment, Forests and Climate Change and Power Division are respectively 61.7 percent, 58.8 percent and 48.4 percent. It shows a consistency between the policies taken for women's development and elimination of gender discrimination and adoption of cluster-oriented budget allocation. The issue of gender parity has been adequately reflected in the overall policies and strategies for the national economic development. In FY 2023-24, 34.37 percent budget is gender related which constitutes 5.23 percent of the total GDP.

We have mentioned the challenges faced by the Ministries/Divisions in alleviating gender discrimination. These are abuse of religious instruction, limited use of information technology, eve-teasing, sexual harassment, lack of safety in workplace and educational institution, dearth of facilities in workplace, lack of efficiency, to name just a few.

Information received from Ministries/Divisions, information gleaned from RCGP model, and information received from other sources are meticulously analysed in this report. We hope to analyse and present that information more scientifically in the future publications which will bring to light the real improvement made in women's life. This report puts forward, unequivocally, government's unflinching efforts and promise for establishing women's rights, their empowerment, eliminating discrimination, increasing solvency, establishing them as successful entrepreneurs. Bangladesh, therefore, is being recognized as a role model for women empowerment. As long as this trend continues, our women will keep on shining in the global stage transcending the national boundary.

Appendix-1 : Detailed Information about Gender Related Budget Allocation

Fiscal Year	Total national budget (Tk. crore)	Gender related budget allocation (Tk. Crore)	Percentage of gender related budget allocation in national budget (%)	Percentage of GDP (%)	No. of Ministries/ Divisions Included in the Gender Budget Report ***
2009-10	1,10,523	27,248	24.65	3.95	4
2010-11	1,30,011	34,221	26.32	4.36	10
2011-12	1,61,213	42,154	26.15	4.61	20
2012-13	1,89,231	54,302	28.68	5.23	25
2013-14	2,16,215	59,756	27.64	5.06	40
2014-15	2,39,668	64,087	26.74	4.23	40
2015-16	2,64,565	71,872	27.17	4.16	40
2016-17	3,40,604	92,765	27.25	4.73	40
2017-18	4,00,266	1,12,019	27.99	5.04	43
2018-19	4,64,580	1,37,742	29.65	5.43	43
2019-20	5,23,191	1,61,247	30.82	5.56	43
2020-21	5,68,000	1,69,083	30.98	5.33	43
2021-22*	6,03,681	1,98,587	32.72	5.00	43
2022-23*	6,78,064	2,29,484	33.84	5.16	44
2023-24*	7,61,785	2,61,787**	34.37	5.23	44

Source: Finance Division, RCGP Database

* FY 2015-16 has been taken into consideration as the new base year for GDP calculation.

** This allocation is the total allocation for 62 Ministries/Divisions. But total allocation for 44 ministries/divisions which are included in this Gender Budget Report is Tk. 1,75,351 crore.

*** Number of ministries/divisions which are reviewed in detail in the Gender Budget Report.

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