



# NATIONAL ACTION PLAN ON WOMEN, PEACE AND SECURITY



BANGLADESH  
(2019-2025)



# FOREWORD



I am pleased to know that the first-ever National Action Plan on Women Peace and Security (2019-2025) is going to be launched on 24 November 2019. The development of the NAP is yet another reflection of Bangladesh's unwavering commitment to peace and security, as enshrined in the United Nations Charter.

Having experienced the horrors of war and genocide during its Liberation War in 1971, Bangladesh remained at the forefront of global campaigns for peace, equality and justice. During its membership to the UN Security Council (2000- 2001) Bangladesh led the advocacy for bringing the issue of gender in the peace and security architecture and thus played a crucial role in the adoption of the UN Security Council Resolution 1325, which was the first resolution to acknowledge the importance of the equal participation and full involvement of women in all efforts to maintain and promote peace and security at national and international level.

The Father of the Nation Bangabandhu Sheikh Mujibur Rahman was a global champion in taking meaningful measures for elevation of the status of women. The constitution adopted in 1972 called for equal rights between women and men in all dimensions of the public life. The Government of Bangladesh, under the visionary leadership of Hon'ble Prime Minister Sheikh Hasina, attaches high importance to women's potential role in promoting and protecting peace in the society. Over the years, the women of Bangladesh have, within and beyond the borders, played pioneer role in establishing peace and security through their participation in peacekeeping, peacebuilding, disaster management and preventing violent extremism.

Hence, Bangladesh already has comparative advantages in mastering transaction of peace keeping as the highest contributor, a strong background in community development and social mobilization, and finally a strong women's empowerment agenda. The National Action Plan on Women Peace and Security (NAP WPS) 2019-2025 highlights and institutionalizes the existing best practices in these fields. I believe the NAP would help to recommend future actions to address particularly the emerging challenges in the area of women empowerment and conflict resolution in national, regional and global aspect.

I would like to thank UN Women for their assistance to the Government for developing this action plan. I also appreciate all the Government agencies, civil society organizations as well as national and international women's organizations for their active participation in the formulation of the NAP.

To reduce violence and wars, the victims of which are mostly women and children, Bangladesh promoted the 'Culture of Peace' that is designed to reduce venom of hatred, ignorance and intolerance that cause violence. People of Bangladesh since long been promoting 'humanity is above all— 'সবার উপরে মানুষ সত্য, তাহার উপরে নাই' and campaigning to inculcate a mindset of respect for others irrespective of sex, religion, ethnicity, color and background for a sustainable peace and stability across nations.

It is the collective duty of all the stakeholders to implement this National Action Plan thoroughly and successfully with effective measures which, in turn, will contribute to a great extent in the journey of socio-economic progress of Bangladesh by promoting the Women, Peace and Security agenda.

**Dr. A K Abdul Momen**  
Hon'ble Foreign Minister  
Government of the People's Republic of Bangladesh

# FOREWORD



The Government of Bangladesh was one of the earliest champions of the women, peace and security agenda. During its membership on the UN Security Council in 2000, under Namibia's presidency, Bangladesh played a pioneering role in the adoption of the landmark UN Security Council Resolution 1325, which for the first time emphasized the central role of gender equality in the maintenance of international peace and security. Almost two decades and nine additional resolutions later, the women, peace and security agenda continues to expand its footprint in global policymaking and has become one of the main thematic pillars of the Security Council's work.

The women, peace and security agenda is a powerful tool for moving from exclusionary to democratic decision-making, from gender inequality to gender justice, from conflict and violence to sustaining peace, and from volatility to building prosperous and stable societies. A growing body of evidence underlines how including women in our peace and security processes improves the effectiveness of those processes— from accelerating economic revitalization after conflict to increasing the likelihood of successful peace negotiations.

UN Women welcomes Bangladesh's National Action Plan on Women Peace and Security (NAP WPS) 2019-2022, which works to ensure women's participation in the prevention of conflict and violent extremism, and the protection and advancement of women's rights to promote resilience during crises inside and outside of the country. National Action Plans have the potential to address structural barriers and power relations that negatively impact women during conflict and that prevent their full and equal participation in peace and security. National Action Plans are key tools for transforming Resolution 1325 and other women, peace and security commitments into practical action.

Realizing the promises of the women, peace and security agenda relies not only on the adoption of a National Action Plan, but on an equally strong commitment to its implementation at national and local level. This requires strong leadership and effective coordination mechanisms among stakeholders, the meaningful inclusion of women-led civil society organizations in implementation processes, consistent monitoring and evaluation of the Plan, and the flexibility to adapt to emerging situations and costed and allocated budgets. Above all we must ensure that the ambition of the women, peace and security agenda is matched by adequate resources.

UN Women stands ready to support the Government of Bangladesh, civil society organizations, religious and traditional leaders, the private sector and the rest of the UN system to ensure the effective implementation of the NAP WPS in order to build more inclusive and peaceful societies.

I commend the Government of Bangladesh on the achievement of this milestone and look forward to working together on this vital agenda that unites us for peace, equality and inclusion.

A handwritten signature in black ink, consisting of stylized, overlapping loops and curves.

**Phumzile Mlambo-Ngcuka**  
Executive Director of UN Women

# ACRONYMS

|          |   |
|----------|---|
| AFD      | Armed Forces Division   |
| BAF      | Bangladesh Air Force  |
| BCCSAP   | Bangladesh Climate Change Strategy and Action Plan                                    |
| ccGAP    | Climate Change and Gender Action Plan   |
| CEDAW    | Convention on the Elimination of All Forms of Discrimination Against Women            |
| CHT      | Chittagong Hill Tracts  |
| CPP      | Cyclone Preparedness Programme  |
| CSOs     | Civil Society Organizations   |
| GBV      | Gender-based violence   |
| LGD      | Local Government Division   |
| M&E      | Monitoring and evaluation   |
| MINUSTAH | United Nations Stabilization Mission in Haiti   |
| MIS      | Management information system   |
| MLJPA    | Ministry of Law, Justice and Parliamentary Affairs                                    |
| MOCHTA   | Ministry of Chittagong Hill Tracts Affairs  |
| MOD      | Ministry of Defence   |
| MODMR    | Ministry of Disaster Management & Relief  |
| MOFA     | Ministry of Foreign Affairs   |
| MOHA     | Ministry of Home Affairs  |
| MONUSCO  | United Nations Organization Stabilization Mission in the Democratic Republic of Congo |
| MOWCA    | Ministry of Women and Children Affairs  |
| NAP      | National Action Plan  |
| NAP WPS  | National Action Plan on Women, Peace and Security                                     |
| PCJSS    | Parbottyo Chattogram Jana Sanghati Samiti   |
| PSD      | Public Security Division  |
| PVE      | Preventing violent extremism  |
| SDGs     | Sustainable Development Goals   |
| SOD      | Standing Order on Disasters   |
| UNSCR    | United Nations Security Council Resolution  |
| UN Women | United Nations Entity for Gender Equality and the Empowerment of Women                |
| WPS      | Women, Peace, and Security  |

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# 1. EXECUTIVE SUMMARY

In 2000, the Government of Bangladesh played a pioneering role in adopting the landmark United Nations Security Council Resolution 1325 on women, peace and security (WPS). The resolution was adopted under the initiative of Bangladesh, as a non-permanent member of the Security Council at that time. Over the years, Bangladesh has remained committed to this important agenda in all of its international and multilateral efforts.

Bangladesh is also a global leader in responding to emergencies, with one of the most advanced disaster preparedness plans in the world. In response to the influx of Rohingyas over the border from Myanmar in August 2017, the Government and people of Bangladesh demonstrated historic generosity, compassion and readiness to act with rapid and effective humanitarian action. This, in turn, saved many lives and ensured protection to over one million people.

The National Action Plan on Women, Peace and Security (NAP WPS) enhances and builds on Bangladesh's experience and achievements over the past decades. It was formulated through a series of consultations within the government and with civil society organizations (CSOs) and women's organizations at grassroots and national levels to identify and reflect women's experiences and needs related to the WPS agenda, and designed to achieve the results as per the following outcomes and objectives:

- **Prevention:** Strengthen social cohesion and raise awareness to prevent all forms of conflict, violent extremism, and gender discrimination that disproportionately impacts women.
- **Participation:** Increase women's meaningful participation in decision making on peace and security, including peace building, peacekeeping missions, and preventing violent extremism.
- **Protection, relief and recovery:** Protect women's safety and well-being as well as their rights, and engage women in humanitarian assistance and disaster relief policies and programmes with an aim to address their specific needs and utilize their unique expertise.

