

# Gender Policy

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## Resource Development Foundation (RDF)

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## **Background**

In the current age of globalization and modernization, women are still lagging behind in Bangladesh. Changing times led us to acknowledge the fact that the overall development of a country is achievable only when all her people, both men and women, are empowered, socially and economically, to manage their own lives and their families. In Bangladesh, the female sex contributes to nearly half of the total population count. In these regions, like in the rest of the world, any development process can prove to be sustainable only through dynamic inclusion of women into the mainstream development programs.

Discrimination against women, in some form or other, in this field is present in the world over even today. Women are comparatively at a disadvantageous position everywhere, variation is only in degrees; in some countries the situation is very adverse, in others it is less. In cognizance to such situation and to eliminate such discrimination against women, the historic Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) was held in 1979. The resolutions were adopted by all states and they committed to safeguard women's rights and entitlements and ensure that they enjoy their rights equally in economic, social, cultural, civil and political spheres".

UN Sustainable Development Goals-5 (SDG) stated to achieve gender equality and empower all women and girls. Particularly emphasis has been laid on elimination of gender disparity in primary and secondary education and to reduce maternal mortality ratio by three-quarters.

Women have little ownership on family assets, little control over family decisions and far less in any matter at the society level. They neither have technical skills for employment nor have the opportunities for such skills training, their movements outside the four walls of the house are restricted, their contributions in the family income are hardly reckoned and indeed. They have to bear the maximum burden of poverty.

Both the Government Organizations (GOs) and Non-Government Organizations (NGOs) are playing a vital role as agents of changes of this paradigm shift by giving opportunities to these women.

## **Resource Development Foundation (RDF) in this context:**

RDF as one of the progressive leading NGOs is also believes and practices the girls and women empowerment since its inception. This is reflected in its different program activities, program's target people and at all levels of staff. It is also committed to ensure gender equality and inclusion through create gender friendly environment among the organization to create more space for girls, boys, youth and women in the development sector.

With this aim in view, RDF has formulated its gender policy to guide itself and staff members, beneficiaries and the partner organizations through positive changes in their roles and tasks that will occur in development work during the coming years.

  
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The objectives of RDF are to Poverty eradication, Women Empowerment, Green Power Development through alternative renewable energy, Green Resource Mobilization Program (GRMP), Refinancing Scheme, Entrepreneurship Development Scheme (EDSc.) to encourage small & medium entrepreneurs & agricultural development to reduce food insecurity, human resource development, medical supports & services to ensure good health, child development and education for a competent society, awareness building on health & sanitation, climate change and adaptation & disaster preparedness.

In order to ensure continuity and to strengthen the impact of girls and women empowerment in all aspects, RDF reviewed its existing gender policy that will promote gender mainstreaming in both programs and organization level.

RDF has already formed Gender Advisory Committee and introduced mainstreaming Gender in its program. RDF makes efforts to promote gender equality in line with GoB National development policy. The principle of equality between the men and women has been assured in the constitution. The Government ratified the Elimination of all forms of discrimination against women and Beijing Platform for Action and SDG's, which are recognized as strategies to achieve gender equality.

## **RDF Gender Policy**

### **Rationale:**

The UN Convention of the Elimination of All Forms of Discrimination Against Women (CEDAW) was ratified by the Government of Bangladesh (GOB) in 1984. It has made a commitment to take the necessary measures to eliminate discrimination against women in all forms.

The constitution of Bangladesh in Articles 10, 19, 28 has granted the right of women to work in all professions; *Article-10: Steps shall be taken to ensure participation of women in all spheres of national life. Article-19 (2): The State shall adopt effective measures to remove social and economic inequality between man and woman and to ensure the equitable distribution of wealth among citizens, and of opportunities in order to attain a uniform level of economic development throughout the Republic.*

*Article-28(2): Women shall have equal rights with men in all spheres of the State and of public life*

To comply and follow these articles RDF felt an immense need to develop a comprehensive Gender Policy to elucidate the concept of gender within its workplace (Head Office, field Offices); at the stakeholder's level as well as within the entire sector. This policy stands on the principles to ensure a consistent and equitable approach towards mainstreaming the concept of gender and preventing gender disparities among employees and stakeholders.

