

2018

HUMAN RIGHTS POLICY

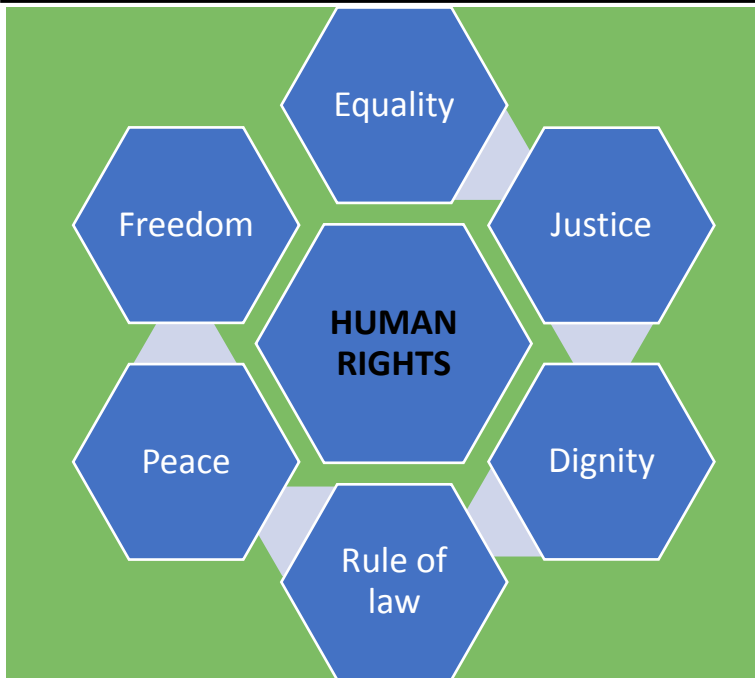


Table of Contents

HUMAN RIGHTS POLICY OF BANGLADESH MAHILA PARISHAD	1
1. INTRODUCTION	1
2. HUMAN RIGHTS IN BANGLADESH.....	2
2.1 National Context of human rights.....	2
2.2 International commitments	3
2.3 Situation of women and human rights	3
2.4 Gender Equality and Human Rights nexus.....	5
2.5 National Frameworks of Human Rights and Gender Equality	6
3. THE POLICY.....	7
3.1 Rationale of a HR Policy	7
3.2 Scope and HR Principles.....	7
3.3 Policy Approach	8
3.4 Policy Goal and Objectives.....	9
3.5 Sub Objectives.....	10
4. OPERATIONALIZNG THE POLICY.....	16
4.1 Capacity Building.....	16
4.2 HR and GE Based Organization Management.....	16
4.3 GE and HR Integrated Programme Design and Operation	16
4.4 Partnership.....	17
4.5 Research and Advocacy	17
4.6 Resource Mobilization	17
4.7 Addressing Emerging Needs	18
5. POLICY MONITORING AND REVIEW.....	18
5.1 Monitoring and Review of Policy Implementation: Role of BMP and Stakeholders	18
5.2 Review of Policy	18
Annex A: POLICY IMPLEMENTATION FRAMEWORK	i
Annex B: ACTS, POLICIES AND PLANS UPHOLDING FEATURES OF HUMAN RIGHTS	ii
Annex C: KEY HR CONVENTIONS RATIFIED BY BANGLADESH	v
Annex D: ABBREVIATIONS.....	vi
Annex E: GLOSSARY of TERMS	vii

HUMAN RIGHTS POLICY OF BANGLADESH MAHILA PARISHAD

1. INTRODUCTION

Bangladesh Mahila Parishad (BMP), a national non-profit voluntary and rational mass-women's organization was established in 1970. BMP aims at establishing a democratic, secular, equity-based and gender equal society upholding women's human rights in Bangladesh. It upholds the principle of fundamental human rights (HR), "All human beings are born free and equal in dignity and rights"¹ in light of the Universal Declaration of Human Rights (UDHR). BMP also follows the principles of equality ensuring fundamental human rights, respect and dignity for all as enshrined in the Constitution of Bangladesh. Within these frameworks, BMP aims to transform the nation into a democratic, equitable, and non-communal and rational gender equitable society which ensures women's human rights. BMP's mission is to establish substantive equality between women and men by facilitating changes in the long-nurtured patriarchal social norms, customs, rules and practices that discriminate against women and girls. Therefore, BMP is active both nationally and internationally in upholding the principle of 'Women's Rights are Human Rights' following the Vienna Declaration and Programme of Action (VDPA)².

As BMP pledged for ensuring women's rights and gender equality, it pioneered advocacy for the full ratification and implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and full implementation the Beijing Platform for Action (BPFA), Universal Declaration of Human rights (UDHR) and the United Nations (UN) Declaration on the Elimination of Violence Against Women. BMP leads women's movements that spearhead establishing Bangladesh as a state that upholds and is accountable for gender equality and women's human rights ensuring women's access to justice within an effective democratic framework and good governance. Therefore, BMP pioneers pertinent movements and advocacy for raising women's voice and establishing their rights at the national level and participates in advocacy at the international level to promote the global women's human rights and gender equality agenda.

BMP through her multidimensional activism, advocacy and lobbying facilitates socio-cultural changes to eliminate the discriminatory norms, policies, rules and practices that sustain male-supremacy and constraint women's development and rights as equal human beings. BMP has set an example of voluntarism for advocacy with professional standard bringing in feminist perspectives in human rights discourse in Bangladesh. BMP has been a key player in effectively influencing the Government to formulate and implement laws, policies, and action plans upholding women and girls' rights in several areas. Despite the progress, BMP recognizes women's human rights issues and the imbedded challenges associated to their attainment. Therefore, BMP determined to put a Human Rights Policy in place in addressing the gaps in attaining its vision by guiding BMP's institutional structure and operational strategy.

This Human Rights Policy of BMP is a framework that compiles the principles, values and action areas to guide BMP steer its role and activities internally within organization and externally with the policy makers and other stakeholders. It identifies priorities, sets objectives and includes directions of activities and operation focusing on BMP's vision and Mission. It provides guidance on internal

¹ Universal Declaration of Human Rights, Article 1

² The Vienna Declaration and Programme of Action, also known as VDPA, is a human rights declaration adopted by consensus at the World Conference on Human Rights in June 1993 in Vienna, Austria, it declared "Women's Rights are Human Rights".

principles and actions as well as on external activism and advocacy at different levels. It considers the multiple dimensions of human rights starting from access to basic needs to rights to empowerment and dignity.

BMP through this policy, pledges to transform human rights agenda by bringing in women's experiences and feminist gender analysis to be more inclusive in all actions and programming process. It intends to respect, promote, protect and fulfil the rights of women including through assessment, analysis, advocacy, programme planning, design, implementation, monitoring, and evaluation.

2. HUMAN RIGHTS IN BANGLADESH

2.1 National Context of human rights

The Constitution of Bangladesh through the different Articles (Article 10, 27 and 28) provides for equality and, equal protection of all citizens, non-discrimination and participation of women in all areas of national life. The Constitution ensures peaceful coexistence of people from all communities, ethnic minorities and marginalized with equal rights as equal citizens of the country in light of the UDHR. Thus, the principles of cultural diversity, pluralism and equal rights in provisions and practice of all citizens are recognized. The right to life and personal liberty (Article 32), right to freedom of thought, conscience and speech (Article 39) for all citizens are provided in the Constitution. BMP's mission is to ensure realization of the Constitutional rights of all women in light of UNCEDAW, BPFA, VDPA, UDHR and SDGs.