To coordinate implementation of the NAP WPS, a Coordination Group will be formed (see section 5), consisting of representatives from relevant ministries and departments or divisions, and coordinated by the Ministry of Foreign Affairs (MOFA). Each implementing agency represented in the Coordination Group will assign a focal person with the responsibility for internal coordination and to represent the ministry or agency within the Coordination Group. MOFA will establish a monitoring and evaluation (M&E) team for NAP implementation, as well as a Consultative Platform of representatives of supporting agencies, other CSOs, academics and relevant resource persons.

## 2. CONTEXT

### Women, Peace and Security

The United Nations Security Council Resolution (UNSCR) 1325 (2000) was the first resolution of the Security Council to acknowledge that conflict impacts women and men differently, highlighting the measures to ensure women's participation in peace negotiations, peace building and peacekeeping. In the decades that followed, nine subsequent resolutions followed in order to extend and strengthen the original resolution 1325: 1820 (2009); 1888 (2009); 1889 (2010); 1960 (2011); 2106 (2013); 2122 (2013); 2242 (2015); 2467 (2019) and 2493 (2019). The WPS resolutions cover a wide-ranging set of initiatives related to improving the status of women in conflict and post-conflict settings, including in areas such as disarmament, demobilization and reintegration of the former combatants, and security sector reform, the rights of refugees and displaced women, and the responsibilities of UN peacekeepers to protect civilians.

The core mandates of these resolutions can be organized in these broad categories:

1. **Prevention** of conflict through incorporating women's perspectives into early warning systems, public education, efforts to increase social and communal cohesion, and prosecution of violations of women's rights.
2. **Participation** of women in peace processes and public decision-making processes linked to making, building, and sustaining peace.
3. **Protection** of women's safety and well-being as well as their rights by all actors and in all stages of conflict and post-conflict situations.
4. **Relief and recovery** that engages women and addresses their needs in relief and recovery, redress for injustice, and investment in economic and social security.

### Commitment of the Government of Bangladesh

In 1971, Bangladesh emerged from a nine-month Liberation War. About three (3) million valuable lives were lost and more than 200,000 women experienced sexual violence during the conflict. These deep wounds mark the perspectives on this agenda in the country, especially with regards to the rehabilitation of female victims. Furthermore, the Bangladesh Government enacted the International Crimes (Tribunals) Act, 1973 (Act No. XIX of 1973)<sup>1</sup> to prosecute and punish the persons responsible for committing genocide, crimes against humanity and other crimes during the Liberation War 1971.

The Government of Bangladesh also established the Bangladesh Women Rehabilitation Board for Relief and Reconstruction of War Affected Women in 1972. The initial task of the Board was to collect information about the women and children abused during the war and to arrange for their rehabilitation.<sup>2</sup> This National Board addressed the physical condition of many women by offering safe delivery of unwanted pregnancies that resulted from rape. According to press reports between 25,000 and 195,000 pregnancies resulted from rapes while around 3,000 babies were born.<sup>3</sup> Abortion in the form of emergency procedures or alternatively foreign adoption were offered as a choice. Besides such services, women who were not accepted by their families or poor women who lost the male earning members were offered skills training and employment. The Bangladesh Board for Relief and Reconstruction of War Affected Women also offered housing to affected women.<sup>4</sup>

In 2000, the Government of Bangladesh played a pioneering role in adopting the landmark UNSCR 1325 (2000) on women, peace and security. The resolution was adopted under the initiative of Bangladesh, as a non-permanent member of the Security Council at that time. Over the years, Bangladesh has remained committed to this important agenda in all of its international and multilateral efforts. With the 20th anniversary of Resolution 1325 approaching in 2020, the government has decided to adopt the National Action Plan on implementing Resolution 1325; this would recognize and institutionalize the good practices so far and also recommend future actions to address particularly the emerging challenges in the area of conflict.

Bangladesh's commitment to the women, peace and security agenda also stems from the significant role it plays globally in UN Peacekeeping Missions. Bangladesh is leading by example and has pledged to increase female troop participation. The 160-strong all-female police unit in the United Nations Stabilization Mission in Haiti (MINUSTAH) in 2015 and the country's first two female combat pilots in the United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO) are some of the examples of the remarkable achievements.

In disaster management, Bangladesh has demonstrated a very good record. Along the 720-kilometre coast, which is susceptible to cyclones and storm surges, there are more than 50,000 Cyclone Preparedness Programme (CPP) volunteers, one third of whom are women. These CPP volunteers play an instrumental role in evacuation and rescue operations in the wake of a cyclonic event. In the last cyclone, Fani (May 2019), some 1.3 million people were evacuated overnight by the government and CPP volunteers, which is a significant progress compared to the previous record of loss of lives in natural disasters. For example, in 1991, a category-4 cyclone killed 138,000 people in the coastal belt.

1. This tribunal was constituted under national legislation, but it is called "International Crimes Tribunal" as it was meant to try international crimes. Primarily two tribunals were constituted; but only Tribunal 1 is currently functioning. The tribunals have delivered thirty-five judgments to date. Source: <https://www.ict-bd.org/>

2. <https://www.unescogym.org/wp-content/uploads/2017/05/Bangladesh-National-Women-Policy-2011English.pdf>

3. The precise data are not available, but this was referred to in Nayanika Mookherjee's Spectral Wound: Sexual Violence, Public Memories, and the Bangladesh War of 1971 (2015)

4. Nayanika Mookherjee, The Spectral Wound: Sexual Violence, Public Memories and the Bangladesh War of 1971, New Delhi, Zuban Academic, 2015, p.143

Bangladesh has been sheltering over one million forcibly displaced Myanmar nationals, who are ethnically known as Rohingyas. More than half of these people are women who, according to credible reports of the United Nations and other human rights organizations, faced the worst forms of sexual violence in Myanmar. The humanitarian assistance programme for the Rohingya people takes into account the specific needs of women. In addition, Rohingya women are engaged as humanitarian actors and agents against security threats, including violent extremism and human trafficking.

## Relevant legislation, policies and frameworks

Bangladesh has several national laws and international obligations relevant to this National Action Plan on Women, Peace and Security, as outlined below.

The Constitution of the People's Republic of Bangladesh guarantees equality before the law and prohibits discrimination on the basis of sex. Besides the Constitution, certain domestic laws and policies address aspects of the goals and objectives of the UNSCR 1325 and subsequent resolutions related to women, peace and security:

- The Suppression of Violence against Women and Children Act 2000<sup>5</sup>
- Directives of the High Court division to prevent sexual harassment against women and children in the workplace and educational institutions 2009<sup>6</sup>
- The Domestic Violence (Prevention and Protection) Act, 2010<sup>7</sup>
- The National Women Development Policy 2011<sup>8</sup>
- The Human Trafficking (Deterrence and Suppression) Act 2012<sup>9</sup>

Bangladesh has also adopted many other National Action Plans and policy documents relevant to the current NAP WPS. These are:

- National Action Plan on National Women Development Policy 2013
- National Action Plan to Prevent Violence Against Women and Children 2018-2030
- National Plan for Disaster Management (2010 – 2015)<sup>10</sup>
- The Chittagong Hill Tract (Peace) Accord 1997<sup>11</sup>
- The 7th Five-year Plan (FYP) FY 2016-FY2020<sup>12</sup>

Through accession to various international treaties and agreements, the Bangladesh Government is committed to international principles that pertain to WPS. Some of these are mentioned below:

- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) 1979<sup>13</sup>
- Declaration on the Elimination of Violence against Women 1993<sup>14</sup>
- Beijing Declaration and Platform for Action 1995<sup>15</sup>
- Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) 1999<sup>16</sup>
- Commission on the Status of Women, Resolution 57, 2013, Priority theme: Elimination and prevention of all forms of violence against women and girls<sup>17</sup>
- Declaration on the Protection of Women and Children in Emergency and Armed Conflict 1974<sup>18</sup>
- Sustainable Development Goals (SDGs)<sup>19</sup>

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5. <http://evaw-global-database.unwomen.org/fr/countries/asia/bangladesh/2000/suppression-of-violence-against-women-and-children-act-2000>

6. <http://www.clcbd.org/content/print/36.html>

7. <https://mowca.portal.gov.bd/>

8. <https://www.unescogym.org/wp-content/uploads/2017/05/Bangladesh-National-Women-Policy-2011English.pdf>

9. <https://www.refworld.org/pdfid/543f75664.pdf>. The latest NAP 2018 to 2022 has been published but not yet uploaded

10. <http://extwprlegs1.fao.org/docs/pdf/bgd146945.pdf> The latest NAP has yet to be uploaded

11. [http://en.banglapedia.org/index.php?title=Chittagong\\_Hill\\_Tracts\\_Peace\\_Accord\\_1997](http://en.banglapedia.org/index.php?title=Chittagong_Hill_Tracts_Peace_Accord_1997)