  
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The following observations on current status of women in Bangladesh demand the development and implementation of a broader spectrum gender policy. Women are the underprivileged and deprived section of a male dominated society. They are regarded as the weaker gender or the second sex when compared to men. Consequently, women are forced into early marriages followed by early pregnancies that create hazards to both maternal and child health leading to a rise in death rates at birth or infancy. The root cause of this problem is the lack of socioeconomic independence of women. Women are the subject and the object of most decrees that results from social and religious taboos regarding the role of women in the society. Harnessing and captivating women has always been the primary role of backward and primitive social customs that are still predominant in the rural societies of Bangladesh. Women are restricted from gaining access to educational facilities and are denied opportunities to better their livelihoods. Lack of education and the resulting illiteracy and lack of awareness prevent women from obtaining financial, legal or any other form of assistance that are likely to increase their autonomy and participation in the decision making process of the individual household, the society and hence the economy.

Even under suppression, it is observed that women is more diligent in a variety of sectors compared to the male counterparts. These factors further strengthen the case of a well-defined gender policy. Women are observed to bear a greater sense of responsibility when compared to male counterparts. Though ignorant about the benefits of education, the women in the family encourages her child to attend schools and opts for a literate family while their man encourages the child to go to work that involves severe physical labour that might deter normal physical and psychological development of the child. Financial resources are well utilized by women and are generally employed in ventures that are likely to lead to an improvement in livelihood of the entire family. On the other hand, men frequently waste financial resources for petty personal gains and this inflicts misery on the family; the burden of which is generally borne by women.

The factors that increase the eagerness among women to get involve with microfinance program include: an increase in income, ability to exercise control over resources, active participation in the decision making process, equal division of household labour with male counterparts and freedom from gender based violence. These factors have significant impact on the livelihood of women and their children.

In some cases men also supports the elimination of the patriarchal values and system that leads to gender discrimination. This is because of limitations and responsibilities of masculine character might lead to hostility and conflict, propagating violence for women and children.

  
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Women's empowerment and equal access to opportunities is, therefore, an integral component to the development process. Nonetheless, more than just a strategy for economic development, **women's equality is also a necessity in the positive evolution of human development, and is a fundamental human rights.**

Women empowerment and Gender equality is a prerequisite in ensuring sustainable development of the society. Hence, the importance of gender policy to address gender issues to the mainstream.

RDF is working in close partnership with MFIs/ NGOs to mainstream gender. **RDF always felt an immense need to develop a comprehensive Gender Policy to clarify the concept of gender within its workplaces at the target beneficiary level as well as within the entire organization.** This policy stands on the principles to ensure a consistent and equitable approach towards mainstreaming the concept of gender and preventing gender disparities among employees and target beneficiaries and their families.

Gender mainstreaming requires positive actions and empowerment strategies targeting both women and men to challenge and change gender injustice—in individual attitudes and behavior within the household, in communities, and at the level of national and international policies.

RDF believes mainstreaming gender entails to meet the realities of women's lives, while at the same time looking for ways to open structural barriers, and introduce new roles and opportunities. As in our society men are already empowered over their women counterparts, women's empowerment is the key to achieving gender equality.


At the institutional level, RDF promotes the need for a gender policy that will govern recruitment, promotion, and benefits as well as mandating a safe working environment for women employees. As an add-on to social performance monitoring, RDF encourages monitoring of the gender performance of its member organizations.

## **Vision and Objectives of Gender policy**

### **Vision:**

RDF portraying Bangladesh where individuals will have the ability to improve socio-economic status, ensure fundamental rights and food security of the common people as well as poverty alleviation in Bangladesh like other developing countries of the world.