BMP observed that sustained gains have been made in Bangladesh on one of the two indicators of HR, that is economic, social and cultural rights. Despite the Constitution providing for equality, justice and inclusiveness, and existence of many positive legal and policy provisions, progress on civil and political rights is still limited. Citizens of different groups particularly women are excluded, disempowered, and vulnerable on different counts. In Addition, Bangladesh being a country affected by climate change, people from different ethnic and geographical areas face different types of additional vulnerabilities like flood, cyclone, water stress, scarcity of land, forest and energy. Besides Government, other actors like civil society philanthropists and private sector play major roles in ensuring rights stipulated in laws and implementation of policies. Poverty in general is reducing but the financial stress and challenges associated with the status of a middle-income country, though not prominent, but visible. The corporate culture, trade liberalization and information and communication technologies have facilitated higher income but increased income gap and introduced new forms of exploitation and vulnerabilities, where women face additional exploitation. In the demographic area, a large number of young men and women need human development services and the higher life expectancy is bringing new needs of services and support. Rapid increase in urban population, labour migration, nuclear families and women's economic participation are also bringing additional challenges in ensuring human rights. In the political arena, use of religion, is directly patronizing communal culture and ideology. Besides, absence of democratic culture, money and muscle power, culture of impunity, digital violence has led to criminalization of politics.

In Bangladesh, different groups of people live with different identities, vulnerabilities and diverse culture. The excluded, disempowered, and vulnerable members of society largely are women, elderly, children, ethnic minorities, people with disabilities, geographically vulnerable, and other marginalized groups. BMP observes, the disempowerment varies from lack of access to basic needs and services to violence and killing. The Constitution provides for equality but includes contradictory provisions that allows maintaining discrimination at different levels. It proclaims Islam as State religion despite people of many religions live in the country. Citizens' personal lives are governed by their respective religious provisions, which are not uniform and often

discriminatory against women. Women are not a homogenous group, they are different in age, culture, ethnicity, religion, economic, social and geographic situation having differential needs and perspectives.

Violation of human rights remains common. The areas of violation include but not limited to lack of access to basic needs and services; violence against women and children; conflicts and violence; extra-judicial killing; unequal treatment in family and in public spheres; disappearance; lack of freedom of opinion and arrest under article 57 of Information and Communication Technology (ICT) Act of 2006; harassment of journalists/HR activists; torture and death custody; insecurity in public and private life; violence against minority and ethnic communities; land grabbing; human trafficking; restriction on political assembly (recent); slow and expensive legal procedure; a culture of impunity, discrimination and such other.

BMP observes that autocracy, patriarchal norms and unlawful practices override and violate the culture of democracy, rights to security, freedom of opinion, participation and organization. Similarly, there is evidence of self-censorship on opinion and expression by different groups. Therefore, BMP feels the need of deepening their efforts for upholding the rights of all especially those of women and follow the norms as declared in the UHRD, VDPA and the Constitution.

2.2 International commitments

Bangladesh is a signatory of many international conventions, treaties and agreements on human rights and also on women's and girls' rights and development (A list attached in Annex A). This makes it obligatory for the country to ensure equal opportunities to services, treatment, rights, protection of the law, as well as the right to personal liberty and security. This also involves freedom from torture, violence, and degrading treatment, and to an effective redressal in case of violation of any of these rights. Such international instruments promoting women and girls' rights include the UDHR, CEDAW, VDPA, Convention on the Rights of the Child (CRC), Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages, Convention on the Political Rights of Women, and International Convention on the Elimination of All Forms of Racial Discrimination (a list of such treaties is attached). Upon signing of the treaties, it is obligatory for the country to ensure the rights and to put in place legal provisions to this effect. BMP advocates for full implementation of the provisions of treaties, which Bangladesh has signed.

2.3 Situation of women and human rights

The Government of Bangladesh has been conscious of the existence of gender-based discrimination and the significance of attending to the differential needs of women and girls since Independence. Therefore, measures to promote gender equality (GE) and women's empowerment have been taken in a progressive manner in policies and development programmes. However, there remain many contradictions in legal and policy provisions that enforces the traditional norms of women's subordination and violates equal human rights of women and girls. Even the Constitution extends equality only in public spheres maintaining personal lives to be governed by the discriminatory provisions of one's religion. Most importantly, there is serious problem about enforcement of laws and policy provisions, even though many of them uphold women's rights. BMP has since been engaged in advocating, supporting and monitoring of the progress over time.

Despite the Constitution proclaiming equality for all contradicts in spirit by maintaining that personal affairs are governed by the family laws within religious provisions. The Constitution only provides for equality in public spheres. Even though CEDAW has been ratified, but the state maintaining

reservation on Articles 2 and 16.1(c) allows continuation of legal provisions against the spirit of equality. CEDAW has not been used as a tool to promote equality. BMP played the pioneering role in formulating the proposed Uniform Family Code (UFC), which was later supported by the feminist groups of Bangladesh. The UNCEDAW Committee in its Concluding Observation on the Eighth Periodic State Party Report recommended for the enactment of the Uniform Family Code, to ensure equal human rights for all women. This is the evidence of success of the movement pioneered by BMP for ensuring fundamental human rights of women. The UFC is yet to be enacted as law.

Therefore, even though supportive legal and policy frameworks exist in different areas, discrimination against women in inheritance and in personal affairs like in marriage, divorce, and guardianship prevails. Again, the rights in personal affairs for women of different religion are not uniform. All these encourage the patriarchal norms and practices to continue to subordinate women. Eventually, despite women's many achievements in public spheres, in general women are deprived of their equal rights to inheritance, development, dignity, participation and treatment as equal human beings both at personal and public spheres enforcing their inferior position. The human rights indicators developed but women's decision making and control over their own lives is still faraway. Consequently women's social status, human development opportunities, economic emancipation, participation in public spheres remain low and their rights are violated. The stereotypes and harmful practices also lead to non-inclusion of women in many areas. Gender based violence (GBV) has been used in many cases for heinous purposes like land grabbing or oppression to opposition groups especially GBV on ethnic minority communities. The citizenship Law is yet to be approved that ensures equal rights for women in case of marriage with a foreign national. The Hindu Marriage Registration Act of 2012 does not ensure compulsory marriage registration but made it optional. The Act does not provide right to divorce. Contribution of women in household care and productive activities is yet to be recognized in the national accounts. Women working in domestic and informal sectors are discriminated on wages and other benefits. The provision of six-month maternity leave only applies to public sector and there is no mechanism to ensure it in the private sector. On the other hand, supportive services and infrastructure are not ensured for working and professional women.

Harmful and discriminatory practices, such as child marriage, abandonment, dowry, and gender-based violence continue due to the deep-rooted norms favouring boys over girls. Dowry and child marriage though, restricted under laws, their practice is widespread. The special provision in the Child Marriage Restraint Act (Amendment) 2017 has opened up new scope for practice of such practice detrimental towards girls' opportunities for growth with dignity. The Government also did not sign the UN resolution on preventing child marriage. Discriminatory inheritance is a key factor behind women's inferior status. Domestic violence is high, above 87% by intimate partners. The support services provided to the victims and monitoring measures established by the Government and in partnership with civil society organizations (CSO) are inadequate. Though there are some gender sensitive laws, policies and directives, their weak enforcement and a culture of impunity developed in the country also allow perpetual violation of women and girls' rights. Lack of monitoring and enforcement of existing laws allow discriminatory practices to continue in public and private spheres.

Increased mobility of women in public arena for employment, education or migration is making them more vulnerable to rape, gang rape, sexual harassment, and human trafficking. The digitization process has also opened up new forms of violence against women and girls. The Honorable High Court has provided directives to establish mechanisms and enact laws address sexual harassment in public places. Appellate Division of the Supreme Court passed a judgment declaring the imposition of *Fatwas* Islamic Religious verdict is legal in religious matters but cannot

be used for punishing any individual, which was being demanded by BMP and other women groups. This information has not yet been well-disseminated or followed.

Another key success of the movement of BMP alongwith other women rights groups is banning the two finger method of examination of rape, which was inhuman and insensitive towards the dignity of women. The Honorable High Court has directed to set up separate unit with female doctors in hospitals to conduct forensic tests on victims of rape. The Government is yet to take action to enact laws based on the above directives.