12. [http://www.lged.gov.bd/UploadedDocument/UnitPublication/1/361/7th\\_FYP\\_18\\_02\\_2016.pdf](http://www.lged.gov.bd/UploadedDocument/UnitPublication/1/361/7th_FYP_18_02_2016.pdf)

13. <http://www.un.org/womenwatch/daw/cedaw/text/econvention.htm>

14. <http://www.un.org/documents/ga/res/48/a48r104.htm>

15. [http://www.un.org/womenwatch/daw/beijing/pdf/BDPfA\\_percent20E.pdf](http://www.un.org/womenwatch/daw/beijing/pdf/BDPfA_percent20E.pdf)

16. <http://www.un.org/womenwatch/daw/cedaw/protocol/text.htm>

17. <http://undocs.org/E/2013/27>

18. [http://www.un.org/en/genocideprevention/documents/atrocities-crimes/Doc\\_19\\_declaration\\_percent20protection\\_percent20women\\_percent20armed\\_percent20conflict.pdf](http://www.un.org/en/genocideprevention/documents/atrocities-crimes/Doc_19_declaration_percent20protection_percent20women_percent20armed_percent20conflict.pdf)

19. <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

## Brief background of women, peace and security issues in Bangladesh

Women played various roles during the 1971 Liberation War. Some women were in active combat, but their contributions have yet to receive considerable attention and recognition. The majority of those who contributed to the Liberation War did so by providing food, shelter and accommodation for male Bangladeshi fighters.<sup>20</sup> Many women were victims of the war- approximately 278,000 women experienced sexual violence during that time. To recognize women's unique and essential role in the Liberation War of Bangladesh, the government has declared the victims of rape, also known as *biranganas*, as the freedom fighters.<sup>21</sup> As of August 2019, 322 women have been recognized as freedom fighters, and are now eligible for monthly allowances of Tk 8,000 and special quotas in the government jobs, as well as many more benefits for their children and grandchildren.

The International Crimes Tribunal Act (ICT-BD) 1973 was enacted to end the culture of impunity by penalizing those who committed murder, rape, genocide and other atrocities during the war. While addressing the issue of mass rape against Bengali women, the Tribunal interpreted rape broadly to encompass all forms of sexual abuses including abduction, violence, assault, slavery, forced pregnancy, enforced prostitution, confinement, torture, persecution and other similar inhumane acts. The Tribunal provides a judicially endorsed account of widespread rape and sexual violence committed against Bengali women and girls. After 48 years of independence, the trials are still taking place in Bangladesh. More recently, with increased support and focus on the work of the International War Crimes Tribunal (ICT DB), there has been a renewed commitment towards providing redress for the victims of the Liberation War and ending impunity, including for sexual violence against women.

Since its independence, Bangladesh has also developed good practices and examples on conflict resolution. One of those cases corresponds to the inhabitants of the Chittagong Hill Tracts (CHT), which are inhabited largely by an ethnic population of different races and languages and have a difficult history of violence and post conflict turmoil. After two decades of violent disturbances that had slowed down the development of the region in comparison with others in the country, the CHT Peace Accord was signed in 1997 between the Government of Bangladesh and the Parbottyo Chattogram Jana Sanghati Samiti (PCJSS), the political party representing the local and ethnic population of CHT. The Government of Bangladesh, with support of the international partners, is making efforts to improve the quality of lives of women and men in CHT and remains committed to fully implement the CHT Peace Accord, as well as developing strategies for conflict prevention and resolution in all regions, including CHT.

With regards to women's political representation, Bangladesh stands eighth among the Asian countries with women occupying 20 percent of the seats in the national parliament.<sup>22</sup> The number of reserved seats in parliament has been increased from 45 to 50 through the 15th Amendment to the Constitution in 2011. These seats are required to be distributed proportionately among the sitting political parties in the Parliament.<sup>23</sup> At the sub-national level, approximately 25 percent of elected positions in the different levels of local government are occupied by women. Bangladesh continues to pursue the enhancement of women's meaningful and active participation in the decision-making process beyond their numbers of women in elected positions.

In recent years, women have been impacted by an increasing trend of violent extremism. Women are often the primary victims of the denial of human rights by violent extremist groups. Some, although very few, women are also perpetrators, playing a role in recruiting men and other women, in fundraising, and in executing violent acts. Many more are, however, on the frontlines of prevention efforts, influencing community and family values, identifying early signs of radicalization, and using different forms of media to promote counter-narratives. Therefore, promoting women's effective participation and leadership at the community, national and international levels to prevent violent extremism is an emerging priority.

The influx of over one million Rohingya people from the Northern Rakhine State of Myanmar over the border to the coastal area of Cox's Bazar has challenged Bangladesh's humanitarian disaster management and response mechanisms. Through the generosity of the Government of Bangladesh, the Rohingya population has found safety and shelter in camps along the border. However, a multitude of challenges remain for Bangladesh to continue supporting those living in the camps, including providing for their basic needs as well as addressing past traumas, including sexual and gender-based violence. As women and girls account for 52 percent of the population in the camps, and one in six families is headed by a single mother, a gender-sensitive approach is crucial as the Government of Bangladesh looks to the next steps in their assistance to the Rohingya until they return to their home country in safety, security and dignity.

In addition, within the country there is significant internal displacement as well as cross-border migration caused by the impacts of climate change, such as severe cyclones, floods, riverbank erosion, and changes in farmland viability. Men often move to towns and cities in search of livelihoods, which leaves women burdened with the responsibility of carrying out both productive and reproductive roles in the household.<sup>24</sup> This destabilizes communities and creates insecurities for women. As environmental changes continue to worsen, this phenomenon will become more severe and needs to be addressed.

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20. Suraiya Begum, The Rehabilitation Centre for War Victims in 1971 and the War of Independence: An Interview with Dr. Neelima Ibrahim, *The Journal of Social Studies*/ 147.

21. Section 2 (10) (e) of Bangladesh Muktiyoddha Kalyan Trust Ain 2018

22. <http://www.thedailystar.net/backpage/women-parliament-bangladesh-ranks-8th-asia-1320952>

23. [http://www.hdcr-bd.com/admin\\_panel/images/notice/1386566735.study.percent20on.percent20women.percent20in.percent20parliament.pdf](http://www.hdcr-bd.com/admin_panel/images/notice/1386566735.study.percent20on.percent20women.percent20in.percent20parliament.pdf)

24. Climate Change and Migration in Bangladesh: Gender Perspective: <http://asiapacific.unwomen.org/en/digital-library/publications/2016/01/climate-change-and-migration-in-bangladesh>

Bangladesh has made significant progress in preparing for and managing disasters, as a state that is prone to the impact of climate change, related extreme weather events, and other natural and man-made disasters. The country has significantly reduced disaster-related casualties, loss and damage. Government policies and strategies recognize the role of women in disasters and the importance of addressing their needs in such scenarios. The second National Plan for Disaster Management recognizes gender as an important issue. The Standing Order on Disasters (SOD) substantiates the gender issue by laying out detail action points for various ministries and departments; the revised Bangladesh Climate Change Strategy and Action Plan (BCCSAP) recognizes gender concerns; and Bangladesh was one of the first countries to produce a Climate Change and Gender Action Plan (ccGAP), in 2013. The National Women’s Development Plan also recognizes the importance of women’s active role in disaster management and climate actions. However, the recognition in these policy instruments needs to be backed up by concrete actions and financial allocations. Indeed, ensuring access to livelihoods, safety, social protection and assistance, and public services (including health and education) to all displaced populations, national and international, is essential to prevent tensions and promote peace and security.

Participation in UN peacekeeping operations is a distinctive role played by the women in Bangladesh. Female officers from the armed forces as well as police are providing life-saving services to the victims of conflict in various war-ravaged zones. Women peacekeepers from Bangladesh have proven to be particularly effective in critical post-conflict settings where sexual violence is rampant and mostly not addressed. However, the number of women peacekeepers need to be increased to fulfil the global and national commitments as well as to address growing needs in many post-conflict and humanitarian theatres; this would require increased recruitment of women into the armed forces and police.



Photo: One of the working groups presenting their recommendations for the National Action Plan in NAP Symposium held in 2018./Photo credit: UN Women

# 3. OVERVIEW OF THE NATIONAL ACTION PLAN DEVELOPMENT PROCESS

## A. Development process

The drafting process of the NAP was highly participatory, including through consultations with CSOs. It commenced with the reviewing of NAP WPS from other countries, other action plans from Ministries of the Government of Bangladesh, and other relevant policy documents. In October 2017, an inception workshop was conducted with stakeholders from government and non-governmental organizations, introducing the concept of the NAP on Women, Peace and Security.

