



Government of the Peoples' Republic of Bangladesh

# **National Women Development Policy 2011**

Ministry of Women and Children Affairs  
March 2011

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# **National Women Development Policy 2011**

## **Part I**

### **1. Introduction**

In Bangladesh, women constitute a great majority of the population. Women development is, therefore, pre-condition to national development. It is imperative to establish equal opportunity and rights to ensure national development. The erstwhile Awami League government in accord with the promise made in the national election held on 12 June 1996 formulated for the first time National Women Development Policy in 1997. The main objective of this policy was to promote the cause of larger women society that had suffered abuse and neglect for ages. In 1997, the policy was formulated in wide consultation and exchange of views with the leaders of the society of women in this country reflecting long struggle to establish rights of women of this country.

Later in 2004 the four party alliances along with BNP-Jamaat government made changes in the said policy and formulated their Women Development Policy. During caretaker government Women Development Policy 2008 was made in revised form but that could not be put to effect.

Bangladesh Awami League in its electoral manifesto of 2008 reiterated its promise to reinstate the Women Development Policy formulated by the erstwhile Awami League government in 1997 to ensure women empowerment, equal rights and opportunities. To implement electoral promise and to ensure women development and empowerment, the present government led by the humble Prime Minister Sheikh Hasina has been formulating the National Women Development Policy 2011.

### **2. Background**

Our womenfolk had been exploited and neglected for ages together. They were always suppressed under religious bigotry, social stigma, narrow-mindedness and discrimination in a male dominated society. The talent and labor spent by our women in their household chores were never properly evaluated. Begum Rokeya, pioneer of women's movement made clarion call for awakening of the women saying, "you just educate your daughters and let them make their own livelihood." There clear directives in this call of her as to how win their rights. The women responded to the call in the last leg of the 19th century that reverberated centering round generally the education. In addition, the women became conscious of wresting their rights by participating in the anti-British Movement. The participation of women in the Language Movement of '52, mass revolution of '69 and self-determination movement was important milestone to this end.

Bangladesh emerged as an independent state through the blood bath of War of Liberation under the leadership of the Father of the Nation, Bangobondhu Sheikh Mujibur Rahman in 1971. Alongside men, the womenfolk of this country made a great contribution in the War of Liberation. Our mothers have left us a great legacy of patriotism and sacrifice by contributing to the War of Liberation in various ways including active participation in freedom struggle and sending their husbands and siblings to war fronts. In the War of Liberation more than 100 thousands of our mothers and sisters lost their honor in the hands of Pakistani hordes. The heinous crime against human rights can never be

forgotten. Our women started becoming self-reliant from the direct experience of War of Liberation. Great reawakening was there among them who expected to receive education and have employment. The illiterate women in the countryside evince keen interest to become self-reliant. It became a paramount need that women participate in the national production. Development plan adopted to ensure empowerment of women in independent, sovereign Bangladesh. After the cruel killing of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman on 15 August 1975 along with his family members, undemocratic and autocracy had its way on the exercise of ruling power in Bangladesh and the sound democratic practice was hampered for long time. However, the role of the movement of the women organization during this period was pioneering one. The NGOs too continued with their various programs improve socio-economic lot of in the outreach areas of the country. The Women's organizations alongside the political parties participated direct and indirectly in the struggle for establishing democracy in the country. And they became very much conscious about establishing their socio-economic and political rights that created a grand prospect in development of women in the country.

### **3. Development Planning and Women**

A program was undertaken for rehabilitation of women who suffered loss during the War of Liberation and the uprooted one in the 1st 5-year plan (1973-78). For the first time the issue of women development received emphasis for education, health and family planning and attaining economic self-reliance of various nature aimed at ultimate social welfare. So program was undertaken with overseas assistance for the same object in mind with allocation of financial resources. In 1972 the Father of the Nation, Bangabandhu Sheikh Mujibur Rahman to commemorate in respect the sacrifice of mothers and sisters who lost their honor at the hand of Pakistan Army during the War of Liberation decorated them with title: *Birangana* -- the brave ladies. The Government of Bangabandhu had adopted widespread programs to rehabilitate the mothers who could be rescued from the abuse and molestation of Pakistani occupation forces. The government of Bangabandhu made provisions for employment and allowance in particular for wives and daughters of those who embraced martyrdom in the War of Liberation. The government of Bangabandhu founded the Bangladesh Women Rehabilitation Board in 1972. The terms of reference of this board that deserve mention are: (a) conduct survey to collect correct information about the women and children abused and to arrange for their rehabilitation; and, (b) impart various vocational training of these victimized women. In addition marriage was arranged for such 10 women Biranganas under personal initiative of Begum Fazilatunnessa and rehabilitation of majority of such of them on family and social levels.

As the scope and responsibility of Women Development Board expanded steadily, this board was reorganized in 1974 into Women Rehabilitation and Welfare Foundation. This foundation had myriad programs including (1) build up physical infrastructure targeted at development of women in all the districts and sub-divisions of the country; (2) impart vocational training for broad based employment of women; (3) establish showroom and sales Centers for productive employment of women; (4) extend day care facilities for those women engaged in productive and training activities; (5) render treatment facilities to war affected women; and (6) introduce scholarships and stipends for education of the children of women affected by the War of Liberation which function is currently conducted under the name and style of "Vulnerable Women and Children Welfare Fund."

Inter-sector initiative was undertaken for the first time to engage women in income generating activity in the First Five Year Plan. The Ministry of Social Welfare had introduced vocational training Program (Women's Club). The Ministry of Local Government and Rural Development started Mass Education Program. Later this program was converted into Women's Co-Operatives Program with assistance from the World Bank. The implementation of "Agro-based Program for the Rural Women" had begun also on 33 bigha land of Women Affairs Department at Savar in 1973.

Program for increasing employment and skill of the women was taken up under the Two-Year (1978-1980). Same program was taken in the 3rd 5 Year Plan (1985-90).

Inter-sector initiative was adopted with an eye to mainstreaming it identifying women development as part of the socio-economic development in the 4<sup>th</sup> Five Year plan (1990-95). Notable in this plan included: ensuring increased participation of women in education, health, agriculture, industry and commerce, service and other sectors, elimination of poverty, improvement of skill, self-employment, expansion of credit facilities, increasing gender awareness and expansion of supportive facilities like hostel, child daycare centre and giving legal aid.

Under the 3-year recurring plan and Annual Development Plan, programs included : self-employment, resistance to women abuse, non-formal and vocational training, establishment of day care centers, assistance to women program, establishment of career women's hostel, food aid program for vulnerable program, food for education program, compulsory primary education, free education of the rural girls at secondary level, health care services and immunization program.

