



GENDER BUDGET REPORT

FY 2026-27

Finance Division, Ministry of Finance
Government of the People's Republic of Bangladesh

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Gender Budget Report

FY 2026-27

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আমির খসরু মাহমুদ চৌধুরী, এমপি
মন্ত্রী
অর্থ মন্ত্রণালয়
গণপ্রজাতন্ত্রী বাংলাদেশ সরকার



Amir Khosru Mahmud Chowdhury, MP
Minister
Ministry of Finance
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Message

Bangladesh remains firmly committed to building an inclusive, equitable and prosperous society where every citizen, irrespective of gender, enjoys equal opportunities to contribute to and benefit from national development. In this regard, Gender Budgeting has emerged as an important policy instrument to ensure that public resources are allocated and utilized in a manner that addresses the diverse needs and priorities of women and men.

Remarkable progress has been achieved in promoting gender equality since the independence of Bangladesh. Women are now playing increasingly significant roles in education, health, agriculture, industry, entrepreneurship and public administration. Former Prime Minister Begum Khaleda Zia, pioneer of women's rights in Bangladesh, introduced free education for girls up to 10th grade which led to a massive surge in female school enrolment across the country. In line with this, the country has attained notable success in improving maternal health, increasing women's participation in the labor force and expanding social protection coverage for women in need.

The Election Manifesto 2026 acknowledges women's empowerment as a central pillar of national development. The Manifesto further emphasizes issuing Family Card to female family heads, expanding free education for female students up to postgraduate level, ensuring access to healthcare, ending gender-based violence and expanding economic opportunities for women. These initiatives are expected to ensure that no woman is left behind in the country's journey toward prosperity.

Recognizing the importance of integrating gender perspectives into public financial management, the Gender Budget Report published by the Finance Division has become an integral part of the national budget process, demonstrating the Government's commitment to accountability, transparency and inclusiveness in resource allocation. Gender budgeting serves as a systematic approach to analyzing how government expenditures, policies and programs affect women and men differently. Through this process, ministries and divisions are encouraged to design and implement programmes that reduce gender inequalities and promote women's empowerment. This approach also strengthens evidence-based policymaking and enhances the effectiveness and efficiency of public expenditure.

Gender Budget Report FY2026-27 reflects the collective efforts of government bodies, development partners and stakeholders who are working diligently to institutionalize gender-responsive planning and budgeting within the public sector. I sincerely appreciate the valuable contributions of all concerned parties in advancing this important agenda.

I believe this publication will serve as a valuable resource for policymakers, researchers, development practitioners and citizens interested in promoting gender equality through effective public financial management and governance.

Amir Khosru Mahmud Chowdhury, MP

রাশেদ আল মাহমুদ তিতুমির
মাননীয় প্রধান মন্ত্রীর উপদেষ্টা
(মন্ত্রীর পদমর্যাদা)
অর্থ ও পরিকল্পনা মন্ত্রণালয়
গণপ্রজাতন্ত্রী বাংলাদেশ সরকার



Rashed Al Mahmud Titumir
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Message

The publication of the Gender Budget Report FY2026-27 is a defining expression of the incumbent government's commitment to building a democratic, humanitarian and welfare-oriented Bangladesh where every citizen, regardless of gender, enjoys equal dignity, opportunity and protection. Under the guiding principles of "Bangladesh Before All" and "Bangladesh for All," the incumbent government has placed gender equality not at the margins of fiscal policy but at its very centre.

This report represents a paradigm shift—a fundamental reorientation in how public resources are understood, allocated and evaluated. That shift is defined by two convictions: first, that women's empowerment is not a sectoral concern but the structural foundation of national development; and second, that the family, as the fundamental unit of society, is the locus through which social progress must be built, measured and sustained. The Family Card—issued in the name of the female head of household—is the most consequential institutional expression of this paradigm.

Despite progress—near gender parity in education, sharp decline in maternal mortality and growing women's participation in the economy—significant structural gaps remain in women's labour force participation; child marriage and gender-based violence persist; and digital safety has emerged as a new vulnerability. Addressing these requires a time-bound Gender Budgeting Roadmap, robust monitoring systems and sustained institutional coordination across government.

I extend my sincere appreciation to the Finance Division and the Gender Budget Report Publication Committee for their dedication in preparing this report alongside the national budget. I commend this report as a rigorous accountability instrument in our shared pursuit of a Bangladesh where every woman stands as an equal and empowered citizen.

Rashed Al Mahmud Titumir

Preface

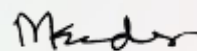
The Gender Budget Report FY2026-27 reflects the government's sustained efforts to integrate gender perspectives into public financial management. This annual flagship publication of the Finance Division presents the budgetary allocations dedicated to women's welfare and empowerment. It highlights their engagement in economic activities, effective access to public services and overall wellbeing-including education, health and skill development. It also outlines the initiatives undertaken by Ministries/Divisions to reduce gender disparities and promote inclusive development.

Over the years, Bangladesh has made remarkable progress in advancing women's empowerment and participation across various spheres of national life. Significant achievements have been recorded in women's education, health, employment, entrepreneurship and political representation. Notwithstanding, important challenges persist, including unequal access to resources and economic opportunities, disproportionate burden of unpaid care work, workplace discrimination and gender-based violence. Addressing these challenges requires sustained policy commitment, effective institutional interventions and strategic allocation of public resources to ensure that women can fully benefit from the country's development process.

Since the introduction of the Gender Budget Report in 2009 with only four ministries, the initiative has gradually expanded to include all Ministries/Divisions of the government. This expansion demonstrates Bangladesh's strong institutional commitment to gender budgeting and transparent public financial management. The report enables policymakers, researchers, development partners and citizens to better understand how public resources are allocated and used to improve the lives of women and girls. In this context, gender budgeting serves not only as a financial tool but also as an important mechanism for ensuring accountability, participation and inclusive development.

The preparation of the Gender Budget Report FY2026-2027 alongside the national budget is a commendable undertaking. I would like to express my sincere appreciation to all Ministries/Divisions for their valuable cooperation and timely inputs in preparing this report. I also congratulate the Gender Budget Report Publication Committee of the Finance Division for their dedicated efforts in successfully accomplishing this important task.

I firmly believe that this report will continue to serve as an effective reference for evidence-based policymaking, future action plans and strengthened institutional measures towards achieving gender equality and women's empowerment in Bangladesh.



(Dr. Md Khairuzzaman Mozumder)

Secretary

Finance Division, Ministry of Finance

List of Acronyms

BANBEIS	Bangladesh Bureau of Educational Information and Statistics
BBS	Bangladesh Bureau of Statistics
BCC	Bangladesh Computer Council
BDT	Bangladeshi Taka
BES	Bangladesh Education Statistics
BIA	Benefit Incidence Analysis
BKSP	Bangladesh Krira Shikkha Protishtan
BNQF	Bangladesh National Qualification Framework
BPO	Business Process Outsourcing
BSc	Bachelor of Science
CCA	Certificate Issuing Authorities
CCTV	Closed Circuit Television
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CSBA	Community Skilled Birth Attendants
CSR	Corporate Social Responsibility
DNA	Deoxyribonucleic Acid
EFT	Electronic Fund Transfer
EPI	Expanded Programme on Immunization
FY	Fiscal Year
GDP	Gross Domestic Product
GFTM	Gender Finance Tracking Model
GRB	Gender Responsive Budgeting
iBAS ⁺⁺	Integrated Budget and Accounting System
ICT	Information and Communications Technology
ICTD	Information and Communication Technology Division
IHT	Institutes of Health Technology
IT	Information Technology
KPI	Key Performance Indicator
LGD	Local Government Division
LPAD	Legislative and Parliamentary Affairs Division
MATs	Medical Assistant Training Schools
MBF	Ministry Budget Framework
MMR	Maternal Mortality Ratio
MICS	Multiple Indicator Cluster Surveys
MO	Medical Officer
MoA	Ministry of Agriculture
MoDMR	Ministry of Disaster Management and Relief
MoEWOE	Ministry of Expatriates' Welfare and Overseas Employment
MoF	Ministry of Food
MoFA	Ministry of Foreign Affairs
MoFL	Ministry of Fisheries and Livestock

List of Acronyms

MoHA	Ministry of Home Affairs
MoHFW	Ministry of Health and Family Welfare
MoHPW	Ministry of Housing and Public Works
MoIB	Ministry of Information and Broadcasting
MoInd	Ministry of Industries
MoLE	Ministry of Labour and Employment
MoPME	Ministry of Primary and Mass Education
MoRA	Ministry of Religious Affairs
MoST	Ministry of Science and Technology
MoSW	Ministry of Social Welfare
MoTJ	Ministry of Textiles and Jute
MoWCA	Ministry of Women and Children Affairs
MTBF	Medium-Term Budget Framework
NAP	The National Action Plan
NIPORT	National Institute of Population Research and Training
NTVQF	National Training and Vocational Qualification Framework
NWDP	The National Women Development Policy
OECD	Organization for Economic Co-operation and Development
PHC	Primary Health Care
RCGP	The Recurrent, Capital, Gender and Poverty
RMO	Resident Medical Officer
SDGs	Sustainable Development Goals
SHED	Secondary and Higher Education Division
SID	Statistics and Informatics Division
SSC	Secondary School Certificate
STEM	Science, Technology, Engineering and Mathematics
TFR	Total Fertility Rate
TMED	Technical and Madrasah Education Division
TSCs	Technical Schools and Colleges
TTTC	Technical Teachers Training College
TVET	Technical and Vocational Education and Training
UCD	Urban Community Development
UGC	University Grants Commission of Bangladesh
UHFPO	Upazila Health and Family Planning Officer
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization.
VTI	Vocational Teachers Training Institute
VWB	Vulnerable Women Benefit
WB	World Bank
WEF	World Economic Forum
WID	Women in Development

Executive Summary

Bangladesh is advancing steadily in achieving gender equality and women's empowerment under a strong constitutional, legal and policy framework of the country. The Constitution guarantees equal rights and opportunities for women and men, while national policy instruments, including the National Women Development Policy 2011, the Sustainable Development Goals (SDGs)- particularly SDG 5 on achieving gender equality- and the present government's Election Manifesto 2026 place gender equality at the center of the country's development agenda. Through sustained government interventions Bangladesh has achieved near gender parity in primary and secondary education and has improved women's access to healthcare and financial services significantly. According to the Gender Gap Report 2025, published by the World Economic Forum, Bangladesh ranks 1st among South Asian countries and 24th globally in maintaining gender equality.

Despite these achievements, significant gender disparities persist. Women's labor force participation in the country remains considerably lower than that of men, and a substantial proportion of employed women continue to work in informal sectors with limited access to social protection coverage. Gender-based violence, cyberbullying, early marriage, digital divides and climate vulnerabilities continue to hinder women's advancement and empowerment. These challenges underscore the importance of sustained policy attention, strengthened institutional mechanisms and adequate public investment to ensure that the benefits of economic growth are equitably shared by both women and men.

In this context, Gender Budgeting (GB) has emerged as a key policy instrument for mainstreaming gender equality into public financial management. Since its inception in FY2009-10 with only four Ministries/Divisions, gender budgeting has now expanded to all 61 Ministries/Divisions, reflecting the government's strong commitment to gender-responsive governance. Over the years, the share of the national budget allocated to gender-responsive programmes has steadily increased, financing a broad range of initiatives including family card benefits, female education stipends, maternal and reproductive healthcare services, women's entrepreneurship development and women-friendly infrastructures. In FY2026-27, about 35 percent of the national budget has been allocated to programmes contributing directly or indirectly to women's development which demonstrates the government's strong commitment to promoting gender equality and women empowerment.

Bangladesh's Gender Budgeting framework has been further strengthened through the institutionalization of the Gender Financial Tracking (GFT) Model integrated within the iBAS++ system. The GFT Model provides a comprehensive and standardized mechanism for identifying, classifying and tracking gender-responsive expenditures. This system enhances transparency, accountability and evidence-based decision-making by categorizing programmes and projects according to their degree of gender relevance.

The Gender Budget Report FY2026-27 highlights a wide range of sectoral initiatives aimed at promoting women's advancement and empowerment. Key interventions include expanding women's participation in decision-making and leadership, increasing access to skills development, promoting women's entrepreneurship and access to finance, strengthening healthcare services, enhancing social safety net coverage and reinforcing measures to prevent violence against women and children.

This document is organized as follows: Chapter I presents the Introduction; Chapter II outlines the Methodology; Chapter III provides Gender Gap Analysis; Chapter IV reviews Gender-Relevant Allocation and Expenditure of all Ministries/ Divisions; Chapter V discusses Gender-Related Information of Selected Ministries/Divisions; and Chapter VI concludes with the key findings and way forward.

Chapter I: Introduction

1.1 Women and Bangladesh's Historical Trajectory

Mass movements for the realization of citizens' rights are not new in Bangladesh. It has experienced several civic movements both before and after the War of Independence. However, the recent mass movement represents a crucial movement in the country's history, not only reshaping domestic political dynamics but also encouraging movements in other countries. Women have played a deep-rooted and enduring role in shaping the nation's destiny and the history of Bangladesh. They also play a fundamental role in a nation's trajectory, contributing to the economic development, advocating social reform, establishing citizens' rights and leading the political sphere. This contribution of women spans from the grassroots level to national level. In ancient Bengal, women were the unheralded backbone of this agrarian society, involved in different agricultural production, processing food, weaving and handicrafts, pottery, craftsmanship, herbal medicine and midwifery¹. During the mediaeval era, young Bengali women were also vital to the legendary Dhaka muslin. Their nimble fingers and keen eyesight contributed to the hard processing of the thread and making the magical fabric which is still considered to be the finest fabric in human history². Today, Bangladeshi women are advancing in almost every sector, breaking the social and cultural barriers. While still largely involved in readymade garments and agricultural sector, they are gradually making vital strides in political leadership, civil service, entrepreneurship, media and corporate leadership. The contributions of Bangladeshi women have been recognized by several international agencies such as the World Economic Forum, the World Bank, the UN Women and UNDP.

1.2 Gender Inclusive Development and Government Priorities

Following the mass movement of July 2024, the country was able to regain its democratic process and long-desired voting rights. The newly elected government is committed to fulfilling its election manifesto. "Bangladesh Before All³", is the key motto of the present government. It is important to note that the present government has a long history of taking initiatives to ensure gender equality. During its two terms in government (1991–1996 and 2001–2006), the BNP government headed by Begum Khaleda Zia played a vital role in advancing women's empowerment in Bangladesh. One of the most significant achievements was the expansion of the Female Secondary School Stipend Program (FSSP), which provided monthly stipends and tuition fee waivers. It increased female enrollment in secondary schools, reduced school dropout rates and delayed early marriage. Moreover, during, BNP administrations, efforts were made to support women's representation in local government election. In 1976, 'The Local Government Ordinance' introduced a three-tier local government system, which reserved a seat for female politicians. During the Begum Khaleda Zia regime, the Local Government Amendment Act introduced indirect election system for women members in 1993. In addition, her initiatives included supporting microcredit and income-generating opportunities for women, rural development programs, employment opportunities in the garment sector and other industries, and strengthening institutional mechanisms for women's socio-economic development.

Even in present, empowering women is an important part of the present government's national development strategies. The manifesto includes significant importance to women's empowerment and gender-inclusive socio-economic development. To fulfil its agenda a number of targeted programs and policy commitments have been included. Among these, the proposed "Family Card" program, which has already been launched immediately after the election, will contribute ensuring gender equality. Besides, women are also eligible to have farmers' card which is a recognition for

¹ Sultana, Razia (1998) Working Women in Ancient and Medieval Bengal, Perspectives in Social Science, October, vol. 5, pp. 220-224

² Islam, Khademul (May 1, 2016) Our story of Dhaka Muslin, Aramcoworld, available online <http://aramcoworld.com/articles/2016/our-story-of-dhaka-muslin> dated 26 May, 2026.

³ 13th National Parliament Election: Election Manifesto, 2026, Bangladesh Nationalist Party-BNP

woman as farmer's which was traditionally considered to be a male-dominated occupation. Additionally, to address the gender gap in higher education, the present government is committed to free education for female students up to tertiary levels, alongside expanded scholarship opportunities and digital learning facilities.

The election manifesto also demonstrates the commitment of newly elected government to reducing the gender disparities in different areas. The following table provides an overview of election manifesto's commitment for ensuring gender equality.

Table 1: Measures for Promoting Gender Equality for Women in the Election Manifesto

Priority areas/program	Activities and Beneficiaries
Family Card	Female heads of the four crore marginalized households will receive financial assistance of 2000 to 2500 TK or if necessary food provision per month.
Free Education up to Masters	For women students, opportunities for free education will be expanded up to postgraduate level.
Women's social and economic empowerment	Women will be placed at the center of family and social development. Safety and employment will be prioritized.
Women's participation in policy making	In every level, women's leadership will be encouraged and their participation will be ensured in policy making.
Enhancing reproductive and mental health support	Health services, including mental health, will be ensured.
Legal protection for Women	Strict legal measures to eliminate gender-based violence, online harassment, hate speech, and digital bullying.
Exemplary punishment for rape and female abuse	Strong legal actions will be taken against female abuse, dowry, acid throwing, sexual harassment, rape and trafficking.
Special union-level women support cells	Specialized "Women Welfare Centres" at union-level will be established with female doctors, lawyers, and human rights workers. .
Financial and Skill Support for women entrepreneurs	To foster female self-reliance, the government will provide interest-free loans, tax exemptions, vocational training, and marketing support to women-led micro, cottage, and small industries.
Increasing employment of women in formal economic sector	Through education and skill development, government will expand women's employment in the formal sector.
Establishing day-care and breastfeeding corners places	For working women, childcare centres and other facilities will be provided.
Ensuring safe health protection for female students	Vending machines will be set up at all educational institutions to meet girls' sanitary needs and will gradually expanded to other places.
Equal pay for equal work	Both men and women will get equal payment for equal work.
Development of women migrants	Various initiatives will be taken to increase women's participation upto 20% in the global employment.
Protection for working women	Though providing safe housing and safe transport, protection will be ensured for working women.

1.3 Legal Background Relating to Gender Equality

Bangladesh has a strong legal framework for ensuring gender equality based on the Constitution of the People's Republic of Bangladesh. The Constitution of Bangladesh clearly guarantees equal rights for men and women in Articles 10, 27, 28 and 29. Article 10 declares that participation of women should be ensured in all spheres of national life. Article 27 guarantees all citizens to be equal before the law and to enjoy equal protection of the law. Besides, Articles 28 and 29 provide a basis for a non-discriminatory approach for all and also ensure that women have equal opportunity for public employment and other spheres of the state and public life. Moreover, Article 65 (3) provides an opportunity for women to have reserved seats in the national parliament. It is important to note that the Constitution itself has provided a foundation for taking affirmative actions.

Apart from Bangladesh's constitutional mandates and policies, the government considers that the country needs proactive fiscal measures to reduce the existing gender gaps. The Government has taken effective measures to institutionalize gender budgeting as a key strategy to translate commitments into action. For example, the National Women Development Policy (2011) pursues equal rights for men and women in all areas of public life and entails the state to take proactive measures such as formulating a gender-responsive budget. Furthermore, the newly elected government has prioritised gender equity in its election manifesto and has taken initiatives to fulfil these promises.

1.4 Global Evolution of Gender Responsive Budgeting

Australia is the first country that introduced gender budget in 1984. Following Australia, the concept expanded rapidly all over the world. Now, it has become a global tool to assess the different needs and contributions of men and women, and boys and girls within the existing revenues, expenditures and allocations and calls for adjusting budget policies to benefit all groups. Gender-responsive budget also involves analyzing the legislation and other practical policy measures to address gender bias and discrimination. It ensures accountability and public transparency and can shift economic policies leading to gains across societies. Later, the United Kingdom adapted the Australian model to assess their macroeconomic policies in 1989. In 1995, the United Nations held its fourth World Conference on Women in Beijing, where gender budgeting was introduced to a mainstream global strategy for women empowerment. There are some economists, sociologists and public policy experts who took the leading role analyzing the government budget through gender lens. Key contributors are Rhonda Sharp, Daine Elson, Debbie Budlender. Rhonda Sharp developed Australia's first state government level gender-responsive budget in South Australia. She dedicated her research for integrating a gender perspective into economic and social policies of governments, NGOs and international organizations. Diane Elson, a British feminist economist, developed the foundational framework of gender responsive budgeting for the commonwealth Secretariat in the 1990s. Another scholar from South Africa, Debbie Budlender, designed a gender sensitive analytical tool for government.