This was followed by the first meeting of the Coordination Group (see section 5) coordinated by the Ministry of Foreign Affairs, which is responsible to report on the progress of implementation of the NAP. The first national level meeting of civil society took place soon after, where the concept and framework of NAP was shared.

In parallel, consultations with stakeholders at divisional and district level were held to better understand women’s experience and needs across the country and collect their recommendations for the NAP (as summarized below). Interviews were also conducted with experts and various resource persons including with the experience and expertise in the administrative aspects of developing and implementing national action plans of other ministries and departments.

The drafting process and timelines are summarized in the table below:



Photo: Ms. Phumzile Mlambo-Ngcuka, the Executive Director of UN Women speaking at the Symposium of National Action Plan on Women, Peace & Security held in 2018/Photo credit: UN Women

| Timeline      | Activities   |
|---------------|--|
| October 2017  | <ul style="list-style-type: none"> <li>Review of documents (NAPs of other countries, other NAPs in Bangladesh and relevant national policy documents)</li> <li>Inception workshop on NAP WPS</li> </ul>                        |
| November 2017 | <ul style="list-style-type: none"> <li>Divisional- and district-level consultations</li> <li>1<sup>st</sup> core group meeting at MOFA</li> <li>National workshop with civil society</li> </ul>                                |
| December 2017 | <ul style="list-style-type: none"> <li>Divisional- and district-level consultations</li> <li>Interview with experts</li> <li>Consultation on gender-responsive budgeting</li> </ul>  |
| January 2018  | <ul style="list-style-type: none"> <li>2<sup>nd</sup> core group meeting at MOFA</li> <li>National seminar with civil society</li> <li>National symposium on WPS NAP hosted by MOFA</li> <li>Interview with experts</li> </ul> |
| December 2018 | <ul style="list-style-type: none"> <li>3<sup>rd</sup> core group meeting at MOFA</li> </ul>  |
| February 2019 | <ul style="list-style-type: none"> <li>Consultations with civil society, academia and development partners</li> </ul>  |
| August 2019   | <ul style="list-style-type: none"> <li>Validation workshop with core group and civil society</li> <li>Final validation</li> </ul>  |

## B. Women's experiences and needs in Bangladesh

In order to identify women's experiences and needs related to WPS agenda at the grassroots level, 21 consultations were conducted around the country, covering seven divisions<sup>25</sup> and 21 districts. The total number of participants was 870 (Female:639, Male: 231), and included representatives of CSOs, women's organizations, teachers, students, lawyers, journalists, local government administration and law enforcement agencies.

Through the consultation process, key concerns and recommendations were presented and organized according to the four pillars of the WPS framework: 1) prevention; 2) participation; 3) protection; and 4) relief and recovery. Following is a brief summary of the main issues raised:

- All districts called for security sector reform to **include more women in preventing violent extremism (PVE)** mechanisms and national law enforcement agencies. They called for the creation of women community policing patrols in order to deal with **violence against women**, and to provide counselling and first-line assistance to women at the community level. They also called for **awareness raising** through social media, television and radio, and revision of educational curriculums to include anti-extremist content.
- All districts emphasized the importance of enhancing **women's access to justice** through simplified and fast-track procedures as well as efficient counselling and rehabilitation practices. All districts called for an end to gender discriminatory behaviour at every level (local, regional, national) through public awareness campaigns and trainings.



Photo: One of the representatives from Civil Society Organizations speaking at the Validation Meeting of NAP held in August 2019/Photo credit: UN Women



Photo: Members of CSO network in a consultation providing their final recommendations on the National Action Plan on Women, Peace and Security/Photo credit: UN Women

- In districts with large ethnic communities, the consultations revealed issues around **the rights of ethnic people** that are closely interlinked with women's participation and protection issues. Furthermore, they suggested harnessing **cultural diversity** to enable prevention.
- The consultations in Chittagong revealed that continued attention is required in Chittagong Hill Tracts to sustain peace in support of the Peace Accord. Many of the recommendations focused on accelerating the sustainable development **of the ethnic minority communities** and strengthening the response to **gender-based violence**. The recommendations also emphasized the role of women in **protecting natural resources**, which goes hand in hand with recovery from past conflict and consolidation of peace.

25. Barisal, Chattogram, Khulna, Mymensingh, Rajshahi, Rangpur, Sylhet

## 4. NATIONAL ACTION PLAN ON WOMEN PEACE AND SECURITY BANGLADESH

The following sections present an overview of the objectives and expected results based on the recommendations derived from the above-mentioned participatory development process, according to the NAP pillars of prevention, participation, protection, and relief and recovery. The Result Framework and indicators are detailed in Section 6 below.

### A. Prevention

This pillar addresses the prevention of conflict and violence, including sexual and gender-based violence, by incorporating women's perspectives into efforts to increase social and communal cohesion, and recognizing that the normalization of any form of violence has the potential to lead to escalation.

The prevention of violence against women and girls has become a priority concern among government and civil society actors in general, and a National Action Plan to Prevent Violence Against Women and Children is in place. Nonetheless, it is important to recognize that concerns related to crisis and emergency settings have not been adequately addressed. There are also potential threats of religious and other forms of violent extremism that require a comprehensive strategy for prevention.

The active and diverse roles that women play in PVE and inter-communal, inter-ethnic and racial tensions need to be recognized. The positioning of women in society provides opportunities to influence community and family values, create counter-narratives that speak to an audience from a female perspective, and identify and intervene at early signs of radicalization that lead to extremist violence. Further, strategies to prevent violent extremism must also acknowledge the fact that women in Bangladesh are increasingly being recruited into playing an active role in extremist activities.

Lack of tolerance towards diverse religious and ethnic groups may often cause inter-communal and inter-ethnic conflict. Fostering the culture of tolerance and peace, and building bridges across different groups, including with a gender perspective, is a key tool of conflict prevention.



Photo: Group of women discussing in a courtyard meeting about how they can prevent communal conflict and any form of violence against women that affect social cohesion/Photo Credit: UN Women

The recommendations that emerged from the consultations covered a wide range of issues under this pillar: preventing gender-based violence (GBV) in emergency and humanitarian contexts, including displaced persons; PVE; conflict and the use of GBV as a means to destabilize communities; and developing a gender-sensitive security sector. With regards to preventing violent extremism, inter-communal and inter-ethnic conflict, the consultations revealed that public and religious representatives have an important role in promoting tolerance and social cohesion, raising social awareness and countering the narratives that incite hate and violence against others.

### Overall objectives and relevant expected results:

The overall objective under this pillar is to engage more communities and institutions in initiatives to promote social cohesion and prevent conflict, violent extremism, and gender discrimination. This will be achieved through the following expected results and relevant activities detailed in the Result Framework:

- Key government institutions have increased their awareness and knowledge of the root causes of conflict and violent extremism and how to address them, including an understanding of the role women play in preventing conflict and violent extremism.
- Key government institutions have evidence on gender-sensitive policies and model initiatives that are effective in promoting social cohesion, tolerance and diversity including gender equality, and that can be scaled up.
- Dialogue platforms and networks of women leaders and civil society actors have been established to strengthen social cohesion, social harmony and the prevention of conflict and violent extremism.

## B. Participation

The participation pillar refers to the inclusion of women and women's perspectives in decision-making processes related to the prevention, management and resolution of conflict. This pillar is therefore intended not only to put women into key positions in existing administrative and management structures that deal with managing conflict, security and maintaining stability, but also to set up a woman's agenda in related government structures and mechanisms.

Despite policies to ensure equal participation of women and men, including the National Women's Development Policy (2011), realities on the ground often prevent women from being able to represent themselves and their interests at local and national levels. There is especially a need for women's representation in key decision-making posts that deal with maintenance of peace and security and reducing social tensions, both domestically and internationally.

The recommendations emerging from the consultations centred on increasing women's participation at all levels of administration and public representation, especially in key decision-making processes and forums related to security of women both internationally (i.e. UN peacekeeping missions) and domestically. In the case of the latter, it is essential to ensure implementation and alignment with other existing national policies and plans addressing women's participation, especially the National Women Development Policy and the National Action Plan to Prevent Violence Against Women and Children.

The consultations also highlighted that provisions are needed to ensure women's participation in relief and disaster management committees, as well as in relevant ministries and agencies and humanitarian assistance structures. This is necessary as a means to ensure policies and practices that address the needs of women and girls are taken into account. The consultations also recommended women's participation in management committees of educational and religious institutions and also in community-level organizations in order to prevent violent extremism.