In the political sphere, women's participation increased as a result of quota provisions in the Parliament and in local government institutions (LGIs). Despite demand from the civil society, the members of reserved seats in the Parliament are selected according to seats won by the political parties. Such selected members without constituency eventually are not accountable to public but to the party leaders. The lack of their clear mandate also makes them vulnerable and undermines their leadership ability. The provision under the Representation of People's Ordinance' (RPO) 2013 (Third Amendment) to have women in 33 percent of all committees including the Central Committee of all registered political parties is not being enforced. The demand of BMP for direct election of women in the Parliament has not been addressed rather the patronizing culture is being enforced by extending the current system for 25 years. Though the top leaders of the main political parties are women, practice of non-discrimination, democratic leadership and inclusion of women inside the party leadership roles is still a far cry. Practice of political, muscle and financial power also deprives women in political and economic spheres.

2.4 Gender Equality and Human Rights nexus

According to the findings of global feminist research and the activism, only granting equal individual autonomy, rights, protections, and opportunities is not sufficient to ensure human rights of women. Rather women are a distinct group having sexual and ethnic diversity and experiencing differential social position, and they need special provisions for a level playing field that support them to advance as individuals. The qualitatively different experiences of women and men in private and the public spheres need to be assessed to tackle structural issues that perpetuate gender hierarchies. The gender relationships in public and private spheres, therefore, are critical determinants of women's human rights and development. Hence, the end result of feminist activism has been a major shift in both theory and practice of human rights emphasizing on the need to consider women's experiences.

Often the public and the private spheres are distinguished and the state or public sector appears to be non-gendered and upholding formal equality. Unless states intervene in the private spheres of family and privacy, the formal equality contributes towards enforcing gender hierarchies in the private sphere and public sector as well. States used to be held accountable only for the human rights abuses in the public sector, whereas gender-based violence occurred mostly in the private sphere and at home. Hence, gender-based violence and abuse in the home, until recently, was not considered as human rights abuse. For example, marital rape in Bangladesh like many other countries is not an offence. Due to feminist activism gender-specific violence is now considered a human rights issue.³ Similarly, lack of gender-responsive social standards often allows undermine women as equal citizens.

As women are among the deprived and their rights are violated, the risks for women are greater. Therefore, using gender lens is necessary to ensure HR of women. When gender equality and Human

³ Laura Parisi, *Feminist Perspectives on Human Rights, Human Rights, Politics and Sexuality and Gender*, Online Publication, International Studies Association and Oxford University Press, 2017

Right Based Approaches (HRBA) are combined,⁴ it is likely that women's human rights will be upheld. A gender lens within HRBA can facilitate help policy and practices moving towards a complete normative framework covering civil, political, economic, social, and cultural rights. It also can support establishing accountability for implementing existing women's human rights obligations like CEDAW within national legislation. It can help transforming national laws and practices adopting HRBA and facilitate framing tools to support gender equality. Establishing an effective Commission on the Status of Women can accelerate the process.

Hence BMP through her advocacy, catalyzes the process of framing and enforcement of legal framework that recognizes women as rights-holders and support women's empowerment (whether groups or individuals) to claim their rights.

2.5 National Frameworks of Human Rights and Gender Equality

Besides the Constitution, the Government of Bangladesh has established several institutions and mechanisms to ensure human rights. These include the National Human Rights Commission (NHRC) established through the National Human Rights Commission Bangladesh (NHRC'B) Act, 2009; the Anti-Corruption Commission (ACC); the Law Commission of Bangladesh (LCB), the Information Commission (IC), The National Legal Aid Services Organization (NLASO), The National Council for Women and Children Development (NCWCD). The weakness in institutional and accountability mechanism and lack gender capacity of these institutions allows HR violations continue or go unchallenged. BMP keeps close collaboration and facilitates the work of these agencies in order to influence for legal reform, situation analysis, ensuring objective reporting to the UN and international communities and for advocacy for gender equality.

Significant progress has been made in developing policies and strategies for women's and girl's development providing for women's participation in political and social life and to remove the existing barriers to women's advancement. The first of it being the Women's Development Policy (WDP), 1997 and the current one approved in 2011. The Policy provides a comprehensive framework for women's advancement encompassing rights, opportunities and services for development. Many positive measures and corresponding actions to CEDAW were reflected in the Action Plan for Women's Development. A short list of relevant policies and laws is attached in Annex B. Two-pronged approach in addressing gender-based discrimination has been taken, a. removal of policy and legal barriers and b. measures to increase women's participation, benefits, development and services. The Government has adopted Gender Responsive Budgeting (GRB), and the ongoing 7th Five Year Plan (2016-20) is designed in alignment with the Sustainable Development Goals (SDG) adopted by the world leaders for 2016-30.

Given the positive notes, contradiction in the Constitution prevails in the provisions of governing the personal life of citizens by religious provisions. This allows to continue discriminatory religious and community cultures at personal level and even in civic rights like women's public participation, mobility or right of voting is determined by the male members of the family. Bangladesh ratified CEDAW in December, 1984 with reservations. Bangladesh still maintains reservation on Article 2 and 16 (1) c, which allows existence of discriminatory national laws and discrimination against women in personal affairs. This contradicts the constitutional provision of equality and HR and thus weakens the effectiveness of laws and provisions addressing gender gap and mainstream gender in both public and private sphere. Various civil society and public stakeholders are keen to see implementation of the recommendations provided by the CEDAW Committee. Still the reservations have not been withdrawn despite the Government's earlier commitments to the CEDAW Committee. The Judiciary, policy makers and the law enforcement agencies are not gender sensitive

⁴ World Bank, Report of Gender and Human Rights-Based Approaches in Development, 2013

and allow traditional norms to continue and therefore, women's access to justice is hindered. Despite advocacy and opposition from CSO and media authorities, the recently approved Digital Security Act 2018 includes derogatory provisions that further curtails freedom of expression and opinion. The gender budget is calculated on the basis of allocation and there is no effective mechanism for follow up of expenses and utilization.

The Non-governmental and civil society women's HR advocate organizations (NGO/ CSOs) like BMP, provide legal aid, services and monitor the HR situation including those relate to women and children. BMP monitors actions of the stakeholders and also facilitates with the government and civil society actors as necessary for advocacy, activism and monitoring. BMP is a member of Citizens' Initiatives on CEDAW-Bangladesh (CiC-BD) which is also promoting the BMP's HR advocacy agenda for the full ratification and implementation of UNCEDAW. BMP as a member of Human Rights Forum of Bangladesh advocates for the implementation of the recommendations of UNHRC. As a member of UPR forum, BMP monitors the global UNHR commitments, makes predictions and reports to the UN. BMP is also active in identification of laws requiring modification, advocating for reform, supporting drafting of laws, disseminating of laws and rights, providing training and undertaking advocacy for implementation.

3. THE POLICY

This Human Rights Policy of BMP has been formulated within the frameworks of the UDHR, the Constitution of Bangladesh, UNCEDAW, BPFA, WDP and the constitution of BMP is consistent with the relevant human rights instruments, laws and policies ratified and approved by Bangladesh. BMP adopts gender equality within HRBA to support rightsholders strengthening the capacities to make their claims on their entitlements and raise to the corresponding duty-bearers to meet their obligations. It is guided by the principles and standards derived from international human rights treaties.

3.1 Rationale of a HR Policy

The rationale behind developing a Human Rights Policy is to ensure that BMP's action, organizational culture, operation and programmes apply a consistent HRBA at all levels especially for the full implementation of UNCEDAW, UDHR and other relevant national and international HR conventions and treaties to ensure women's human rights.

3.2 Scope and HR Principles

BMP is committed to uphold the basic principles and standard of HR in her activities and operation according to internationally acceptable standard. The Policy is formulated on the basis of the Article 1 of the UDHR, "All human beings are born free and equal in dignity and rights" and will apply internationally applied principles of HRBA⁵:

- a. Universality and inalienability of human rights - All persons are entitled to human rights. The rights cannot be given up voluntarily, nor can others take them away.
- b. Indivisibility: Human rights are indivisible. Irrespective of the nature of rights (civil, cultural, economic, political or social), they are all inherent to the dignity of every person and thereby they all have equal status as rights. The rights cannot be ranked in a hierarchical order.