1.5 Global Initiatives and Bangladesh's Achievements

The World Economic Forum, an international organization for public-private cooperation, has been publishing the Global Gender Gap Report for twenty years. This report collects data on four different thematic areas. These include economic participation and opportunity, educational attainment, health and survival and political empowerment. The Global Gender Gap Report 2025 collected data from 146 countries. Among those countries, Bangladesh placed itself in 24th position and 1st position in South Asia. In 2025, all four subindices showed development, representing the largest single-year advance the country has ever made. While Bangladesh notable progress in political empowerment, it still faces considerable challenges in improving outcomes in economic participation, economic empowerment, health, and educational attainment across the board. Considering the achievement in regard to Sustainable Development Goals 5 (Gender Equality) and Sustainable Development Goals 8 (Decent Work and Economic Growth), Bangladesh has made clear progress between 2005 and 2024. Female labour force participation has increased gradually, and women's participation in different sectors has also increased. Yet, the female labour market participation is still dominated by informal sectors, and women are disproportionately concentrated in low-paid, insecure jobs, limiting progress on both SDG 5 and SDG 8.

Considering the continuing success story of Bangladesh in gender parity and at the request of the Finance Division, an OECD peer-to-peer exchange mission visited Dhaka in 2025. It was a part of OECD project "Strengthening Green, Gender and SDG Budgeting in Asia and its key objective was to assess Bangladesh's gender budgeting framework and identify opportunities to strengthen its impact. However, the mission recognizes the significant progress in several gender equality indicators over the past two decades, particularly in education and maternal health and identifies some key areas for working together. These include identifying gender data gaps, developing a gender data action plan, piloting gender impact assessments (GIAs), and creating a gender budgeting roadmap with clear, time-bound milestones. In the medium to long term, these reforms will be embedded within Bangladesh's broader PFM Reform Strategy and Action Plan. The Finance Division is currently considering and working on these areas.

1.6 Evolution of the Gender Budget Report in Bangladesh

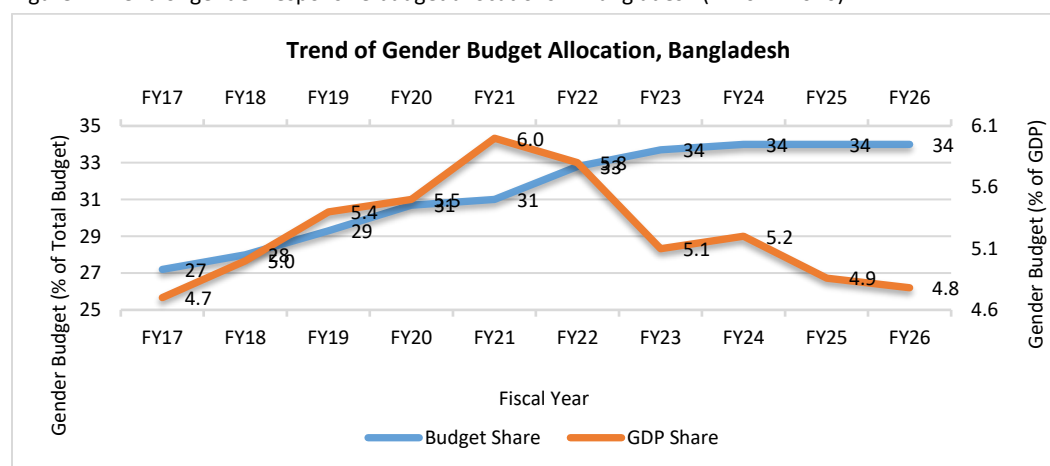
The introduction of the gender budget report in Bangladesh was a part of a broader financial reform initiated in the early 1980s. With the implementation of the Medium-term Budget Framework, policy makers realized that including a gender perspective in the national budget could strengthen its strategic effectiveness. Since fiscal year 2009-10, the Finance Division has been publishing an annual Gender Budget Report alongside the national budget. Initially, it covered four key ministries: Education, Health and Family Welfare, Social Welfare, and Disaster Management. Gradually, its coverages have expanded and now it covers all ministries and divisions. The reporting system initially used the Recurrent, Capital, Gender, and Poverty (RCGP) model. However, from Fiscal Year 2024–25, the Gender Finance Tracking (GFT) model replaced the RCGP model and the new model further strengthen the systematic tracking, classification, and visibility of gender-related fiscal allocations.

1.7 Gender Budget Allocation Over the Years

The Government of Bangladesh is gradually increasing gender budget allocation over the years, demonstrating its strong commitment to addressing gender disparities in Bangladesh. Compared to the national budget, the allocation for the gender budget has been showing gradual progress since fiscal year 2009-10. Over the years, the expansion of the national budget has been accompanied by a corresponding increase in gender-relevant budget allocation. In 2009-10, the total national budget was TK 110,523 crore, with the gender-relevant portion at TK 27,248 crore⁴. By 2025-26, the total national budget had increased to taka 789,999 crore, with gender-focused allocations reaching taka 260,766 crore⁵.

Figure 1 shows the trend of the gender budget allocation from financial year 2017-18 to financial year 2025-26. The left axis of Figure 1 displays the percentage of the gender budget as compared to the percentage of the total national budget; the right axis illustrates the percentage of the gender budget as compared to the percentage of GDP. The share of the budget dedicated to revenue and development expenditure for women's advancement has progressively increased from about 27 per cent in FY 2017-18 to 34 per cent in FY2025-26. However, as a share of GDP, gender-focused spending peaked at 6.0 per cent around FY2020–21 and dipped to 4.86 percent of GDP by FY2025-26.

Figure 1: Trend of gender-responsive budget allocations in Bangladesh (FY2017-2026)



Source: Finance Division

⁴ Finance Division (2024) Progress towards Equality: Gender Budget Report 2024-25, Dhaka, The Government of Bangladesh.

⁵ Finance Division (2025) Fostering Gender Parity in Bangladesh: Gender Budget Report 2025-26, Dhaka, The Government of Bangladesh

This growth indicates not only a substantial increase in the total budget but also a rising proportion dedicated to gender-relevant issues, reflecting a strong commitment to addressing gender-specific concerns within the national fiscal policy. The growth rate of the gender-relevant budget slightly outpaces the total budget, suggesting an increasing prioritization of gender issues in budgetary considerations. The gradual increase in gender-related expenditure reflects a strategic commitment of the government to integrating gender considerations into public financial management. The progressive expansion across ministries and divisions demonstrates an effort to mainstream gender equality objectives within national development planning and budgetary processes.

1.8 Rational and scope of the gender budget report in Bangladesh

From both international and national perspectives, gender-responsive budgeting is gradually becoming a key tool for attaining inclusive growth, social justice, equitable distribution of resources and effective public financial management. International organizations such as UN Women, the International Monetary Fund, the World Bank, the Asian Development Bank and others are emphasizing on promoting gender budget as a mechanism for effective fiscal policy decisions. To keep pace with the changing world and to ensure inclusive development, it is essential that the national budget is gender mainstreamed. Besides, Bangladesh is signatory to several international conventions such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which has created an obligation for the State to fulfil its requirements.

Furthermore, gender budgeting has become an economic necessity and a social imperative for Bangladesh. To ensure sustainable economic development, the nation must include half of its population. Sustainable economic development requires the active participation of all segments of the population. In other words, as women make up more than half the population, raising female labor force participation, expanding women's entrepreneurship, and investing in women's education and health all contribute to inclusive growth. In achieving social justice and security for women, gender budgeting can play a vital role. For the last few years, ensuring women's and girls' child safely and security have become a national issue. By mainstreaming gender perspective into the budget process, Bangladesh shows its commitment with CEDAW to pursue policies eliminating discrimination and ensures its progress toward Sustainable Development Goal (SDG) targets. To sum up, a gender-responsive budget efficaciously supports national development vision and its broader global commitments to gender equality and justice.

1.9 Objectives of the Gender Budget Report

As Bangladesh is committed to ensuring gender equality, the gender budget report will be helpful for international agencies to support the initiatives taken by the government of Bangladesh. Particularly, the United Nations - UN Women, the World Bank and IMF, through their development policy dialogues and recommendations, have stimulated Bangladesh to strengthen gender-focused budgeting and have included gender analysis in some policy reform. Moreover, OECD missions, International NGOs and donors also participate in evaluating progress; for example, BRAC and other NGOs have collaborated with the government on community-level gender budgeting pilots in health and education, sharing lessons that informed the national rollout. In a nutshell, Bangladesh's gender budgeting initiative is developing a network of national and global partnerships that share the common goal of gender-equitable development.

Another objective of the gender budgeting is achieving good governance through increased transparency, accountability and fiscal discipline. The newly introduced Gender Finance Tracking (GFT) system will improve this process by clearly tagging and monitoring each budget line item intended to benefit women. The Finance Division wants a more fruitful monitoring against benchmarks. From a gender perspective, it is more about ensuring social justice, inclusive growth and eliminating discrimination. It has developed as a tool for allocating resources effectively to ensure maximum output for the nation. Gender budget report will assist the government, civil society and private sectors to identify the gaps and move towards a particular direction to achieve its goals. It will support allocating adequate resources to sectors that are most critical to women's well-being - such as security, STEM education and employment.

1.10 Scope and Structure of the Gender Budget Report

The gender budget report covers all ministries and divisions directly or indirectly involved in gender aspects. It is important to mention that gender is a cross-cutting issue. Although policies and interventions may seem gender neutral, there is hardly any policy or intervention that does not directly or indirectly impact gender. The gender budget report provides an in-depth review of budget allocation and actual expenditure of different ministries. In the 2025-26 gender budget report, 16 ministries' and divisions' data were analyzed elaborately. This year it covers 16 ministries and divisions out of 61 ministries and divisions. However, all ministries' and divisions' data were incorporated in this report. Additionally, the report briefly outlines the location and expenditure of all other ministries and divisions, and provides an overview of total expenditure and allocation for the last three years. Significantly, the report's analytical scope was expanded in the 2024–25 fiscal year to permanently include a distinct chapter for gender gap analysis. The gender financial tracking model divided its allocation basically in four thematic areas, such as thematic group 1- women empowerment and enhancing social status; thematic group 2- economic participation and equality; thematic group 3- increasing women's access to public service; and thematic area 4-education, health and well-being for women development. This chapter focuses on thematic group-based allocation, expenditure and progress made over the years. It includes available data from the World Economic Forum, the Bangladesh Bureau of Statistics and the SDG report. It tries to identify how far the overall initiative has made its impact on closing the gap of gender parity. In financial year 2023-24, gender gap analysis has been incorporated in the gender budget report for the first time, and analysis was made on thematic group 4: education, health and well-being. In 2024-25, the gender budget report also included analysis on thematic group 2: economic participation and equality. In this year, the gender budget report includes another thematic group, which is women empowerment and enhancing social status.

The report is structured in six chapters, providing a clear and comprehensive analysis of gender budget allocations and expenditures over the past three fiscal years. The first chapter presents an overview of the report, including the legal and policy basis of gender perspectives, the objectives, the scope and the limitations of this report. The second chapter provides an extensive analysis of methodology and its development over the year. The third chapter includes gender gap analysis and chapter four highlights the overall scenario of expenditures and allocations of the national budget, and compares the national budget with the gender budget. It also analyses the government total allocations and expenditures based on four thematic groups. Chapter four shows the percentage of the overall gender budget has increased gradually. A consolidated list of the gender-related expenditures and allocations of different ministries and divisions is included in appendix 2 at the end. Chapter five offers in-depth analysis of 16 ministries and divisions. These ministries are chosen based on the amount of expenditures and significance in relating to gender. Finally, Chapter six has concluded with all key findings of the report along with concluding observations and a way forward.

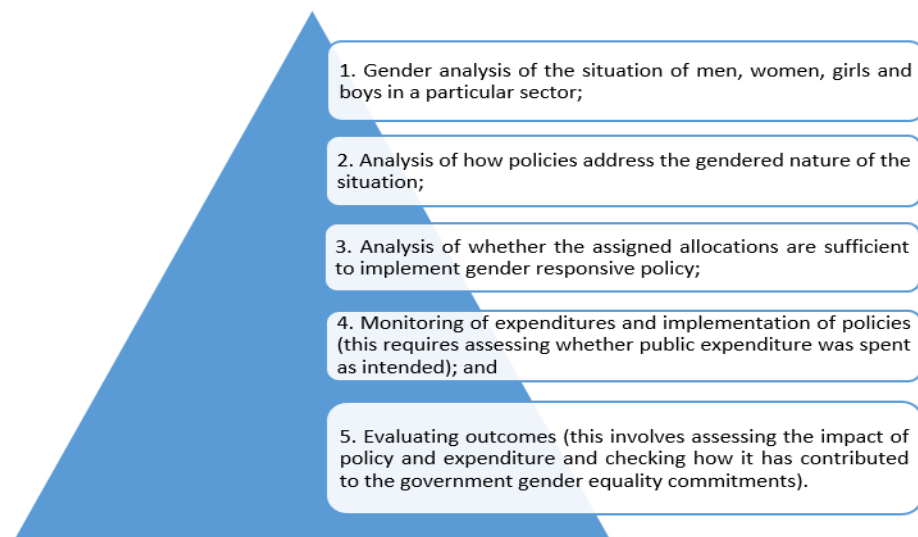
1.11 Toward Broader Coverage and Accuracy

Adequate caution is maintained to safeguard the accuracy and inclusiveness of the data produced in this report. Considering the paucity of time in the preparation of this report along with the national budget, some inconsistencies in the data may have arisen. As the data has been collected from iBAS++ prior to the approval of the national budget, minor inconsistencies may exist. Looking ahead, future iterations of this report will strive to further improve data accuracy and expand coverage to include a broader range of ministries and divisions, ensuring a more inclusive and representative analysis of gender-responsive budgeting efforts across the entire government.

Chapter II: Methodology

- 2.1** Gender-responsive budget initiatives provide a way of assessing the impact of government revenue and expenditure on women and men, girls and boys across the globe. These initiatives are known by a range of different names and referred to as gender-responsive budgets, gender-sensitive budgets, gender budgets and women's budgets which are often used interchangeably to analyze and assess the government budget from a gender perspective. However, all these names refer to the same thing and there is no single method used for such assessment. Broadly defined, it refers to the application of a gender lens to public finance for providing an assessment of the impacts of policies, programs, and funding and to influence budget decision-making in order to promote gender equality. Over the past 35 years, it has become a tool of monitoring and contesting economic policy with feminist economics providing an emerging theoretical critique of conventional macroeconomics.
- 2.2** Conventional macroeconomics mainly focuses on markets, growth, and aggregate indicators of the economy. In contrast, critiques of feminist economics argued that the economy is also shaped by gender, unpaid care work, and power relations that are often ignored in conventional models. It is to be noted that the major challenge for the government is managing resource allocation in the context of rising demands and limited fiscal space. In that case, Gender budgeting provides a non-conventional approach to addressing this challenge. It is a strategic tool aimed at ensuring the equitable, efficient, and balanced allocation of a country's financial resources to meet the needs of all individuals, irrespective of gender. However, gender budgeting systems in many countries are still relatively new and many countries are yet to learning what works and what does not. Thus, it is evident that till now it is in an initial stage to justice the methods used in different parts of the world.
- 2.3** Scholars, institutions and organizations exercise different approaches for the purpose of analyzing gender-responsive budgeting. For instance, governments around the world use different methodologies in developing gender budgets based on their institutional and socio-economic contexts. The dominant methodology used by civil society in implementing GRB initiatives is the five-step approach which is shown below. This method draws on the South African experience and is the basis of Diane Elson's Gender-aware Policy Appraisal. Many civil society-led initiatives have applied it either directly or indirectly (e.g., Mexico, Philippines, Tanzania and Uganda). It has been useful for analyzing a particular policy, programme or sector, such as HIV/AIDS. GRB initiatives have mainly used it to analyze on-going expenditure (Hofbauer 2003; Budlender et. al. 2002).

Figure: The Five-Step Approach



Source: Braxton, G. (2007) Gender Budgeting as a Tool for Poverty Reduction: Concepts, Practices, and Capacity Implication-The case Study of South Africa, The African Capacity Building Foundation Working Paper no. 13, September 2007, p. 7

However, the absence of data and transparency in governments has often undermined the analytical capacity of this approach and resulted in short and weak budget analyses. While steps 1-3 can be carried out based on existing policy and budget documents, steps 4-5 require extensive fieldwork when governments do not have clear reporting mechanisms in place. This type of policy appraisal can be enhanced by including the views of policy beneficiaries in the analysis, which can be done through gender-disaggregated beneficiary assessments (Hofbauer 2003; Budlender 2002).

In this regard Diane Elson, suggested seven tools for gender sensitive analysis of budget. These tools offer generic methodologies that can be applied either individually or in combination to generate data that can enlighten policy and support civil society's demands for a more equitable distribution of government resources⁶. They helped to integrate gender lens into the nation budget in Bangladesh.

2.4 Besides, the Organization for Economic Cooperation and Development (OECD) developed an analytical framework for gender budgeting. It suggested a tool for gender budgeting that covers three stages: 1) analysis of the issues; 2) restructuring of the budget to achieve gender equality outcomes and 3) embedding gender systematically within all budgetary processes. The OECD has adopted a differentiated approach, recognizing that there are multiple potential entry points within the budget cycle and across the network of institutional actors for promoting a gender-responsive approach. It refrained from adopting an 'ideological' preference as to which of these various approaches should be used⁷.

2.5 Experience shows that gender tagging methods are used to support spending agencies in identifying gender-responsive program, project and activities. It offers tools for identifying relevant initiatives, calculating their share in the budget, and integrating the results into the electronic budget management system. It was developed by UN Women in cooperation with the Ministry of Finance of Georgia, within the framework of the project "Women's Leadership for Democracy in Georgia" supported by the Swiss Agency for Development and Cooperation (SDC), and the project "Good Governance for Gender Equality in Georgia" supported by the Norwegian Agency for Development Cooperation (NORAD)⁸. It is also important to mention here that the approach for tagging is based on various elements, namely the budget size (expenditures or revenues), the budget item to be analyzed, the time horizon (short-term or long-term), the gender-related aspects of interest, and the specific question guiding the gender-sensitive analysis⁹.

Furthermore, the Government of the Khyber Pakhtunkhwa also introduced the Gender Budget Tagging (GBT) which serves as a tool to integrate regular gender budget analysis, indicating the allocated budget for women's betterment in a specific fiscal year. They consider that an institutionalized system for tagging gender-related budget allocations and expenditures is crucial for accurate reporting and measuring the efficiency of public expenditures.

2.6 In Bangladesh, starting in 2003 the Finance Division took the initiative to establish a monitoring and reporting facility on financial resources allocated to poverty reduction and promotion of gender equity. The system allows users to enter estimates in terms of percentages for recurrent, capital, poverty and gender information. The system provides a yearly trend analysis by ministry for recurrent, capital, gender and poverty expenditures (RCGP). In the RCGP model, the ministries and divisions were grouped into three thematic areas such as (a) Women empowerment and enhancing their social dignity; (b) Improving women's productivity and participation in the labour market and income generating activities; and (c) Widening women's effective access to public services. In this regard analyzing the primary mandates, various ministries and divisions are placed under these three thematic areas. However, in the RCGP model the technical analysis and inputs

⁶ For more details about Diane Elson's seven tools for gender sensitive budget analysis, see UN Women, Europe and Central Asia (2023) Gender Responsive Budgeting for Public Officials and Practitioner at the Local Level, Resource pack.

⁷ UN Women (n.d) Gender Responsive Budgeting for Public Officials and Practitioner at the Local Level, Resource pack, Training Manual, p. 85.

⁸ United Nations (2025) Gender Budgeting Tagging, accessed online <https://georgia.unwomen.org/en/digital-library/publications/2025/08/gender-tagging-methodology>

⁹ Schratzenstaller, M. (2008) Gender Budgeting in Austria, CESifo DICE Report, p. 46

into the preparation of the budget analysis are not as thorough as required for preparing the Gender Budget Report since this model often did not accurately project the distribution of funds. Apart from this, there have been demands from the women's movement actors that there should be an analysis of actual allocations and expenditures against the gender budget allocations.