In the Chittagong Hill Tracts, there was a special emphasis on the need to continue strengthening the participation of women from ethnic minorities in the Local Government Council/Hill District Councils<sup>26</sup> and groups such as Para Nari/Women Development Groups to effectively interface with these councils, law enforcement and customary institutions.<sup>27</sup>



Photo: A woman from grass root level, expressing her opinion on engaging more women in community based discussions and decision making processes /Photo credit: UN Women

### Overall objectives and relevant expected results:

The overall objective under this pillar is to increase women's meaningful participation in maintaining peace and security, including peace building and conflict resolution processes, peacekeeping missions, disaster management and response, humanitarian assistance, and the prevention of violent extremism. This will be achieved through the following expected results and relevant activities detailed in the Result Framework:

- Women and men have increased awareness of the importance of women's participation in decision making related to peace and security issues.
- Laws, policies and guidelines are in place to enable women's increased participation in decision-making positions related to peace and security issues.
- Women's capacity for leadership is enhanced regarding peace and security issues at the community, subnational and national levels.

26. <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2018/inclusive-peace-processes-accessing-political-power-en.pdf?la=en&vs=1128>

27. <https://www.thedailystar.net/city/enhance-womens-participation-1594018>

### C. Protection, relief and recovery

The protection, relief and recovery pillar refers to ensuring the safety, physical and mental wellbeing, security and respect for human rights for women and girls as well as addressing their specific needs during and after conflict, emergency and disaster situations.

The protection of women from all forms of violence, including the violence that women migrant workers face abroad, is a priority in Bangladesh. A large part of this issue is addressed within the existing NAP on Prevention of Violence Against Women and Children, or will be addressed through the national implementation plan of the Global Compact on Migration in the case of women migrant workers abroad. However, changes in external environments such as disasters, large scale population displacements and humanitarian emergencies, community conflicts and public security incidents increase the risk of violence against women.

Government agencies, the security sector and first responders need to have adequate response mechanisms and capacities to ensure the safety and security of women and girls in a gender-sensitive manner in these emergency situations. This includes having an adequate number of qualified women in the security sector and having zero-tolerance policies and procedures in place to decisively address any sexual exploitation and abuse by actors who have the responsibility to protect.

On the international front, as the top contributor of female police officers to the United Nations Peacekeeping Operations, Bangladesh contributes significantly to establishing peace and security internationally and to helping victimized communities abroad rebuild after the traumas of war.<sup>28</sup> Presently, 207 women officers from Bangladesh are working in different Peacekeeping Missions. Bangladesh is also member of the global Steering Committee for the Elsie Initiative Fund for Uniformed Women in Peace Operations, which was established to support and incentivize the increased meaningful participation of uniformed women in UN peace operations.<sup>29</sup> These efforts of the Government of Bangladesh contribute to the United Nations goal to increase the number of women involved in peacekeeping.<sup>30</sup> Of the Bangladeshi women serving under UN peacekeeping, about 68 percent come from the police and the rest from the armed forces, including two female pilots sent by the Bangladesh Air Force (BAF).<sup>31</sup>

Bangladeshi female peacekeepers contribute to reducing gender-based violence and to preventing conflict in areas where they serve, providing a higher sense of security especially for women and children.<sup>32</sup> In addition, it is important to ensure that pre-deployment training for all personnel both female and male engaged in peacekeeping operations includes gender awareness, orientation on the women, peace and security normative agenda, and strategies for the prevention of sexual exploitation and abuse.



Photo: A woman in one of the district level consultations providing her recommendation on 'Relief and Recovery'/Photo credit: UN Women

In terms of disaster response, the Standing Orders on Disasters (SOD) has adequately spelled out specific gendered concerns and identified roles and responsibilities of relevant ministries and departments including the Ministry of Women and Children Affairs in addressing gender concerns in disasters. However, the challenge so far has been the realization of gender targets, which may be an indication of lack of adequate capacity to do so both in human and financial terms. In addition, since women play a major role in protecting the homestead forestry and supporting their households with adaptive capacity and sustainability for food security, their experience should be considered as an important resource.<sup>33</sup> Despite the progress in the policy space, Bangladesh is struggling with climate displacements, a situation that is expected to continue to deteriorate with worsening climatic impacts.

Beyond recurring natural disasters, Bangladesh is currently facing challenges linked to the humanitarian disaster created by the recent influx of about over one million Rohingya persons. Since August 2017, the country has witnessed the largest and fastest exodus in the region in recent decades, with the majority arriving being women and children, and more than 40 percent under age 12.<sup>34</sup> This is becoming a protracted crisis, which is draining the government's human and financial resources for disaster management. It is therefore imperative to bolster the country's existing crisis management system.

The recommendations from the consultations called for women's inclusion in patrol teams, increased numbers of women in policing, and more training and awareness programmes for the police and security sector in general for protection of women and girls. The recommendations also called for more targeted and gender-sensitive disaster response and humanitarian services, rehabilitation programmes, awareness building and construction of adequate infrastructure. They also indicated particularly vulnerable areas where a more systemic response is needed both during disasters and in the recovery stage. Examples include the Haor areas, which are submerged in water almost half of the year, and the Chittagong Hill Tracts, which have a diverse ethnic population and where disasters such as landslides are becoming more frequent.

### **Overall objectives and relevant expected results:**

The overall objective under this pillar is to protect women's safety and well-being and to ensure that their needs, priorities and rights are addressed in the emergency situations of natural disasters and humanitarian crises. This will be achieved through the following expected results and relevant activities detailed in the Result Framework:

- The capacity of the security sector, law enforcement agencies (police, military, first responders, medical staff etc.) and local government is enhanced to be more gender-responsive during disasters, emergencies and humanitarian crises, including the capacity to address gender-based violence.
- UN peacekeeping troops deployed have a strengthened capacity to protect women and men from sexual exploitation and abuse during deployment.
- The knowledge of government and civil society stakeholders, including first responders in disaster and emergency situations, is enhanced to protect women's safety and well-being in peace and security settings.

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28. [http://www.police.gov.bd/bn/female\\_police\\_in\\_un\\_mission](http://www.police.gov.bd/bn/female_police_in_un_mission) Accessed 14 March 2018.

29. The Fund launched in March 2019 by UN Women and the Government of Canada seeks to accelerate progress towards achieving UN targets to increase the proportion of women serving in uniformed military and police roles, as stated in the Department of Peace Operation's Uniformed Gender Parity Strategy. <http://mptf.undp.org/document/download/21191>

30. Ibid

31. <http://www.dhakatribune.com/bangladesh/2017/11/27/baf-female-pilots-peacekeeping-mission/> Accessed 14 January 2017.

32. Ibid

33. Interview with Prof. Mahbuba Nasreen

34. <https://www.unhcr.org/rohingya-emergency.html>

# 5. COORDINATION AND COLLABORATION, AND IMPLEMENTATION OF THE NATIONAL ACTION PLAN

## Coordination Group

The NAP WPS must be implemented and monitored with an inter-ministerial effort through an effective coordination mechanism. The progress of the NAP will be analysed on an annual basis by the administrations concerned, under the direction of a Coordination Group for NAP WPS led by the Ministry of Foreign Affairs.

The Coordination Group consists of representatives from:

1. The Ministry of Foreign Affairs (MOFA)
2. Public Security Division, Ministry of Home Affairs (MOHA)
3. Ministry of Women and Children Affairs (MOWCA)
4. Ministry of Disaster Management & Relief (MODMR)
5. Armed Forces Division (AFD)
6. Bangladesh Police
7. Ministry of Chittagong Hill Tracts Affairs (MOCHTA)
8. Ministry of Information and Broadcasting
9. Ministry of Religious Affairs
10. Local Government Division, Ministry of Local Government and Rural Development
11. Ministry of Primary and Mass Education
12. Secondary and Higher Education Division, Ministry of Education
13. Technical and Madrasah Education Division, Ministry of Education
14. Bangladesh Parliament Secretariat
15. Ministry of Social Welfare
16. Law and Justice Division, Ministry of Law, Justice and Parliamentary Affairs
17. Two civil society representatives

## Implementation structure

The NAP will be implemented through programmes and initiatives formulated and implemented by each implementing agency as part of their Annual Performance Plans in cooperation with the Coordination Group. When applicable, the programmes will be further localized and implemented in collaboration with each relevant ministry at the central level and each respective division or district level office. The expected results per pillar and role and responsibilities of the implementing agencies on each action along with indicators are detailed in the NAP WPS Result Framework. Furthermore, MOFA will coordinate to mobilize CSOs working in relevant programmatic sectors to support the implementing agencies, to deliver results and create greater impact. UN agencies such as UN Women will provide technical support to the Coordination Group to ensure effective coordination and gender-responsive monitoring and evaluation.

## Consultative platform of civil society organizations

In addition to governmental actors, multiple stakeholders play important roles in monitoring and evaluation, sharing their invaluable expertise and vision for a more peaceful and equal society. Therefore, it is imperative to create and maintain a strong multi-stakeholder partnership throughout the life of the NAP. For this reason, a Consultative Platform of CSOs, including representatives of supporting agencies, academics and relevant resource persons, will be established to effectively participate in the monitoring, reporting and evaluation process, as detailed in the Monitoring and review section below.