RDF envisions a society with reduced poverty and violence and any kind of discrimination between and against women and men where human rights means and ends of development. Therefore, the goal of the Gender Policy is to strengthen RDF as a gender sensitive organization and to contribute towards reducing gender inequality in the family, community, society, country. The Gender Policy aims at facilitating

  
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narrowing the gender gap and strives for attaining an equitable social and economic development by integrating gender perspectives in development programs.

### **Policy Objectives:**

Gender-based violence disproportionately affects girls and women. They are the most flagrant forms of gender injustice committed in the home, in educational institutions, at work or in the community. RDF will work to reduce violence and protect girls, women and boys from emergencies and disasters.

RDF recognizes, gender discrimination compounds social marginalization among children and youth with disabilities, refugee, very poor or the socially excluding, girls and women are generally more likely than boys and men to experience discrimination, violence, exploitation or neglect.

The objectives of this policy is to integrate and establish gender equality concerns within RDF and improve its capacity of developing program that will improve the social, legal/civic, political, economic condition of poor women and men. In particular, it seeks to alter the subordinate position of women in all aspects, and provide a safe and dignified working environment for all staff.

The Gender Policy is intended to make fundamental issues involved in gender understandable to all concerned and to create awareness about needs and necessity of gender equality in the society for overall development and societal improvement. RDF will use the gender policy as a guideline for policy makers, management, employees, beneficiaries and partners of RDF.


RDF will try to strengthen efforts to influence decision makers to embrace gender equality, girls and women rights and inclusion.

The policy covers the following key areas of action:

#### **1. Organizational level**

- Ensuring organizational commitment and internal allocation of resources for implementing gender policy inside of the organization.
- Ensuring all staff is aware of the gender policy and equipped with the appropriate skills and knowledge to make RDF a gender transformative organization.
- Creating and maintaining a conducive environment within women's and men's needs can be articulated and addressed.
- Ensuring accountability exists and responsibilities acknowledgement in all respects in the organization.

#### **2. Program level**

  
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- Ensuring empowerment of women through gender analysis in project design and planning.
- Ensuring gender equality and inclusion to program implementation, monitoring and evaluation.
- Partnership, networking and advocacy;
- Implementation and monitoring of the policy;

### **Policy Implementation:**

RDF programs will support the rights of girls, boys, youth and women. This commitment of RDF is to gender equality to develop programs to national advocacy and disaster responses. RDF will challenge gender inequality by ensuring girls, boys, youth and women have equitable access and control over the resources and benefits to development.

RDF Gender Policy is based on the principles of equality.

### **1. Organization Level:**

RDF gender policy will govern institutional responses to gender inequality and institutional norms asserting gender equality and inclusion. RDF is sincerely in keen interest to maintain a working environment which is equitable for men and women.

#### **I.1. Providing organizational commitment and internal resource allocation for implementing gender policy in the organization:**

- Providing efforts to increase number of women in the decision-making position;
- Affirmative action in the recruitment process for women will be a guiding principle for the achievement balance in staff sex ratio, especially at senior management level;
- Providing opportunities for empowerment of women in the political, social, cultural, administrative and economic sphere;
- Using gender lens in all fields of operation in RDF environment;
- Career development opportunity will be equally available for women and men. A career path should be developed for excellent performance of competent women staff ;
- The annual budget of the organization will include an isolated provision for gender related activities;
- Every policy of RDF has been vetted and approved for gender sensitivity;

#### **1.2. All staff are aware of the gender policy and equipped with the appropriate skills and knowledge to make RDF a gender sensitive organization:**

  
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- Regular gender sensitivity workshops will be held to maintain and reinforce the adoption of equality between women and men as a core value;
- Gender training will be incorporated into other training programs/project whenever feasible;
- Training programs will emphasize on violence against women;
- Special initiatives will be taken to develop and foster growth of women staff, including provision of counseling of female staff members facing abuse/violence at home as well as confidential counselling for female staff facing abuse/sexual intimidation in the workplace;
- Skill will be developed to design gender sensitive monitoring indicators during project preparation;

### **1.3. Create and maintain a conducive environment in women can be articulated and addressed.**

Responsibility of staff in general and management team members in particular to build and sustain an organizational environment or culture that is supportive to "Gender Equality".