⁵ The Human Rights Based Approach- Statement of Common Understanding, UNICEF
<https://www.unicef.org/sowc04/files/AnnexB.pdf>

- c. Equality and non-discrimination: All individuals are equal as human beings and all are entitled to their human rights without any discrimination on the basis of race, colour, sex, ethnicity, age, or any other counts.
- d. Inter-dependence of human rights: Human rights are interdependent and interrelated. Realization of one right might depend wholly or in part on the realization of others. Example, employment choice may depend on realization of the right to education.
- e. Participation and inclusion: Every person is entitled to active, free and meaningful participation in, contribution to, and enjoyment of civil, economic, social, cultural and political development including human rights and fundamental freedom.
- f. Accountability: States and other duty-bearers are to comply with the legal norms and standards embedded in human rights instruments and are answerable to the rightsholders for their non-compliance.
- g. Rule of law: Aggrieved rightsholders can seek legal redress as per the rules and procedures provided by law in case the duty-bearers fail to comply with the legal norms.

BMP commits to creating a condition that allows women and girls opportunities to access, benefit, control, practice, participate and be protected without any consideration of sex, race, age, cast or others. The Policy emphasises on removal of discrimination and barriers and facilitating empowerment. It encompasses the major areas of HR identified internationally with particular emphasis on women's rights. This includes the rights to:

- a. life, survival and security of persons;
- b. dignity and freedom from violence including sexual harassment, rape, child marriage, and cruel, inhuman or degrading treatment;
- c. good governance, equal protection of the law, fair trial and justice;
- d. economic empowerment and work in just, equal and favourable conditions;
- e. human development opportunities: education, skills;
- f. political participation and decision making: democratic practice, public participation, leadership, freedom of association, expression, assembly, movement and decision on one's own life;
- g. adequate food, housing and social protection; and
- h. practice and upholding own culture and tradition.

3.3 Policy Approach

BMP emphasises on deepening her efforts to support establishing democratic practice and a process for institutionalising gender equality and human right principles for sustainable results in all stages of lifecycle. In line with the purpose of HRBA to empower boys, girls, men and women (right holders) to claim their human rights (as rights holders) BMP will seek also to improve the capacity of those responsible (duty bearers) to fulfil those rights. BMP will take a holistic approach of the situation and context of the individuals or groups in the country, while applying these principles. BMP's approach will include a transparent and participatory process with both right holders and -duty bearers, women and men. Policy advocacy and monitoring of actions of stakeholders/duty bearers towards anchoring human rights entitlements within the framework of national laws will be observed by BMP with resort of the International instruments, where necessary. The Policy will operate in consistency with the Gender Equality and Women's Empowerment Policy of BMP. In this respect BMP takes her own approach that can be termed as PLANET.

- P – Participation of right holder women and girls
- L – Linking with stakeholders in upholding HR of women and girls
- A - Accountability of duty bearers

- N - Non-discrimination against all groups of right holders
- E - Empowering disadvantaged women and girls
- T- Transparency of all actions and decisions

3.4 Policy Goal and Objectives

3.4.2 Goal

To contribute towards establishing a secular, democratic, equity based, rational, just and humane society and state that ensures human rights of women.

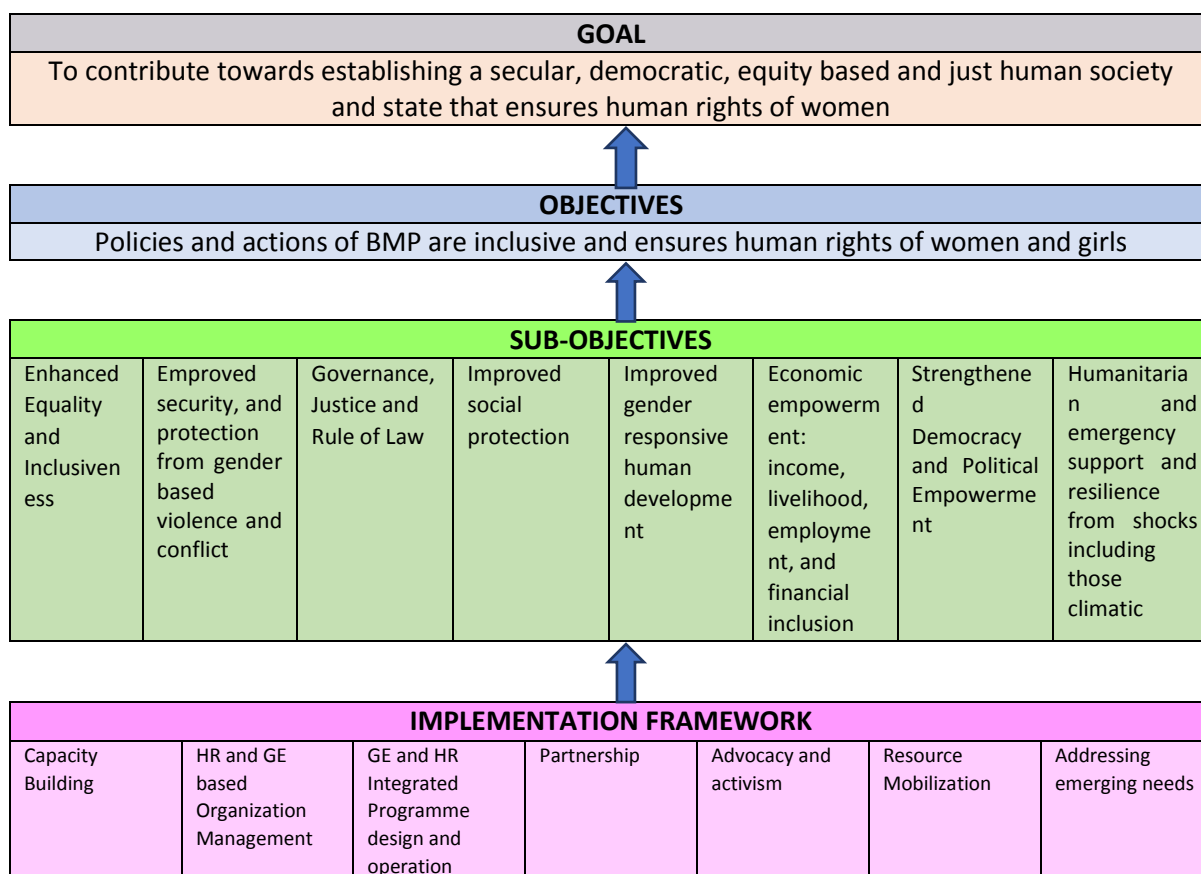
3.4.3 Policy Objectives

To development of an equitable, inclusive and democratic environment upholding the rights of all women and men especially those disadvantaged and under oppression.

3.4.4 Coverage

The Policy provides a framework for continued efforts of BMP in upholding HRBA in BMP’s policies, strategies, actions, advocacy, operational process, and programmes at all levels with a view to enhance effectiveness and sustainability of the of BMP’s actions. It provides guidance for BMP’s role and action both internally within the organization and externally with stakeholders at the local, national and international level.

Goal Objective and sub-objectives of the Policy



3.5 Sub Objectives

BMP will implement the Policy internally and externally to achieve the following sub objectives.

3.5.1 Enhanced Equality and Inclusiveness

BMP will take efforts to influence the process to improve legal framework and policies for further promotion of gender equality and ensuring respect for human rights of women and girls in Bangladesh. Establishment of comprehensive legal and institutional framework in the country that promotes gender equality, inclusion and protection of women's rights will be pursued. Adjusting national legislation to international standards and in line with CEDAW requirements will be the key initiative of BMP to better address gender based needs of women/girls and men/boys in Bangladesh. Further steps will be taken, especially towards implementation of the laws and establish equality in practice (de facto) of this legal framework.