## Financing

Programmes under the NAP WPS will be funded primarily by the state budgeting mechanism. Bangladesh already has gender-responsive budgeting policy in place, where each ministry is directed to allocate adequate resources for programmes that promote gender equality and women's empowerment. Priority actions identified in the NAP WPS will be incorporated by each responsible ministry into their annual budgets. Furthermore, additional resources from prospective international and multinational development partners will be sought.

## Monitoring and review

Each ministry and department or division represented at the Coordination Group will assign a focal person with the responsibility for coordination internally and with the Coordination Group regarding monitoring, evaluation and reporting. MOFA will ensure that a monitoring and evaluation (M&E) team is established for NAP implementation.

In order to conduct effective monitoring, a standardized, results-based reporting template specific to NAP will be developed and agreed upon by the Coordination Group, coordinated by MOFA in consultation with a Consultative Platform made up of CSOs, academics and relevant resource persons. Sex- and age-disaggregated data will be collected as per indicators detailed in the Result Framework. A management information system (MIS) or database will be developed and housed in MOFA for effective management of the data collected. Relevant ministries and departments or divisions will prepare and submit annual progress reports to MOFA on the implementation of their respective programmes and initiatives. The M&E team of MOFA will prepare and submit draft consolidated reports to the Coordination Group and the Consultative Platform for their review and feedback. The annual progress of NAP implementation will be jointly monitored by the Coordination Group and the Consultative Platform. These bodies will meet annually (jointly or respectively) to review and endorse the submitted consolidated reports, as well as to set or revise intermediate objectives for the annual work plan, and budget planning of concerned ministries, while integrating the view and recommendations from the CSOs. The Consultative Platform may request information regarding the NAP implementation and provide comments and recommendations. The Coordination Group will then respond to the comments and recommendations provided by the Platform.

MOFA is the ministry responsible for producing the public report reflecting the progress of the implementation of the NAP. At the end of the three-year period of the NAP, a thorough review will assess the results by the same mechanism. Further consultations with the stakeholders may take place to review and revise the NAP for a further period. Awareness and sensitization as well as training on NAPs and gender-sensitive, results-based monitoring and review will be organized for relevant ministries and stakeholders forming the Consultative Platform to ensure that institutional capacity for effective NAP implementation, monitoring and evaluation are strengthened.



Photo: One of the government representatives from the Coordination Group speaking at the Validation Meeting of NAP held in August 2019/Photo credit: UN Women

## 6. FRAMEWORK

### A. Prevention

| Output 1: Key government institutions have increased their awareness and knowledge of the root causes of conflict and violent extremism and how to address them, including an understanding of the role women play in preventing conflict and violent extremism |   |                                       |                   |        |        |                 |
|---|---|---------------------------------------|-------------------|--------|--------|-----------------|
| Output indicators   |   |                                       |                   |        |        |                 |
| 1) Number of research initiatives conducted on the root causes of conflict and violent extremism, the role of women, and their effect on women (Activity 1.1)   |   |                                       |                   |        |        |                 |
| 2) Mapping of relevant stakeholders and existing policies and initiatives that effectively promote peace, social cohesion, diversity, tolerance with a focus on gender equality and women's empowerment and human rights available (Activity 1.2)               |   |                                       |                   |        |        |                 |
| 3) Gender-responsive conflict monitoring and early warning mechanism in place (Activity 1.3)  |   |                                       |                   |        |        |                 |
| Activities  | Responsible   | Supporting parties                    | Year 1            | Year 2 | Year 3 | Funds           |
| Activity 1.1  | Commission research on the root causes of conflict and violent extremism in Bangladesh and their effect on women, including a mapping of existing research on gender and violent extremism and the roles women play in preventing violent extremism   | MOFA                                  | MOHA              | X      |        | National budget |
| Activity 1.2  | Conduct a mapping and analysis of stakeholders and existing policies and initiatives, including in education institutions, to promote peace, social cohesion, cultural diversity and human rights, including rights of people from ethnic minority groups, and identify promising gender sensitive policies and initiatives for potential replication and expansion | MOFA                                  | Bangladesh Police | X      |        | National budget |
| Activity 1.3  | Develop a gender-responsive conflict monitoring and early warning mechanism to identify risk areas, and prevent conflict escalation and violent extremism   | MOFA<br>MOWCA<br>Local Govt. Division | CSOs              |        | X      | National budget |

Output 2: Key government institutions have evidence on gender-sensitive policies and model initiatives that are effective in promoting social cohesion, tolerance and diversity including gender equality, and that can be scaled up

Output indicators

1) Pilot-tested curriculum that promotes tolerance and respect for diversity available for all education levels and different types of education institutions including madrasas (Activity 2.1)

2) Pilot-tested models for promotion of social cohesion, diversity, gender equality and women's empowerment at community level available (Activity 2.2)

| Activities   |  | Responsible   | Supporting parties  | Year 1 | Year 2 | Year 3 | Funds           |
|--------------|--|---|---|--------|--------|--------|-----------------|
| Activity 2.1 | Develop and pilot a curriculum for all education levels and different types of education institutions including madrasas to promote tolerance and respect for diversity, non-discrimination and non-violence, gender equality and human rights | <ul style="list-style-type: none"> <li>Ministry of Primary and Mass Education</li> <li>Secondary and Higher Education Division</li> <li>Technical and Madrasah Education Division</li> </ul>                                    | <ul style="list-style-type: none"> <li>National and Local CSOs</li> </ul> | X      | X      | X      | National budget |
| Activity 2.2 | Develop and pilot models for promotion of social cohesion, diversity, gender equality and women's empowerment at community level   | <ul style="list-style-type: none"> <li>Ministry of Primary and Mass Education</li> <li>Secondary and Higher Education Division</li> <li>Technical and Madrasah Education Division</li> <li>Local Government Division</li> </ul> |   | X      | X      | X      | To be mobilized |

Output 3: Dialogue platforms and network of women leaders and civil society actors have been established to strengthen social cohesion, social harmony and the prevention of conflict and violent extremism

Output indicators

1) Number of interfaith and traditional networks focused on advancing the role of women in promoting of social cohesion (Activity 3.1)

2) Number of women-led community policing in place (Activity 3.2)

3) Number of civil society organizations who have increased knowledge on gender-sensitive PVE approach (Activity 3.3)

| Activities   |   | Responsible   | Supporting parties | Year 1 | Year 2 | Year 3 | Funds           |
|--------------|---|---|--------------------|--------|--------|--------|-----------------|
| Activity 3.1 | Establish interfaith networks with specific focus on advancing the role of women in the promotion of social cohesion  | <ul style="list-style-type: none"> <li>Ministry of Women and Children Affairs</li> <li>Ministry of Religious Affairs</li> </ul>   |                    |        | X      |        | National Budget |
| Activity 3.2 | Expand women-led and gender-sensitive community policing that includes popularization of a gender-sensitive early warning system to prevent conflict and violent extremism in pilot districts | <ul style="list-style-type: none"> <li>Bangladesh Police</li> </ul>   |                    |        | X      |        | National budget |
| Activity 3.3 | Build the capacity of civil society groups and women's organizations to promote inclusivity and prevent violence (including extremist violence) at the community level                        | <ul style="list-style-type: none"> <li>Ministry of Women and Children Affairs</li> <li>Bangladesh Police</li> <li>CSOs</li> </ul> |                    |        | X      | X      |                 |

## B. Participation

| Output 1: Women and men have increased awareness of the importance of women's participation in decision making related to peace and security issues  |  |   |                    |        |        |        |                 |
|--|--|---|--------------------|--------|--------|--------|-----------------|
| Output indicators  |  |   |                    |        |        |        |                 |
| 1) Percentage of local government stakeholders and CSO members in risk areas surveyed (disaggregated by sex) who have increased their understanding of women's role in peacebuilding and peacekeeping (Activity 1.1) |  |   |                    |        |        |        |                 |
| 2) Percentage of civil servants who have completed trainings and understand the key principles of WPS (Activity 1.2)   |  |   |                    |        |        |        |                 |
| 3) Percentage of an audience sample who have increased their awareness of the importance of women's participation in key positions of conflict management and peacebuilding (Activity 1.3)                           |  |   |                    |        |        |        |                 |
| Activities   |  | Responsible   | Supporting parties | Year 1 | Year 2 | Year 3 | Funds           |
| Activity 1.1   | Conduct consultations in risk areas <sup>35</sup> with government stakeholders and CSOs to develop recommendations to increase women's participation in decision making on peace and security issues | <ul style="list-style-type: none"> <li>• MOWCA</li> <li>• AFD</li> <li>• MOCHTA</li> </ul>            |                    | X      |        |        | National budget |
| Activity 1.2   | Develop and roll out a module on women, peace and security in courses for civil servants in the public sector (mid-senior level officials in relevant ministries)                                    | <ul style="list-style-type: none"> <li>• Ministry of Public Administration</li> <li>• MOFA</li> </ul> |                    | X      | X      |        | National budget |
| Activity 1.3   | Conduct a national campaign, including at the local level, to build awareness of the various roles women play in peace and security, including in the security sector and international peacekeeping | <ul style="list-style-type: none"> <li>• Ministry of Information and Broadcasting</li> </ul>          |                    |        | X      |        | National budget |