Following organizational measures are proposed:

- Efforts will be made to establish an enabling environment where women feel safe, respectful and comfortable to work and are free to express themselves;
- Special needs of women, such as maternity leave (as per GoB policy), flexible working hour, breastfeeding and care of small children will be considered as rights issues. RDF will explore the feasibility of an allocation of one weeks of paternity leave;
- A process will be carried over identify and rectify issues of sexual harassment at work place;
- Transportation facilities especially in field visits will be ensured for proper security of female staff;

### **1.4. Accountability exists and responsibilities are understood at all level.**

- The President/Chairman of RDF will be accountable for ensuring effective gender mainstreaming and he will elaborate a plan of action that will identify indicators, monitoring mechanism, target period and resources;
- Gender committee will be formed to facilitate, observe and monitor the implementation of the policy;
- Indicators will be developed for effective monitoring and appraisal of staff performance with regards to their adherence to gender policy;
- Managers and supervisor at all levels will be accountable for supporting the implementation process of the gender policy.

  
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- Job description will be revised to integrate the concept of gender equality.
- Management meetings will regularly assess progress in relation to gender equality and inclusion;

## **2. Program Level:**

RDF gender policy will ensure gender responsive program/projects and project implementation.

### **2.1. Women empowerment through gender analysis in project design and planning:**

- Ensuring special focus on women's needs in the project design to ensure equal ease of access and opportunities and reduce discrimination and abuse;
- Ensuring that Violence Against Women is addressed in the project planning;
- Utilizing gender justice analytical framework to design and assess whether the project will address strategic interest of women (transformatory potentials) to overcome structural obstacle and to empower women in the family and community;

### **2.2. Gender equality in program implementation, monitoring and evaluation:**

- Incorporating gender questions and perspectives into all program/project implementation strategies;
- Addressing the interests and concern of both sexes during planning and implementation of the project;
- Ensuring participation of an equal number of men and women in project implementation process;
- While promoting women's participation in program activities women's reproductive responsibility must be taken into account and if necessary support should be provided;
- Men's roles and responsibilities at HH level should be emphasized to reduce women's work load;
- Ensuring that monitoring tools and process are made gender sensitive with special focus on economic empowerment of women, reducing women's work load and eliminate VAW;
- Analyzing all direct and indirect impact of implementing any project in project evaluation;
- Systematically collect and maintain sex-disaggregated data for gender analysis as a basis of undertaking any intervention;

### **2.3. Partnership, networking and advocacy;**

- Integrate gender issues into partnership guidelines;
- Establish partnership and network with other organizations possessing gender expertise for project implementation or technical support;

  
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- Experience sharing with partners to promote gender equality will be promoted;
- Initiate dialogue / discussion among the development organizations to understand women's needs and prioritize their preferences in development activities;
- In line with the program objective undertake policy advocacy on gender issues in development program;
- Contributing periodic discussions within NGO network members on issue of women's legal rights, discrimination, GBV to promote gender justice;

#### **2.4. Implementation and monitoring of the policy:**

- Form a committee at the organizational level named as Gender Committee with the primary objective of developing and implementing the action plan for the organization;
- The committee will have representatives of both genders;
- This committee will be accountable to the RDF Chairman;
- Gender advisory committee will develop Action Plan for program level;

#### **Guiding principles and Policy Framework**

The Gender Policy has been designed to guide all staff members of RDF including those at the grassroots level, to perform roles that contribute progressively towards gender equality. Gradually RDF will emerge as one of the most gender sensitive and caring organization in which women would play a significant role. To achieve its vision, RDF will initiate the following actions:

#### **Recruitment**

1. Conscious and deliberate attempts shall be made to reduce gaps and balance the number of female and male staff-members inside of RDF;
2. While recruiting staff members, all advertisements shall mention "preference will be given to suitable female candidates", and during selection female candidate(s) shall be given preference with equal test scores;
3. Consider gender sensitivity as an important criterion in the written and oral test for selection of new staff at all levels;
4. More women participation in the recruitment board shall be ensured gradually as far as possible;
5. Females should be given preference for any work in RDF particularly where it enhances gender equality;
6. Placement in a work place where a female staff might be at risk shall be avoided;
7. Pregnancy should not be considered as a disqualification and RDF shall not discourage any pregnant woman in pursuing her job till a period when her pregnancy is not at risk;

  
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### **Promotion and Transfer of the Workers**

1. Both women and men staff shall get equal opportunity in the case of promotion. No discrimination shall be made against women and men in case of promotion, if they are competent and qualified;
2. In case of transfer, women workers will enjoy the same equal right of transfer but women on transfer having reasonable problem against transfer will be taken care of with importance;
3. Transfer of pregnant women from the first month of pregnancy till the 5th month after delivery shall be avoided as far as possible, however, if situation so arise transfer could be made in consultation with the woman concerned to ensure her safety and security of the pregnancy or the newborn;

### **Zero Tolerance Policy for Sexual harassment:**

A Zero Tolerance Policy for any "sexual harassment" shall be practiced within the organization. It shall also be applicable in cases of mental harassment, physical violation, and multiple marriage. Strict disciplinary actions shall be taken against the employee subject to proper investigation.

### **Leave of Absence:**

1. Female employees should be allowed to enjoy maternity leave up to a period of 4 months (up to two children); dates shall have to be recommended by a registered physician. In addition, annual leave may also be allowed with maternity leave if so requested by the employee. In case of complications, if duly certified by a registered physician, the employee could take leave for another two months without pay which shall not affect her regular service condition and promotion. Such leave in the case of employees on contract service will be governed by the conditions of their contract;
2. Since mother care is often urgently required during a child's illness, women employees shall be allowed special / extra ordinary leave as per service rules of the organization;
3. One week of Paternity Leave with pay shall also be allowed to a male employee from the day of birth of the child. This shall be allowed up to two children;

### **Financial and other facilities:**

1. Female staff and spouse of male staff shall get equal opportunity in case of special medical expenses relating to child birth (maximum 2 children) according to the rules of organization;
2. Withdrawing money from the provident fund to use during childbirth shall be allowed, as per Provident Fund rules;

### **Transport and communication facilities**

  
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1. All female staff of RDF both at head offices and project offices shall be given preference in the provision of transport facilities for pick up and drop from home, if required vehicles for such services are available;
2. Female staff of RDF shall get preference in the provision of office vehicle during the field visit, if required vehicles for such services are available;
3. If the women workers stay in the office after evening then office management will take the responsibility for giving them lift in their house by the office transports;

#### **Staff development:**

1. In case of staff development through attending higher education courses, training, workshop, seminar etc. both within the country and abroad, necessary steps shall be taken to ensure balanced appropriate female representation;
2. Organize gender training for all staff so that they become efficient to consider gender issues in program implementation strategy/mechanism;
3. All relevant curriculum and modules of training developed by RDF shall be modified gradually to incorporate gender equality and inclusion concepts and sensitivities wherever necessary;
4. Gender issues shall be incorporated in all the training programs offered by RDF;

#### **Physical Facilities:**

1. A separate prayer room/space will be kept for women staff;
2. Toilets at all offices of the organization would be reserved for the women staffs;
3. A pregnant employee would be given a comfortable work room/space;
4. Day-care center (from 2 months to one year) with reasonable facilities for the working mothers;
5. One hour of extra break for lactating mothers to feed the baby, if day care facility is not available;
6. Secured accommodation for the women staff at the field level;

#### **General:**

This Gender Policy will come into force after approval same by the Executive Committee of RDF and on a date to be decided by the said Executive Committee. After approval of the Gender Policy, it may be translated into Bangla. Both Bangla and English versions will be disseminated at all levels. Orientation about Gender Policy for old and new recruited staff, who will facilitate orientation sessions on gender policy. Any matter arising out of this Gender Policy, other rules, regulations and documents of RDF, will be settled by the Chairman of RDF.