In the fifth 5-year plan the efforts at mainstreaming of women in development was further strengthened and there was strong reiteration of firm commitment for elimination of all forms of discrimination to women charter, Beijing Platform for Action and implementation of national plan for women development. The gender perspective was given to the micro chapters concerning agriculture, rural development, industry, health and family planning, education, minerals, transport, labor and employment and information and communication (IT).

#### **4. World Perspective and Bangladesh**

The erstwhile government of Bangobandhu played an effective role from the early Seventies in the international arena. Bangladesh actively participated in the first World Women congress in Mexico in 1975. The women movement that was being waged outside the country resulted in mainstreaming of Bangladesh women Movement. The base of the present level of women development in Bangladesh was formed with this initiative. The United Nations declared 1975 as "Year of the Women" for empowerment and development of women in affairs of state, society, politics and economics. 1976-1985 was declared as Decade of Women' in the first World Women Convention in 1975. The decade aimed at equality, development and peace. The 2nd Women Convention was convened in Copenhagen in 1980 in which, the progress made in the first phase of 5 years (1976-1985) was reviewed and three additional objectives - education, health and employment were identified. The 3rd World Women Convention was held in Nairobi, Capital of Kenya in 1985 and advanced strategies were adopted for women development

based on equality, development and peace. As preparatory to 4th World Women Convention in 1994 at Jakarta Declaration and Work Plan was adopted at the 2nd Asian and Pacific Region ministerial meeting concerning women development. The Declaration said, there exists sharp gender inequality in the matter of power distribution and decision making and so, the concerned governments were urged to take initiative to eliminate this inequality and limitations. The Commonwealth prepared a gender and development work plan in 1995. The SAARC countries too have made work plan for women development. Beijing Declaration and Work Plan were adopted in 4th World Convention of Women in Beijing on 4-15 September in 1995. 12 particularly important areas in women development have been identified in Beijing Work Plan. The areas include : increasing poverty of the women; unequal opportunity in the matter of education and training , unequal opportunity in getting health care services; abuse of women; women- victim of armed violence; limited rights in matter of claims over economic resources; inequality in decision-making and participation in power, inadequate institutional framework in women development, violation of human rights of women, negative reflections of women in the mass media and their inadequate participation; limited rights of women in the preservation of environment and natural resources and discrimination to female children. Bangladesh is committed to the implementation of all international declarations and work plans.

The Environment and Development Work Plan adopted in the Earth Convention held in Rio de Janeiro held in 1992, the Vietnam Declaration in 1993, the population and Development Work Plan adopted in the International Conference held in Cairo in 1994, and the Work Plan adopted in the World Social Summit held in Copenhagen in 1995 - all had given utmost importance to woman and child development and their rights. Bangladesh initialed in all these charters and Work Plans and committed to their implementation. Bangladesh in one of the signatories to Child Rights Charter in 1989 to ensure fundamental rights of the children adopted in the United Nations General Assembly.

#### **4.1. Charter on Abolishing Discrimination against Women**

Convention of th Elimination of All Forms of Discrimination Against Woman (CEDAW) was adopted in the United Nations in December 1979 to eliminate all kinds of discrimination against women in the state, economy, family and in each area of family and social life and it came into effect on 3 September 1981. This document identified as the International Bill of Rights is considered to be a full dress and self contained standard for the preservation of rights of women. In 1984, Bangladesh ratified this charter and protected in four sections: [2, 13(a), 16(a) and (f)]. Later, protections were withdrawn from 13(a) and 16.1 in 1996. Bangladesh submits report to the United Nations every 4 year as ratifying state to the Charter. The latest 6th and 7th periodic reports were sent to the United Nations in 2009 and the report of GoB was presented at CEDAW Committee on 25 January 2011.

Bangladesh has actively participated in almost all the fora in the international arena and involved her in the global thoughts in the matter of women development by signing

important international charters and documents. Bangladesh expressed her commitment in the attainment of Millennium Development Goals (MDG) as it participated in the Millennium Summit Session held in 2000. And at the same time Bangladesh signed also the optional protocol on CEDAW. Bangladesh ranked as one of the first 10 countries in signing the protocol. In addition, Bangladesh has expressed her commitment in undertaking multilateral steps in areas of women development as a ratifying and signatory state to various other important regional charters.

## **5. Human Rights of Women and the Constitution**

The Constitution was written for the newly formed state of Bangladesh in 1972. The Constitution made under the directives of the Father of the Nation Bangabandhu Mujibur Rahman ensured human and fundamental rights of women. In article 27 of the constitution has it that, "all citizens are equal before law and are entitled to equal protection of law". The article 28(1) says, "the State shall not discriminate against any citizen on grounds religion, race, caste, sex and place of birth" The article 28(2) says, "women shall have equal rights with men in all spheres of the state and public life." The article 28(3) has it that, no citizen shall, on grounds only of religion, race, caste, sex or place of birth be subjected to any disability, liability, restriction or condition with regard to access to any place of public entertainment or resort, or admission to any educational institution." Article 28(4) says, "Nothing in this article shall prevent the state from making special provision in favor of women or children or for the advancement of any backward section of citizens." Article 29(1) contains, "there shall be equality of opportunity for all citizens in respect of employment or office in the service of the republic." Article 29(2) has it that "no citizen shall, on grounds only of religion, race, caste, sex or place of birth, be ineligible for, or discriminated against in respect of, any employment or office in the service of the republic." In the article 65(3) there are 45 seats reserved for women and under article 9 the representation of women in the development of local government institutions.

## **6. Current Scenario**

The government under the leadership of the Hon'ble Prime Minister Sheikh Hasina has undertaken various programs to materialize Vision 2021 for establishing rights of women, their empowerment and mainstreaming them in the overall development.

The Ministry of women and Children Affairs have been implementing different programs to alleviate poverty of women, stop abuse of women, stop trafficking of women, and ensure safety in all areas including their workplace with a view to ensuring full and equal participation of women in socio-economic activities. Under the safety net for women the programs like allowance for the widow and husband abandoned women, lactating mother program in the urban areas, VGD program for the food security of the distressed women and poverty alleviation loan programs etc. Then broad based programs for women in farming, sewing, boutique, handicrafts, beautician ship, computer operation and various income generating activities are being implemented and extensive training given to increase the skill of the beneficiaries, creation of employments, broader participation in

labor market, credit facilities under simple terms and without collateral amongst the small and medium term entrepreneurs and other types of patronization to ensure economic empowerment of the women.