- 2.7** In line with the above- mentioned demands, the groundwork of this budget report has followed a pragmatic and consultative approach through a series of workshops and stakeholder consultations involving representatives from all ministries and divisions, as well as members of civil society, gender experts, and academia. Besides, the report examines cross-country experiences and relevant research publications. Finally, a comprehensive review of different international agencies is done to support the analysis to assess their relevance and adaptability within the socio-economic and cultural context of Bangladesh.
- 2.8** Bangladesh has been implementing the Medium-Term Budget Framework (MTBF) approach for national budgeting since FY 2005-06. This marked a significant milestone in public financial management, shifting away from the traditional line-item budgeting system. This framework develops a link between government policies, planning priorities, and the allocation of resources for different programmes across ministries and divisions. In this regard, the Budget Circular-1, issued by the Finance Division prior to budget preparation, instructs ministries and divisions to project their income and expenditures for the next three years. It includes details on how programmes and projects contribute to women's development. It also requires government bodies to formulate their Medium-Term Budgetary Framework (MBF) by incorporating the gender relevant information.
- 2.9** Gender responsive budgeting provides an analysis of the existing government expenditures across various ministries and divisions, which highlights the percentage of government allocations that support to the advancement of women. Previously, the Recurrent, Capital, Gender, and Poverty (RCGP) model was developed by the Finance Division to identify the gender-related allocations within the national budget, which was not integrated with the Integrated Budget and Accounting System (iBAS++).
- 2.10** In FY 2024-25, a significant advancement was made with the introduction of the Gender Finance Tracking model (GFTM), and it introduced a systematic tracking of gender-responsive financing across ministries and divisions. This model is also integrated with iBAS++. As a result, the data can be generated more accurately and timely. The gender finance tracking model provides a more accurate and representative figure of the budget allocation of the government.
- 2.11** The GFT model (refer to Appendix-1 for details) classifies gender relevance into four key thematic areas: (i) Women's empowerment and social status; (ii) Economic participation and equality; (iii) Increasing women's effective access to public service; and (iv) Education, health, and wellbeing for women's development. In some cases, government initiatives may not directly address gender issues, therefore, an additional thematic category- 'Not Gender Relevant'-has been incorporated to capture such activities. Within these four thematic areas, 22 specific criteria are considered. It is also important to mention that based on the degree of relevance of each budgetary item, the model uses a criteria-based assessment framework to limit the degree. This relevance is divided into five categories which are as follow:

Table 2.1 Degree of influence for project/programmes of the Ministry/Division on women development

SL	Category of relevance	Percentage (%) of allocation will be used on women development	Degree of relevancy based on 22 women development criteria
1.	Not Gender Relevant	'0'	Projects/programmes that do not have any direct impact on the overall welfare of women.
2.	Somewhat Relevant	'1-33'	Projects/programmes that have minimal/minimal direct impact on the overall welfare of women
3.	Moderately Relevant	'34-66'	Projects/programmes that have a direct and moderate impact on the overall welfare of women

SL	Category of relevance	Percentage (%) of allocation will be used on women development	Degree of relevancy based on 22 women development criteria
4.	Strongly Relevant	'67-99'	Projects/programmes that have a direct, significant and sustainable impact on the overall well-being of women
5.	Fully Relevant	'100'	Projects/programs that have a full and positive impact on women development.

With a view to ensuring accuracy and consistency for assigning gender relevance weights, statistical techniques are employed. A detailed explanation of the statistical techniques is provided in appendix-1

- 2.12** The gender finance tracking model includes both the operating and development budgets. Within the operating budget, gender relevance is considered for its 04 (four) sub-activities- i) general activities, ii) special activities, iii) support activities, and iv) transfer to local government (LG). This has been undertaken with reference to the allocation of business of each ministry and division and other policies and strategic documents. With close coordination from respective ministries and divisions, an expert team from the Finance Division estimates the gender relevance of individual sub-activities within the operating budget. It also assigns an appropriate proportion to reflect their contribution to gender outcomes. In this process, due consideration is given to indicators such as the number of women's employment and the segment of female beneficiaries.
- 2.13** The gender financial tracking model also includes the development budget. In case of the development budget, sometimes it is difficult to identify the beneficiaries of the projects and programs. Although some of the projects and programs cover four thematic areas, only up to three criteria have been considered to evaluate gender relevance. Some of them have been included as the 'not-gender finance' category if appropriate. Finally, the overall gender relevance of a project or programme is determined using the statistical formula outlined in Appendix- 1. If a project or programme meets only one gender relevance criterion, the gender-relevant finance should be calculated as the corresponding percentage (based on its relevance level) of the project's annual allocation.

Chapter III: Gender Gap Analysis

3.1 Introduction

3.1.1 A gender gap is a manifestation of gender inequality, representing a disproportionate difference between men and women (boys and girls) in various domains—particularly in achieving development goals, accessing resources, and levels of participation.¹⁰ It highlights inequalities in access to resources, services, and opportunities such as education, healthcare, technology, pensions, and social security. It also emphasizes disparities in participation in political, economic, and social activities, as well as differences in pay and compensation for work performed. This chapter focuses on the existing gender gaps in education, health, economic participation and political and economic empowerment to assess the effectiveness of government resource allocations. The report is structured around five thematic areas and twenty-two programme areas. Among these areas, this chapter analyzes three thematic areas: Education, Health and Well-Being for Women's Development, Women Empowerment and Enhancing Social Status as well as Economic Participation and Equality. Notably, the second thematic area—Women Empowerment and Enhancing Social Status has been included in the gender budget report for gap analysis for the first time. The remaining thematic areas will be addressed progressively in future editions. It is also mentionable that the gender gap has been analyzed by comparing the countries with stronger or similar economies, as well as national plan documents that help prioritize reforms and budget allocation of the country.

3.1.2 Education is a fundamental tool for reducing the gender gap, offering transformative benefits for individuals and society. It empowers women by providing knowledge and skills that open doors to better employment opportunities and higher earnings. Education enables both boys and girls to challenge traditional gender roles and stereotypes, which are deeply embedded in social institutions and culture. An educated girl gains the opportunity to question societal norms that confine her roles to those of caregiver, mother, or housewife. Health directly influences women's ability to participate in education and the workforce. Access to proper healthcare reduces maternal mortality rates, improves overall health outcomes, and enhances women's capacity to participate fully in other social and economic activities. Therefore, prioritizing women's health is essential for achieving gender equality and fostering sustainable development. Moreover, ensuring equal opportunities for women to engage in economic activities is not only a matter of gender equality and empowerment but also a prerequisite for the country's economic growth and sustainable development. When women actively participate in the workforce, they not only strengthen their financial independence but also contribute to broader economic growth. In addition, empowered women help reduce poverty by increasing household income and improving family welfare. Women tend to invest more in children's education, nutrition, and healthcare, which strengthens human capital development for future economic growth.

3.2 Snapshot of Gender Gap in Bangladesh

3.2.1 In spite of notable progress in recent times, gender inequality remains a significant issue in Bangladesh, affecting various aspects of life for women and girls, including education, employment, and health. Reducing these inequalities can lead to improved health outcomes for women and children, higher educational attainment, increased female labor force participation, accelerated economic growth, and the development of a fairer and more stable society. Bangladesh has demonstrated a strong commitment to gender equality and the empowerment of women. The government has undertaken substantial efforts to establish a framework for gender mainstreaming, as reflected in its gender-responsive policies and budgetary allocations. This commitment is recognized in the World Economic Forum's Global Gender Gap Report 2025, which ranks Bangladesh moderately on the global index. Bangladesh achieved a score of 0.775—the highest in South Asia, placing 24th globally out of 146 countries, recording the largest jump in the global gender gap ranking in one year (up 75 places). Its overall gender parity score rises accordingly, increasing significantly, from 68.9% in 2024 to 77.5% in 2025. The most substantial contributor to this progress has been the performance of the Political Empowerment subindex.

¹⁰ UNICEF Regional Office for South Asia (2017), GENDER EQUALITY: Glossary of Terms and Concepts

Table 3.1: Gender Gap Index

Sub Index	Score*		Latest Rank
	2024	2025	
Global Gender Gap Index	0.689	0.775	24th
Economic participation and opportunity	0.312	0.457	141 th
Educational attainment	0.940	0.960	115 th
Health and survival	0.962	0.960	123 th
Political Empowerment	0.543	0.721	3 th

* Scores are on a 0-1 scale where 1 represents the optimal situation or “parity”. A parity score of 1 indicates full parity. For all indicators, except health parity is benchmarked at 1. For health sub indicator sex ratio at birth, benchmark is 0.944 and healthy life expectancy is 1.06.

3.2.2 In 2025, all four subindices show improvement, representing the largest single-year advance the country has ever made. The country’s Educational Attainment subindex score is 0.960 (96.0 percent), reflecting an increase of 0.2 percentage points from the previous year. Despite improvements in certain parity scores, Bangladesh continues to experience notable gender gaps. The Health and Survival subindex increased slightly compared to the previous year. The Economic Participation and Opportunity subindex is another driver of improvement, primarily due to labour-force data revisions, which brings Bangladesh’s economic parity back to its 2023 level. Moreover, remarkable progress has been made in the Political Empowerment subindex. The proportion of women in ministerial positions rises from 9.1% to 22.2% between 2024 and 2025¹¹. Combined with Bangladesh’s parity in the head-of-state indicator, the economy now ranks 1st in Southern Asia and 3rd globally in the political parity ranking. Although Bangladesh continues to make progress in ‘Political Empowerment’, it still faces considerable challenges in improving outcomes in economic participation, economic empowerment, health, and educational attainment across the board.

3.3 Gender Gap Analysis on Education, Health and Well-Being

3.3.1 The assessment of gender gaps in this report is covering all three thematic areas: (1) Education, Health, and Well-Being for Women’s Development (2) Economic Participation and Equality and (3) Women Empowerment and Enhancing Social Status. Gender parity in education and health is analyzed using a set of sub-indicators drawn from various policy documents and reports produced by development partners. Although Bangladesh’s overall performance on gender equality is ahead of all other South Asian countries, its performance in educational attainment is mixed: Bangladesh ranks (115th) higher than Pakistan (137th) but lower than India (110th) and Sri Lanka (48th). Comparing with our key economic peers from Eastern Asia, Malaysia (59th) and Viet Nam (109th) have achieved higher rank in this domain.

Table 3.2: Existing Gender Gap in Education across six countries of Asia

Sub indicators	Countries											
	Bangladesh		India		Pakistan		Sri Lanka		Malaysia		Viet Nam	
	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)
Secondary enrolment	77.55	60.71	78.72	77.55	37.45	43.23	90.45	85.52	82.64	76.68	90.55	96.21
Tertiary enrolment	20.81	28.03	35.41	33.45	11.03	11.41	33.07	19.92	44.30	30.96	45.37	44.15
Graduates from tertiary	2.49	6.08	1.90	2.87	0.75	1.26	2.27	2.71	3.44	5.59	10.20	21.05

¹¹ World Economic Forum, (2025), Global Gender Gap Report 2025

Sub indicators	Countries											
	Bangladesh		India		Pakistan		Sri Lanka		Malaysia		Viet Nam	
	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)
Graduates in STEM ¹²	8.08	12.34	23.05	31.43	32.00	68.00	16.61	40.96	27.32	57.35	15.38	31.19
Vocational training	2.49	6.08	1.90	2.87	0.75	1.26	2.27	2.71	3.44	5.59	10.20	21.05

Source: WEF Global Gender Gap Report, 2025

3.3.2 The table shows relatively strong performance, indicating gender disparity in education has narrowed significantly in Bangladesh, with women achieving parity with men in access to primary, secondary level, however, the country still ranked very low in tertiary education. Most of the peer economies score well across all four sub-indicators of education compared to Bangladesh except Pakistan, although all five countries' overall ranks are lower than that of Bangladesh (24th). Bangladesh, India and Pakistan show a large gender gap, with male graduates significantly exceeding female graduates. On the other hand, Sri Lanka and Malaysia demonstrate comparatively balanced outcomes between women and men, while Viet Nam records the highest graduate proportions overall, though male graduates remain much higher than female graduates. Bangladesh, India and Pakistan show limited female participation in technical and vocational education compared to the other three economic peers.

3.3.3 Considering national commitments, various government strategic documents such as the Sustainable Development Goals (SDGs), ministry policy papers, and other sectoral plans have been reviewed to identify broader targets for women's education. However, only comparable sub-indicators from those sources are presented here.

Table 3.3: Gender Gap in Education based on policy document

Sub-indicators	Current Scenario		Target under SDG 2030
	Male	Female	
Adult Literacy Rate (%)	80.2	77.4	-
Net Primary enrolment (%)	97.52	97.81	100
Primary School Dropout rate (%)	14.88	13.19	-
Net Secondary School enrolment (%)	62.43	78.17	100
Secondary School Dropout rate (%)	8.10	11.40	-
Gross Tertiary Enrolment (%)	24.48	16.48	80
TVET ¹³ enrolment rate (%)	-	27.2	70

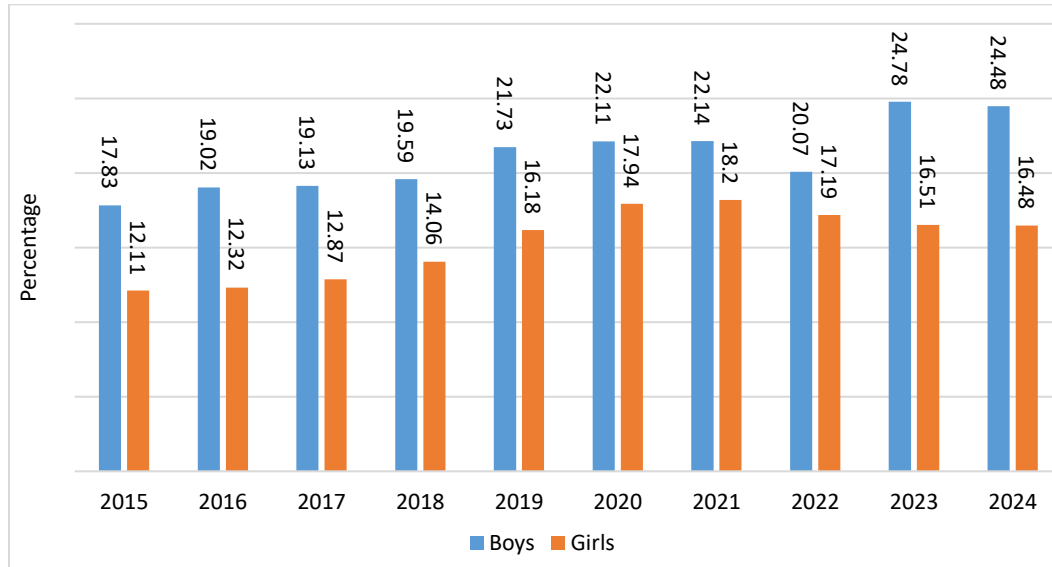
Source: SDG Bangladesh Progress Report, 2025

3.3.4 Table 3.3 shows that females outperform males in net primary enrollment, net secondary enrollment, and primary school dropout rates (in which a lower rate is better). Bangladesh is very close to achieving the SDG 2030 target for net primary enrollment, and it appears this target will be met on time. While girls' enrollment at the primary and secondary levels has been relatively strong in recent years, the situation is notably different at higher levels of education. A persistent gender gap remains in adult literacy, secondary school dropout rates, gross tertiary enrollment, and enrollment in Technical and Vocational Education and Training (TVET). Moreover, the country continues to lag in areas such as adult literacy, secondary school retention, and both tertiary and TVET enrollment when compared to national targets. It is also worth mentioning that not enrollment in primary and secondary education requires specific interventions, as boys and lagging behind. The emerging disparity contribute to social disorder and should be addressed to insure balanced and inclusive development.

¹² STEM (Science, Technology, Engineering and Mathematics)

¹³ Technical and Vocational Education and Training

Figure 3.1: Trends in Gross Tertiary Enrolment in Bangladesh, 2015-2024



Source: Bangladesh Education Statistics, 2024

3.3.5 Figure 3.1 shows that the percentage of girls' enrolment at the tertiary level has been increasing over the years. Bangladesh shows a strong positive trend in tertiary education expansion with rapid improvement in female enrolment, leading to a substantial narrowing of the gender gap. In 2019, the progress was remarkable, with an increase of 2.3 percent from 14.06 percent in 2018. After 2021, female enrolment stagnated and declined slightly. Consequently, the gender gap widened again, reaching about 8 percentage points in 2024. Given this situation, there has been a persistent gender gap in gross tertiary enrolment across the years, which indicates that higher education for women in Bangladesh consistently faces challenges.

3.3.6. Table 3.4: Existing Gender Gap in Health and Well-being Across Six Countries of Asia

Sub indicators	Countries					
	Bangladesh	India	Pakistan	Sri Lanka	Malaysia	Viet Nam
Maternal Mortality Ratio (MMR) (per 100,000 live births)	115.00	80.00	155.00	18.00	26.00	48.00
Total Fertility Rate (TFR) per woman	2.16	1.98	3.61	1.97	1.56	1.91
Births attended by skilled health personnel (%)	59.00	89.40	68.00	99.50	99.60	96.10
Prevalence of gender violence	50.00	35.00	29.00	24.00	19.00	25.00
Early marriage	32.90	16.20	13.50	6.00	6.00	7.40

Source: WEF Global Gender Gap Report 2025, <https://childmarriagedata.org/country-profiles/south-eastern-asia/>

Even though there has been consistent improvement in most of the sub-indicators listed in Table 3.4, the country still needs to prioritize reducing the maternal mortality ratio. Among the six countries of Southeast and Eastern Asia, Bangladesh has one of the highest maternal mortality rates, second only to Pakistan. However, the country ranks among the lowest globally and regionally in terms of early marriage rates. Other sub-indicators, such as stunting, the prevalence of violence, and the proportion of births attended by skilled health personnel, remain significantly behind compared to other countries. Nevertheless, as shown in Table 3.4, Bangladesh has made progress across all health and survival sub-indicators compared to 2024.

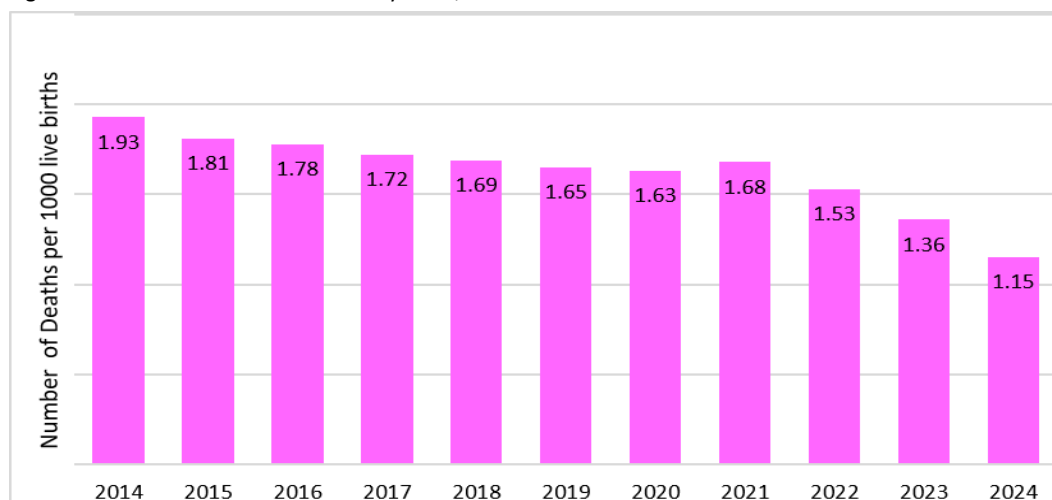
Table 3.5: Gender Gap in Health and Well-being Based on Policy Document

Sub-indicators	Current Scenario		Target under SDG 2030
	Male	Female	
Life Expectancy at birth (years)	70.8	74.2	-
Maternal Mortality Ratio (MMR) (per 100,000 live births)	-	115	70
Total Fertility Rate (TFR) per woman	-	2.16	-
Proportion of births attended by skilled health personnel (%)	-	59	80
Prevalence of stunting among children under 5 years of age (%)	27.9	28.0	-
Proportion of ever-partnered women and girls aged 15 years and older subjected to violence by a current or former intimate partner (%)	-	54.7	-
Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner (%)	-	0.46	-
Early marriage	-	32.90	10

Source: Global gender gap report 2025, SVRS 2023, MICS2019. SDG Bangladesh progress report 2025

3.3.7 In terms of health and well-being, women have a slightly higher life expectancy at birth than men, as shown in Table 3.5. The life expectancy at birth for women and men was 54.5 and 55.3 years, respectively, in 1981, which increased to 74.2 and 70.8 years in 2025 over a span of 41 years. Regarding the prevalence of stunting among children under five, there is no discernible difference between boys and girls.

Figure 3.2: Trends in Maternal Mortality Ratio, 2014-2024



Source: Bangladesh Sample Vital Statistics, 2023, Global Gender Gap Report, 2025

3.3.8 It is evident that there has been a consistent decline in the maternal mortality ratio in Bangladesh, which decreased from 1.93 per 1,000 live births in 2014 to 1.15 in 2024, as depicted in Figure 3.2. Various skill development training courses for health professionals, the introduction of Emergency Obstetric Care in each district, Comprehensive Emergency Obstetric and Neonatal Care services, the Maternal Health Voucher Scheme, and the provision of cash incentives have contributed to the reduction in MMR.¹⁴ However, the pace of progress was slower from 2014 to 2020, and a slight uptick was recorded in 2021 before a stronger positive trend resumed. Despite the overall declining trajectory, Bangladesh still lags behind the SDG 2030 target and must accelerate progress to close the remaining gap.