Therefore, assessment of laws/policies to identify discriminatory provisions and removal of all such provisions will be pursued. BMP's efforts towards the enactment of a Uniform Family Code (UFC), which has also been emphasised by the CEDAW Committee will be intensified. BMP will also advocate with other stakeholders to ensure gender and human rights perspectives in the Anti-Discriminatory Law. Advocacy for women's property, inheritance, universal birth registration, marriage registration, nationality (context of marriage with foreign nationals) labour rights and enforcement of laws related to women's rights and protection will continue.

BMP through its policies and actions (within the organization and outside) will facilitate developing an equal, inclusive and non-discriminatory society. Recognizing that women are diverse and that one woman cannot represent different groups, BMP's policies and actions will be set. BMP will effort to avoid unconscious bias and microaggression and uphold an inclusive code of conduct and behavior in all professional contexts. BMP will promote inclusiveness in its work culture where the interest and participation of all women (physically and mentally challenged, sex workers, transgender, minority, indigenous groups, dalit and so on) will be upheld. BMP's communication, advocacy and actions will practice and promote inclusiveness and equality and will universally apply all policies in a non-discriminatory manner. At the programme level BMP will remain active in advocacy and action to ensure opportunities for all women as individuals and in families to receive education, skills, child support, elderly care, health, mobility, infrastructure and other services. Efforts will be strengthened to ensure increased participation of all women groups in decision making forums particularly those related to their respective interests and rights. Efforts will be made to create community awareness on equal treatment of men/women and the disadvantaged groups for human rights, dignity and development.

3.5.2 Prevention, Elimination and Protection From Gender-Based Violence

BMP's current work on addressing violence and conflict is key to an equality based, democratic, and just society. Therefore, the monitoring, reporting and dissemination of gender-based violence, conflict and repression on women/girls will continue. BMP, therefore will lead and also participate in strategic mass awareness and campaign programmes against patriarchy, women's subordination, child marriage and gender-based violence by using media and other methods. Shelter, legal aid, rehabilitation and reintegration services for women and girl victims / survivors of domestic / gender-based violence and trafficking will be strengthened. Together with other stakeholders, advocacy and coordination for expanded coverage and improved services particularly One-stop Crisis Centre (OCC) support for survivors of GBV upto upazilla levels will be re-enforced.

To facilitate mobility and address harassment in public places, advocacy for safe transportation for women/girls and for enacting laws according to the Directives of the High Court on sexual harassment in educational institutions will be strengthened. In addition, BMP will join in specific campaign and special programmes that aims to change the discriminatory social norms and harmful practices. BMP will support networks and promote programmes that facilitate forming social-accountability networks to ensure security of women and girls and address all forms of GBV. BMP will also contribute towards developing capacity of communities to prevent and address GBV especially for protection and safety of vulnerable people. Use of GBV against minority or ethnic groups for heinous purposes will be identified and addressed.

BMP will continue to influence mass media to promote gender equality as per the experiences of other countries and strengthen demand for legislation adequate for observance of the gender principle in mass media or public environment and stereotyped portrayals of women and men. BMP will undertake programmes to advocate for positive portrayal of girls/women of all communities (inclusion) as equal human beings and to change norms about men and women's roles in private and public spheres. BMP's work will also aim at changing norms and practices in institutions and social structures to combat GBV. Equal opportunities in family relationships partnership relations between spouses will be advocated. Orientation and engagement of men and boys on their responsibility for achieving gender equality will be focused.

3.5.3 Good, Governance, Justice and Rule of Law

In the context of weak systems and enforcement of laws and policies in different sectors, restoration of good governance is a precondition to ensure human rights and rule of law. BMP advocacy, monitoring and oversight activities on governance will focus especially on ensuring access to services and justice of women and girls of all communities and economic strata, especially the disadvantaged. BMP will work with law enforcement agencies and other stakeholders to develop a culture of accountability and ensure enforcement of all laws to uphold the rights of women and girls. Capacitating and supporting right holders to claim their rights will form the core of BMP's work. Full enactment of the High Court directive on combating sexual harassment, dissemination of directives regarding sexual harassment and Fatwa will be a key agenda in BMP's work. In addition, information on referral and services in case of GVB including hotline and medico-legal support will be disseminated.

BMP will continue working with law enforcing agencies in order to develop their capacity, understanding and action for ensuring justice to women and girls. Actions for recognizing and upholding women's rights in key sectoral laws and policies like citizenship, education, finance etc. will continue. Activities for anchoring human rights entitlements within all legal frameworks and in institutions will be undertaken. BMP will offer and support legal education programmes and communicate information to promote awareness and access to justice for women/girls including the available legal aid and services. BMP's own legal aid support and links with such service providing organization in public sector and CSOs will be strengthened. BMP will also keep an eye for ensuring greater access by women and girls to judicial process for justice and to the Government's legal aid fund. Partnership and support from other agencies will be sought to ensure justice for women from the arbitration and shalish activities.

3.5.4 Improved Social Protection

Ensuring basic needs of food, shelter and protection is the first level of human rights for survival. BMP will advocate for ensuring food security and shelter for the poor and vulnerable women and girls of all ages and communities. The governance of targeting, distribution, and utilization of social

protection system will be monitored. As the majority among the poor are women, BMP's advocacy and actions will be to ensure food security for the female headed or otherwise vulnerable households and oversee the governance associated to it. Therefore, advocacy and oversight will continue to minimize the targeting errors, market distortion, proper distribution of food during economic crisis and emergency, and management of open market sales etc.

BMP will also pursue to ensure support services as envisaged in labour laws and policies and to ensure expansion of such services to the informal workers. An integrated system of social services as a prerequisite for conciliation of professional career and family life will be advocated for. BMP will work and advocate for the development of a low-cost care economy, to facilitate affordable child, elderly and disability care services as well as maternity and paternity leave and benefits. It will encourage women's labour force participation, reduce work hour for women and transform reproductive work into productive for those providing such services. Creating provisions of low-cost housing, shelter, hostel, dormitory facilities for working women, students, job seekers, single women in educational institutions, cities and towns will be essential. Support for shelter for the victims of natural calamities, violence, conflict, shocks and GBV, (children, girls, orphans and elderly women) will be advocated for and supported in collaboration with other CSOs.

BMP will advocate for expanded coverage and comprehensive package of social protection for the vulnerable. Increase of the income transfers under social assistance programmes will be advocated for unemployed, vulnerable women and girls with disability, elderly, indigenous community and the geographically remote and those living in vulnerable areas. Reduction of women's unpaid work as a result of increased access to social protection services is envisaged. Governance of delivery of employment programmes, workfare programmes, micro-finance, self-employment, vulnerable group feeding and development programmes supporting poor women will be monitored for enhancing their effectiveness. Advocacy will be undertaken to integrate transformatory elements for women (confidence building, self-respect, graduation, voice, agency) in the social protection programmes for the empowerment of women and girls.

3.5.5 Gender Responsive Human Development

BMP will continue advocacy and monitoring for universal and quality primary education and transition to the subsequent levels especially for girl children and adolescents from poor and vulnerable households. Advocacy to introduce gender dimension into educational policies, strategies and curriculum and to improve the gender climate in educational institutions will be strengthened including pressure for implementation of the Directives of the High Court on addressing sexual harassment in educational institutions. Efforts will be strengthened for continuity and expansion of girls' stipend in hard to reach areas, awareness for prevention of child marriage and child pregnancy, protection from gender-based violence and sexual harassment at the educational institutions. Emphasis will be on developing and implementing educational systems and methodologies that support forming responsible behaviour among children and the youth, in the spirit of gender equality and partnership.