Numerous programs have been included in the National Strategy for Accelerated Poverty Reduction Strategy Paper (NSAPR-II) aimed at poverty alleviation of the women and mainstream them into the macro economy in this age of globalization. Five strategies have been identified in this Strategy Paper that includes social security and human resources development for the vulnerable groups alongside macro-economic management for poor friendly economic growth. In the five strategies the most emphasis has been participatory empowerment in development activity. The special program for alleviation of the poverty of women in the strategy paper provides for ensuring empowering the poorest of the poor or dead poor women by expanding their safety net. The program for distribution of allowance to the widow and distressed women began in 1998. Now it covers 9,20,000 such women. Under this program a widow receives Tk.300.00 as allowance per month. In addition, they also receive maternity allowance. A total of 88,000 poor mothers get Tk.350.00 per month under the program. In addition, old age allowance and allowance for the disabled is continuing from which the women have share of the benefits. Under the poverty alleviation program for women without living means are distributed each with 30kg rice or 25kg. pusti atta per month as food security to 7,50,000 women. There is provision in the strategy paper to impart women with different types of training and income generating training and training in farming and computer operation etc. in particular to make them self-reliant and self-sufficient. Measures have been taken to give the small and medium women entrepreneurs' loans on easy terms and interest to assist them. In addition, steps have also been taken to remove bottlenecks of marketing produce and to extend financial assistance. Emphases have been given in particular for promoting home based micro industries by assisting in the growth of textiles, handicrafts and weaving. Increased access of women in the labor market, employment generation and skill enhancement has also been given importance. The matter of building women as skilled human resources by giving them training has been stressed much on the rural non-farm activities and included in the strategy paper.

Measures have been taken to formulate long term perspective plan (2010-2021) and sixth Five Year Plan (2010-2015) in consistence with this strategy paper.

## **7. Women and the Law**

A number of existing laws has been amended and new legislations made to prevent woman and female child abuse in Bangladesh. Notables among these legislations are : dowry prevention act, prevention of marriage of minor girls, Women and Children Repression Prevention Act, 2000 etc. Women Abuse Prevention Cell and rehabilitation centers for abused women have been established to give legal assistance and counseling for prevention of women and children abuse. Over and above, the District and Sessions Judge has fund to defray the cost as legal fee and other costs.

### **7.1. Donestic Violence (Prevention and Protection) Act, 2010**

Donestic Violence (Prevention and Protection) Act, 2010 was passed for establishing equal rights of women and children as prescribed in the constitution of Bangladesh for ensuring protection of women and children from family violence as also a signatory state to the UN Charter on Prevention of All Forms of Discrimination to Women,1979 and the Child Rights Charter 1989.

### **7.2. Citizenship Act (amended), 2009**

The provision for giving citizenship by mother to child was made by the national parliament by amending the citizenship act in 2009.

### **7.3. Mobile Court Act, 2009**

The executive magistrate was given power to take steps by linking Section 509 of the Bangladesh Penal Code in the schedule of Mobile Court Act to resist and prevent eve teasing and sexual harassment of the girls and women.

## **8. Prevention of Abuse of Women**

There is a number of legislation to resist and prevent abuse of women. The crimes and offenses like abuse of women, murder of women for dowry, women and child kidnapping and trafficking, rape, acid throwing, family violence, sexual harassment and other women related crimes are still being committed. Extra-judicial punishment is still being carried out in the name of misinterpretation of religion and fatwas in the garb of village arbitration. Enough forensic facilities to investigate the cases of abuse of women have not been in place as yet. Notable in this area has been a National DNA Laboratory and 5 divisional DNA Screening Lab under the Ministry of Women and Children Affairs are assisting in identifying the offenders. In many cases, the related cases are never filed with law enforcing agencies and justice is delayed for different reasons. In the divisional towns, Women Support Centers have been commissioned to assist women and child daughters' victim of abuse. The victim women get shelter, legal advice free of cost and get assistance in conducting cases against the offenders. One Stop Crisis Center (OCC) has been set up in 6 divisional towns and through this from one place co-ordinated health care facilities, legal services, police support, shelter and rehabilitation of the victims are arranged. The victim women are given psycho-social counseling services through the National Trauma Counseling Centre at the Women Affairs Department. Alongside these, opportunities are offered for self reliance by imparting them training on various vocations. The assistance is also rendered through the Ministry of Women and Children's Affairs, Women Affairs Department; Women abuse Prevention Cell in the National Women Organization and helpline. Three Victim Support Centers have been set up under the Ministry of Home Affairs. Women Abuse Prevention Committees have been set up respectively at district level led by the Deputy Commissioner, at upazilla level led by the UNO and at UP level led by the UP Chairman. The District Women Affairs Officer and Upazilla Women Affairs Officer act as member secretary to these committees. 44 women

and Children Abuse and Repression Tribunals have been set up all over the country for the prevention of abuse of women and children.

## **9. Women Resources**

There is no substitute for skilled human resources for ensuring sustainable national development accelerating economic growth. Education, healthcare, training and psycho-cultural developments are pre-conditions to create skilled human resources. The government is prioritizing education sector in its efforts to change women into skilled human resources. Primary education has been made compulsory realizing its importance. The stipends for the female students program continues advance the cause of female education as special priority sector. This program has been very effective in increasing enrollment of female students at school and also in reducing the rate of drop outs. The government has plan on the card to make education of women up to degree level of cost. In addition, the efforts continue to make the women self-reliant through different vocational training. The government is trying also to give equal opportunity to women in education, training, science and technology and technical areas. Some positive influence is already felt because of multilateral steps of the government in education extension of the women. Measures have been taken to start community clinic all over the country for improvement in health care of the women. The government is making attempts to bring down the rate maternal death rates by ensuring treatment of expectant mothers through maternity allowance and voucher schemes. The government has established 10 women friendly hospital to ensure health care services for the women.

## **10. Politics and the Administration**

In 1972 the government of Bangoabondhu had taken maiden step to streamlining the women with development i.e. their administrative empowerment and inclusion of women in the decision making. The restrictions on the females in the matter of government employment were waived and a 10 percent quota was reserved for them opening their free participation in all areas of employment. Two women were included in the Cabinet in 1973 and one woman was appointed DG of Bangla Academy in 1974..