¹⁴ Bangladesh Economic Review, 2023

3.3.9 Table: 3.6 Progress toward Bridging the Gender Gap in the Health Sector of Bangladesh

Sub indicators	Year 2023	Year 2024	Year 2025
Maternal Mortality Ratio (MMR) (per 100,000 live births)	173.00	123.00	115.00
Total Fertility Rate (TFR) per woman	2.00	1.98	2.16
Births attended by skilled health personnel (%)	59.00	59.00	59.00
Prevalence of gender violence	53.00	23.00	50.00
Early marriage	45.20	32.90	32.90

Source: WEF Global Gender Gap Report 2023, 2024 and 2025

3.3.10 Table 3.6 shows that Bangladesh made significant progress between 2023 to 2025 in lowering the maternal mortality ratio. However, Total fertility rate per women has marked a slight, temporary increase from the 2024 rate. This marks a worrying reversal of the decades-long declining trend, up 2.16 from the previous year. On the other hand, the percentage of births attended by skilled health personnel and the rate of early marriage have remained unchanged over the past three years. The country still lags behind its neighbours and the targets set in planning documents. Bangladesh continues to have the highest early marriage rate in South Asia. Therefore, to achieve the goals outlined in policy documents and to catch up with other South Asian countries, further steps are needed to reduce gender-based violence, maternal mortality, and early marriage, as well as to increase the number of trained birth professionals.

3.4. Gender Gap Analysis on Economic Participation and Equality

3.4.1 Comparison of Bangladesh's Gender Gap in Economic Participation with Selected Countries

According to the World Economic Forum Global Gender Gap Report 2025,¹⁵ Economic Participation and Opportunity remains the second-largest gender gap globally. Bangladesh continues to face substantial gender disparities in the Economic Participation and Opportunity dimension, although its performance varies considerably across indicators when compared with South Asian neighbors and peer economies.

Table 3.7: Existing Gender Gap in Economic Participation of Some Asian Countries and peer economies

Sub-indicators	Countries											
	Bangladesh		Pakistan		India		Sri Lanka		Malaysia		Viet Nam	
	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank
Labor force participation rate	0.537	229th	0.304	142nd	0.459	136th	0.454	137th	0.681	106th	0.886	22nd
Wage equality for similar work	0.618	87th	0.580	106th	0.541	117th	0.664	62nd	0.715	39th	0.740	24th
Estimated earned income in thousand \$	0.525	113th	0.247	141st	0.299	140th	0.402	131st	0.637	69th	0.798	13th
Legislators, Senior Officials and Managers	0.079	133rd	0.061	134th	0.144	131st	0.287	114th	-	-	0.375	99th
Professional and Technical workers	0.255	133rd	0.358	130th	0.494	119th	0.968	73rd	-	-	1.000	1st

Source: World Economic Forum Global Gender Gap Report 2025

The data suggest that Bangladesh has achieved moderate progress in narrowing gender gaps in labor-force participation, wage equality, and earned income relative to South Asian neighbors. However, the country continues to face serious challenges in promoting women into professional, technical, and leadership positions.

¹⁵ World Economic Forum. (2025). Global gender gap report 2025

Compared with peer economies such as Malaysia and especially Viet Nam, Bangladesh's gender gap in economic participation remains substantial. Future policy priorities should therefore focus not only on increasing women's participation in the workforce but also on improving the quality of employment, equal pay, leadership opportunities, and access to skilled occupations for women.

3.4.2 Bangladesh's Gender Gap in Economic Participation Considering BBS Data

This section analyses the gender gap in economic participation in Bangladesh using BBS Labour Force Survey data from 2005,¹⁶ 2015,¹⁷ and 2024¹⁸. It examines changes in male and female labour force participation, formal and informal employment, and occupational patterns over time.

Table 3.8: Gender Gap in Labor force participation rate %

Sub-indicators	2005		2015		2024	
	Female	Male	Female	Male	Female	Male
Labour force participation rate %	29.2	86.8	35.6	81.9	44.2	80.9

Source: Bangladesh Bureau of Statistics (BBS) 2024

According to BBS Labour Force Survey data (2005, 2015, and 2024), Bangladesh has made steady progress in labour market participation and structural transformation, but a persistent gender gap remains. Male labour force participation has stayed high and relatively stable (from 86.8% in 2005 to 80.9% in 2024), while female participation has increased significantly from 29.2% in 2005 to 44.2% in 2024, reflecting improved education, urban employment opportunities, and policy focus on women's inclusion.

Table 3.9: Gender Gap in Formal and Informal Sector by Area in Bangladesh

Sub indicators	2005						2015						2024					
	Rural			Urban			Rural			Urban			Rural			Urban		
	Female (%)	Male (%)	Gap	Female (%)	Male (%)	Gap	Female (%)	Male (%)	Gap	Female (%)	Male (%)	Gap	Female (%)	Male (%)	Gap	Female (%)	Male (%)	Gap
Employed population by formal sector	14.3	23.8	9.5	27.4	37.3	9.9	3.0	14.1	11.1	9.4	26.4	17.0	2.0	12.4	10.4	7.3	26.2	18.9
Employed population by Informal sector	85.7	76.2	-9.5	72.6	62.7	-9.9	97	85.9	-11.1	90.6	73.6	-17.0	98.0	87.6	-10.4	92.7	73.8	-18.9

Source: Bangladesh Bureau of Statistics (BBS) 2006, 2017, 2024.

In terms of employment quality, Bangladesh continues to be dominated by the informal sector across all years. Although formal employment has increased slightly—particularly in urban areas and among men—women remain heavily concentrated in informal, low-paid, and insecure jobs, with only marginal improvement in formal sector access over time.

Table 3.10.: Gender Gap in Employed Persons by Occupation in Bangladesh

Sub-indicators	2005		2015		2024	
	Female %	Male %	Female %	Male %	Female %	Male %
Administrative and Managerial	0.2	0.6	0.3	0.9	0.4	1.2
Professionals and Technical	3.2	5.2	5.4	6.8	8.1	9.5
Clerical Worker	0.6	1.3	0.8	1.7	1.0	2.1
Service and Sales Workers	12.3	15.6	30.3	18.5	28.7	22.4
Agri, Forestry, Fisheries	64.8	48.5	62.0	41.2	55.5	36.0

¹⁶ Bangladesh Bureau of Statistics. (2006). Labour force survey 2005–2006. Ministry of Planning, Government of the People's Republic of Bangladesh.

¹⁷ Bangladesh Bureau of Statistics. (2017). Labour force survey 2015–2016. Ministry of Planning, Government of the People's Republic of Bangladesh.

¹⁸ Bangladesh Bureau of Statistics. (2024). Labour force survey 2024. Ministry of Planning, Government of the People's Republic of Bangladesh.

Sub-indicators	2005		2015		2024	
	Female %	Male %	Female %	Male %	Female %	Male %
Production, Transport Laborer and Others	14.0	28.8	16.2	30.9	16.3	28.8

Source: Bangladesh BUREAU of Statistics (BBS) 2006, 2017, 2024.

Occupational patterns also show gradual but limited upgrading of women's work from agriculture toward services and a small rise in professional roles. However, men still dominate higher-skilled administrative, production, and transport occupations, while women remain concentrated in lower-paid service and informal sectors.

Overall, the gender gap has narrowed only modestly, indicating slow structural transformation in women's employment despite overall economic growth.

3.4.3 Gender Gap in Economic Participation and Achievement of the Sustainable Development Goals (SDGs) in Bangladesh

From an SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth) perspective, Bangladesh has made noticeable progress between 2005 and 2024. Female labour force participation has increased steadily, and women's presence in services and some professional sectors has expanded,¹⁹ indicating improved economic inclusion and movement toward greater gender equality in access to work.²⁰

However, challenges remain in achieving decent and equitable employment. The labour market is still dominated by informal work, and women are disproportionately concentrated in low-paid, insecure jobs, limiting progress on both SDG 5 and SDG 8. Gender gaps in job quality, occupational segregation, and access to formal employment continue to persist.

To strengthen progress, priorities should focus on expanding formal employment for women, improving skills for higher-productivity sectors, ensuring equal pay and workplace protection, and providing supportive systems such as childcare²¹ and safe mobility²². These measures are essential to achieve both inclusive economic growth and real gender equality in the labour market.

3.5 Gender Gap Analysis on Women Empowerment and Enhancing Social Status

3.5.1 Gender parity in 'Women Empowerment and Enhancing Social Status' has been analyzed by using a set of sub-indicators drawn from various policy documents and reports produced by development partners. It is mentionable that the most substantial contributor to Bangladesh's overall performance on gender equality in 2025 has been the performance of the Political Empowerment subindex. The proportion of women in ministerial positions rises from 9.1% to 22.2% between 2024 and 2025. Combined with Bangladesh's parity in the head-of-state indicator, the economy now ranks 1st in Southern Asia and 3rd globally in the political parity ranking.

Table 3.11: Existing Gender Gap in Women Empowerment and enhancing social status across six countries of Asia

Sub indicators	Countries					
	Bangladesh	India	Pakistan	Sri Lanka	Malaysia	Viet Nam
Women in parliament (%)	*16.28	13.7	17.0	10.0	13.5	31.38
Women in ministerial positions (%)	18.18	5.56	0.00	9.09	11.11	11.11
Firms with female top manager (%)	3.60	6.80	3.40	33.20	33.20	19.40
Firms with female majority ownership (%)	2.50	1.80	2.10	26.1	13.50	19.70

¹⁹ United Nations Women. (2024). Progress on the Sustainable Development Goals: The gender snapshot 2024.

²⁰ World Bank. (2026). Labor force participation rate, female (% of female population ages 15+) - Bangladesh.

²¹ Addati, L., Cattaneo, U., & Pozzan, E. (2022). Care at work: Investing in care leave and services for a more gender equal world of work.

²² Nasrin, S., & Bunker, J. M. (2024). Gender equality through sustainable transport policy. Transport Policy, 149, 59-79. doi.org.

Years with female /male head of state (last 50)	30.74	14.47	4.73	0.47	0.00	0.09
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*13th National Parliament in Bangladesh.

Source: WEF Global Gender Gap Report 2025, www.parliament.gov.bd

3.5.2 The table 3.11. shows that in Bangladesh, the 2nd highest percentage of women make up of the total seats in the national parliament among Southeast Asia which indicates relatively stronger political inclusion of women. Comparing with peer economies in Eastern Asia, Viet Nam has the highest percentage of women in the parliament. In ministerial positions, Bangladesh again ranks highest (18.18%), while Pakistan records no female ministerial representation during the measured period. However, a major gap exists in female corporate leadership in South Asian countries. Bangladesh, India, and Pakistan have very low percentages of firms with female top managers, ranging from 3.4% to 6.8% however, Sri Lanka shows better inclusion of women in private sector leadership. Female majority ownership of firms is extremely limited in Bangladesh, India, and Pakistan, all below 3% indicating limited excess to finance, social restrictions and weaker entrepreneurial support systems for women of Bangladesh. Moreover, Bangladesh stands out remarkably in terms of years with female heads of government/state over the last 50 years. In fact, this indicator triggers the satisfactory position of the country all over the world.

3.5.3. Table: 3.12. Gender Gap in women empowerment and social status based on Policy Document

Sub-indicators	Current scenario	Target under SDG 2030
Proportion of seats held by women in national parliament (%)	*16.28	40
Proportion of seats held by women in local government (%)	23.46	33
Proportion of women in managerial positions (%)	7.3	30
Proportion of women aged 15-49 to make their own informed decision on reproductive health (%)	45.5	90

Source: SDG Bangladesh progress report, 2025; *13th National parliament

Table 3.12. indicates that progress toward women's empowerment in Bangladesh remains uneven. Political representation at the local level shows moderate improvement. However, political representation at the national level lag far behind SDG target. Moreover, economic empowerment and reproductive autonomy remain major concerns. The most severe gap is found in women's reproductive decision-making, followed closely by leadership representation in managerial positions.

3.6. Underlying Causes for Gender Gap in Bangladesh

3.6.1. Various socio-economic and cultural factors continue to hinder women's advancement, particularly in education and employment. Major obstacles to women pursuing higher education include child marriage, early motherhood, lack of safety/security, and violence against women. Despite initiatives such as stipends, school meal programmes, and free textbook distribution, the primary school dropout rate remains close to 15 percent. Key factors contributing to persistent gender gaps in education include, the gendered division of labor at home, child marriage, a high prevalence of early pregnancies, poverty, gender-based violence, and more recently, disruptions caused by the COVID-19 pandemic. Moreover, stereotypical beliefs about girls' abilities in subjects like mathematics, engineering, and information technology lead to lower academic performance and diminished aspirations for careers in engineering and other physical sciences over time.

3.6.2 Health outcomes are likewise heavily influenced by social, economic, and environmental conditions beyond the health sector- such as poverty, education, employment opportunities, and physical security. Gender inequality itself is a critical determinant of health and remains a persistent challenge in Bangladesh. Women lag behind men in indicators such as literacy, tertiary education attainment, labor force participation, and access to mass media and mobile phones. They are more likely to drop out of school and less likely to secure formal employment. Even when employed, women tend to earn lower wages and are more vulnerable to job losses. Gender wage disparities for equal work, the underrepresentation of women in senior government positions and

top management roles in the private sector, and women's limited participation in professional and technical fields collectively reinforce persistent gender inequality. Furthermore, prevailing patriarchal norms mean women often lack autonomy in making decisions about their own healthcare. All these factors, combined with a lack of awareness, contribute to women in Bangladesh falling behind on key education, health, and economic participation indicators.

3.7 Necessary Interventions

3.7.1 In light of the SDG 2030 agenda and national policy documents, specific actions are needed to close the gender gaps in the education, health, economic and overall women's empowerment. This report presents a Gender Gap Reduction Matrix (attached as Appendix 3) based on discussions with key stakeholders and an examination of measures adopted by other countries. It outlines a strategic framework of activities required to reduce gender disparities in Bangladesh while acknowledging that alternative approaches may also be considered.

3.7.2 A number of committees may be formed, comprising the lead ministry or division, relevant associate ministries/divisions, academicians, representatives from civil society, and other stakeholders. These committees may meet at least three times per year to review progress on lagging indicators and recommend actions for improvement. The lead ministry/division, together with the associate ministries/divisions, should monitor implementation of various activities, programmes, plans, and projects based on the committee's recommendations. It is suggested resources be allocated under the Medium-Term Budget Framework (MTBF) according to these planned activities, and progress may be assessed using the indicators outlined in each Ministry Budget Framework (MBF). Furthermore, a robust monitoring and evaluation framework needs to be developed and implemented to track the extent to which recommended actions are being carried out and to determine what changes are resulting from these actions in closing gender gaps.

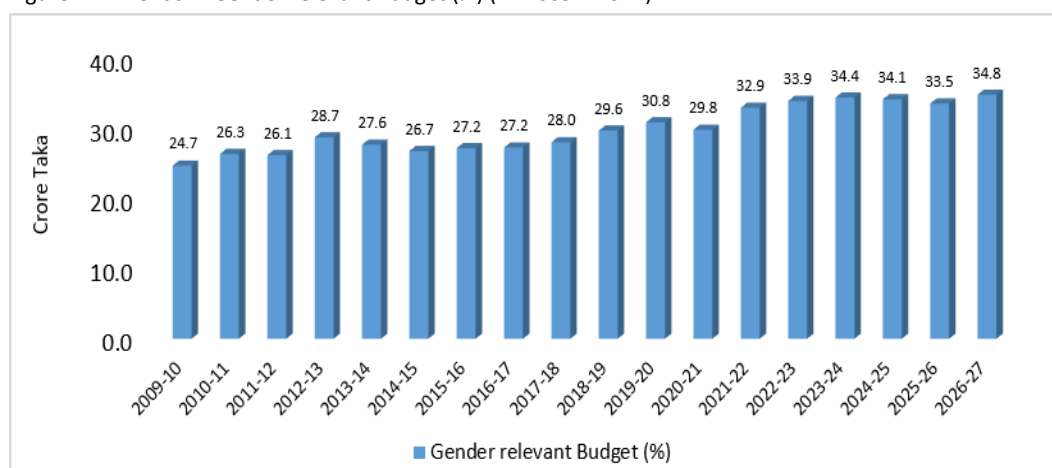
Chapter IV: Review of Gender Relevant Allocation and Expenditure

4.1.1 The Election Manifesto of the present government has greatly accentuated the necessity for attaining equitable socio-economic development irrespective of men and women. In line with this approach Gender-responsive budgeting (GRB) as an essential fiscal tool can be used systematically for integrating gender equality objectives and addressing women's development needs through budgetary and administrative frameworks. In Bangladesh, this budgeting process ensures that resource allocations reflect the diverse needs of all genders, fostering fairness, inclusivity, and sustainable growth. By strengthening accountability and aligning with the Sustainable Development Goals, gender budgeting contributes to building more equitable and resilient societies. Over the past decade, Bangladesh has progressively institutionalized gender-responsive budgeting across numerous ministries and divisions. Through strategic resource targeting, the government has worked to reduce gender disparities and actively promote women's empowerment. In the most recent fiscal year, these targeted allocations reaffirmed the country's commitment to embedding gender perspectives into its national budget process and ensuring the achievement of sustainable state capacity.

4.1.2 Bangladesh's journey with gender-responsive budgeting began in FY 2009–10, when the government introduced its first analytical report, "Women's Advancements and Rights," alongside the national budget. This pioneering step initially covered four key ministries: Education, Health and Family Welfare, Social Welfare, and Disaster Management. By 2012, the scope had expanded to 20 ministries, signaling that gender-responsive budgeting was becoming firmly embedded within government processes. This institutionalization deepened further, reaching 43 ministries by FY 2016–17. In the most recent fiscal year, gender budget reporting encompassed 61 ministries and divisions, organized around four thematic areas.

This broadening participation reflects remarkable progress in mainstreaming gender equality considerations across diverse sectors of public administration. It demonstrates Bangladesh's commitment to ensuring that fiscal policies are not only about economic growth but also about social inclusion, equity, and empowerment.

Figure 4.1: Trends in Gender relevant Budget (%) (FY 2009 – 2027)



4.1.3 Figure 4.1 illustrates the trajectory of Bangladesh's gender-responsive budget initiatives between FY 2009–10 and FY 2026–27, highlighting a consistent upward trend in both categories. In FY 2009–10, the total budget stood at Tk 110,523 crore, of which Tk 27,248 crore was directed toward gender-focused programs. Over the following years, both the overall budget and gender-responsive allocations expanded steadily, reflecting the government's growing fiscal capacity and evolving priorities. By FY 2026–27, the national budget had surged to Tk 938,001 crore, with gender-related allocations reaching Tk 326,059.8 crore.

This progression underscores not only the broad expansion of public expenditure but also a deliberate intensification of investment in gender equality and women’s development. Significantly, the growth rate of the gender-responsive budget has slightly outpaced that of the overall budget, signaling a deepening governmental commitment to embedding gender considerations within fiscal policy and ensuring that women’s empowerment remains a central pillar of national development planning.

4.2 Allocation and Expenditure of Gender-Relevant Budget

4.2.1 The gender finance tracking process in Bangladesh spans both the operating and development budgets, underscoring a comprehensive commitment to advancing gender equity through public finance. Over time, there has been not only a noticeable increase in the proportion of the national budget tagged as gender-relevant but also substantial growth in the actual size of these budget components. In FY 2026-27, the gender-responsive share of the operating budget continued its upward trajectory, reflecting how ministries and divisions are progressively embedding gender considerations into the very core of service delivery and administrative functions.

This evolution signals a shift from gender equity being treated as a specialized initiative to becoming an integral dimension of mainstream governance. The sustained rise in gender-responsive allocations within the operating budget demonstrates that gender priorities are no longer confined to development projects alone but are increasingly shaping the everyday mechanisms of state administration and resource distribution.

4.2.2 In the operating budget, gender-relevant allocations have risen from TK 170,935.4 crore in FY 2025–26 to TK 200,404.8 crore in FY 2026–27. This represents a stable share of 32.2 percent, closely aligned with the previous year and well within the historical range of 31.7 to 32.5 percent. Such stability highlights that gender priorities are firmly embedded in fiscal planning rather than being subject to short-term fluctuations.

The development budget reflects an even stronger emphasis on gender equity. Allocations increased from TK 93,783 crore in FY 2025–26 to TK 125,655 crore in FY 2026–27, accounting for 39.8 percent of the total development budget. This sharp rise signals that gender considerations are being integrated more deeply into long-term investment strategies, ensuring that future growth is inclusive and equitable.

4.2.3 Bangladesh’s gender budget in FY 2026–27 reflects upward trajectory. The total gender-relevant allocation amounts to TK 326,059.8 crore, representing 34.8 percent of the national budget. This proportion is broadly consistent with previous years, underscoring the sustained integration of gender priorities into fiscal policy.

Viewed against GDP, the allocation stands at 4.8 percent—an increase from 4.2 percent in FY 2025–26 signaling a stronger commitment to investing in gender equity. Such consistency highlights the government’s deliberate prioritization of gender mainstreaming across both operational and development portfolios, ensuring that inclusivity remains a cornerstone of national planning.