Advocacy will continue press for improved congenial institutional environment, education on sexuality and reproductive health and rights, related services. Policy for re-entry for children who dropped out for child marriage, pregnancy, work or any other shock will be pursued. Community awareness will motivate guardians on continued education for girls. BMP will press for hostel facilities for children and specific programmes for out of school adolescent girls and boys for employment and skills training consistent with job market demand. BMP will work for girls' access to non-traditional technical and vocational education as well as for inclusive and accessible education for boys and girls with special needs and from marginalized communities. Access to information and

communication technology (ICT) for girls will be pursued for enhancing their capacity to access and perform in the job-market and for their life and to protect them.

The advocacy will include agenda for strengthening affordable life-long health care for all, emphasizing women's specific vulnerabilities, such as women and child friendly hospitals, maternity care and comprehensive sexual and reproductive health awareness and services for adolescents and women. Together with partners, awareness programmes on availability of sexual and reproductive care and health support in case of GBV will be strengthened.

3.5.6 Economic Empowerment: Increased Opportunities for Income, Livelihood, Employment, and Financial Inclusion

BMPs work will involve policy advocacy, operational programme, and awareness raising for increased opportunities for women in productive employment, income and economic benefits. The aim will be to ensure the fullest possible, sustainable and productive employment of women and men, with decent level of remuneration. Advocacy and support for women's acquisition of skills, access to market, decent work, and congenial work environment for women will be undertaken. Activities will include advocacy to review and revise legal framework as per international standards to reconcile labor activity, private and family life and labour standards. Women's participation and situation in labour market will be overseen with specific focus on job opportunities, addressing discriminatory wages, specific needs like child care, maternity benefits, leave, insurance, health care and establishing workplace related legal support and complaint redressal mechanisms as specified in the labour laws, rules and the High Court's directives. The delivery of public work programmes will be monitored and increased coverage of programme having transformative potentials will be advocated for. Advocacy for coverage of formal sector employees under low cost unemployment, sickness, maternity and accidental insurance will continue. BMP will work for greater inclusion, visibility and equal voice of women and men in different areas of the labour market and to reduce gender discrimination in the participation rate, the occupancy rate, and the remuneration system. Advocacy for establishing minimum wage for domestic and other informal sectors and to ensure oversight on the employment conditions will continue and the situation in different sectors will be assessed.

BMP will join hands to promote policies that would contribute to qualitative and quantitative increase in the labor supply, the increase in the demand on the labor market, focusing on the gender dimension and support programmes that enhance women's entrepreneurial skills, and establish control over income and resources. Advocacy will continue for enforcement of the existing provisions, and expansion of opportunities for women's access to finance (micro-finance and SME) for self-employment and entrepreneurship and to initiate new financial products and non-financial assistance for education, business start-up and entrepreneurship among women. Strengthening of legal support for redressal of grievances related to harassment at workplace will be strengthened. BMP will collaborate with local government and other CSOs to support awareness and information services for women/men on overseas employment opportunities, safe migration and the vulnerability to human/labour trafficking.

3.5.7. Strengthened Democracy and Political Participation-

BMP is committed to contribute towards ensuring application of civil and political rights of people especially women and all disadvantaged groups and ensure their balanced participation in the decision-making process of public affairs, within political parties and politics. BMP will emphasize on reducing the impact of the stereotypes regarding the role of women and men in public and family life and to eliminate structural barriers against the balanced participation of women and men in public and political decision-making processes. BMP commits towards strengthening of democracy

ensuring human rights by guaranteeing participation, rule of law and accountability to promote gender equality.

In this context, BMP will strengthen her efforts towards democratization and to enhance freedom (freedom of association, opinion, information, organization, movement, religion and so on) especially of girls and women. A more receptive and responsible governance will be pursued upholding the principle of balanced participation of women and men in political and public life for a participatory democracy. BMP's agenda will include support for women and girls to develop their ability and capacity to participate in the political process, decision making, and leadership in public area. BMP also will promote women's enhanced representation and leadership in livelihood, social security, education and other sectoral leadership positions.

BMP is aware of the increasingly tough working condition for CSOs and HR activists and therefore, will join hands with potential organizations and like-minded actors to develop strategies for protest and work, as appropriate. The aim will be to assert the role of civil society as partner in development and for gender equality in private life and public participation. Programmes to strengthen role of civil society in supporting women's participation in local government (including in committees and budget process), conducting free and fair election, democratic functioning of the local government institutions will be reinforced.

BMP will enhance focus on activities for changing community and social attitude and values regarding women and girls and for gender equality. It will aim at changing the work culture, structure and policies of the institutions having stake to influence women's empowerment and addressing their strategic interests. BMP will contribute towards enhancing knowledge and capacity of community and institutions to respect and act for greater gender equality, human rights and democracy. Specific actions will include advocacy for direct election of women in the Parliament and at various levels of the local government, specifying constituency for women members of the Parliament and for enhanced equality-based status of women leaders at various levels.

3.5.8 Improved Humanitarian and Emergency Support and Resilience from Shocks Including Those Climatic

BMP has been engaged in ensuring humanitarian support in emergency since inception. She will support gender responsive participatory disaster preparedness, disaster management and climate change adaptation programmes to prepare women and girls especially those in vulnerable areas and also to benefit them from such efforts. This includes their greater access to information, training and capacity and engagement in early warning, disaster preparedness and response, emergency support, rehabilitation, recovery programming and adaptive livelihood support. BMP will remain vigilant to identify and address other sources of vulnerability and the needs of women and girls (food, shelter, income, protection from violence, information, training, security, nutrition, maternal health, protection of asset and so on), developing economic resilience and work to ensure women's participation in decisions related to disaster risk assessment, emergency humanitarian support and climate change management.

BMPs work will also include facilitating children's return to schools after climatic disasters, harassment and other shocks. Emphasis will be to support recovery from shocks, protection of women/girls, disables, elderly from violence and harassment during and after calamities and ensuring specific facilities for women, girls, elderly and pregnant women in shelters. BMP will press for ensuring hostel, shelter and counselling for children victims of violence, domestic or social conflicts or natural disasters. BMP intends to influence a process of developing a standard for disaster response incorporating elements of minimum well-being and ensuring human rights. BMP

will improve her institutional capacity to support emergency requirements due to calamities and shocks. BMP will also undertake similar programmes, where necessary for any other shocks like economic crisis, inflation, and conflict.

4. OPERATIONALIZING THE POLICY

A human rights-based approach identifies rightsholders and their entitlements and corresponding duty-bearers and their obligations, and works towards strengthening the capacities of rights-holders to make their claims and of duty-bearers to meet their obligations. BMP will assign responsibilities both at the national and local level management of BMP with clear directions to implement the Policy.

National Level: The National Council will oversee and guide the implementation of the Policy. various units and branches will interpret the policy provisions within the context of the programmes and issues to ensure implementation, monitoring and achieving results. The various departments of BMP will ensure and oversee that the policy principles are followed and priorities addressed to contribute towards fulfilment of the policy commitments. The annual work/operation plans of BMP, branches and departments will integrate specific actions in realizing the policy objectives and sub objectives.

Branch Level: Responsibilities to implement the Policy at the Branch level will be guided by the management of BMP and the operation plan of the branches.

4.1 Capacity Building

BMP has continued her efforts to help individuals and organization develop their capacity on gender equality and HR through various training, workshops and other means. To implement this policy at its full potential capacity building needs to be an integral part of BMP's work. Therefore, BMP will take measures to strengthen the capacity of its staff and members at all levels. Capacity building activities will include development of a common understanding of the HR principles and their applications within the organization, programmes and activities. Capacity building efforts for staff and members may include internal and external training, workshops and learning by doing. Customized capacity building initiatives will be undertaken for the law enforcing agencies, partner organizations and public.

4.2 HR and GE Based Organization Management

BMP will adopt principles of HRBA within the organization and set other organizational policies, codes and strategies following internationally accepted standards and ensure implementation. This will include but not limited to organizational personnel/HR (recruitment, career progression, placement, performance assessment, workplace environment and safety, leave and work life balance) and financial policy (compensation and benefits), support services (maternity, child care, family, transport), and such other policies and measures that matter. Code of conduct for staff will be prepared and followed.