The government has also stressed increased participation of women in all areas of society and state administration along with ensuring political empowerment of women. The participation women at the policy level of the government have been positive one. The Prime Minister, the Leader of the Opposition and Parliamentary Deputy Leader all are women. 6 in the cabinet, 19 of 345 MPs are women and directly elected. 45 women have been elected in the reserved seats of women in the parliament. The matter of political empowerment of women at the parliament and at the grass-root level is quite visible. Prime Minister Sheikh Hasina made the legal provision for 3 elected women members in the local government including Union parishad. Under the government of Sheikh Hasina appointments of women were made to the positions of Secretary in the Administration, Deputy Commissioner, and officers in the Police, Army, Navy and Air Force. Later at the Upazilla level, a post of elected woman Vice Chairman was created.

Currently, 3 as Secretary and one as Additional Secretary in Administration i.e. a total of 4 women are holding responsibility. A new milestone has been added to the women empowerment with appointment of first woman as Justice of the Appellate Division of the Supreme Court, highest seat of justice in the country. In addition, there are five women justice in the High Court Division and there are women members in Bangladesh Human Rights Commission, Right of Information Commission. There is a fixed entry level 15% quota at the gazetted and equivalent levels and Class III and IV levels. In the matter of appointment of new primary school teachers 60% of the posts are reserved for women. A police unit totally formed with women in UN Peace-Keeping Mission (female formed Police Unit, FPU) has been discharging its duties and responsibilities for the first time in Haiti.

## **11. Poverty**

Out of 40% population of Bangladesh living under the poverty line, two-thirds of them are women and female headed families are greater in number among them. The economic evaluation of many jobs done by the women is yet to be done. The job costing of labor of women in family house contributed to the household domestic chores and in farm activity is important for poverty alleviation. In these areas the right evaluation of women has not been made as yet. The dead poor women are being assisted through including them in social safety activity.

## **12. Organizational and Institutional Transition in Women Development**

The government formed Women Rehabilitation Board in 1972, Bangladesh Women Rehabilitation Welfare Foundation in 1974, National Women's organization in 1976 and Ministry of Women Affairs in 1978 with the objective of women development. The Women Affairs Directorate was formed in 1984 and it was upgraded to Department of Women Affairs in 1990. The Women Affairs Ministry was renamed as 'Ministry of Women and Children Affairs' in 1994 in which Children Affairs was included. National Women Training and Development Academy, Career Women's Hostel, Children's Daycare center, Farming Training center for Women and Begum Rokeya Training center have been set up under the Women Affairs Department. Programs have been taken up in all districts and Upazilla concerning non-formal education, vocational training and widespread awareness raising activity.

The National Women Organization is implementing Women Development Program in 64 districts and 50 Upazillas. Bangladesh Shishu Academy was founded in 1976 for the socio-cultural and mental growth of the children. 44 focal points have been nominated with a view to co-coordinating the women development activity in various ministries and organizations. Over and above, a 50 member National Council for Women and Child Development (NCWCD) has been formed with PM in the Chair for review of the socio-economic development of women at national level, policy making and implementation of development programs. An inter-ministerial women and child abuse prevention committee has been formed to establish rights and resist abuse of women. Woman and Child Abuse Prevention Cell and Women Abuse Prevention Committee at district and

Upazilla levels have been formed in Ministry of Women and Children Affairs, Women Affairs Department and National Women Organization have been formed. An integrated initiative has been taken to work together aimed at women development at both public and private sector levels. The government is actively extending cooperation to NGOs in this respect.

### **13. Co-ordination and Cooperation between GO and NGO programs**

Development activity implementation is being carried out in co-ordination and co-operation between government and NGOs. The women's organizations are playing important role in this areas of activity.

### **14. Resources and Finance**

Limitation of resources is there in attaining the desired target of women development. However, prospect exists in getting assistance from the programs taken up at the international level for women development. A number of international conventions and conferences including 4th World Women Convention recommended to the governments and international finance agencies to allot money at increasing rate aimed at women developments in different countries. A separate organization under the name and style of UN Women has been set up by the United Nations for empowerment and development of women at global level. The government of Bangladesh is aware of it and taking necessary steps for receiving assistance from the international arena and UN Women.

### **15. The Responsibility of the Ministry of Women and Children Affairs**

One of the responsibilities of the Ministry of women and Children Affairs has been making policies aimed at development of women under the rules of business of the government. The Ministry of Women and Children Affairs to discharge the functions has formulated the National Women Development Policy based on deliberation with all the concerned ministries, organizations and NGOs in the light of fundamental rights of women recognized in the constitution, international charters i.e. CEDAW, CRC, Beijing Declaration and Plan of Work. One of the functions of the ministry has been making code of ethics for the women and children, taking up programs for the welfare of the women and children, issues concerning legal and social rights of the women and children, women's empowerment along side job creation for them, the program of National Women and Children Council, co-ordination of WID Focal Program, coordination of the activity of the women's organizations and civil society, registration and regulation of voluntary women's associations, program concerning prevention of woman and child abuse, observance of International day, celebration of the birth anniversary of the Father of the nation Bangabandhu Sheikh Mujibur Rahman and Begum Rokeya Day, awarding Rokeya Medal and continuing communications with international organizations including Unicef.

## **Part II**

### **16. The Objectives of National Women Development Policy**

The Objectives of National Women Development Policy are as follows.

- 16.1. To establish equal rights of men and women in areas of state and public life in the light of the constitution of Bangladesh.
- 16.2. To ensure security and safety of women in all areas of state, social and family life.
- 16.3. To ensure the socio-economic, political, administrative and legal empowerment;
- 16.4. To establish human rights of women.
- 16.5. To ensure full and equal participation of women in the mainstream socio-economic development.
- 16.6. To bring up women as educated and skilled human resources.
- 16.7. To deliver the women from the curse of poverty.
- 16.8. To remove existing male-female disparities.
- 16.9. To give appropriate recognition to women's contribution in socio-economic areas.
- 16.10. To eliminate all forms of abuse of women and female children.
- 16.11. To eliminate discrimination to women and female children.
- 16.12. To establish gender equality in politics, administration, other areas of activity, socio-economic activity, education, culture, sports and in all areas of family life.
- 16.13. To innovate and import technology favoring the interest of women and prohibit anti-women technologies.
- 16.14. To ensure taking appropriate steps to ensure sound health and nutrition of the women.
- 16.15. To ensure priority of women in provision for proper shelter and housing;
- 16.16. To arrange rehabilitation of the women affected in natural calamities and armed conflicts.
- 16.17. To extend overall assistance to ensure rights of the disabled women and women belonging to the smaller ethnic groups.

- 16.18. To arrange safety of the widow, aged, guardianless, husband abandoned, unmarried and childless women.
- 16.19. To reflect gender perspective in the mass media including positive image of the women and female children.
- 16.20. To assist in flowering of Talented, genius women of their creative potentials.
- 16.21. To provide necessary support services for development of women.
- 16.22. To provide overall assistance in ensuring the growth of women entrepreneurs.