The End of the Principal Policy

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#### **ANNEX 1: GLOSSARY OF TERMS**

  
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**Gender:**

Gender refers to the socially constructed roles played by women and men that are assigned on the basis of their sex. Gender is used as a means of examining similarities and differences between women and men without direct reference to biology, but rather to the behavioral patterns expected from women and men and their cultural reinforcement. These roles are usually specific given to a given area and time.

**Gender equity:**

Gender equity means being fair to women and men, girls and boys. To ensure fairness, measures are put into place to address social or historical discrimination and disadvantages faced by girls relative to boys. A gender equity approach ensures equitable access to, and control of the resources and benefits of development through targeted measures. Scholarships for girls are one example of an equity approach that contributes to all children, boys and girls, accessing school and equally benefiting from education opportunities. Increased gender equity is only one part of a strategy that contributes to gender equality.

**Mainstreaming:**

Focuses on the institutions, policies and programs that have a broad impact in setting the conditions under which communities, households and individual's function. It seeks to insure that these institutions, policies and programs respond to the needs and interests of women as well as men and distribute benefits equitably between women and men. Overall, it seeks to reduce existing disparities between women and men in incomes, resources and opportunities.

**Gender Awareness:**

Gender awareness is the recognition that development actors are women and men, and that women and men are advantaged and constrained in different ways with implications for women and men having differing needs, interests and priorities. Rethinking the assumptions and practice of gender-blind policies through gender analysis and learning about gender differences have resulted in what is referred to as gender-aware policies.

**Gender equality:**

Gender equality means that women and men, girls and boys enjoy the same status in society; have the same entitlements to all human rights; enjoy the same level of respect in the community; can take advantage of the same opportunities to make choices about their lives; and have the same amount of power to shape the outcomes of these choices. Gender equality does not mean that women and men, or girls and boys are the same. Women and men, girls and boys have different but related needs and priorities, face different constraints, and enjoy different opportunities. Their relative positions in society are based on standards that, while not fixed, tend to advantage men and boys and disadvantage women and girls. Consequently, they are affected in different ways by policies and programs. A gender equality approach is about understanding these relative differences, appreciating that they are not rigid but can be changed, and then designing policies, programs and services with these differences in mind. Ultimately, promoting gender equality means transforming the power relations between women and men, girls and boys in order to create a more just society for all.

  
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**Inclusion:**

Inclusion is about bringing people into a process in a meaningful manner. It is the process of improving the terms for individuals and groups to take part in society and to fully enjoy their rights. It requires addressing the root causes of exclusion and understanding how intertwined the roots of different forms of exclusion are. Inclusion involves improving the opportunities available to girls, boys, youth, in particular those who are vulnerable and excluded, including children with disabilities, who are excluded on the basis of the social groups they identify with or are associated with, as well as respecting their dignity.

**Exclusion:**

Exclusion is the process that prevents certain individuals or groups from fulfilling their rights. Exclusion is caused by inequality in the distribution of resources and power, by inequality in the value assigned to different groups, and by the social norms that perpetuate these differences. These causes are interlinked and compound each other. It is most often those that are not valued whose rights are not realized. For example, girls, boys and youth with disabilities are often stigmatized and not valued; schools are not designed to be accessible and teachers are not adequately trained which means that their specific needs are not addressed and subsequently their right to an education is denied.

**Gender justice:**

The concept of gender justice underlines the role of duty bearers for the rights of girls and boys. Gender justice is the ending of inequalities between females and males that result in women and girls subordination to men and boys. It implies that girls and boys, men and women have equal access to and control over resources, the ability to make choices in their lives, as well as access to provisions to redress inequalities, as needed. A commitment to gender justice means taking a position against gender discrimination, exclusion and gender-based violence. It focuses on the responsibility to hold duty bearers accountable to respect, protect and fulfil human rights, particularly of girls and women.