4.3 GE and HR Integrated Programme Design and Operation

BMP will ensure integration of gender equality focused HR concerns in all programme design and delivery. The activism, advocacy, policy dialogue, programmes, legal aid, partnership and other interventions to influence/support stakeholders and right holders will follow the internationally and nationally accepted HR norms and principles with a gender lens. BMP therefore, will develop required guidelines for programme design, delivery, budgeting, and monitoring based on the principles incorporated in this policy and apply the guidelines accordingly. Criteria and standard indicators for gender equality focused HR achievements will be identified and integrated in the guidelines for result assessment and uniform application for BMP's programmes. Required

assessments will be undertaken based on disaggregated data on the basis of sex, disability, age, ethnicity and other determinants of diversity, as appropriate.

4.4 Partnership

Partnership and cooperation will be fostered with national, regional and international government and CSOs for implementation, advocacy, policy dialogues, services, monitoring of delivery, and capacity building. Partnership with international and global GE and HR advocacy groups will be emphasized on issues requiring additional attention, such as withdrawal of reservations and full implementation of CEDAW or enactment of Uniform Family Code (UFC). Partnership with women/HR organizations, media and NGOs will be sought for awareness raising, training, information, legal aid and community mobilization at the national and local levels. With the long experience of leading and participating issue based networks, BMP will continue and strengthen its participation and will lead strategic alliances or networks.

At the local/branch level, partnership with district level administration, Union and Zilla Parishad, municipality, local administration, office of the concerned ministries will be co-ordinated to deliver programmes and achieve the results based on identified result indicators. Therefore, aside from the specific activities of BMP, national level agenda, policy advocacy, legal reform will be pursued in collaboration and partnership with civil society and women's organizations.

4.5 Research and Advocacy

Working for upholding HR of the disadvantaged or gender equality usually involves getting government, civil society, private sector, community and individuals to correct an unfair or harmful situation affecting individuals (men and women) and community. Ensuring HR and empowering the disadvantaged require to influence changing mind-set and behaviour at different levels. This requires orientation, persuasion, and political or legal action. The Policy-makers, service providers, partners and even the members and staff of BMP need to recognize the importance of applying gender-based HR principles for equality and inclusive development. Behaviour change communication tools for various sections of the population will be necessary to ensure participation of men and women as individuals or groups and demanding accountability of the duty bearers. BMP having long experience in advocacy will undertake evidence -based advocacy through research and information collected by BMP, partner organizations and other sources. Effective strategies and tactics will be identified and appropriate tools and methodology for advocacy will be used at different levels.

4.6 Resource Mobilization

To fulfil the commitments towards ensuring promoting HR related objective under this policy, required resources will be mobilized and allocated both from internal and external sources. Funding will be secured through mobilizing contribution and donations from the members and branches of BMP and also from external sources. This may include contribution for social protection of the poor. Support from development partners (DP) will be sought to sustain gender/HR integrated programme delivery, if the DP believes in and is willing to support BMP's agenda. In addition, linkages will be sought with social development, advocacy and financial inclusion programmes of the Government, private sector and CSOs for action and advocacy. Effective, transparent and accountable processes will be used for resource utilization and transfer (if any) directly to women, girls and other beneficiaries.

4.7 Addressing Emerging Needs

In the context of a rapidly changing world influenced by the trade-regime, climate change, calamities, globalization, automation, migration, and conflict, the context and priorities of HR may change and new priorities might emerge. For example, with the increase of gang rape in public places, natural calamities or urbanization have brought new issues and requirements. BMP will continue to identify areas of convergence and divergence in policy and reform priorities, required services, methods, and implications for gender focused HR within the evolving global and national situation. The Policy envisages flexibility in addressing new and emerging types of services and actions for upholding HR for all.

5. POLICY MONITORING AND REVIEW

5.1 Monitoring and Review of Policy Implementation: Role of BMP and Stakeholders

Aside from HR integrated design, ensuring results from women's human rights in programmes require effective monitoring mechanisms. Participatory monitoring is considered effective to improve programme performance and sustainability.

The Board of BMP will monitor the implementation of the Policy including progress in democratic process, legal reform, access to justice, and violation of rights to uphold promotion of gender equality. BMP will establish monitoring mechanisms with identified gender focused indicators. All Branches and BMP Head Office will have annual workplans and be responsible to deliver and assess the results. Report on performance and sustainability will be submitted to the BMP management and the National Committee. Monitoring of field level actions, advocacy and services can be undertaken in collaboration with the branch offices and in partnership with other CSOs and women's groups. Social and gender audits led by CSOs can be used as a tool to measure performance.

A process of annual assessment of the implementation of the Policy and an internal reporting mechanism will be established. BMP management will review the report annually and provide guidance as per need. Report for activities, processes, achievements and challenges from All branches will be compiled, shared and reviewed.

5.2 Review of Policy

After five years of implementation, BMP will review the relevance of the Policy to assess its consistency with the contemporary gender and HR issues, country's legal and social context, needs for support and advocacy and update the Policy, if so required.

Annex A: POLICY IMPLEMENTATION FRAMEWORK

Area	Output	Actions	Responsibility
Capacity Building on GE based HR	Enhanced capacity of staff and members in applying HR principles	<ul style="list-style-type: none"> • Develop curriculum and manuals • Provide training for staff and members • Develop communication materials and disseminate • Provide management and operational tools for staff, managers and members 	BMP management, Programmes and branches
HR and GE Based Organization Management	Gender focused HR principles are integrated in organizational policies and strategies	<ul style="list-style-type: none"> • Assessment of organizational policies and identification of gaps and requirements • Undertake required modifications of the policies, rules and principles reflecting GE based HR principles • Prepare handbooks, guidelines and tools for staff and members • Establish systems (sex disaggregated data, monitoring, reporting, performance assessment etc.) 	BMP management
GE and HR Integrated Programme Design and Operation	All programme	<ul style="list-style-type: none"> • Establish guidelines for design, field operation, and monitoring of programmes • Establish mechanism to ensure application of the guidelines in design and implementation • Follow up of implementation of the guidelines for monitoring and capturing results 	BMP management Programmes
Partnership for GE in HR	Stronger partnership and alliance of BMP at the national and international levels	<ul style="list-style-type: none"> • Identify national, local and international networks and agencies for strategic partnership on issues pertinent to BMP's priority, strategy and operation • Participate in forums and networks, as appropriate • Undertake partnership programmes • Follow up and monitor effectiveness and results of such partnership at the international/national/local level 	BMP and branch offices
Research and Advocacy	Mechanism to apply evidence-based advocacy established	<ul style="list-style-type: none"> • Identify and prioritize issues for advocacy within the sub-objectives • Undertake assessment and studies to monitor GE and HR 	BMP and Branch offices

Area	Output	Actions	Responsibility
		situation in the selected areas <ul style="list-style-type: none"> • Gather evidence of violation/distortion of human rights of women and girls and identify action areas • Identify priority issues and needs for advocacy based on evidence • Develop strategy and methodology for advocacy and identify partners, if any and take action 	
Addressing Emerging Needs		<ul style="list-style-type: none"> • Keep vigilance on human rights situation and keep track of emerging issues that affect women and girls • Identify pertinent new issues affecting rights of women and men • Develop strategy, advocate for policies and laws, and deliver support as appropriate (advocacy or programmatic) to address the new issues 	BMP and Branch offices
Resource Mobilization		<ul style="list-style-type: none"> • Mobilize members contribution • Undertake joint programmes with national and international partners on cost sharing basis • Organize fund raising programmes/campaigns/appeals • Seek support from development partners who are interested to support BMP's mission • Partnership with Government, in specific and feasible cases 	BMP and Branch offices

Annex B: ACTS, POLICIES AND PLANS UPHOLDING FEATURES OF HUMAN RIGHTS

The following laws, policies and plans address various areas of gender equality and human rights in Bangladesh