## **17. Ensuring Human Rights and Fundamental Freedom of Women**

- 17.1. To eliminate all forms of discriminations to women in recognition of the fact that man and woman are all equal in all the areas of human rights and fundamental freedom, such as, socio-political, economic and cultural freedoms.
- 17.2. To take necessary steps to publicize and implement the Convention of the Elimination of All Forms of Discrimination Against Women (CEDAW).
- 17.3. To revise and amend existing law and make necessary legislation to ensure the human rights of women.
- 17.4. Abolishing all discriminatory laws and ensure participation of women legal experts in the commission or committee formed with the objective of making legislation and reforms.
- 17.5. Refraining from giving any statement or doing similar something or taking any initiative based on wrong interpretation of any religion, any tenets against the interest of women at the local or state levels.
- 17.6. Not legislating any discriminatory law or not allowing growth of any discriminatory social custom.
- 17.7. Ensure equal rights in all the levels of quality education, employment, technical training, equal emoluments, workplace health and safety, social security and health care.
- 17.8. Giving lessons on legislations concerning human rights and women and increasing sensitization.
- 17.9. To arrange identification of siblings by the name of both father and mother i.e. while giving out personal name in birth registration, all certificates, voter list, form, application form for employment and passports etc.

## **18. Development of Female Child**

- 18.1. Stern enforcement of legislations against minor matrimony, rape of female child, abuse and repression and trafficking.
- 18.2. To make discrimination free treatment and put special emphases in meeting demands of female children such as, food, nutrition, health, education, sports and culture and vocational training.
- 18.3. Ensuring necessary rights to the proper physical and mental growth of the female children.
- 18.4. Elimination of all forms of discriminatory treatment and ensuring gender equality in all areas including family.
- 18.5. Ensuring regular attendance of the female children in educational institutions.
- 18.6. Ensuring necessary measures against female children suffer no sexual harassment, pornography, physical and mental abuse in different situations such as educational institutions and in the streets.
- 18.7. Ensuring facilities to the female children for their safe and quality excursion and recreation, sports and cultural practices.
- 18.8. Eliminating discriminatory treatment to disabled female children and their security in all areas.

## **19. Elimination of All forms of Abuse against Women**

- 19.1. Elimination of all forms of violence to women including physical and mental abuse and sexual harassment, rape, dowry, family abuse and acid throwing in family, society and in the workplace.
- 19.2. To amend and if necessary legislate new laws to make the conventional laws concerning prevention of abuse of women making them adapted to the age and circumstances.
- 19.3. To extend legal support to women victim of abuse.
- 19.4. To stop trafficking of women and rehabilitation of the affected ones.
- 19.5. Elimination of abuse of women and to make enforcement of justice in these cases ensuring participation of women at levels in increasing manner in the Police force.
- 19.6. To train the judiciary and the police department in the matter of legislations pertaining to women and to make these departments gender sensitized.
- 19.7. To simplify the adjudication procedure to complete trial of offense relating to women. Female children and their trafficking.

- 19.8. To give necessary support and assistance through the one-stop crisis centers(OCC) at the divisional towns and through women support centers in prevention of abuse of women and to take necessary steps to expand OCC at the district level. To increase activity of National Trauma Counseling Centers to give the women victim of abuse mental support and assistance. To extend necessary assistance through the Ministry of Women and Children Affairs, National Women Organization and Department of Women Affairs.
- 19.9. To raise widespread awareness in prevention of abuse of women in all the levels of the society through integrated initiative with the NGOs and take appropriate initiatives in bringing about changes the male dominated thought process.
- 19.10. To create widespread public awareness in the mass media in prevention of abuse of women.
- 19.11. Involving male and youths in building up mass awareness in prevention of abuse of women.

## **20. Armed Conflict and the Situation of Women**

- 20.1. To create awareness against the increased victimization and affectation of the women in the armed conflict and in ethnic wars in the international level.
- 20.2. To increase participation women in bringing end to the conflict and establish peace.
- 20.3. To include women representative in the international peace mission.

## **21. Education and Training**

- 21.1 To increase education of women, to eliminate discrimination in education rate and opportunities between man and woman and to follow the Education Policy 2010 aimed at mainstreaming women in the development.
- 21.2. To continue all out efforts to eliminate illiteracy of the women and in particular, to give utmost importance to educate and train the female children and women in technical, technological and scientific pursuits.
- 21.3. To continue with stipends for the female students to ensure participation in education of the female children.
- 21.4. To take steps to make female education free up to honors level.

## **22. Sports and Culture**

- 22.1. To ensure greater participation of women in sports.
- 22.2. To build separate sports complex for the women at the local level.

- 22.3. To ensure increased participation of women in the cultural arena.
- 22.4. To arrange to make government grants to encourage women in making dramas and movies.

### **23. Ensuring Active Role of Women and Their Equal Rights in All the National Economic Activity**

- 23.1 To increase participation of women at the level of decision making in financial institutes.
- 23.2. To ensure equal rights in economic policy making (Trade and Commerce Policy, Monetary Policy and Taxation Policy) and their implementation.
- 23.3. To establish macro economy policy and to consider about the need and self interest of women in consideration of employment of women.
- 23.4. To build social security net (safety net) in favor of the women to ward off hostile reaction in the application of macro-economic policy.
- 23.5. To give equal opportunity and partnership in resource utilization, employment, market and business.
- 23.6. To remove degradation of women in the educational curriculum and books and to raise the image of women.
- 23.7. To ensure gender equal rate of wages, increase participation of women in the labor market, equal opportunity at the workplace, ensured security and removal of disparities in employment.
- 23.8. To give recognition to women for their contribution to institutional and non-institutional sectors by institutionalizing participation of women.
- 23.9. To take effective measures in all institutions including Statistical Bureau of Bangladesh to reflect contribution women in the national economy.
- 23.10. To ensure correct reflection and evaluation of all women labor including their labor in farming and in the household in the national accounts of the government, national development and economic growth.
- 23.11. To arrange for taking all other necessary and making special provision including transportation, housing accommodation, rest rooms and separate toilets and day care centers where women are employed in larger numbers.

### **24. Poverty Elimination of Women**

- 24.1. To include the dead poor women inside the social safety net, make allowance for the widow and distressed women, aged allowance, disability allowance, provide

for maternity allowance and continuing food security for the women without means(VGD) programs.