**Gender discrimination:**

Gender discrimination describes the situation in which people are treated differently simply because they are male or female, rather than on the basis of their individual skills or capabilities. For example, social exclusion, inability to participate in decision-making processes, and restricted access to and control of services and resources are common results of discrimination. When this discrimination is part of the social order it is called systemic gender discrimination.

Some communities, families routinely choose to provide higher education for their sons but keep their daughters at home to help with domestic work. Systemic discrimination has social and political roots and needs to be addressed at many different levels of programming.

**Gender stereotypes:**

Gender stereotypes are socially constructed and unquestioned beliefs about the different characteristics, roles and relations of women and men that are seen as true and un-changeable. Gender stereotypes are reproduced and re-enforced through processes such as the education and upbringing of girls and boys, as well as the influence of media. In many societies girls are taught to be responsive, emotional, subservient, and indecisive while boys, learn to be assertive, fearless and independent. Gender stereotyping occurs when such characteristics are persistently attributed to the roles and identities of males and females in society. Gender stereotyping shapes people's attitudes, behaviors and decisions. It locks girls and boys

  
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into behavioral patterns that prevent them from developing to their full potential and realizing their rights. Gender stereotyping can lead to social exclusion of those who do not fit the stereotype.

**Empowerment:**

Power is the ability to shape one's life and one's environment. The lack of power is one of the main barriers that prevent girls and women from realizing their rights and escaping cycles of poverty. This can be overcome by a strategy of empowerment. Gender-based empowerment involves building girls' assets (social, economic, political and personal), strengthening girls' ability to make choices about their future, and developing girls' sense of self-worth and their belief in their own ability to control their lives.

**Gender mainstreaming:**

Gender mainstreaming is the promotion of gender equality into all aspects of an organization's work and into its systems and procedures. It is a process that addresses what an organization does (external mainstreaming) and how an organization works (internal mainstreaming). Gender mainstreaming means that all policies, programs, as well as organizational and management processes are designed, implemented, monitored and evaluated taking into account the different and relative needs and constraints of girls, boys, women and men with the aim of promoting gender equality. The goal of gender mainstreaming is to make sure those women, men, girls and boys realize their rights and that inequality is not perpetuated.

**Gender gap:**

The gender gap is a measurement of inequality that shows the unequal distribution of opportunities, resources or outcomes between men and women, boys and girls. Gender gaps are usually revealed through the analysis of gender-disaggregated statistics that illustrate the extent of inequalities.

**Gender-based violence:**

Gender violence refers to physical, sexual, psychological and sometimes economic violence inflicted on a person because of being male or female. Girls and women are most frequently the targets of gender-based violence, but it also affects boys and men, especially those who do not fit dominant male stereotypes of behavior or appearance. Gender-based violence may refer to criminal acts of aggression committed by individuals, or to socially sanctioned violence that may even be committed by State authorities. Among these are human rights infringements such as domestic violence, trafficking of girls or boys, female genital cutting or violence against men who have sex with men.

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## ANNEX 2: LIST OF MATERIALS CONSULTED

1. DoE Gender Policy, Govt. of Bangladesh, 2016
2. BRAC Gender Policy (Towards Gender Equality-2007)
3. Plan International Global Policy Gender Equality and Inclusion, 2017
4. Bangladesh National Women Development Policy, 2011
5. Dhaka Ahsania Mission Gender Policy, 2011
6. ICDDR,B Gender policy
7. Plan International Global Gender Policy, 2011
8. VERC Gender Policy, 2016
9. RDRS Gender Policy, 2013
10. Gender Inequality in Bangladesh, UnnayanOnneshan, 2011
11. Three Approaches to Gender in Humanitarian Aid Findings from a Study of Humanitarian Aid to Refugees in Thailand and Bangladesh, Elisabeth Olivius, 2014
12. INAFI Bangladesh Gender Policy, 2012
13. RDF Gender Policy, 2006
14. CEDAW. Convention On the Elimination of All Forms of Discrimination Against Women, Ministry of Women and Children's Affairs, GoB 2000

  
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