Table 4.1: Trend of Gender Relevant Allocation and Expenditure

(Taka in Crore)

Budget Description	Annual Budget/Expenditure								
	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	621925.9	544390.0	573138.0	515546.6	512400.8	477834.0	484202.7	454410.9	401573.1
Gender Relevant Allocation	200404.8	170935.4	182947.5	165094.1	161298.4	146834.8	157516.2	144091.7	123469.2
As % of Operating Budget	32.2	31.4	31.9	32.0	31.5	30.7	32.5	31.7	30.8
Development Budget	316075.1	245608.6	214862.1	281453.3	231598.6	151100.9	277582.5	260006.9	209497.9
Gender Relevant Allocation	125655.0	93783.2	80640.5	108933.5	87135.7	57114.6	102959.4	94172.6	76087.9
As % of Development Budget	39.8	38.2	37.5	38.7	37.6	37.80	37.1	36.2	36.3
Total Budget	938001.0	789998.6	788000.1	796999.9	743999.4	628934.9	761785.2	714417.8	611070.9

Budget Description	Annual Budget/Expenditure								
	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Gender Relevant Allocation	326059.8	264718.6	263588.0	274027.6	248434.2	203949.4	260475.6	238264.3	199557.1
As % of Total Budget	34.8	33.5	33.5	34.4	33.4	32.4	34.2	33.35	32.7
Total GDP (Current price)	6830024.0	6244578.0	6080320.0	5597414.0	5515026.0	5515026.0	5006782.0	5002654.0	5002654.0
As % of Total GDP	4.8	4.2	4.3	4.9	4.5	3.7	5.2	4.8	4.0

Source: GFT Model, Finance Division

4.3 Allocation by Thematic Group

4.3.1 In recent years, Bangladesh has demonstrated a sustained and strategic commitment to advancing gender equality through steadily increasing gender-responsive allocations within the national budget. This commitment is evident in the rising shares of both operating and development budgets directed toward gender-relevant priorities, structured around four thematic areas that capture the diverse challenges faced by women and marginalized genders.

As shown in Table 4.2, allocations for Education, Health, and Wellbeing for women remain the largest, climbing from Tk. 86,870 crore in FY 2025–26 to Tk. 104,804.9 crore in FY 2026–27. Equally noteworthy, Economic Participation and Equity has experienced the most significant increase in absolute terms, rising from Tk. 79,185 crore to Tk. 103,738.7 crore. This reflects an enhanced policy focus on integrating women into the economic mainstream by strengthening human capital.

Funding for Women’s Empowerment and Social Status has also grown steadily, from Tk. 62,485.4 crore to Tk. 83,076.9 crore, underscoring continued investment in social inclusion and political representation. By contrast, allocations for Women’s Effective Access to Public Services show a slight decline, from Tk. 36,177.9 crore in FY 2025–26 to Tk. 34,439.2 crore in FY 2026–27. This dip suggests the need for renewed policy attention to sustain progress in ensuring equitable access to essential services.

Table 4.2: Gender Relevant Allocation and Expenditure by Thematic Areas (Combined)

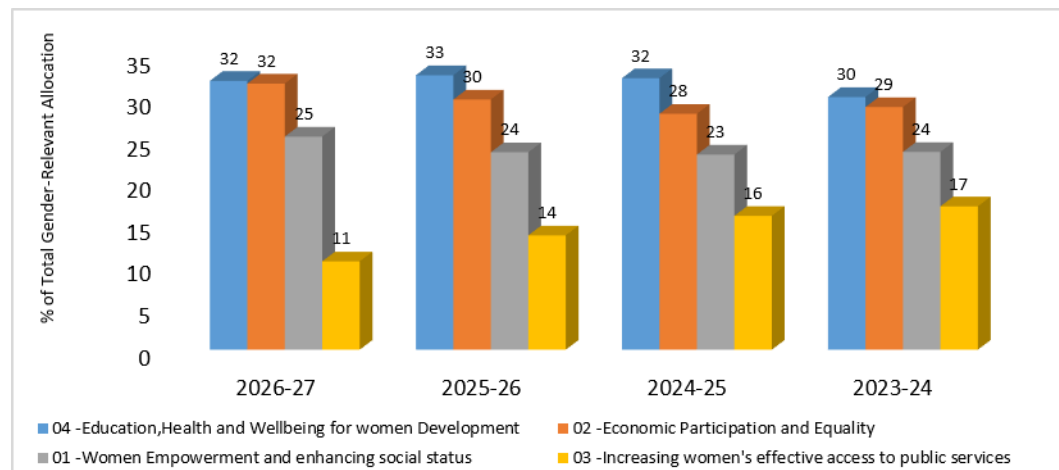
(Taka in Crore)

Thematic Areas	Annual Budget/Expenditure								
	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and enhancing social status	83076.9	62485.4	63880.5	63929.7	60280.4	54435.1	61585.5	60872.8	54738.9
% of Total Gender Relevant Allocation	25.5	23.6	24.2	23.3	24.3	26.7	23.6	25.5	27.4
% of Total Budget	8.9	7.9	8.1	8.0	8.1	8.7	8.1	8.5	9.0
02-Economic Participation and Equality	103738.7	79185.2	87338.2	77293.7	79083.6	63175.6	75561.6	66198.5	51682.5
% of Total Gender Relevant Allocation	31.8	29.9	33.1	28.2	31.8	31.0	29.0	27.8	25.9
% of Total Budget	11.1	10.0	11.1	9.7	10.6	10.0	9.9	9.3	8.5
03-Increasing women's effective access to public services	34439.2	36177.9	32865.0	43853.9	34695.2	27300.7	44636.5	40832.7	36666.2
% of Total Gender Relevant Allocation	10.6	13.7	12.5	16.0	14.0	13.4	17.1	17.1	18.4
% of Total Budget	3.7	4.6	4.2	5.5	4.7	4.3	5.9	5.7	6.0
04-Education, Health and Wellbeing for women Dev.	104804.9	86870.2	79504.3	88950.4	74374.9	59037.8	78692.1	70360.4	56469.5
% of Total Gender Relevant Allocation	32.1	32.8	30.2	32.5	29.9	28.9	30.2	29.5	28.3
% of Total Budget	11.2	11.0	10.1	11.2	10.0	9.4	10.3	9.8	9.2

Source: GFT Model, Finance Division

4.3.2 Figure 4.2 reflects the shifting composition of gender-relevant budget shares across the four thematic areas over the period from FY 2023-24 to FY 2026-27. The relative share for Women’s Empowerment and Enhancing Social Status remained steady, moving slightly from 23.6 percent to 25.5 percent, which confirms a consistent policy priority in this domain. Meanwhile, the share for Economic Participation and Equality rose significantly from 29.9 percent to 31.8 percent, showing greater policy weight on initiatives like women’s employment, entrepreneurship, and income generation. This shift suggests that policymakers increasingly recognize economic empowerment as a central pillar of gender equity. Conversely, the share allocated to Increasing Women’s Effective Access to Public Services declined from 13.7 percent to 10.6 percent, despite its critical role in enabling women’s mobility, access to justice, and essential services. This drop warrants further exploration, especially in light of the persisting structural barriers women face in accessing public services.

Figure 4.2: Gender Relevant Allocations and Expenditures across Four Thematic Areas



Source: GFT Model, Finance Division

4.3.3 The Education, Health, and Wellbeing for Women’s Development theme has consistently the largest share of the gender budget, remaining above 30 percent throughout the observed period. In FY 2026–27, it stood at 32.1 percent, a slight dip from 32.8 percent in FY 2025–26 yet still reflecting strong prioritization. This sustained focus underscores the government’s commitment to foundational sectors that shape women’s long-term prospects, including maternal health, girls’ education, and nutrition.

Taken together, the trends across all four themes point to a rebalancing within the gender budget: a growing emphasis on economic empowerment and core human development outcomes, alongside areas such as public service access that now require renewed attention. With total gender-relevant allocations reaching Tk. 326,059.8 crore in FY 2026–27—equivalent to 34.8 percent of the national budget—the figures reveal not only quantitative expansion but also a qualitative shift in Bangladesh’s gender-responsive fiscal strategy.

4.4 Thematic Group 1: Women Empowerment and Enhancing Social Status

4.4.1 The thematic area of Women’s Empowerment and Enhancing Social Status encompasses a wide range of programmes, each with varying degrees of gender-specific relevance. Budgetary allocations from FY 2022–23 to FY 2026–27 reveal a clear upward trajectory, underscoring the government’s prioritization of initiatives explicitly aimed at advancing women. Notably, funding for gender policies and strategies surged from Tk 602.8 crore in FY 2025–26 to Tk 15,608.8 crore in FY 2026–27. Support for women’s participation in political decision-making also rose steadily, reaching Tk 5,744.9 crore in FY 2026–27, while allocations to strengthen women’s visibility in national and international forums increased from Tk 417.5 crore to Tk 518.8 crore over the same period. These trends highlight a growing emphasis on women’s leadership and representation across governance and broader societal platforms.

- 4.4.2** At the same time, allocations directed toward enhancing women’s social status registered a modest increase, totaling Tk 15,249.8 crore in FY 2026–27. The largest share of resources—Tk 39,071.0 crore—remains dedicated to reducing vulnerabilities, poverty, and risks through targeted social safety net programmes, reflecting a sustained commitment to addressing women’s socio-economic insecurities. Funding for women’s capacity building in climate change mitigation and adaptation increased slightly to Tk 6,883.6 crore. Overall, the cumulative allocation for this thematic area reached Tk 83,076.9 crore in FY 2026–27, reaffirming Bangladesh’s robust commitment to gender-responsive budgeting and its strategic prioritization of comprehensive women’s empowerment initiatives.

Table 4.3: Gender Relevant Allocation and Expenditure by Programme Areas under Thematic Group-1

(Taka in Crore)

Thematic Areas	Gender Relevant Allocation/Expenditure											
	2026-27	2025-26		2024-25			2023-24			2022-23		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual	Budget	Revised	Actual
01- Women Empowerment and Enhancing Social Status												
0101- Implementation of specific gender policy-strategies or activities related to women empowerment and enhancing social status	15608.8	602.8	819.5	774.6	694.1	283.8	933.8	882.4	576.9	729.0	615.4	341.0
0102- Women empowerment through participation in decision making and political structure	5744.9	5108.3	5428.1	4834.0	4456.7	3862.4	4798.2	4525.8	3939.3	4947.3	4664.5	3808.6
0103- Women’s participation in national and international forums	518.8	417.5	507.9	273.7	240.7	224.1	402.8	551.0	513.1	227.0	245.2	222.5
0104- Increasing social status of women	15249.8	14283.6	14063.7	15600.3	14898.6	13120.0	14375.9	14279.2	13063.0	12876.0	13303.5	12487.7
0105- Reduce vulnerabilities, poverty, and risk of women by social safety-net	39071.0	35694.7	36338.0	35801.7	34705.9	32692.3	34466.4	33831.0	30626.2	30286.3	32474.4	29371.9
0106- Capacity Building of women in climate change mitigation and adaptation	6883.6	6378.4	6723.3	6645.4	5284.5	4252.6	6608.3	6803.4	6020.3	5832.1	6255.6	4310.3
Sub Total: 01	83076.9	62485.4	63880.5	63929.7	60280.4	54435.1	61585.5	60872.8	54738.9	54897.7	57558.6	50541.9

Source: GFT Model, Finance Division

4.5 Thematic Group 2: Economic Participation and Equality

- 4.5.1** Both the thematic areas of Women’s Empowerment and Enhancing Social Status and Economic Participation and Equality assign the highest gender relevance (100 percent) to initiatives implementing specific gender-focused policies. As shown in Table 4.4, allocations within Economic Participation and Equality from FY 2022–23 to FY 2026–27 reveal notable increases across most programme areas. Funding for targeted policy strategies that promote women’s involvement in production, labor markets, and income-generating activities rose sharply, climbing from Tk 118.4 crore in FY 2025–26 to Tk 501.1 crore in FY 2026–27. This consistent growth underscores the government’s commitment to advancing gender-specific interventions that directly strengthen women’s economic roles.

- 4.5.2** At the same time, allocations for ensuring decent work environments and workplace safety for women indicated a modest decline, decreasing from Tk 3,320.7 crore in FY 2025–26 to Tk 2,974.4 crore in FY 2026–27. Despite this dip, the continued investment reflects recognition of safe working conditions as vital to sustaining women’s participation in the economy. The largest share of resources Tk 57,388.9 crore in FY 2026–27 remains devoted to supporting women’s active

engagement in labor markets and income-generating activities, reaffirming economic inclusion as a cornerstone of gender equality policy. Notably, funding for women’s entrepreneurship expanded significantly, rising to Tk 20,710 crore in FY 2026–27 from Tk 14,700.9 crore in the previous year, highlighting national priorities that increasingly emphasize women’s entrepreneurial leadership and economic empowerment.

Table 4.4: Gender Relevant Allocation and Expenditure by Programme Areas under Thematic Group-2

(Taka in Crore)

Thematic Areas	Gender Relevant Allocation/Expenditure											
	2026-27	2025-26		2024-25			2023-24			2022-23		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual	Budget	Revised	Actual
02- Economic Participation and Equality												
0201- Implementation of specific gender policy strategies or activities related to women’s participation in production, labour market, and income-generating activities	501.1	118.4	182.1	317.3	300.5	146.7	262.3	441.1	340.6	366.2	404.4	278.6
0202- Ensuring decent work environment and safety	2974.4	3320.7	2887.8	3203.3	2877.1	2412.4	4602.0	3915.0	3230.1	4172.3	3436.7	2741.6
0203- Women’s participation in labour market and income generating activities	57388.9	46764.7	49804.5	46587.5	44805.4	39861.6	45565.6	37183.8	32757.7	33924.3	33657.2	29305.9
0204- Increasing Women entrepreneurship	20710.2	14700.9	17885.1	14399.8	14589.8	13530.2	13418.2	10971.0	8662.8	10625.2	10303.2	8448.0
0205- Construction of infrastructure in remote areas for women	22164.1	14280.5	16578.7	12785.9	16510.8	7224.8	11713.5	13687.6	6691.4	10177.4	9386.4	7466.4
Sub Total: 02	103738.7	79185.2	87338.2	77293.7	79083.6	63175.6	75561.6	66198.5	51682.5	59265.4	57187.9	48240.4

Source: GFT Model, Finance Division

4.5.3 Investment in infrastructure development for women in remote and underserved areas has shown steady growth, rising to Tk 22,164.1 crore in FY 2026-27 from Tk 14,280.5 crore in FY 2025-26. This upward trend underscores a deliberate policy effort to reduce geographic disparities and ensure equitable access to economic opportunities for women in marginalized regions. Overall, the gender-responsive budget allocation for Economic Participation and Equality reached Tk 103,738.7 crore in FY 2026-27, reflecting the government’s strong and sustained commitment to advancing women’s economic empowerment. These targeted financial strategies and well-designed programmes not only strengthen women’s economic independence but also contribute to broader goals of social equity and inclusive development.

4.6 Thematic Group 3: Increasing Women's Effective Access to Public Services

4.6.1 The thematic area “Increasing Women's Effective Access to Public Services” reflects a diverse set of initiatives designed to strengthen women’s equitable use of essential services. Budget allocations and expenditures from FY 2022-23 to FY 2026-27, as outlined in Table 4.5, demonstrate consistent governmental focus, though with some variation across programme categories. Notably, funding for targeted gender policy initiatives declined to Tk 318.9 crore in FY 2026-27 from Tk 473.6 crore in FY 2025-26, signaling a shift in strategic emphasis while still prioritizing equitable gender-specific outcomes in public service delivery. At the same time, substantial investment continues to support women’s access to public properties and services, with Tk 17,432.6 crore allocated in FY 2026-27—increase from the previous year suggests a strong recognition of public service access as a cornerstone of gender equity.

Table 4.5: Gender Relevant Allocation and Expenditure by Programme Areas under Thematic Group-3

(Taka in Crore)

Thematic Areas	Gender Relevant Allocation/Expenditure											
	2026-27	2025-26		2024-25			2023-24			2022-23		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual	Budget	Revised	Actual
03- Increasing women's effective access to public services												
0301- Implementation of specific gender policy-strategies or activities related to Increasing women's effective access to public services	318.9	473.6	567.4	86.2	81.0	567.5	26.9	41.4	517.5	45.1	35.1	324.5
0302- Access to public properties and services	17432.6	15286.4	14122.9	16381.1	13510.9	11375.9	16843.1	13816.7	13124.6	15507.3	14330.3	12191.1
0303- Ensure safety and movement of women	15809.0	19548.5	17047.7	26208.5	19990.0	14441.4	26061.7	25433.4	21758.3	24636.7	26029.8	23211.1
0304- Access to law and justice for women	711.1	689.6	933.9	920.8	907.6	795.5	1502.2	1326.0	1114.0	951.3	1050.1	900.1
0305- Ensure cyber security and reduce violence and oppression against women	167.6	179.9	193.2	257.4	205.8	120.4	202.6	215.2	151.8	202.4	174.4	159.5
0307- Increasing Women entrepreneurship	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
0308- Construction of road infrastructure in remote areas for women	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
0309- ICT training and its uses for women	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sub Total: 03	34439.2	36177.9	32865.0	43853.9	34695.2	27300.7	44636.5	40832.7	36666.2	41342.8	41619.6	36786.3

Source: GFT Model, Finance Division

4.6.2 Within this thematic area, allocations for women's safety and mobility decreased to Tk 15,809 crore in FY 2026-27 from Tk 19,548.5 crore in FY 2025-26. Despite the reduction, the funding remains significant, accentuating ongoing policy commitment to safe and accessible public environments for women. Conversely, resources directed toward enhancing women's access to law and justice increased modestly to Tk 711.1 crore in FY 2026-27 from Tk 689.6 crore in FY 2025-26. This upward adjustment highlights recognition of the critical role of legal access that has been played in advancing gender justice, even as broader resource priorities shift. Together, these allocations illustrate both the government's sustained investment in women's public service access and the evolving balance of priorities across different dimensions of gender equity.

4.6.3 In addition, allocations directed toward strengthening cyber security and reducing violence and oppression against women showed a modest decline, standing at Tk 167.6 crore in FY 2026-27 compared to Tk 179.9 crore in FY 2025-26. Given the rapid expansion of women's digital engagement and the associated risks of cyber threats, this area merits heightened policy focus and potentially greater resource commitment to safeguard women's rights and security in online spaces. The Election Manifesto of the present government emphasized Zero Tolerance to Gender-Based and Online Violence, Hate, and Bullying. It is to be noted that variations across specific programme categories, the overall budget for this thematic group reached Tk 34,439.2 crore in FY 2026-27. This substantial allocation emphasizes the government's sustained commitment to systematically enhancing women's access to essential public services, ensuring their protection, and promoting their overall well-being. The continued prioritization of these investments reflects recognition that equitable public service access and safety are fundamental to advancing gender equity and inclusive development.

4.7 Thematic Group 4: Education, Health, and Well-being for Women Development

4.7.1 The thematic group "Education, Health, and Well-being for Women Development" comprises diverse programmes, each differing in their gender-specific impact and associated funding levels. Table 4.6 illustrates the allocation and expenditure trends from FY 2022-23 to FY 2026-27, highlighting significant shifts in funding priorities. Notably, allocations specifically aimed at implementing targeted gender policies in education, health, and wellbeing increased substantially to Tk 268.5 crore

in FY 2025-26, more than double the Tk 127.7 crore allocated in the previous fiscal year. This sharp rise signals a reinforced policy commitment to addressing critical gender equity issues through targeted interventions. However, under this thematic area, the FY 2026-27 represents a little decrease in the allocation that is related to implementation of specific gender-policy-strategies.

Table 4.6: Gender-Relevant Allocation and Expenditure by Programme Areas under thematic Group-4

(Taka in Crore)

Thematic Areas	Gender Relevant Allocation/Expenditure											
	2026-27	2025-26		2024-25			2023-24			2022-23		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual	Budget	Revised	Actual
04- Education, Health and Wellbeing for Women Development												
0401- Implementation of specific gender policy strategies or education, health, and well-being related activities for Women development	209.5	268.5	143.6	127.7	114.3	93.5	23.4	31.4	58.7	28.7	27.5	20.0
0402- Women education and skill development	62336.4	58235.1	54407.5	59119.3	52141.9	42734.5	53312.3	47851.0	39162.1	49033.4	43608.8	37657.9
0403- Training on frontier technology and its uses for women	5435.0	5702.9	5670.9	7767.9	6070.8	4289.5	6918.2	5323.0	4511.8	6839.7	5242.2	4173.3
0404- Women's access to reproductive, other health services and improved nutrition	17427.8	15957.1	16933.3	16709.5	13570.0	9739.0	15026.4	14774.1	10485.1	14757.3	13961.4	11254.4
0405- Participation of women in research and innovation activities	19396.4	6706.6	2349.1	5226.1	2477.9	2181.3	3411.8	2380.8	2251.8	2767.6	2444.4	2176.2
Sub Total: 04	104804.9	86870.2	79504.3	88950.4	74374.9	59037.8	78692.1	70360.4	56469.5	73426.6	65284.3	55281.8

Source: GFT Model, Finance Division

4.7.2 Historically, the largest share within this thematic area has consistently been dedicated to women's education and skill development. It is worth mentioning that this allocation increased notably to Tk 62336.4 crore in FY 2026-27 from Tk 58,235.1 crore in FY 2025-26. This expansion reflects government spending priorities, because of the continued recognition of education as essential for women's empowerment. On the other hand, funding for training of women in frontier technologies, after experiencing significant growth reaching Tk 7,767.9 crore in FY 2024-25, has seen a reduction to Tk 5,702.9 crore in FY 2025-26. Such a decrease suggests shifting budgetary constraints or strategic realignments, although maintaining substantial support indicates sustained acknowledgment of technology's importance in women's economic integration.