ACTS AND RULES

1. The Domestic Violence (Prevention and Protection) Act, 2010
http://phrplanbd.org/attachments/article/42/DV%20Act_Engling%20Translation%20%28unofficial%29.pdf
2. The Local Government (Municipality Corporation) Act, 2009.
<http://www.ecs.gov.bd/MenuExternalFilesEng/268.pdf>
3. The Pornography Control Act 2012.
<http://www.oijj.org/en/docs/general/control-of-pornography-act-2012>
4. The Right to Information Act, 2009
http://www.moi.gov.bd/RTI/RTI_English.pdf
5. পিতা-মাতারভরণ-পোষণআইন, ২০১৩
http://bdlaws.minlaw.gov.bd/bangla_all_sections.php?id=1132
6. Citizenship (amendment) Act, 2009
http://bdlaws.minlaw.gov.bd/print_sections_all.php?id=242
7. Hindu Marriage Registration Act-2012
8. Mobile Court Act, 2009
9. National Acid Crime Prevention Act (Amended) 2010
<http://bolobhi.org/wp-content/uploads/2012/02/Acid-Control-and-Acid-Crime-Prevention-Act-2010.pdf>
10. National Children Act 2013
11. Prevention and Suppression of Human Trafficking Act 2012
12. Overseas Employment and Migration Act 2013
http://asianparliamentarians.mfasia.org/phocadownload/resources/policies/bangladesh%20overseas%20employment%20and%20migrants%20act%202013%20_english_.pdf
13. EPZ Labour Welfare Association and Industrial relations Act 2010.
14. The Disaster Management Act, 2012
<http://www.ddm.gov.bd/pdf/diastermanagementact%202012.pdf>
15. Labour Welfare Association and Industrial Relations Act, 2010
<http://www.clcbd.org/document/622.html>
16. Bangladesh Water Act 2013 <http://www.mowr.gov.bd/images/pdf/WaterAct.pdf>
17. Domestic Violence Prevention and Protection Rules 2013
<http://www.mowca.gov.bd/wp-content/uploads/Domestic-Violence-Rules-English.pdf>
18. Forestry Sector (Amendment) Rules 2009, 2011
19. Guidelines for Participatory Water Management
http://books.google.com.bd/books/about/Guidelines_for_Participatory_Water_Manag.html?id=CxIAAAAYAAJ&redir_esc=y
20. High Court Directives on Sexual Harassment
http://www.supremecourt.gov.bd/scweb/documents/298639_WP%20No.%208769%20of%202010.pdf
21. Information and Communication Technology (ICT) Act of 2006

22. National Identity Registration Act, 2010
23. Climate Change Trust Act, 2010;
24. Disaster Management Act, 2011;
25. Vagrant and Homeless People (Rehabilitation) Act, 2011;
26. National Human Rights Commission Act, 2009;
27. Small Ethnic Group Cultural Institutions Act, 2010;
28. Prime Minister's Education Assistance Trust Act, 2012.

Policies

1. **National Women Development Policy, 2011**
2. Domestic Workers Protection Policy 2015
3. Gender Policy for Social Protection 2018
4. National Children's Policy, 2011
5. Draft National Environment Policy 2013
6. Health Policy 2011
http://www.mohfw.gov.bd/index.php?option=com_content&view=article&id=74&Itemid=92&lang=en
7. Information and Communication Technology Policy 2009
(http://www.cabinet.gov.bd/file_upload/news_events/en_382.pdf)
8. Integrated Policy of Initial Care and Development of the Children 2013
9. National Agriculture Policy 2010
(http://www.moa.gov.bd/policy/Draft%20Agri_Policy_English.pdf)
10. National Broadcasting Policy 2013
11. National Child Labour Elimination Policy (NCLEP) 2010
12. National Children Policy 2011
<http://www.mowca.gov.bd/wp-content/uploads/National-Child-Policy-2011.pdf>
13. National Education Policy 2010
http://www.moedu.gov.bd/index.php?option=com_content&task=view&id=338&Itemid=416
14. National Labour Policy 2012
http://www.mole.gov.bd/index.php?option=com_content&task=view&id=443&Itemid=522
15. National Skill Development Policy 2011
http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-dhaka/documents/publication/wcms_113958.pdf
16. National Water Policy
<http://www.mowr.gov.bd/images/pdf/National%20Water%20Policy%20%28English%29.pdf>)
17. National Women Development Policy 2011
<http://www.scribd.com/doc/52431073/National-Women-Development-Policy-2011-Bangladesh>

Plans

1. Bangladesh Climate Change Strategy & Action Plan, (BCCSAP) 2009
2. Climate Change and Gender Action Plan (ccGAP) 2013
3. National Disaster Management Plan 2010-2015
http://www.dmr.gov.bd/index.php?option=com_docman&task=doc_download&gid=305&Itemid=236
4. National Action Plan for Women's Development 2011

5. National Plan of Action for Combating Human trafficking 2012-2014
<http://actbd.org/doc/NPA%20FINAL%20DRAFT%2026-01.pdf>
6. National Plan of Action to Prevent Violence Against Women and Children 2013-2025
7. Disaster Management Plan (2008-2015).
http://www.preventionweb.net/files/9472_NationalPlanforDisastermanagement.pdf
8. Perspective Plan 2010-21
<http://www.plancomm.gov.bd/wp-content/uploads/2013/09/Perspective-Plan-of-Bangladesh.pdf>
9. Seventh Five Year Plan 2016-2020, (http://www.plancomm.gov.bd/wp-content/uploads/2015/10/7th_five_year.png)

Annex C: KEY HR CONVENTIONS RATIFIED BY BANGLADESH

- Convention on the Rights of the Child 1989 , including Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict 2000, Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography 2000
- International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families 1990
- Convention on the Elimination of All Forms of Discrimination against Women 1979
Acceded in 1984 (with reservation on article 2, and.. with declaration, they conflict with Sharia law based on Holy Quran and Sunna. Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women 1999 Signed and Ratified in 2000 (reservation on Articles 8 and 9 of the said Optional Protocol.
- International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) 1966 Acceded in 1979
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment 1984 Acceded in 1998
- International Covenant on Economic, Social and Cultural Rights 1966 Acceded in 1998
- International Covenant on Civil and Political Rights 1966 Acceded in 2000 Reservation Article 14: Equality before court and tribunal and due process rights.

In addition, Bangladesh ratified

- Convention on the Rights of Persons with Disabilities 2006
- ILO Convention no. 182 on worst forms of child labour 1999
- Convention on the Political Rights of Women, 1953 Acceded in 1998 (Reservations Article 3: Consonance with Constitution Article 9: Consent of disputing parties)
- International Convention on the Suppression and Punishment of the Crime of Apartheid 1973 Acceded in 1985
- Convention on the Prevention and Punishment of the Crime of Genocide 1949 Acceded in 1998
- Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages 1964

Annex D: ABBREVIATIONS

ACC	Anti-Corruption Commission
BMP	Bangladesh Mahila Parishad
BPFA	Beijing Platform for Action
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CiC-BD	Citizens' Initiatives on CEDAW-Bangladesh
CRC	Convention on the Rights of the Child
CSO	Civil Society Organizations
GBV	Gender Based Violence
NGO	Non-Government Organization
NHRC	National Human Rights Commission
GE	Gender equality
GRB	Gender Responsive Budgeting
HR	Human Rights
HRBA	Human Right Based Approach
IC	Information Commission
ICT	Information and Communication Technology
LCB	Law Commission of Bangladesh
NCWCD	National Council for Women and Children Development
NLASO	National Legal Aid Services Organization
OCC	One-stop Crisis Centre
RPO	Representation of People's Ordinance, 2013
SDG	Sustainable Development Goals
SME	Small and Medium Enterprise
UDHR	Universal Declaration of Human Rights
UFC	Uniform Family Code
UN	United Nations
VDPA	Vienna Declaration and Programme of Action
WDP	Women's Development Policy, 2011

Annex E: GLOSSARY of TERMS

CEDAW

GRB

GBV

HR

HRBA

VDPA