- 24.2. Mobilizing poor women to increase their skills and creating alternative socio-economic opportunities through giving them training.
- 24.3. Involving the poor women in productive activity and in the mainstream economy.
- 24.4. To increase budget allocation to meet all the demands of women including those of food, clothing, home, health care and education.
- 24.5. Supporting and inspiring the UN agencies, development partner agencies and voluntary organizations in taking necessary measures for eliminating poverty of the women.

## **25. Economic Empowerment of Women**

The essential issues for economic empowerment of the women are, such as ;

- 25.1. To give full and equal opportunity to women in health, education, training, life long education (continuing education), technical education, income generating training, information & technology etc.
- 25.2. To give women the rights to wealth and resources earned through income, succession, loan/credit, land and market management.

## **26. Employment of Women**

- 26.1. To undertake all out initiative for employment of the educated and illiterate women labor.
- 26.2. To increase quota at entry at all levels to ensure increased employment of the women and ensuring its effective implementation.
- 26.3. To motivate all employment agencies to give women all kinds of equal opportunities under government quota and employment policy.
- 26.4. To undertake programs for imparting special training and credit facilities to for women entrepreneur class.
- 26.5. To create necessary environment to promote access of women to employment arras at increasing rate, their position as such and continue their advancement.
- 26.6. To make necessary reforms of all concerned law, rule and policy for wider employment of women.

## **27. Making Gender Responsive Budget and Gender Disaggregated Database**

- 27.1. To continue with gender responsive budget making program to ensure women development.
- 27.2. To implement duly the gender responsive budget and under the mid-term budgetary framework i.e. in the matter of state budget making continuing with following Gender Responsive Budgeting (GRB).To strengthen the implementation and monitoring framework to ensure best use of budgeted amount and its proper utilization.
- 27.3. To take steps to gender disaggregated collection and insertion of information/data and arrange their regular publication. The GO and NGO research canter, Bureau of Statistics and primary information/data collection unit of the educational institutions should build up gender disaggregated database concerning status and role of women. Gender-based information/data collection, preservation and publication. Similarly all the concerned ministries/office, corporation, bank and financial institution should collect gender based information/data, preserve them and arranged their publication from all their activities.

## **28. Support Services**

Support services like child care facilities, workplace day-care center for the children, housing for the old, infirm, disable women, health care and recreational facilities, extension and improvement aimed at effective participation women in all economic activities and development process.

## **29. Women and Technology**

- 29.1. To reflect gender perspective in the matter of innovation, import and application of new technology.
- 29.2. To take initiative to purge the harmful elements, if any, from the technology by conducting research on it if the application of such innovated technology affects adversely the interest of the women.
- 29.3. To make necessary legislations and reform them for achieving he aims in favor of the women in the field of technology.

## **30. Food Security of Women**

- 30.1. To strengthen the government food distribution system keeping an eye on the need of distressed women.
- 30.2. Ensuring participation women in planning, supervision and distribution in the process of achieving food security.
- 30.3. To accord recognition and make evaluation of the toil, role and contribution of the women in ensuring the food security.

### **31. Women and Farming**

- 31.1 The role of agriculture in the agro-based economy in achieving food security, employment and economic growth is important. The direct and indirect labor in agriculture and participation of women is recognized worldwide. So the women labor as farming hands contributing in the national economy need recognition which has to be done.
- 31.2. To extend all kinds of support and assistance in eliminating bottlenecks created due to climate change and disaster.
- 31.3. To take initiative to ensure equal wages for the same job and to remove wages discrimination to women in agriculture.
- 31.4. To take steps to ensure the farming women have equal opportunity in having agricultural inputs like fertilizer, seed, farmer's card and credit facilities etc.

### **32. Political Empowerment of Women**

- 32.1. To make all our efforts to motivate political parties including the mass media to ensure increased and active political participation of the women.
- 32.2. To implement awareness raising program to make people conscious of the achievement political rights of women and its benefits.
- 32.3. To ensure 33 percent representation in phases inside the political parties.
- 32.4. To inspire the political parties to nominate women at increased rate in the election.
- 32.5. To raise awareness about secure the political rights of women and to urge conscious voting with this end in view. Implementing voter training program from grassroot to national level.
- 32.6. To motivate NGOs including women's organizations to participate in publicity campaigns to press for active participation of women in politics.
- 32.7. To raise number of women's seat in the Parliament to 33% and to take initiative to direct election in the extended seats for women.
- 32.8. To arrange direct poll in the extended seats at all levels of local governments.
- 32.9. To appoint substantial number of women in the higher levels of decision making.

### **33. Administrative Empowerment of Women**

- 33.1. To make contractual and later access ( Lateral entry) of women easier to the government at higher levels of the administrative framework.
- 33.2. To appoint women at increased rate in the administrative, policy making and constitutional posts.
- 33.3. To appoint/nominate women in the various UN branches and subsidiaries and in other international organizations at state representative or candidate.
- 33.4. To increase quota for women at all level and gazetted or non-gazetted positions at entry points aimed at empowerment of women.
- 33.5. To continue with quota system till the fixed quota for the women is fulfilled in all areas.
- 33.6. To make applicable the same quota system in the autonomous and statutory bodies and also to encourage to follow the same policy in the NGOs and voluntary organizations.
- 33.7. To take all out efforts to appoint women in the 30% posts to ensure women's equal and full participation at the decision making levels including policy making positions in accord with the recommendations of the United Nations' Economic and Social Council.

#### **34. Health and Nutrition**

- 34.1 To ensure rights to nutrition and to have physical and mental health of highest standard all through the life cycle of women i.e. in the childhood, adolescence, during pregnancy and in old age.
- 34.2. To strengthen primary health care for the women.
- 34.3. To reduce maternal and child death rates.
- 34.4. To conduct research to combat the fatal diseases of AIDs and health of women during their pregnancy in particular and publicize health information and raise awareness.
- 34.5. To educate and train in nutrition.
- 34.6. To keep in view the matter of reproductive health of the women and reproductive rights in planning population and its implementation.
- 34.7. To give particular importance to the need of women concerning safe drinking water and sewerage system.
- 34.8. To ensure participation of women in all the aforesaid services planning, distribution and preservation.

- 34.9. To ensure equal gender rights in making decisions as to family planning and taking baby.
- 34.10 To take appropriate actions in favor of the benefits of breast milk for also ensuring health of the women, physical and mental growth of the child, assistance in birth control and increasing mother's capacity to work at her workplace.
- 34.11 To legislate and implement law to allow mothers to enjoy a leave for 6 months after the delivery of the child to ensure that the new born has it right to mother's breast milk (only six months for breast milk) and to arrange necessary maternity leave.

