



GENDER MAINSTREAMING POLICY REVIEW

COAST Foundation



Team Members

1. Ferdous Ara Rumeen, JD-Gender, Training & CR
2. Md. Zahidul Islam, Head-MEAL & SD
3. Salma Sabiha Khushi, Sr. Coordinator-SM & DC
4. Akter Hossain, M&E, CP



Content

- ◆ Objectives
- ◆ Methodology
- ◆ About consultant
- ◆ Workshop
- ◆ Comparative analysis
- ◆ SWOT analysis
- ◆ Recommendations



Methodology

- ◆ FGD
- ◆ KI
- ◆ SWOT Analysis
- ◆ Workshop
- ◆ Bholo and Cox's Bazar
- ◆ 208 participants (M-36, F-172)
- ◆ 10 FGD, 4 KI, 5 SWOT Analysis

Workshop

- Objective**
 - Sharing gender status of field level in practice
 - Group work
 - Comparative analysis
 - SWOT analysis
 - Exchange experiences and learning between participants and consultant
 - Discussion and Q/A
- Facilitator**
 - Nazrin Begum Pappu: Gender Expert
- Co-facilitator**
 - Ferdous Ara Rumeen: JD-GT&CR
 - Md. Zahidul Islam: Head-MEAL&SD

Objectives

- ◆ To review organization's present condition on gender mainstreaming at different levels
- ◆ Comparative analysis of GVI status since establishment to present
- ◆ To know the strength, weakness, opportunities, and threats of GM of organizational level

About Consultant



Nazrin Begum Pappu
Gender Specialist
Principal Gender Inclusion Bangladesh

- Decade & Training Expert
- 24 Years of Professional experiences
- Funding agencies / NGOs / MSSOs
- Expertise in GR & WI, SDG, DSV
- Program design, Implementation, Coordination, Monitoring, Supervision, and Advocacy at different level
- UNFPA, European Union, PRF Trust, Care Bangladesh, Asia Foundation, UNICEF, ICR

Content

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Objectives

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Methodology

- **FGD**
- **KII**
- **SWOT Analysis**
- **Workshop**

- **Bhola and Cox's Bazar**
- **208 participants (M-36, F-172)**
- **10 FGD, 4 KII, 5 SWOT Analysis**

About Consultant



Naznin Begum Pappu

Gender Specialist

Ethical Trade Initiative Bangladesh

- Gender & Training Expert
- 26 Years of Professional experiences
- Funding agencies / INGOs / NNGOs
- Expertize in GM & WE, SRHR, GBV
- Program design, Implementation, Coordination, Monitoring, Supervision, and Advocacy at different level
- UNFPA, European Union, PRIP Trust, Care Bangladesh, Asia Foundation, USAID, TdH

Workshop

Objective

- Sharing gender status at field level in practice
- Group work
- Comparative analysis
- SWOT analysis
- Exchange experiences and learning between participants and consultant
- Discussion and Q/A

Facilitator

- Naznin Begum Pappu: Gender Expert

Co-facilitator

- Ferdous Ara Rumeen: JD-GT&CR
- Md. Zahidul Islam: Head-MEAL&SD

Comparative analysis of GM




Comparative analysis of GM

What we had around 2000	What we have in 2022
1. Female staff were low	1. Improved [40%]
2. Female staff were low of senior positions	2. Improved but still low
3. 3 month of maternity leave with salary & other allowances and 3 days of postnatal leave	3. 6 month of maternity leave with salary & increased allowance and 6 days of postnatal leave
4. The gender focal position was not introduced, that's why Gender issues were handled by them (3)	4. Fixed central Gender Focal, regional focal and Committees
5. The number of gender related meeting and training were low	5. 8-monthly Gender Meeting and periodic training with Organizational Manual
6. The number of female washrooms were low	6. Now dedicated female washroom
7. There were a few opportunity	7. Regular female healthcare (like medicine) meeting

Comparative analysis of GM

What we had around 2000	What we have in 2022
8. Lack of awareness on necessity of gender mainstreaming	8. Staff are more aware and gender sensitive
9. Female staff were less vocal	9. More vocal now
10. Incentives were low	10. PSEA policy formulated [in 2014] and revised [in 2019]
11. PSEA policy was not developed	11. Complainants can submit it using different channels

Comparative analysis of GM

What we had around 2000	What we have in 2022
12. Complaint could be submitted to the EO only	12. Improved documentation, referral pathways, and referral and agreement forms
	13. Study facility in policy but limited in practice level
	14. Screen or commitment during recruitment



Comparative analysis of GM

Comparative analysis of GM

What we had around 2000

1. Female staff were few
2. Female staff were few at senior positions
3. 3 month of maternity leave with salary & other allowances and 3 days of paternity leave
4. The gender Focal position was not introduced. That's why Gender issues were handled by then ED
5. The number of gender related meeting and training were low
6. The number of female washrooms were low
7. There were a few opportunity

What we have in 2022

1. Improved [40%]
2. Improved but still few
3. 6 month of maternity leave with salary & increased allowances and 6 days of paternal leave
4. Fixed central Gender Focal, regional focal and Committee
5. Bi-monthly Gender Meeting and periodic training with Organizational Manual
6. Now dedicated female washroom
7. Regular female healthcare [tele medicine] meeting

Comparative analysis of GM

What we had around 2000

- 8. Lack of awareness on necessity of gender mainstreaming
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What we have in 2022

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What we have in 2022

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SWOT Analysis

Strength	Weakness
1. Gender friendly working environment	1. Incomplete Gender policy
2. Have different policies and in practice	2. Have no monitoring tool for measuring the gender status (accessibility, participation, etc.)
3. Complaint response committee and designated focal person from central to regional level	3. Participation of male staff in gender meeting is rare
4. Filed central Gender focal, regional focal & Committee, and meeting	4. Have no dedicated childcare room
5. Regular women healthcare (tele medicine) meeting	5. Stereotype mindset in decision making concern
6. Gender friendly recruitment procedures	6. Unwillingness to understand gender issues
7. Long term working experience with adolescents especially girls	7. Residence facility for female staff
8. Progressive mentality to adopt any gender issue	8. Equal Justice

SWOT Analysis

SWOT Analysis

Opportunity	Threat
1. Collaboration with women affairs and other peer organizations	1. Victim identity disclosure by hamper privacy
2. VAW program implementation	2. External shock

Recommendations

- 1. To ensure systematic monitoring practice at filed level
- 2. To increase budget for GM
- 3. To arrange scheduled policy refreshers orientation at different level
- 4. To include or arrange separate gender meeting for male staff
- 5. To ensure gender ratio in all recruitment
- 6. To form gender balanced recruitment committee
- 7. To increase participation of female staff in decision making
- 8. To consider residence for female staff
- 9. To consider pregnancy travel allowance to 3 months
- 10. To ensure common room or breast feeding corner in every office



Let's Discuss

SWOT Analysis

Strength

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Weakness

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SWOT Analysis

Opportunity

1. Collaboration with women affairs and other peer organizations
2. VAW program implementation

Threat

1. Victim identity disclosure by hamper privacy
2. External shock



Let's Discuss