35. Risk areas will be identified by the conflict-monitoring mechanism established through Activity 1.3 as part of Output 1

| Output 2: Laws, policies and guidelines are in place to enable women's increased participation in decision-making positions related to peace and security issues  |  |  |                          |        |        |        |                 |
|---|--|--|--------------------------|--------|--------|--------|-----------------|
| 1) Assessment on key challenges to women's participation in decision making positions related to peace and security (Activity 2.1)  |  |  |                          |        |        |        |                 |
| 2) Number of gender-sensitive laws, policies and guidelines revised, developed and drafted (Activity 2.2)   |  |  |                          |        |        |        |                 |
| 3) Number of measures implemented to advance the official role of women in leadership positions, especially in the security sector including peacekeeping positions (Activity 2.4)  |  |  |                          |        |        |        |                 |
| Activities  |  | Responsible  | Supporting parties       | Year 1 | Year 2 | Year 3 | Funds           |
| Activity 2.1  | Conduct an assessment of key challenges to women's participation in decision-making positions related to peace and security, incorporating a review of existing laws, policies and guidelines as well as recommendations on how to address identified challenges   | <ul style="list-style-type: none"> <li>All Ministries of the WPS Coordination Group</li> </ul>                   | Law and Justice Division | X      |        |        | National budget |
| Activity 2.2  | Revise and/or develop gender-sensitive laws, policies and guidelines to promote and increase women's participation in decision-making positions related to peace and security, based on the recommendations from the assessment  |  |                          |        | X      | X      |                 |
| Activity 2.3  | Implement measures to advance the official role of women in leadership positions, especially in the security sector including peacekeeping positions, and within local-level peacebuilding and conflict-resolution efforts   |  |                          |        |        | X      |                 |
| Output 3: Women's capacity for leadership is enhanced regarding peace and security issues at the community, sub-national and national levels  |  |  |                          |        |        |        |                 |
| Output indicators   |  |  |                          |        |        |        |                 |
| 1) Number of female members of parliament who have increased their knowledge of WPS (Activity 3.1)  |  |  |                          |        |        |        |                 |
| 2) Number of elected female local government representatives who have increased their knowledge of WPS (Activity 3.2)   |  |  |                          |        |        |        |                 |
| 3) Number of women (disaggregated by institutional affiliation and geographical representation) who have increased their skills related to leadership in decision making, negotiation, mediation and conflict resolution (Activity 3.3) |  |  |                          |        |        |        |                 |
| Activities  |  | Responsible  | Supporting parties       | Year 1 | Year 2 | Year 3 | Funds           |
| Activity 3.1  | Organize orientation on WPS with female members of parliament, including the Parliamentary Committee on Women and Children Affairs   | <ul style="list-style-type: none"> <li>MOWCA</li> <li>Bangladesh Parliament Secretariat</li> </ul>               |                          | X      |        |        | To be mobilized |
| Activity 3.2  | Organize trainings on WPS with elected female local government representatives, including Women Development Forums   | <ul style="list-style-type: none"> <li>MOWCA</li> <li>Local Government Division (LGD)</li> <li>MOCHTA</li> </ul> |                          |        | X      | X      | To be mobilized |
| Activity 3.3  | Organize trainings on leadership in decision-making, negotiation, mediation and conflict resolution skills for women in CSOs and community-based organizations as well as female community and religious leaders from crisis-affected and at-risk communities, and develop a network of women leaders with skills in peaceful negotiations, mediation, and conflict resolution | <ul style="list-style-type: none"> <li>MOWCA</li> <li>MOCHTA</li> <li>MOFA</li> </ul>                            |                          |        | X      | X      | To be mobilized |

## C. Protection, relief and recovery

| Output 1: The capacity of the security sector, law enforcement agencies (police, military, first responders, medical staff etc.) and local government is enhanced to be more gender-responsive during disasters, emergencies and humanitarian crises, including the capacity to address gender-based violence |  |  |  |        |        |        |                 |
|---|--|--|--|--------|--------|--------|-----------------|
| Output indicators   |  |  |  |        |        |        |                 |
| 1) Percentage of police and military officers that complete trainings and understand the key principles of WPS (Activity 1.2)   |  |  |  |        |        |        |                 |
| 2) Number of women in security sector who have received specialized training programmes and opportunities, by type (Activities 1.3 and 1.4)   |  |  |  |        |        |        |                 |
| 3) Number of personnel in security sector who have increased awareness on zero tolerance of gender-based discriminations and sexual exploitation and abuse (Activity 1.5)   |  |  |  |        |        |        |                 |
| Activities  |  | Responsible  | Supporting parties   | Year 1 | Year 2 | Year 3 | Funds           |
| Activity 1.1  | Strengthen modules on gender issues and introduce women, peace and security modules at all levels of training for police and military, especially at officers' academies   | <ul style="list-style-type: none"> <li>Armed Forces Division</li> <li>Bangladesh Police</li> </ul>                                   | <ul style="list-style-type: none"> <li>Public Security Division (PSD)</li> </ul> |        |        | X      | National budget |
| Activity 1.2  | Develop specialized training programmes to advance women's participation in the security sector and increase their potential to contribute to international peacekeeping; including, as appropriate, kinetic training certifications (shooting, driving, operating machinery), leadership certifications, among others | <ul style="list-style-type: none"> <li>Armed Forces Division</li> <li>Bangladesh Police</li> </ul>                                   | <ul style="list-style-type: none"> <li>Public Security Division PSD</li> </ul>   |        | X      |        | National budget |
| Activity 1.3  | Organize trainings at all levels of security-sector institutions to promote zero-tolerance of gender-based discrimination and sexual exploitation and abuse  | <ul style="list-style-type: none"> <li>Armed Forces Division</li> <li>Bangladesh Police</li> </ul>                                   |  |        | X      | X      |                 |
| Output 2: UN peacekeeping troops deployed have a strengthened capacity to protect women and men from sexual exploitation and abuse during deployment  |  |  |  |        |        |        |                 |
| Output indicators   |  |  |  |        |        |        |                 |
| 1) Number of officials from Bangladeshi UN peacekeeping troops (disaggregated by sex) who have increased their knowledge of SEA and strategies aimed at protection of civilians and especially protection and prevention of conflict related sexual violence (Activity 2.1 and 2.2)                           |  |  |  |        |        |        |                 |
| 2) Number of human-resource policies reviewed and amended and disseminated on zero policy towards SEA (Activity 2.3)  |  |  |  |        |        |        |                 |
| Activities  |  | Responsible  | Supporting parties   | Year 1 | Year 2 | Year 3 | Funds           |
| Activity 2.1  | Conduct a barrier assessment to identify the main factors impeding deployment of uniformed women peacekeepers to United Nations missions <sup>36</sup> and address at least one relevant barrier to the meaningful deployment of women.  | <ul style="list-style-type: none"> <li>Armed Forces Division</li> <li>Bangladesh Police</li> </ul>                                   |  | X      |        |        | To be mobilized |
| Activity 2.2  | Update and localize modules of: the coordination pre-deployment training material; the Specialized Training Material for Troop Contributing Countries and Formed Police Units; and Integrated Training Materials on implementing conflict-related sexual violence (CRSV)mandate <sup>37</sup>                          | <ul style="list-style-type: none"> <li>Armed Forces Division</li> <li>Bangladesh Police</li> <li>Public Security Division</li> </ul> |  | X      |        |        |                 |