4.7.3 Allocations targeted at improving women's access to reproductive health services and nutritional outcomes have significantly increased to Tk 17427.8 crore in FY 2026-27 from Tk 15957.1 crore in FY 2025-26, potentially pointing toward adjustments in resource distribution amidst the current financial austerity. Besides, funding for promoting women's participation in research and innovation activities has dramatically escalated to Tk 19396.4 crore from Tk 6706.6 crore in the preceding year. With these expansions in specific programme areas, the overall allocation for Education, Health, and Wellbeing for Women Development totals Tk 104804.9 crore in FY 2026-27, indicating continued governmental intent to prioritize these sectors. Nevertheless, prevailing economic austerity measures present substantial challenges, necessitating careful monitoring and adaptive strategies to ensure the realization of targeted gender-equitable outcomes.

4.8 Selected 16 Ministries/Divisions by Highest Gender-Relevant Allocation (Percent)

4.8.1 Table 4.6 represents the gender-relevant budget allocations across 16 selected ministries and divisions from FY 2022-23 to FY 2026-27. Among these, like the previous year the Ministry of Women and Children Affairs consistently leads, receiving the highest percentage of gender-specific allocations, which notably peaks at approximately 95 percent in FY 2026-27. In contrast, the Ministry of Primary and Mass Education exhibits a gradual decline in allocations, decreasing from around 70 percent in FY 2022-23 to 59 percent in FY 2026-27. Meanwhile, the Ministry of Social Welfare maintains a relatively steady allocation, consistently ranging between 52 and 54 percent

across the three consecutive fiscal years from 2022-2023, 2023-24, 2024-25, indicating a stable policy emphasis on gender inclusivity within social welfare programmes. But it is commendable that in FY 2026-27 the allocation for the Ministry of Social Welfare has been spiked with 69.4 percent due to the special provision for providing Family Cards towards the citizens of the country.

Table 4.6: Gender Relevant Allocation in Selected 16 Ministries/Divisions by Highest Gender-Relevant Allocation (%)

Ministry/Division	2026-27	2025-26	2024-25	2023-24	2022-23
130- Ministry of Women and Children Affairs	94.7	94.9	91.1	94.3	95.0
129- Ministry of Social Welfare	69.4	42.5	52.4	53.1	53.6
124- Ministry of Primary and Mass Education	59.3	67.0	64.2	69.3	70.8
162- Medical Education and Family Welfare Division	52.6	50.2	48.56	48.8	51.9
125- Secondary and Higher Education Division	46.4	48.44	48.7	44.9	44.2
160- Technical and Madrasa Education Division	45.1	42.0	41.6	42.92	42.69
127- Health Services Division	40.8	45.2	45.0	49.5	50.9
143- Ministry of Agriculture	39.9	39.9	39.8	39.9	40.05
139- Ministry of Industries	38.8	39.5	39.5	41.8	40.4
136- Ministry of Youth and Sports	38.7	42.6	42.0	38.23	38.1
137- Local Government Division	38.4	39.9	39.3	39.9	39.60
131- Ministry of Labour and Employment	37.3	36.3	38.9	39.0	34.6
144- Ministry of Fisheries and Livestock	34.3	36.0	36.6	36.5	34.4
128- Information & Communication Technology Division	33.5	36.9	40.1	43.3	43.6
140- Ministry of Expatriates' Welfare and Overseas Employment	33.4	35.6	37.9	38.7	38.5
138- Rural Development and Cooperative Division	30.4	35.6	39.3	39.3	39.5

4.8.2 Allocations within the Secondary and Higher Education Division and the Medical Education and Family Welfare Division have experienced minor fluctuations, remaining generally stable within a range of approximately 48 to 50 percent over the years. Notably, the Information and Communication Technology Division has shown substantial reduction in gender-focused spending, declining from about 43 percent in FY 2022-23 to nearly 33 percent in FY 2026-27. This drop shows that recognition of technology as a critical sector for women's empowerment and participation requires further intervention. On the other hand, the Health Services Division has observed a declining trend, dropping from approximately 50 percent to around 41 percent between FY 2022-23 and FY 2026-27. This decrease suggests a possible shift in resource priorities or constraints within the broader health budget, warranting attention to sustain gender-focused health initiatives.

4.8.3 The Ministry of Youth and Sports demonstrates a progressive commitment to gender relevance, increasing its allocation from approximately 38 percent in FY 2022-23 to about 43 percent in FY 2025-26. But this allocation declined to 38 percent again in 2026-27. Besides, the Technical and Madrasah Education Division maintains a steady allocation of around 41 to 42 percent, indicating consistent support for women's technical and vocational education. The allocation for the Ministry of Agriculture remained static over all the fiscal years that is reflecting sustained efforts for integrating gender considerations into agricultural policies.

4.8.4 In addition to the ten highest-spending ministries, six other ministries were reviewed to assess gender budget allocations. Among these, the Local Government Division holds the top position with nearly 40 percent allocated in FY 2025-26. The Ministry of Industries closely follows, maintaining a consistent allocation of around 39-40 percent over recent years. Notably, the Rural Development and Cooperative Division had the highest allocation among these newly included ministries during FY 2023-24 but declined to approximately 30 percent by FY 2026-27. The Ministry of Expatriates' Welfare and Overseas Employment achieved its peak gender-focused allocation of 38 percent in FY 2024-25, whereas the Ministry of Labour and Employment has slightly increased

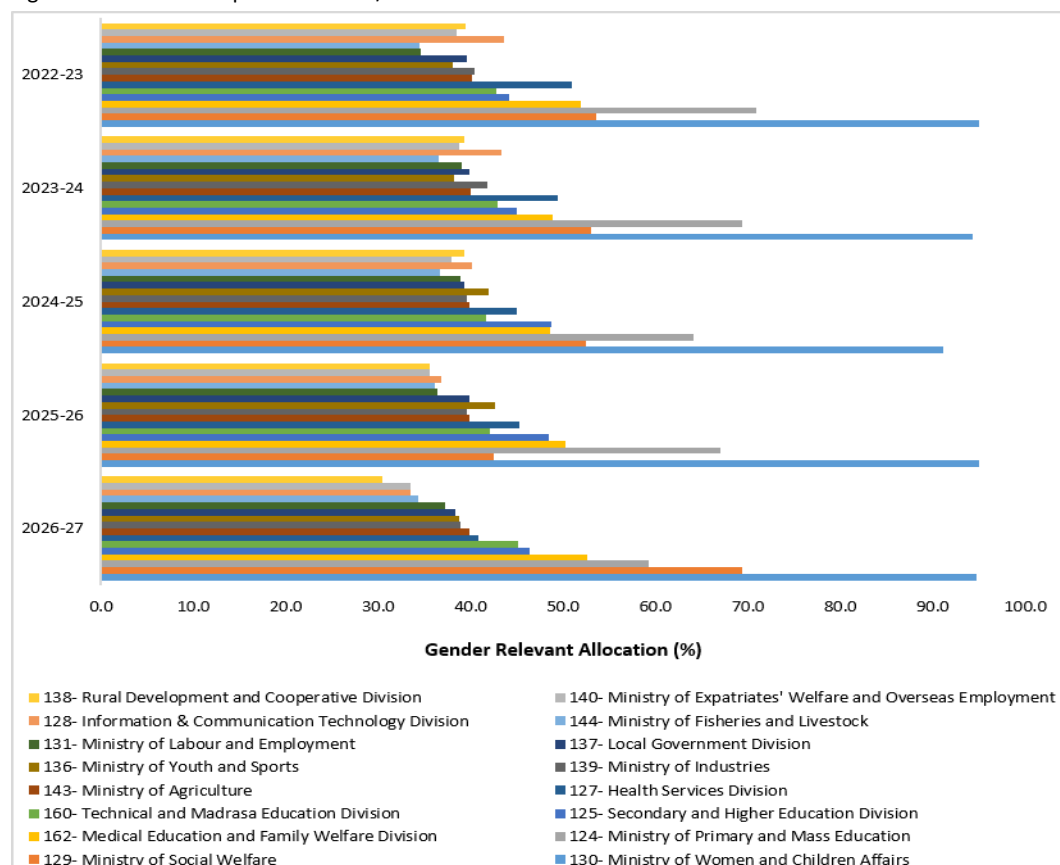
around 37 percent in FY 2026-27. Lastly, the Ministry of Fisheries and Livestock maintained a relatively stable allocation level at approximately 36 percent from FY 2023-24 to FY 2025-26, indicating minimal variation in gender-responsive funding priorities within this sector. However, the allocation for the Ministry of Fisheries and Livestock regarding gender relevant issues has been reduced in the FY 2026-27 which amounts to 34%.

4.9 Highest Gender-Relevant Budget Allocations by Thematic Group across 16 Ministries/Divisions

4.9.1 An analysis based on thematic areas reveals the distribution of the highest gender-relevant budget allocations across the selected 16 ministries and divisions. This detailed review highlights how individual ministries allocate resources to specific themes, underscoring the strategic focus and initiatives undertaken to advance gender equality. The breakdown facilitates a clearer assessment of the effectiveness and impact of gender-responsive budgeting, enabling stakeholders to identify strengths and potential gaps within these ministries and divisions.

4.9.2 Figure 4.4 illustrates the thematic distribution of gender-relevant budgets among the top 16 selected ministries and divisions, demonstrating clear funding priorities. The thematic area of “Education, Health, and Well-being for Women Development” consistently receives the most substantial share, ranging between 60 percent and 64 percent across the observed years. This robust allocation reflects the continued priority given to fundamental sectors like education and healthcare, crucial for sustained progress in women's well-being and empowerment. The theme of “Women Empowerment and Enhancing Social Status” remains relatively steady, capturing around 18 percent of allocations, signifying sustained governmental support for women's social integration and empowerment. In the FY 2026-27, the government of Bangladesh has taken lots of initiatives for increasing the social status of the women that has risen the percentage of allocation in this arena which amounts to 26%.

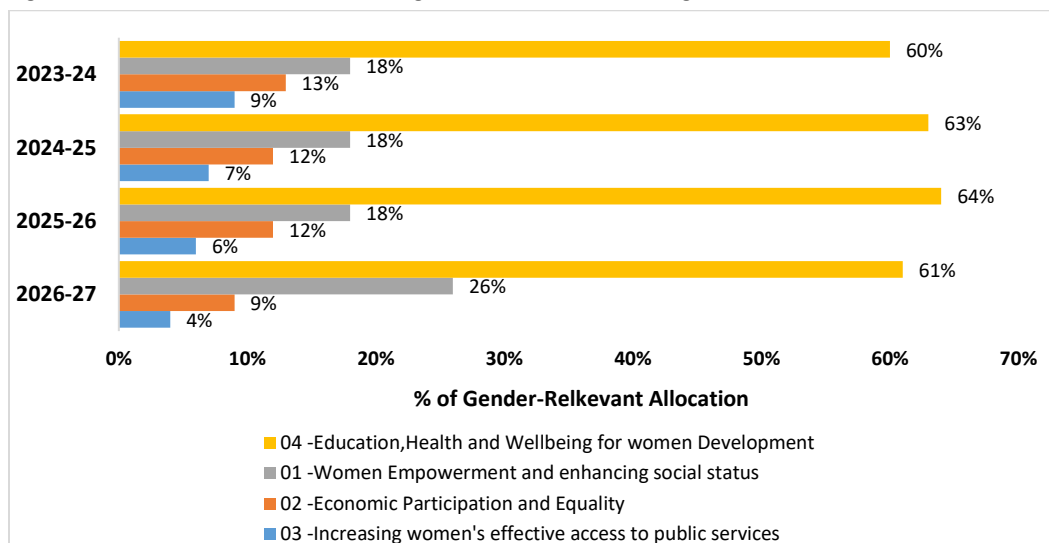
Figure 4.3: Selected Top 16 Ministries/Divisions for Gender Relevant Allocations



Source: GFT Model, Finance Division

- 4.9.3.** The thematic area focusing on “Economic Participation and Equality” receives a comparatively smaller share, fluctuating in between 12 to 13 percent. Although smaller in scale, this allocation underscores an ongoing, albeit modest, commitment to facilitating women's economic engagement and equality. Additionally, the thematic area of “Increasing Women's Effective Access to Public Services” captures between 4 percent and 9 percent of the gender-focused budget, suggesting a bit stable yet relatively limited emphasis on enhancing women's access to essential public infrastructure and services. Notably, the inclusion of six other ministries has significantly influenced the thematic allocation percentages, indicating a broader institutional commitment and potential diversification of gender-responsive efforts.

Figure 4.4: Thematic Breakdown of the Highest Gender-Relevant Budget across 16 Ministries/Divisions



Source: GFT Model, Finance Division

- 4.10** The success and effective implementation of these thematic budget allocations and expenditures under different programme areas vary across ministries and divisions due to the influence of several factors such as policy priorities, planning and programming, institutional capabilities, and implementation frameworks. Detailed allocations and expenditure data for all 61 ministries and divisions are comprehensively presented in Appendix-2. It is to be noted that the introduction of the Gender Finance Tracking (GFT) model in the 2024-25 fiscal year, that is integrated with the iBAS++ digital system has induced an innovative approach towards an automated and real-time tracking of gender-sensitive expenditure. This model allows Bangladesh to tag and monitor gender-relevant expenditures across ministries/divisions in real time, with data consolidated in the Gender Budget Report. Obviously, better data will enable the policy makers for further assessment with a view to enhancing gender-responsive budgeting practices and ensuring equality irrespective of men and women. It is worth mentioning that in July 2025 the OECD peer-to-peer exchange mission emphasized that making of the effective Gender Budgeting report in Bangladesh requires better data which can be ensured by shifting from expenditure tagging to results-oriented gender budgeting. As a follow-up, the second mission, in November, focused on developing a Gender Data Action Plan to underpin a more data-driven approach to gender budgeting.

Chapter V:
Discussion on Gender Related
Information of the Selected
Ministry/Division



Ministry of Women and Children Affairs

5.1.1 Introduction

Bangladesh is advancing steadfastly towards inclusive and sustainable development, with women's empowerment and gender equality at the core of national progress. In alignment with the government's vision of building a prosperous, equitable and inclusive society, the Ministry of Women and Children Affairs remains firmly committed to protecting the rights and dignity of women and children while ensuring their meaningful integration into the country's socio-economic transformation.

Through a wide range of welfare programmes, the Ministry is currently implementing initiatives focused on poverty reduction, skills development, digital inclusion, employment generation, access to education and support for women entrepreneurs. Special emphasis is placed on creating a safe and enabling environment for women through robust social protection measures, workplace safety standards, childcare support and community-based services. The Ministry is also increasing its efforts to ensure greater inclusion of women and children from disadvantaged, vulnerable and marginalized communities so that the benefits of development reach all sections of society in line with the Government's commitment to inclusive growth and 'leaving no one behind'. Furthermore, the Ministry prioritizes women's empowerment and gender equality as key drivers of sustainable national development. In line with the commitments outlined in the Election Manifesto 2026, various policy and institutional measures are being implemented to enhance women's participation in economic activities, strengthen their socio-economic development and ensure their overall wellbeing.

5.1.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

The mandate of the Ministry of Women and Children Affairs is firmly rooted in the Constitution of the People's Republic of Bangladesh. Articles 27, 28, 29 and 65 enshrine the principles of equality, non-discrimination and inclusive participation in public life. In particular, Article 28(4) empowers the State to adopt special measures for the advancement of women and children, recognizing existing socio-economic disparities and the need for affirmative interventions to ensure equitable development.

In accordance the Allocation of Business, the Ministry is entrusted with the overall development and welfare of women and children. The Ministry's core functional responsibilities include formulating policies and strategies for women's empowerment, promoting gender equality and preventing violence against women and children. It also works to ensure workplace safety and uphold the dignity and security of women in every sphere of life. In addition, the Ministry plays a vital inter-ministerial coordinating role through Women in Development (WID) and child-focused focal point mechanisms to align national priorities and fostering a cohesive and integrated national approach to women's and children's development.

The Ministry's legal and policy framework is supported and guided by key legislative and policy instruments. The Domestic Violence (Prevention and Protection) Act, 2010 provides legal safeguards against violence and discrimination in both public and private spheres. The National Women Development Policy, 2011 and the National Child Policy, 2011 serve as comprehensive frameworks for promoting gender equality, human development and child rights.

The ongoing activities and programmes of the Ministry are closely aligned with the the Election Manifesto-2026 of the present Government. Priority areas such as women's empowerment, expansion of social safety net programmes, prevention of gender-based violence (GBV), legal and psychosocial support services, economic inclusion and protection of vulnerable groups directly reflect the Government's broader development vision and policy commitments.

5.1.3 Women Employees and Beneficiaries of the Ministry/Division

5.1.3.1 Quantitative Information of the Male and Female Employees

Office name	Total	Male	Female	Female Percentage
Secretariat	109	64	45	41.3
Department of Women Affairs	2216	906	1310	59.1
DNA Laboratory Department	08	5	3	37.5
Bangladesh Shisu Academy	234	199	35	15.0
Jatio Mohila Sangstha	474	299	175	36.9
Joyeeta Foundation	29	17	12	41.4
Total :	3070	1490	1580	51.5

5.1.3.2 Statistics of Beneficiaries

Programme	Total	Male	Female	Female Percentage
Mother and Child Benefit Programme	1771200		1771200	100.0
Vulnerable Women Benefit (VWB)	1040000	-	1040000	100.0
Total:	2811200	-	2811200	100.0

5.1.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	4767.6	4659.3	4599.0	4347.3	4305.9	4114.6	3778.7	3799.5	3726.3
Gender Relevant Allocation	4673.5	4561.1	4487.2	4250.2	4209.8	4021.3	3694.3	3715.4	3648.5
As % of Operating Budget	98.0	97.9	97.6	97.8	97.8	97.7	97.8	97.8	97.9
Development Budget	428.5	418.6	772.3	874.9	733.6	515.3	976.3	916.0	1175.7
Gender Relevant Allocation	246.0	259.6	535.6	505.6	543.3	374.7	724.7	721.5	809.0
As % of Development Budget	57.4	62.0	69.4	57.8	74.1	72.7	74.2	78.8	68.8
Total Budget	5196.1	5077.9	5371.3	5222.2	5039.6	4629.9	4755.0	4715.5	4901.9
Gender Relevant Allocation	4919.4	4820.6	5022.8	4755.8	4753.1	4396.0	4419.0	4436.9	4457.5
As % of Total Budget	94.7	94.9	93.5	91.1	94.3	95.0	92.9	94.1	90.9

Source: GFT Model, Finance Division

5.1.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	3747.6	3601.8	3812.9	3507.6	3497.7	3283.4	3244.2	3257.6	3175.0
% of Total Gender Relevant Allocation	76.2	74.7	75.9	73.8	73.6	74.7	73.4	73.4	71.2
% of Total Budget	72.1	70.9	71.0	67.2	69.4	70.9	68.2	69.1	64.8
02-Economic Participation and Equality	186.3	199.5	181.3	272.9	296.1	200.8	275.1	271.7	259.4
% of Total Gender Relevant Allocation	3.8	4.1	3.6	5.7	6.2	4.6	6.2	6.1	5.8
% of Total Budget	3.6	3.9	3.4	5.2	5.9	4.3	5.8	5.8	5.3
03-Increasing women's effective access to public services	138.3	163.0	164.3	149.1	125.1	113.6	130.2	134.2	273.6
% of Total Gender Relevant Allocation	2.8	3.4	3.3	3.1	2.6	2.6	2.9	3.0	6.1
% of Total Budget	2.7	3.2	3.1	2.9	2.5	2.5	2.7	2.8	5.6
04-Education, Health and Wellbeing for Women Development	847.2	856.3	864.3	826.3	834.1	798.2	769.5	773.5	749.5
% of Total Gender Relevant Allocation	17.2	17.8	17.2	17.4	17.5	18.2	17.4	17.4	16.8
% of Total Budget	16.3	16.9	16.1	15.8	16.6	17.2	16.2	16.4	15.3

Source: GFT Model, Finance Division

5.1.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Food Assistance Program for Vulnerable Women (VWB Programme)	The Vulnerable Women Benefit (VWB) programme is playing a significant role in improving the socio-economic conditions of poor and marginalized rural women in Bangladesh. Through this support, food insecurity, nutritional deficiencies and economic vulnerabilities have been considerably reduced, contributing to enhanced social status, greater self-reliance and increased empowerment of women.
Mother and Child Benefit Programme	The programme is designed to improve the health and nutritional well-being of pregnant women and newborns, particularly those from disadvantaged households. As such, it plays an important role in promoting the overall welfare of women and children and supporting their meaningful participation in social and economic life.
Child Development Centre and Adolescent Empowerment Programme	The programme promotes the holistic development of children while safeguarding and upholding their rights. In addition, adolescent girls' clubs play a significant role in empowering young girls and guiding them to become responsible, confident and active members of society.
Providing technical, vocational, income-generating, and productive training to women	Providing women with technical, vocational, income-generating, and productivity-oriented training enhances their participation in economic activities, thereby directly contributing to their empowerment and socio-economic advancement.
Prevention of violence against women and provision of legal assistance	To prevent violence against women and support victims, a range of services are being provided, including legal assistance, psychological counseling, safe shelter, social reintegration support and public awareness programmes aimed at eliminating all forms of violence against women.