### **35. Housing and Shelter**

- 35.1 To include women perspective in the housing plan and shelter arrangement in the countryside and the urban areas;
- 35.2. To put special emphasis on affording adequately safe home and accommodation facilities to single woman, Woman headed family, working women, professionals, apprentice and under training women;
- 35.3. To arrange special privileges like hostel, dormitory, old age homes, temporary accommodation facilities and to make provision to make reserve in the Housing and Urbanization Plans for the poor, distressed and working women.

### **36. Women and the Environment**

- 36.1. In recognition of the contribution of women in the management of natural resources conservation and a safer environment to give them opportunity of equal participation in environment preservation policy and programs reflecting a women perspective.
- 36.2. To ensure participation of women in decision making regarding environment management and pollution control and program implementation.
- 36.3. To encourage women in farming, fisheries, cattle raring and afforestation and give them equal opportunity.

### **37. Pre-disaster, During Disaster and Post-disaster Protection of Women and Children**

- 37.1. To take special measures for overall safety and security of the women and children in pre-disaster situations and to arrange for making them prepared through widespread awareness training and programs to deal the upcoming disaster.
- 37.2. To rehabilitate the women and children affected by river erosion and natural calamities.

- 37.3. To take appropriate steps for ensuring security of the women on priority basis in preparation of dealing the disaster and post-disaster rehabilitation. And to have special consideration in this cases for the disabled women.
- 37.4. To take appropriate actions aimed at security of the female children during emergencies like natural disaster. To take appropriate measures to ensure availability of health materials and effective sewerage system.
- 37.5. To extend needed psycho-social support along side material assistance to them by stressing the women's capability to overcome disaster emergency.
- 37.6. To make social security prom more women friendly and to introduce safety work strategy.
- 37.7. To take initiative to ensure the need of women in food distribution activity during the time of disuster.
- 37.8. To put special emphases on the health of women along side food during post disaster emergency.
- 37.9. To make special arrangement for the expectant mothers, post natal woman and the new born like maintaining a breast feeding corner.
- 37.10. To involve in the program for distressed women welfare of the community in which the women live during and after the disaster.

### **38. Special Program for Small Ethnic and Backward Group Women**

- 38.1. To ensure all the rights of the small ethnic and backward groups of people for the development and growth of their womenfolk.
- 38.2. To take initiative for the development of small ethnic group women by sustaining their own heritage and cuture.
- 38.3. To undertake special program aimed at development of backward women.

### **39. Special Program for the Disabled Women**

- 39.1. To ensure rights to recognition and to live with honor and dignity according to UN disadvantage right convention.
- 39.2. To have the disabled women unified with the mainstream society and ensuring their active participation in all the areas of life including education. To give importance to the differentiation of disability in aspect of education.
- 39.3. To consider special type of education in only those areas where they could not be mainstreamed for reasons obvious.

- 39.4. To undertake appropriate institutional program for education, treatment, training and rehabilitation of the disabled women.
- 39.5. To undertake program to prevent disability and its determination and extending special co-operation to their families for taking care and growth of the disabled women.
- 39.6. To make the framework, facilities and services accessible to all so that on women only because of disability are not deprived of any kind of rights, facilities and services endowed under the National Women Policy.

#### **40. Women and Mass Media**

- 40.1. To undertake positive initiative for right role of women in the mass media, ensuring their access to it, elimination of discrimination in participation and projection of women and children issues.
- 40.2. To arrange publicity campaign to stop defamation, negative, archetype reflection of women and to stop violence against women.
- 40.3. To create equal opportunity in the management of different media and formal training for women.
- 40.4. To integrate gender perspective in media policy.

#### **41. Women distressed in special circumstances**

To take measures and program if some woman falls into distressed under special circumstances to give her support considering her need.

## Part III

### 42. Institutional Arrangements and Strategy

The implementation of women development policy and work plan is the basic responsibility of the Government. This responsibility can be discharged on a sound basis through building up a well organized and broad based institutional system. Efforts shall be made to include women development perspective in all the GO and NGO activity. The following measures shall be taken with these objects in view :

#### 42.1. National Level

**a) Institutional Framework for Development of Women:** The national framework such as the administrative frameworks of Ministry of Women and Children Affairs, Women Affairs Department, National Women Organization and Bangladesh Shishu Academy shall be strengthened. The manpower and resources for these organizations shall be ensured. The administrative framework of these institutions shall be expanded at all divisions, districts, Upazilla and Union levels in phases. The power and authority of these institutions shall be increased for making all programs, program implementation and monitoring for development of women.

**b) National Women and Child Development Council (NCWCD):** A 50-member National Women and Children Development Council have been formed with the Prime Minister in the Chair. The terms of reference of this council have been the following:

- (1) Policy making and co-ordination of development programs of different ministries, divisions, departments and organizations in order to ensure participation of women in socio-economic development activity.
- (2) Making recommendation for legislation of new laws and rules for timely amendment and changes of the existing laws if need be for over all policy making and conservation of rights with a view to protect the interests and rights of the children.
- (3) Monitoring and evaluation of work plans formulated for development of women and children.
- (4) Review and monitoring of Convention on the Elimination of all forms of Discrimination against Women (CEDAW) and Child Rights Convention.
- (5) Policy making concerning legal rights of women, women development and prevention of abuse of women.
- (6) Taking necessary decisions to implement the steps undertaken for preserving interest of the women in their workplaces, their participation and improvement of their lot.
- (7) The council shall meet every 6 (six) months.

(c) **Parliamentary Committee:** The Parliamentary Standing Committee on Development of Women formed by the Bangladesh Parliament shall advise the government to take specific initiatives for advancement of the women after a review of women development program.

(d) **Focal point in Women Development:** Various focal points in Ministry/Division/Organization shall adopt program, make projects and implement them in the light of the National Women Policy. To properly implement the women development program in various Ministries/Division/Organizations, officials holding ranks of at least Joint Secretary/Joint Chief shall be nominated as focal point in those agencies. For regulator monitoring of the women development program these topics shall be reviewed and discussed at the monthly Ministry/Division/Organization's ADP meeting and monthly coordination meetings. In addition, to ensure reflection of the gender perspective in the programs of focal point Ministry/Division/Department/Organizations and specific and adequate information are included in the various reports and documents necessary initiatives shall be undertaken.

(e) A Women Development Implementation and Evaluation Committee shall be formed comprising representatives of the focal point ministry and GO and NGO women development organizations identified in women development presided over by the Minister, Women and Children Affairs. This committee shall review, co-ordinate and evaluate the women development related program. The committee shall advise for the accelerated implementation of the future program by identifying the problems of the concerned ministry and organizations.