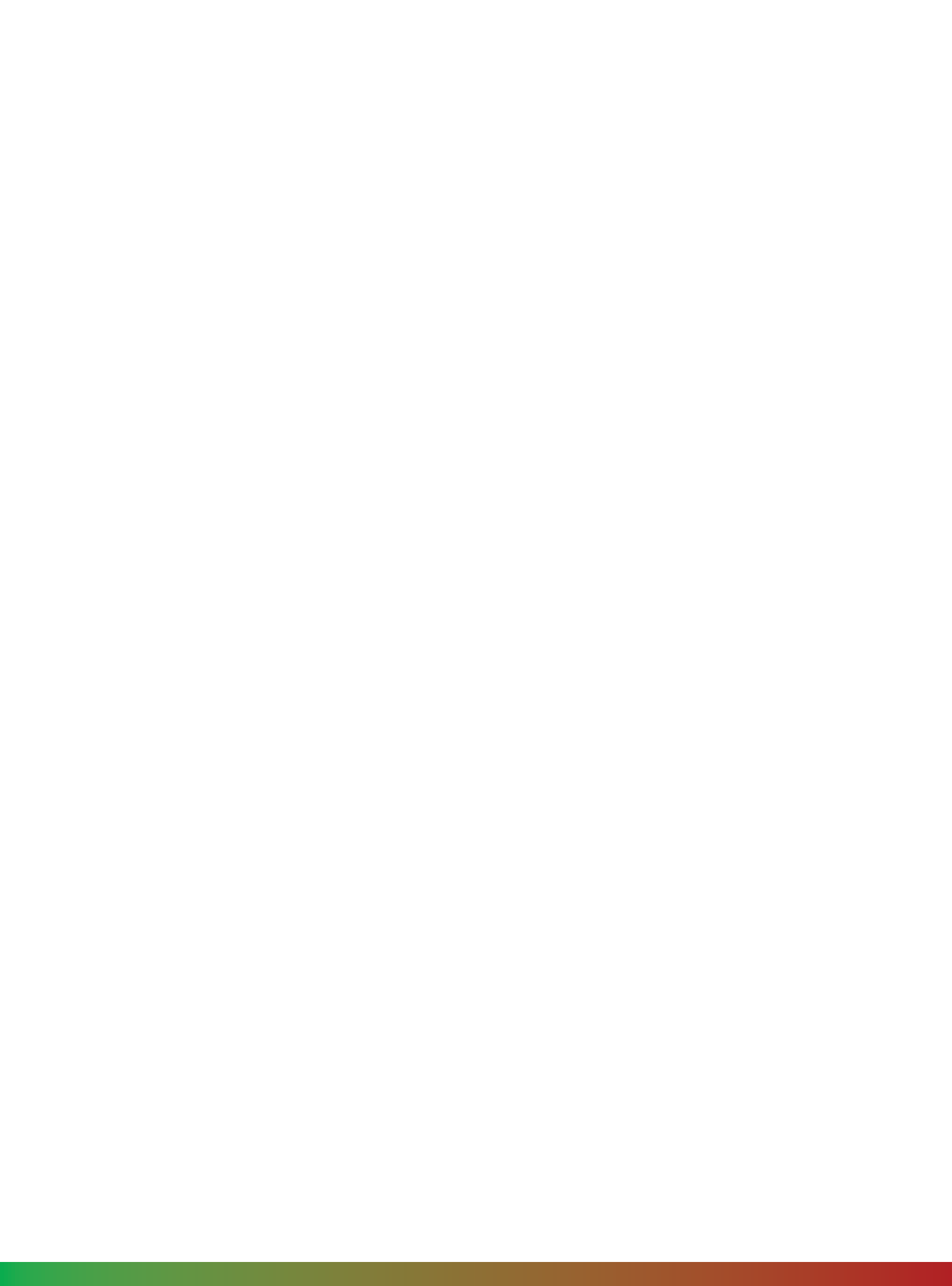
36. A barrier assessment methodology has been developed by the Geneva Centre for the Democratic Control of Armed Forces (DCAF) within the Elsie Initiative for Women in Peace Operations.

37. <https://peacekeeping.un.org/en/conflict-related-sexual-violence>

| Activity 2.3   | Conduct trainings for UN peacekeeping troops on the localized modules of the coordination pre-deployment training material; the Specialized Training Material for Troop Contributing Countries and Formed Police Units; and Integrated Training Materials on implementing CRSV mandate                             |  |   |        | X      | X      |                 |
|--|--|--|---|--------|--------|--------|-----------------|
| Activity 2.4   | HR recruitment process of UN Peacekeepers are reviewed and amended to ensure accountability and transparency in line with international standards  |  |   | X      | X      |        |                 |
| Output 3: The knowledge of government and civil society stakeholders, including first responders in disaster and emergency situations, is enhanced to protect women's safety and well-being in peace and security settings |  |  |   |        |        |        |                 |
| Output indicators  |  |  |   |        |        |        |                 |
| 1) Number of persons/disaster management committees trained on the Standing Order on Disasters (SOD), especially on gender perspectives  |  |  |   |        |        |        |                 |
| 2) Capacity and learning needs assessment to develop a targeted training or service package on gender in disasters and humanitarian action for first responders  |  |  |   |        |        |        |                 |
| 3) Number of female first responders newly recruited and trained   |  |  |   |        |        |        |                 |
| 4) Numbers of CSOs in at-risk and affected communities who have increased their capacity on the delivery of gender-sensitive emergency response, disaster and crisis management, including evacuation procedures           |  |  |   |        |        |        |                 |
| Activities   |  | Responsible  | Supporting parties  | Year 1 | Year 2 | Year 3 | Funds           |
| Activity 3.1   | Build the capacity of relevant ministry personnel and disaster management committees at the local level (union and ward levels) on the revised SOD to improve gender-responsive delivery and better understand the needs and priorities of women and girls in emergency and humanitarian contexts                  | <ul style="list-style-type: none"> <li>• MOWCA</li> <li>• MODMR</li> <li>• All Ministries and departments in SOD with specific gender targets</li> </ul> |   | X      |        |        | National budget |
| Activity 3.2   | Conduct a capacity and learning needs assessment to develop a targeted training or service package for first responders on gender-responsive disaster and humanitarian action, including how to respond to gender-based violence in emergencies and humanitarian settings  | <ul style="list-style-type: none"> <li>• MODMR</li> <li>• MOWCA</li> </ul>   | <ul style="list-style-type: none"> <li>• HCTT Gender in Humanitarian Action Working Group</li> <li>• GBV cluster</li> </ul> | X      |        |        | To be mobilized |
| Activity 3.3   | Recruit and train more women at all levels to serve as first responders, and provide training to selected female volunteers and other potential first responders on gender-responsive disaster and humanitarian action, including how to respond to gender-based violence in emergencies and humanitarian settings | <ul style="list-style-type: none"> <li>• MODMR</li> <li>• MOWCA</li> </ul>   |   |        | X      | X      | National budget |
| Activity 3.4   | Organize outreach and build capacity of CSOs working in communities at risk of and affected by climate change, emergencies and humanitarian settings on gender-responsive emergency responses, including how to respond to gender-based violence in emergencies and humanitarian settings                          | <ul style="list-style-type: none"> <li>• MODMR</li> <li>• MOWCA</li> </ul>   |   |        | X      |        | To be mobilized |

## D. Monitoring and evaluation

| Output : A mechanism is in place for effective monitoring and review of the implementation of the National Action Plan |   |             |        |        |        |       |
|--|---|-------------|--------|--------|--------|-------|
| Output indicators  |   |             |        |        |        |       |
| 1) The Coordination Group is in place  |   |             |        |        |        |       |
| 2) A Consultative Platform including CSO representatives, academics and relevant resource persons is in place          |   |             |        |        |        |       |
| 3) A monitoring and reporting team and plan within MOFA exists   |   |             |        |        |        |       |
| 4) Standardized monitoring and reporting templates are in place and used   |   |             |        |        |        |       |
| Activities   |   | Responsible | Year 1 | Year 2 | Year 3 | Funds |
| Activity 1.1   | Establish NAP WPS focal persons in each ministry and department or division represented at the Coordination Group, as well as their terms of reference (TORs) and deliverables (including the responsibility for internal coordination and on monitoring, evaluation and reporting as required by the Coordination Group) | • MOFA      | X      |        |        |       |
| Activity 1.2   | Establish Consultative Platform (CSO representatives, academics and relevant resource persons), including their TORs, schedule of meetings and deliverables   | • MOFA      | X      |        |        |       |
| Activity 1.3   | Develop a TOR for monitoring and reporting team within MOFA for the implementation of the National Action Plan, and appoint team members  | • MOFA      | X      |        |        |       |
| Activity 1.4   | Develop a monitoring and reporting plan and reporting templates for use implementing agencies   | • MOFA      | X      |        |        |       |
| Activity 1.5   | Conduct training for relevant government officials and members of the Consultative Platform on the effective implementation of the NAP WPS and its gender-sensitive, results-based monitoring and evaluation  | • MOFA      | X      |        |        |       |
| Activity 1.6   | Preparation of reports as per approved monitoring, evaluation and reporting plan  | • MOFA      | X      | X      | X      |       |





**Ministry of Foreign Affairs**  
Government of Bangladesh