5.1.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	Unit	2023-24	2024-25	2025-26
1.	Beneficiary coverage under the social security programmes				
a.	% of VWB coverage (15,00,000 Person)	%	78.67	90.26	69.33
b.	% of Mother and Child Benefit Programme coverage (60,00,000 Person)	%	35.28	42.28	25.13

5.1.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

The Ministry of Women and Children Affairs has made significant progress in advancing the status and well-being of women through a range of targeted interventions. Under the Vulnerable Women Benefit (VWB) Programme, food assistance and vocational training have been provided to 10,40,000 women living below the poverty line, significantly improving their food security and livelihood opportunities. The Mother and Child Benefit Programme has provided critical social safety net support to more than 1.77 million beneficiaries, helping ensure nutritional security and improved maternal and child well-being.

To promote women's economic empowerment and self-reliance, a total of 83,34,804 women received various forms of technical, vocational and self-employment-oriented training over the last three years. In addition, approximately Tk. 60 crore 42 lakh 27 thousand has been disbursed as microcredit to support women in undertaking income-generating activities and expanding small-scale enterprises. Parallel efforts have also been undertaken to ensure the safety, dignity, and well-being of working women through the provision of safe accommodation facilities for 7,759 women in Karmajibi Mahila Hostels across the country.

In the area of legal and medical support services, 82,695 women and children received assistance in addressing health-related and legal challenges. The National Forensic DNA Profiling Laboratory conducted 4,067 DNA sample tests, contributing significantly to the judicial process and supporting justice for victims of gender-based violence.

Psychosocial support services have also been strengthened through the National Trauma Counseling Centre (NTCC) and Regional Trauma Counseling Centres (RTCCs), which together provided counseling services to 19,078 women and children affected by violence and abuse. Furthermore, the National Helpline Centre (109) provided immediate support, guidance, information and referral services to a total of 31,12,135 individuals across the country.

These initiatives collectively demonstrate the Ministry's continued commitment to women's empowerment, protection of rights, prevention of violence and promotion of gender equality through integrated and inclusive support mechanisms.

5.1.9 Challenges of Women's Development Goals

Despite notable progress the Ministry faces several institutional, structural and socio-cultural challenges. Key operational issues include the use of rented premises for many field offices, which affects long-term sustainability, a shortage of skilled manpower for effective programme supervision and monitoring.

Financial constraints limit the expansion of coverage to all deserving beneficiaries. Deep rooted social conservatism, gender biases and limited public awareness continue to impede full implementation at the grass root level. Addressing these challenges is essential for achieving sustainable and gender-responsive development outcomes.

5.1.10 Recommendations/Way Forward

To further advance gender equality and strengthen the protection and empowerment of women and children, the Ministry of Women and Children Affairs has identified a number of strategic recommendations for future action. One of the key priorities is the effective implementation of the National Action Plan (2018–2030), which envisions establishing a society free from all forms of violence against women and children by 2030. Expanding the coverage and outreach of major social protection programmes, including the Vulnerable Women's Benefit (VWB) Programme and the Mother and Child Benefit Programme, is also essential to ensuring greater support for marginalized and disadvantaged populations and improving their overall well-being.

Strengthening institutional mechanisms to prevent gender-based violence remains another major priority. In this regard, the establishment of a National Centre on Gender-Based Violence is considered crucial for ensuring effective coordination, monitoring and supervision of national initiatives related to violence prevention and the empowerment of women and children. At the same time, integrated referral mechanisms need to be introduced in government hospitals at district and upazila levels so that survivors of violence can access medical treatment, psychological counseling, legal support and rehabilitation services through a coordinated service delivery system.

To enhance evidence-based planning and policymaking, there is a pressing need to develop a comprehensive national database on violence against women and children. Separate databases for One-Stop Crisis Centres and One-Stop Crisis Cells should also be established to improve case management, service coordination and monitoring of support outcomes. Furthermore, the screening laboratories under the Directorate of DNA Laboratory Management should be upgraded gradually into full-fledged DNA profiling laboratories to ensure timely, reliable and effective forensic support in cases related to gender-based violence. The implementation of these measures will significantly strengthen the institutional and service delivery framework for promoting gender equality, ensuring protection and advancing the empowerment of women and children in Bangladesh.

Ministry of Primary and Mass Education

5.2.1 Introduction

Primary education in Bangladesh stands as the bedrock of national progress, shaping the future of millions of children and laying the foundation of long-term development. Recognizing its importance, the Government took bold steps after liberation by nationalizing 36,165 primary schools and creating with 157,724 teaching positions, later extending this effort to another 26,193 schools. These milestones reflect the country's unwavering commitment to expanding access to education for all.

Today, Bangladesh boasts 118,607 primary educational institutions, including 65,567 government schools, serving more than 10.6 million students from pre-primary to Class 5. This vast network demonstrates the scale of the nation's investment in human capital and its determination to ensure that every child, regardless of background, gets the opportunity to learn.

To achieve universal and equitable education, the Ministry of Primary and Mass Education has adopted a holistic approach that emphasizes community participation, quality assurance, and gender inclusion. Policies such as the School Management Committee Policy, Teacher Recruitment and Transfer Policies, Stipend Guidelines, School-Level Improvement Plan, and the National School Meal Policy are designed not only to improve learning outcomes but also to empower women as active participants in school governance and decision-making. By fostering women's leadership in education, the Ministry is building a gender-responsive system that benefits all learners.

Beyond formal schooling, the Bureau of Non-Formal Education (BNFE) plays a crucial role in providing second-chance opportunities for those who missed or dropped out of the traditional cycle. Through lifelong learning and functional literacy programs, BNFE works to bridge educational gaps and uplift marginalized communities. Guided by Article 17 of the Constitution, these initiatives aim to eradicate illiteracy and ensure that education becomes a universal right rather than a privilege.

Together, these efforts reflect Bangladesh's vision of an inclusive, forward-looking education system—one that nurtures children, empowers women, and strengthens the nation's human capital for sustainable development.

5.2.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

The Ministry of Primary and Mass Education (MoPME) operates under strong constitutional obligations. Article 17 of the Constitution of the People's Republic of Bangladesh declares primary education free and compulsory for all children. Guided by this directive, the Ministry is responsible for formulating and implementing education policies, overseeing compulsory primary education programmes, and advancing non-formal education to promote mass literacy. Its mandate also includes curriculum development, textbook preparation and distribution, teacher training and research, and coordination with government bodies, institutions, and NGOs—particularly in the fields of mass and adult education.

The National Women Development Policy 2011, rooted in constitutional principles and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), assigns specific responsibilities to MoPME in advancing gender equality. These include ensuring regular attendance of girls, safeguarding them from abuse, promoting nutritional education, and guaranteeing access for girls with disabilities.

Similarly, the National Education Policy 2010 reinforces the Ministry's role in promoting women's rights and gender equity. It emphasizes increasing female enrollment and retention, reintegrating dropouts—especially girls—into mainstream education, and portraying women positively in curricula. This includes incorporating biographies of distinguished women and women's writings into textbooks, while ensuring schools remain welcoming and supportive environments for all children. The policy also encourages prioritizing women in teacher recruitment at the lower primary level to foster inclusivity and provide role models for young learners.

To further strengthen gender equity, the Ministry has adopted a teacher recruitment policy and a gender-sensitive transfer system. Family considerations, such as placement near a spouse's or parent's residence, are factored into postings to support female teachers' work-life balance. These measures reflect the Ministry's dedication to equitable access, safe learning environments, and inclusive education for girls and women in line with national and international commitments.

The Ministry's reach extends through the Bureau of Non-Formal Education (BNFE), which serves as the apex body for those outside the formal system. In alignment with the National Education Policy 2010 and NFE Policy 2006, BNFE prioritizes eradicating illiteracy among marginalized groups, with a strong focus on empowering women and out-of-school youth. By integrating literacy with vocational training and life-skills education, BNFE equips women—who make up half of its beneficiaries—with tools for economic independence and enhanced social status.

Through these combined efforts, MoPME reinforces its commitment to lifelong learning and gender-responsive education, ensuring that every citizen—regardless of age, gender, or socio-economic background—has access to meaningful educational opportunities.

5.2.3 Women Employees and Beneficiaries of the Ministry/Division

5.2.3.1 Quantitative Information of the Male and Female Employees

Table 1: Information of Secretariat/Department/Organization

Office name	Total	Male	Female	Female Percentage
Secretariat	137	104	33	24.1
Department of Primary Education	6197	5161	1036	16.7
Compulsory Primary Education Implementation Monitoring Unit	28	23	5	17.9
Bureau of Non-Formal Education	844	741	103	12.2
National Academy for Primary Education	52	41	11	21.2
Children Welfare Trust	1136	484	652	57.4
Total:	8394	6554	1840	21.9

Table 2: Teacher Information

Office name	Total	Male	Female	Female Percentage
Government Primary School	383624	130920	252704	65.9
Private Primary Schools	31477	11334	20143	64.0
Abtedayi Madrasah	19480	13359	6121	31.4
Kindergarten School	198374	75166	123208	62.1
NGO. School (Grade 1-5)	8182	1749	6433	78.6
Primary Section of Madrasah	31183	24813	6370	20.4
Primary Section of High School	21647	8676	12971	59.9
Shishu Kalyan Primary School	1121	470	651	58.1
Other NGOs Education Centre	3813	259	3554	93.2
Others	8201	3529	4672	57.0
Total:	707102	270275	436827	61.8

Source: APSS 2024 Directorate of Primary Education

5.2.3.2 Statistics of Beneficiaries

Table 3: Number of students enrolled in primary education-2022 (Pre-primary-5th)

Programme	Total	Male	Female	Female Percentage
Government Primary School	10617962	5015892	5602070	52.8
Private Primary School	686195	342033	344162	50.2
Abtedayi Madrasah	449500	236281	213219	47.4
Kindergarten School	5008850	2570959	2437891	48.7
NGO. School (Grade 1-5)	491529	242312	249217	50.7
Primary Section of Madrasah	1432127	708711	723416	50.5
Primary Section of High School	1073896	527951	545945	50.8
Child Welfare Primary School	31199	15284	15915	51.0
Other NGOs Educational Centres	237753	114891	122862	51.7
Others	157555	81459	76096	48.3
Total:	20186566	9855773	10330793	51.2

Source: APSS 2024 Directorate of Primary Education

5.2.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	25297.3	24004.8	23657.8	22683.8	22359.2	18458.1	22703.8	22360.8	19000.1
Gender Relevant Allocation	19407.7	18389.5	18163.8	17376.1	17129.8	14139.9	17263.9	17043.9	14468.3
As % of Operating Budget	76.7	76.6	76.8	76.6	76.6	76.6	76.0	76.2	76.15
Development Budget	21440.6	11398.2	8054.2	16135.5	12764.0	7429.0	12018.4	8121.1	7230.9
Gender Relevant Allocation	8288.7	5328.89	4599.3	8510.8	7218.9	4196.9	6528.7	4588.2	4085.3
As % of Development Budget	38.7	46.8	57.1	52.8	56.6	56.5	54.3	56.5	56.5
Total Budget	46737.9	35403.0	31712.0	38819.3	35123.2	25887.1	34722.2	30481.9	26231.0
Gender Relevant Allocation	27696.4	23718.4	22763.1	25886.9	24348.8	18336.8	23792.6	21632.2	18553.5
As % of Total Budget	59.3	67.0	71.8	66.7	69.3	70.8	68.5	71.0	70.7

Source: GFT Model, Finance Division

5.2.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	379.0	287.6	213.0	289.2	178.9	141.3	198.8	176.3	149.5
% of Total Gender Relevant Allocation	1.8	1.3	0.9	1.2	0.7	0.8	0.9	0.8	0.8
% of Total Budget	0.8	0.8	0.7	0.7	0.5	0.5	0.6	0.6	0.6
02-Economic Participation and Equality	38.8	43.7	26.3	77.3	50.9	36.3	72.8	45.4	40.3
% of Total Gender Relevant Allocation	0.2	0.2	0.1	0.3	0.2	0.2	0.3	0.2	0.2
% of Total Budget	0.1	0.1	0.1	0.2	0.1	0.1	0.2	0.1	0.2
03-Increasing women's effective access to public services	469.5	479.7	399.7	464.0	470.0	367.5	630.4	581.8	548.6
% of Total Gender Relevant Allocation	2.2	2.2	1.8	1.9	1.9	2.0	2.7	2.7	3.0
% of Total Budget	1.0	1.4	1.3	1.2	1.3	1.4	1.8	1.9	2.1
04-Education, Health and Wellbeing for Women Development	20426.0	20949.4	22124.1	24070.5	23649.0	17791.6	22463.6	20828.7	17815.2
% of Total Gender Relevant Allocation	95.8	96.3	97.2	96.7	97.1	97.0	96.1	96.3	96.0
% of Total Budget	43.7	59.2	69.8	62.0	67.3	68.7	64.7	68.3	67.9

Source: GFT Model, Finance Division

5.2.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Skill development of teachers	At present, a large number of teachers are being recruited every year with the aim of reducing the teacher-student ratio. However, recruitment alone is not sufficient, trained teachers are needed to improve the quality of education. Efforts have been made to improve the quality of education through various trainings programs including BTPT training to the primary education teachers. Considering this, the training program has been given the highest priority.
Establishment of new schools, expansion of existing infrastructure, reconstruction, repair and renovation	Child-friendly infrastructure plays a huge role in improving the quality of education. Moreover, climate-sensitive infrastructure helps ensure a sustainable education system by enhancing the capacity to cope with the impacts of climate change. A few decades ago it is necessary to ensure child-friendly infrastructure for children through reconstruction, repair and renovation of the infrastructure of the built schools. PEDP to provide more children with the opportunity to attend school-Under 4 50000 Initiatives have been taken to reconstruct classrooms and construct boundary walls in 5000 schools, this program is currently ongoing. Besides, another 65,000 classrooms are being constructed through two separate projects.
School Feeding Programme	The school feeding programme has been launched with the aim of providing students from poor marginalized families that are disadvantaged and these affected by climate change to complete their learning cycle, increase attendance rate, prevent dropouts and ensure nutritional quality. Initiatives have been taken to launch the second phase of the feeding program in government primary schools in 349 upazilas of the country.
Providing stipend/tuition allowance to poor students	To increase attendance in schools and to help poor students to complete the primary education cycle stipend/education allowances are provided to students of the poor, marginalized and disadvantaged families and students affected by climate change. Because of these stipend/education allowances dropout rates of children will be decreased and attendance rates will also be increased.
Distribution of free school dresses, bags and shoes to students	According to the election manifesto of the present government, free school dresses, bags and shoes will be distributed to all the students of government primary schools every year from the fiscal year 2026-27 in phases, which will reduce the rate of students falling in the storm and increase the rate of completion of primary education.
Distribution of free textbooks	Every year on January 1, free textbooks are distributed among all the students of government and private schools from pre-primary to class 5
Free Wi-Fi introduced in government primary schools	Free Wi-Fi will be introduced at the government primary school level by establishing internet connection. As a result, teachers will be able to complete all activities including teaching in the classroom using IFPs, laptops and multimedia projectors. With the introduction of free Wi-Fi, students and teachers will be able to acquire modern technology-based knowledge through the use of the internet
Introducing pre-primary education in every primary school	Pre-primary classes have been introduced in all government primary schools with a view to eliminating the disparity in the quality of education between rural and urban areas and to achieve quality standards in primary education. For this reason, this activity has been given priority.

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Prgrammes relating to eradication of illiteracy	a) As part of the regular activities of the Bureau of Non-Formal Education, the Bureau of Informal Education has selected 58 districts of the country initially (September 2025-March 2026) through its own manpower to implement the course titled 'Effective Literacy and Practical Skills Training (Pre-Vocational Level)'. It is being implemented on a limited scale in 58 upazilas. Under this course, initiatives have been taken to provide effective literacy and practical skills training to approximately 4,440 students. b) The Bureau of Non-Formal Education has taken an initiative to implement the project titled "Alternative Education Opportunity for Out of School Children (ALO)" in 64 upazilas of each of the 64 districts through its own manpower. Under the project, 19,200 children and adolescents aged 10-14 years will be provided basic education up to 5th grade and vocational skills training will be provided to 19,200 people in the age group of 15-24 years. In the second phase of the "Skill-focused literacy out of school Adolescents (SKILFO)" project, the SKILFO: Skills Focused Literacy Project has been expanded to 8 city corporations, 56 upazilas and 34 municipalities in 16 districts of 8 divisions of the country. Under the project, a total of 1,00,000 people in the age group of 10-17 years and 18-24 years will be provided basic education and livelihood skills training

5.2.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	Unit	2021-22	2022-23	2023-24
1.	Percentage of female teachers in primary education (GPS)	%	64.8	65.5	65.8
2.	Enrollment rate of girls in primary school		49.5	51.4	51.2

5.2.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

The Ministry of Primary and Mass Education (MoPME) has played a pivotal role in advancing women's empowerment through its wide-reaching initiatives in the education sector. Currently, the Ministry oversees nearly 70 percent of all primary-level students in Bangladesh, of whom 51.2 percent are girls. This achievement underscores the Ministry's success in expanding access to education for female learners and shaping a brighter, more empowered future for girls nationwide.

One of the most transformative measures has been the reservation of 60 percent of primary school teaching positions for women. This policy has not only created significant employment opportunities for educated women but has also elevated their social standing and strengthened community-level empowerment. Women are central to implementing the country's universal primary education agenda, particularly in achieving full enrollment and ensuring completion of the education cycle. To encourage their engagement, the Ministry organizes Mother's Day annually at the school level, fostering public awareness and active community participation.

Complementary policies such as the stipend programme and the school feeding initiative further strengthen women's involvement in education. Nearly 11.6 million students currently receive stipends, distributed directly through mobile applications. Importantly, funds are transferred to mothers' mobile phones, reinforcing their role in their children's education while enhancing financial inclusion and household decision-making power. These initiatives highlight the Ministry's strong commitment to inclusive, gender-responsive education policies.

The Ministry's mandate extends through the Bureau of Non-Formal Education (BNFE), which bridges functional literacy with economic self-reliance. A flagship example is the SKILFO pilot project, a government-led "second-chance" model that reached 6,825 NEET adolescents in Cox's Bazar, achieving a remarkable 99.7% completion rate and 86.7% livelihood linkage. By aligning trade training with market demand, SKILFO successfully transitioned out-of-school youth into decent work. Gender equity remains central, with 58% female participation and a strict policy mandating at least 50% female enrollment in all adolescent training programmes.

BNFE has also prioritized women's empowerment in technical fields, recruiting female teachers and providing pre-vocational training to over 2,200 women. With SKILFO now being scaled to 16 districts, the model stands as a proven strategy for achieving SDG 4 and ensuring that skill-focused literacy remains a permanent pathway for inclusive national development.

5.2.9 Challenges of Women's Development Goals

Despite notable progress in expanding access to primary education, several challenges continue to hinder the advancement of women's development goals under the Ministry of Primary and Mass Education. A key concern is the absence of effective school health programmes, which are vital for safeguarding the physical well-being of students—particularly girls. Without such support, many female learners face health-related barriers that negatively affect attendance and academic performance.

Adolescent girls are especially vulnerable to dropping out due to limited guidance and counseling during puberty. The lack of structured life-skill education and psychosocial support often results in early school leaving, depriving them of opportunities for personal growth and educational achievement.

Another persistent challenge is inadequate funding for essential educational resources. Many schools struggle to provide learning aids, gender-sensitive facilities, and tailored instruction—elements that are crucial for creating inclusive and equitable learning environments for girls.

Addressing these gaps is critical to advancing gender equality and ensuring that all girls can fully benefit from the Ministry's primary and mass education initiatives. Strengthening health services, expanding life-skills education, and increasing investment in school resources will be essential steps toward building a truly inclusive and supportive education system.

5.2.10 Recommendations/Way Forward

To advance gender equity in primary education and empower future generations of women, the Ministry of Primary and Mass Education has outlined several strategic actions under the Gender Budget FY 2026-27, in alignment with the present government's Election Manifesto 2026.

First, robust social mobilization campaigns must be launched to raise awareness about the importance of girls' schooling and to strengthen community-level support for female learners. To ease the financial burden on families and improve attendance, essential educational materials—including textbooks, clothing, and school bags—should be distributed to all children, with special attention to girls. In remote and underserved regions, investments in transportation and communication infrastructure are vital to ensure safe and easy access to schools.