## **42.2. District and Upazilla Levels**

The activity/program of the district level administration, Zilla Parishad, Municipality, Local Government, office of the concerned ministry shall be co-ordinated and progress of women development program reviewed for advancement and empowerment of the women. District Women Affairs Officer. Upazilla Women Affairs Officer in co-ordination with other concerned officials shall discharge their responsibilities in implementation of all the programs undertaken for the development of women.

## **42.3. Grassroots Level**

At the grassroots levels i.e. in village and union the women shall be organized as self sustained group. To strengthen these groups shall be transformed into a registered organization under different government organizations. Tapping resources from the GO and NGO sources, banks, other financial institutions, an intimate relationship of these organization with Union Parishad, Upazilla Parishad, Zilla Parishad, Municipality and City Corporation shall be established and their activity co-ordinated. Over and above, the inclusion of local development perspectives of all the grassroots organizations shall be encouraged and assistance given.

### **43. Co-operation with the NGOs and Social Organizations in Women Development**

Women Development in its true sense is a great task. In it efforts shall be made to coordinate the activity of the GO and NGOs so that participation of all sections of people could be ensured and made possible. The following steps shall be taken to involve NGOs and social organizations:

a. The voluntary and social organizations playing special role in development and establishing rights of women in all stages of women development at the village, union, upazilla, district, division and national levels shall be involved and coordinated with their activities. Support services shall also be rendered aimed at women development and empowerment. Their co-operation in all government activity shall be ensured. Programs shall be adopted and implemented with assistance from these institutions to change social attitude to women to play proper role in the process of women empowerment.

b. The women organizations implementing women development from national level to the grass roots, protection of rights of women, creating awareness, prevention of abuse of women, giving legal assistance and similar programs shall be given support and assistance to strengthen them. The women's organizations making such programs and implementing shall be given support and co-ordinated.

### **44. Women and Gender Related Research**

Measures shall be taken to increase efficiency and skill to conduct wider research in the matter of women development and gender equality. All research institutions shall be encouraged to conduct research in the issues pertaining to women development, empowerment and women and children's rights. Separate gender research and educational institutes shall be set up wherefrom necessary information inputs shall be supplied to the policy makers.

### **45. Women Development Training Institute**

Training centers at division, district and Upazilla shall be set up in addition to strengthening of the existing Women Development Training Institute at Dhaka. These centers shall impart technical and vocational training and training rights of the women, their education and related awareness.

### **46. Work Plan and Program Strategy**

46.1. Other Ministries/Divisions/Departments/organizations including the Ministry of Women and Children Affairs and also the GO and NGOs at the district, upazilla and union level shall undertake work plan to implement the National Women Development Policy with the time limit fixed.

46.2. Gender perspective shall be reflected in the respective work plans of all the ministries/divisions/departments/organizations to protect balanced rights and interests in all sectors.

46.3. A fixed time frame shall be set for implementation of all work plans and programs.

46.4. The progress of all work plans and programs shall be reviewed at fixed interval for monitoring and evaluation.

46.5. The official making work plans and programs shall be given appropriate training at PATC, Planning Academy and other institutes on topics of gender and development to ensure correct reflection in work plans and programs of the different ministries/Departments/ organizations. With this end in view, gender and development issues shall be included in curricula and courses.

46.6. Special importance to be given to the social awareness program for development of women. The awareness program shall include among other things : (1) removal of defamatory statements and remarks to women from the legislations and rules and other documents;(2) awareness of executives of ministry and corporate bodies, officials of the Law and Justice Department, policy makers, officials of law enforcing agencies, and officials of the NGO's; (3) inclusion into curriculum the gender relationship, rights, issues pertaining to women development and training shall receive special importance.

46.7. Sensitization of women program specially formulated at all levels of the society shall be regularly conducted on sound financing. This shall be drawn to the notice of administration and in particular, law enforcing agencies, judiciary and GO-NGO officials. The sensitization Women Issue Program shall be gradually integrated into current training program run by both GO and NGOs.

46.8. Particular emphases shall also be given to prevention of women abuse program for development of women. Different Go and NGOs shall be motivated to adopt well planned program. To serve the purpose, the programs shall include: awareness, legal advice and education, punitive measures i.e. filing cases to court of law, safe shelter and rehabilitation for conducting the case so filed, financial assistance etc. In this area, the central women and children abuse prevention cell in addition to other women and children abuse prevention cell activity jurisdiction shall be expanded and strengthened.

## **47. Financial Condition**

47.1. Financial allocation shall be made to Union Parishad, Upazilla Parishad and Zilla Parishad at the grassroots level for women development.

47.2. Gender Responsive Budget (GRB) shall be appropriately implemented and gender responsive budget process shall be continued to be observed in state budget making under mid term budget framework. The implementation and monitoring framework shall be strengthened to ensure best and proper use of budget money.

47.3. Gender responsive policies shall be followed in the matter of adopting development projects.

47.4. At the national level, revenue and development budget allocation of the Ministry of Women and Children Affairs shall be increased. Addition budget allocation shall be made on identification of target for women development in the ministry engaged in women development and organizations such as, health and family welfare, local government, rural development and co-operatives, labor and man-power, agriculture, industry, education, science and technology ministries.

47.5. Planning Commission makes financial allocations in all sectors, particularly in education, industry, housing, water resources, health and family planning, training, skill development, employment and in other sub-sectors for man and woman separately after identifying physical and financial resources.

47.6. Economic Relations Division shall take initiative to have fresh and additional financial co-operation from international sources for women development.

47.7. Commercial banks, Bangladesh Bank and other financial institutions shall offer financial assistance to small and medium entrepreneurs for development women.

## **48 Co-operation between the GO and NGOs**

Possible links of co-operation between the GOs and NGOs starting from the grassroots levels to national level for implementation of the women development policy. The private sector voluntary institutions shall extended appropriate and timely assistance from the government. The give and take through regular contacts and meetings and workshops shall continue between Go and NGOs. In some areas, women development program under public-private joint partnership.

## **49. Empowerment of Women and International Co-operation**

International, regional and sub-regional co-operation shall be encouraged through bilateral and multilateral financial and technical co-operation and exchanges of experience and technology aimed at empowerment of women.

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### **Foot Note:**

- Notwithstanding anything contained in this policy, during enactment of the law, anything contrary to the Holy Quran and Sunnah shall be void.
- Bangladesh Government shall have the ratification of CEDAW convention with reservation on the Article 2 and 16(1)(c).