Strengthening school-community engagement is equally critical. Institutionalizing regular parent-teacher meetings will enhance parental involvement, monitor student progress, and create a supportive learning environment for girls. At the same time, enforceable measures must be introduced to guarantee regular attendance and protect girls from sexual harassment, harmful content such as pornography, and all forms of abuse within and around schools.

Curriculum reforms should highlight the positive contributions of women in society and embed the principles of gender equality. Girls with special needs must be prioritized through targeted grants and inclusive facilities, ensuring that no child is left behind. Additionally, the introduction of a comprehensive school health programme is essential to safeguard the physical and mental well-being of all students, particularly girls.

Beyond the formal system, the Ministry must empower the Bureau of Non-Formal Education (BNFE) to scale transformative models like SKILFO. With its proven success—achieving a 99.7% completion rate and 86.7% livelihood linkage among marginalized adolescents—the model should be expanded to 64 districts in phases and institutionalized as part of the national education strategy. By strengthening partnerships with local enterprises and technical institutes, BNFE can ensure that vulnerable female learners and NEET youth transition into decent work, fostering economic independence and social dignity.

Together, these measures represent a comprehensive roadmap for advancing gender equity in education, reducing dropout rates, and empowering women to contribute meaningfully to Bangladesh's long-term development.

Medical Education and Family Welfare Division

5.3.1 Introduction

The primary objective of the Medical Education and Family Welfare Division is to contribute to the country's socio-economic development by expanding access to quality health education, ensuring universal family planning services, improving maternal and child health services, enhancing adolescent health services, and upgrading and expanding reproductive health services. To achieve these goals, the Division is also responsible for developing necessary infrastructure and creating opportunities for training and skill development.

The Medical Education and Family Welfare Division plays an effective role in improving key demographic indicators such as family planning, maternal and child health. Through these efforts, it contributes to reducing maternal and child mortality rates, improving the quality of reproductive health services, and strengthening population management. Additionally, it encourages people to control population growth at a rational level to reduce pressure on limited resources, thereby contributing to sustainable socio-economic development.

The following are the key activities related to women's development undertaken by the Division:

- Expansion of health, family planning, and nutrition services;
- Formulation, implementation, and monitoring of development programs on maternal, child, reproductive, and adolescent health and nutrition;
- Improvement and expansion of undergraduate and postgraduate medical education, nursing and midwifery education, alternative medicine education, and allied health education;
- Construction, maintenance, and expansion of infrastructure of medical education institutions and family planning service facilities;
- Population management, research, and training;
- Development of information systems to ensure technology-based medical education and family planning services.

5.3.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

Commitments of the Medical Education and Family Welfare Division to Women's Development in Laws, Plans, and Policies:

Constitutional Obligations of Health Education and Family Welfare Division

According to Article 15(a) of the Constitution of the People's Republic of Bangladesh, ensuring medical care for all citizens is one of the fundamental responsibilities of the State. Article 18(1) identifies the improvement of nutrition and public health as a primary duty of the State.

To ensure healthcare services, skilled health workers, doctors, and nurses are essential. Through medical colleges, nursing colleges, and medical technology institutes, the Division is undertaking initiatives to develop a skilled workforce. Additionally, the Division contributes to maintaining the population at a rational level and improving reproductive health, safe motherhood, and child health.

National Health Policy:

Under the goals outlined in the National Health Policy 2011, the Division plays a role in improving healthcare services for women alongside men by producing qualified doctors, nurses, and health workers. The key goals include:

- Ensuring quality and accessible healthcare services for disadvantaged populations;
- Reducing maternal and child mortality rates;
- Strengthening and accelerating family planning, reproductive, and health services;

- Ensuring satisfactory measures for improving maternal and child health and providing safe delivery services in every village as far as possible;
- Making family planning programs acceptable to the ultra-poor and low-income groups and ensuring easy access to family planning materials;
- Modernizing medical, nursing, medical technology, and allied health education systems in line with national needs.

Bangladesh Population Policy:

To achieve planned population development and management, create skilled human resources, and harness the demographic dividend, the Bangladesh Population Policy 2012 has been updated into the Bangladesh Population Policy 2025. Under this policy, the following strategies contribute to women's development:

- Encouraging all eligible individuals/couples to adopt family planning methods based on voluntary and informed choice and ensuring service delivery according to demand;
- Ensuring rights-based universal sexual and reproductive health services (SRHR);
- Adolescent Welfare Programs:
- Providing vocational and technology-based education to transform adolescents into skilled human resources;
- Educating adolescents, parents, and teachers on health, life skills, reproductive health, and nutrition;
- Including topics such as family planning, maternal and child health, child marriage, and early pregnancy risks in curricula;
- Strengthening school-based health services and ensuring menstrual hygiene management;
- Taking initiatives to discourage child marriage and ensure proper enforcement of laws.

Women's Empowerment and Gender Equality:

- Preventing gender-based violence and harmful practices including trafficking;
- Increasing women's participation in economic activities by ensuring safe workplaces, daycare centers, and breastfeeding corners;
- Enhancing women's participation in all activities;
- Ensuring equal opportunities for boys and girls in education, health, and nutrition;
- Integrating gender issues at grassroots and educational levels;
- Adopting gender-sensitive strategies in all programs.
- Inclusion of Marginalized Groups (Ensuring education, health, nutrition, and sexual and reproductive health services for disadvantaged groups such as slum dwellers, people workers in the char areas, haor regions and tea gardens workers, ethnic minorities, widows, third gender (Hijra) people, sex workers, persons with disabilities, and nomadic communities.
- Ensuring equal participation and rights for gender-diverse populations;
- Including climate change impacts on physical, mental, and reproductive health in education.

National Maternal Health Strategy 2019–2030:

The following topics/strategies are relevant to the Department of Health, Education and Family Welfare under the Bangladesh National Maternal Health Strategy, 2019-2030:

- Providing continuous care throughout a woman's life cycle: adolescent care, pre-pregnancy care, antenatal care, delivery services, postnatal care, community-based and facility-based maternal and newborn services;

- Resource allocation and human resource planning for maternal and newborn healthcare;
- Implementing quality management systems in maternal healthcare;
- Empowering communities and women through communication on maternal, newborn, and child health;
- Multi-stakeholder involvement in maternal health programs.

5.3.3 Women Employees and Beneficiaries of the Ministry/Division

5.3.3.1 Quantitative Information of the Male and Female Employees

Office name	Total	Male	Female	Female Percentage
Department of Health Education and Family Welfare	183	137	46	25.1
Directorate of Family Planning (Head Office and Field Level Manpower)	39246	11287	27959	71.2
Directorate of Health Education (Head Office and Medical Colleges, Medical Assistant Training School (MATS) and Institute of Health Technology (IHT))	6676	4444	2232	33.4
National Institute of Population Research and Training (NIPORT)	432	315	117	27.1
Directorate of Nursing and Midwifery	6600	600	6000	90.9
Total :	53137	16783	36354	68.4

5.3.3.2 Statistics of Beneficiaries

Programme	Total	Male	Female	Female Percentage
Directorate of Family Planning (Head Office and Field Level Manpower)	32670744	3758211	28912533	88.5
Directorate of Health Education (Head Office and Medical Colleges, Medical Assistant Training School (MATS) and Institute of Health Technology (IHT))	71986	27342	44644	62.0
National Institute of Population Research and Training (NIPORT)	19384	5034	14350	74.0
Directorate of Nursing and Midwifery	26400	2400	24000	90.9
Total :	32788514	3792987	28995527	88.4

5.3.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	5245.0	4983.6	4774.9	4833.6	4525.5	3856.0	5366.9	4260.0	3593.5
Gender Relevant Allocation	2741.8	2582.6	2507.2	2502.1	2328.8	2021.6	2693.8	2237.8	1922.0
As % of Operating Budget	52.3	51.8	52.5	51.8	51.5	52.4	50.2	52.5	53.5
Development Budget	8220.9	5902.4	1346.2	6448.9	2283.2	411.7	3254.0	1991.3	1192.8
Gender Relevant Allocation	4339.9	2878.4	620.2	2976.6	995.0	191.5	1334.7	837.0	493.4
As % of Development Budget	52.8	48.8	46.1	46.2	43.6	46.5	41.0	42.0	41.4
Total Budget	13465.8	10886.0	6121.0	11282.4	6808.6	4267.7	8620.9	6251.3	4786.3
Gender Relevant Allocation	7081.7	5461.0	3127.4	5478.6	3323.8	2213.0	4028.5	3074.8	2415.4
As % of Total Budget	52.6	50.2	51.1	48.6	48.8	51.9	46.7	49.2	50.5

Source: GFT Model, Finance Division

5.3.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	118.6	81.4	104.6	14.5	66.9	36.0	16.0	13.3	7.4
% of Total Gender Relevant Allocation	1.8	1.5	3.3	0.3	2.0	1.6	0.4	0.4	0.3
% of Total Budget	0.9	0.7	1.7	0.1	1.0	0.8	0.2	0.2	0.2
02-Economic Participation and Equality	103.0	161.2	106.9	159.1	55.7	48.1	251.9	99.4	60.0
% of Total Gender Relevant Allocation	1.6	3.0	3.4	2.9	1.7	2.2	6.3	3.2	2.5
% of Total Budget	0.8	1.5	1.7	1.4	0.8	1.1	2.9	1.6	1.3
03-Increasing women's effective access to public services	0.0	0.0	0.0	0.0	0.0	0.0	109.7	93.0	47.6
% of Total Gender Relevant Allocation	0.0	0.0	0.0	0.0	0.0	0.0	2.7	3.0	2.0
% of Total Budget	0.0	0.0	0.0	0.0	0.0	0.0	1.3	1.5	1.0
04-Education, Health and Wellbeing for Women Development	6325.3	5218.4	2915.9	5305.1	3201.1	2128.9	3651.1	2869.2	2300.4
% of Total Gender Relevant Allocation	96.6	95.6	93.2	96.8	96.3	96.2	90.6	93.3	95.2
% of Total Budget	47.0	47.9	47.6	47.0	47.0	49.9	42.4	45.9	48.1

Source: GFT Model, Finance Division

5.3.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Construction, modernization and expansion of medical universities/colleges, nursing and midwifery colleges/institutes and family planning service centers/institutions	The quality improvement and expansion of undergraduate and postgraduate medical education, nursing and midwifery education, alternative medical education and allied health education will increase the number of female doctors, nurses and paramedics. As a result, the number of women among the skilled and trained manpower will increase. Women will be able to receive affordable and easily available alternative medical methods locally. This will improve women's health. Health field workers' activities such as door-to-door family planning services, reproductive services, etc. will play an important role in improving the health of mothers and adolescents. The expansion of family planning services will ensure safe motherhood. The participation of healthy and working women in economic activities will increase to a great extent.
Conducting collection, storage, and distribution activities of contraceptives	As a result of quality family planning service activities, women and men will be motivated to adopt family planning methods and will be inspired to form planned families. The activities of health field workers such as door-to-door family planning services, reproductive services, etc. are playing an important role in improving the health of mothers and adolescents. As a result, safe motherhood will be ensured. The involvement of healthy and working women in economic activities will further increase.
Conducting family planning activities to improve maternal, child and reproductive health	As a result of quality family planning services, women and men will be motivated to adopt family planning methods and form planned families. Through maternal health services, the nutritional status of pregnant mothers will be improved, including safe delivery. This will improve women's health.

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
	Providing necessary medicines, providing door-to-door services to health field workers, and providing appropriate reproductive health services according to needs will improve the health of women and adolescents. As a result of increasing awareness through reproductive health promotion activities, women and men will be motivated to have children at the right time. This will reduce the risk of death of adolescents and women, ensure safe motherhood, and protect the health of adolescents and women, which will contribute to a large increase in women's participation in economic activities.
Conducting recruitment/placement activities for medical education and family planning service providers	Skilled doctors, nurses and other health workers, including women, will be created, which will increase the number of skilled doctors, nurses and paramedics and other health workers in proportion to the population. As a result, the number of women among the skilled and trained manpower will increase. Women will be able to take alternative medical methods available locally at affordable and easy rates. This will improve women's health. As a result of expanding family planning programs, women and men will be motivated to adopt family planning methods and form planned families. In addition, it will be possible to provide quality family planning services, reproductive health, maternal and child health services, which will improve the nutrition of pregnant mothers including safe delivery, improve the health of women and adolescents, reduce the risk of death of adolescents and women, increase awareness, protect the health of adolescents and women, motivate them to have children at the right time and ensure safe motherhood. As a result, women's involvement in economic activities will increase.
Conducting activities related to the development of technology-based medical education and family planning service management	▪ By setting up simulation labs in medical colleges and nursing colleges, it will be possible to provide modern medical services, which will be helpful in improving the health of the poor population, regardless of gender. Automation of admission management in MBBS, BDS, Allied Health, Nursing and Midwifery education makes it possible to ensure admission of qualified students in a transparent process, which is contributing to the production of quality doctors. As a result, all communities, regardless of gender, will benefit from the provision of appropriate medical services. Through e-management in the distribution of materials related to family planning services and automation in human resource management and reporting in the health sector, women's health education and access to services will be further expanded under the management and expansion activities of health and family planning services at various levels. The social status and prestige of women who are able to earn money in medical education will increase. In addition, women's participation in the flow of health-related information will increase. As a result, health risks will be reduced and an able-bodied women group will be created.

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Conducting training and research activities	▪ Skilled and trained manpower will be able to provide quality medical services. As a result, all poor people, regardless of gender, will benefit from the overall increase in the quality of medical education. ▪ The number of women among skilled and trained health care workers will increase, which will contribute to improving the quality of family planning services, child health services, and reproductive health services. Women's health will be protected, safe motherhood will be ensured. As a result, women's involvement in economic activities will increase, which will help in empowering women in society. ▪ Research results will play a role in formulating policies and strategies to improve the quality of medical education and family planning services, maternal, newborn, child, adolescent, and reproductive health services, which will benefit all poor people, regardless of gender.

5.3.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	Unit	2022-23	2023-24	2024-25
1.	Admission rate for MS/Higher Degrees	Per Hundred	-	29.2	100
2.	Total Fertility Rate (TFR)	Average number of children per mother	2.3 (BDHS, 2022)	2.17 (BSVS, 2023)	2.17 (SVRS, 2023)
3.	Birth spacing rate (CAR)	Percentage	-	-	78.17
4.	Maternal mortality ratio	per thousand live births	1.56 (BSVS 2022)	1.36 (BSVS, 2023)	1.36 (SVRS, 2023)
5.	Infant mortality rate (under 5 years)	per thousand live births	31 (BDHS-2022)	33 (BSVS, 2023)	31 (BDHS-2023)
6.	Neonatal mortality rate (under 1 month)	per thousand live births	-	20	19 (SVRS-2023)
7.	The rate of delivery services provided by skilled health workers during delivery	Per Hundred live births	-	70 (BDHS-2022)	70 (BDHS-2022)

Source: BSVS: Bangladesh Sample Vital Statistics, BDHS: Bangladesh Demographic and Health Survey.

5.3.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

The Department of Family Planning is conducting client-centered services and information provision/awareness activities on family planning, maternal, newborn and child health, reproductive health, adolescent health and nutrition up to the grassroots level. The statistics of recent achievements of various notable indicators related to family planning, maternal and child health are as follows:

- Total Fertility Rate (TFR): decreased from 2.20 in 2022 to 2.17 in 2023 (Source: BSVS, 2023)
- CPR: decreased from 62.1% in 2023 (Source: BSVS, 2023)
- Population Growth Rate: decreased from 1.4% in 2022 to 1.33% in 2023 (Source: BSVS, 2023);

- Rate of attendance at birth by skilled health workers: increased to 69.9% in 2022 (Source: BDHS, 2022);
- Rate of institutional delivery: increased to 64.8% in 2022 (Source: BDHS, 2022);
- Maternal mortality ratio (per lakh live births): decreased from 168 in 2021 to 136 in 2023 (Source: BSVS, 2023);
- Neonatal mortality rate (per thousand live births): Neonatal mortality rate 19.53 (Source: BDHS, 2022 and BSVS, 2023);
- One-year-old infant mortality rate (per thousand live births): 7.32 (per thousand live births) in 2023 (Source: BDHS, 2022);
- Under-five infant mortality rate (per thousand live births) 31 in 2022 (Source: BDHS, 2022).

Autonomous, semi-autonomous and private grant-aided institutions are contributing to the development of higher medical education and research, as well as to the improvement of the quality of family planning services, maternal, newborn, child, adolescent and reproductive health services.

Activities have been taken to introduce higher specialized courses for nurses to improve the quality of education in nursing educational institutions and to produce skilled nurses;

In recent years, renovation/repair works of a significant number of medical educational institutions/establishments and family planning service institutions/establishments have been completed, which is playing a helpful role in the smooth conduct of medical education and service activities.

Recently, a project for the construction of 19 hostels with modern facilities for students studying in 10 medical colleges has been approved in the ECNEC meeting, which, through its implementation, will contribute to the production of quality doctors.

5.3.9 Challenges of Women's Development Goals

The Health Education and Family Welfare Department faces the following challenges/obstacles in achieving women's development goals:

- There is a shortage of doctors, nurses and technicians compared to international standards;
- Poor, marginalized and vulnerable populations, especially women, are unable to easily reach service providers;
- Religious influence and lack of sensitive behavior of medical staff towards patients also create obstacles to women's access to healthcare;
- Child marriage is happening due to poverty, insecurity and lack of guardianship. A major obstacle in preventing child marriage is the failure to implement the Action Plan for the Prevention of Child Marriage as expected;
- A major obstacle in saving women from domestic violence is the deficiency in the implementation of social laws;
- Nutrient deficiency among reproductive-age women and children is a major obstacle in improving the nutritional status of women and children;
- Child births are not happening as expected due to the shortage of skilled and trained health workers;
- There is a lack of appropriate activities/initiatives to ensure institutional delivery for all children in health care centers/institutions.

5.3.10 Recommendations/Way Forward

- Continue prenatal, intrapartum, postnatal emergency services and skilled midwifery and midwifery services to improve maternal health;
- Encourage couples who are able to adopt short- and long-term birth control methods of family planning to adopt birth control methods;
- Continue activities to increase awareness about reproductive health among adolescents and young women and men.
- Conduct necessary training and motivational activities to ensure sensitive behavior of medical workers towards female patients;
- Arrange for the recruitment of skilled manpower in Union Health and Family Welfare Centers, Mother and Child Welfare Centers and Community Clinics and provide training to increase the skills of the deployed manpower;
- Increase women's participation in technology and technical education;
- Expand opportunities for women in research and higher education;
- Provide easy loans and technology support to women entrepreneurs;
- Strengthen awareness campaigns to prevent religious and social prejudices;
- Ensure proper implementation of relevant laws to prevent gender-based violence;
- Encourage women's leadership.

Secondary and Higher Education Division

5.4.1 Introduction

Skilled human resources are vital for sustainable national development and inclusive economic growth, with education serving as the key driver of this transformation. From a gender-responsive budgeting perspective, ensuring equitable access to education for women and girls is not only a matter of justice but also a strategic investment in productivity and poverty reduction. Public expenditures have therefore focused on expanding female education through stipends, enrollment initiatives, dropout prevention, free textbooks, and the promotion of STEM education among girls.

Currently, secondary-level enrollment stands at 58.71%, while female participation in tertiary education is around 21%. These figures reflect progress but also highlight the need for stronger interventions, particularly in higher education and technical fields. Investments have already improved women's participation in the labor force, supporting broader economic goals. To further strengthen access, the government has expanded institutional capacity with about 175 universities nationwide, alongside policies to create inclusive, safe, and gender-sensitive learning environments.

Despite these achievements, challenges remain. Modernizing curricula to meet market demands, improving teaching quality, building gender-sensitive teacher capacity, and ensuring equitable access for marginalized and remote populations are critical. Social barriers such as early marriage, restrictive gender norms, and economic constraints also continue to hinder female participation.

In this context, the Secondary and Higher Education Division plays a pivotal role in integrating gender considerations into planning, budgeting, and implementation. Through gender-responsive budgeting, resources are allocated to reduce disparities, enhance women's educational outcomes, and promote their active role in the knowledge economy. Ultimately, these efforts aim to build a creative, skilled, and globally competitive workforce where women and men contribute equally to national development.

5.4.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

The Secondary and Higher Education Division (SHED) shapes Bangladesh's education system by formulating and implementing policies from post-primary to tertiary levels, guided by constitutional commitments under Articles 15 and 17 to ensure equitable access to quality education.

A key priority is reducing illiteracy among women and girls, recognizing female education as central to inclusive development. Targeted measures—such as stipends, tuition waivers, and free education up to undergraduate level help overcome barriers like poverty, early marriage, and gender bias.

Beyond access, SHED emphasizes quality and relevance, promoting female participation in STEM, technical, and vocational fields through scholarships, training, and institutional support. These efforts enhance women's employability and economic independence.

Strategic frameworks reinforce this agenda: the National Education Policy 2010 ensures inclusive and quality education, while the National Women Development Policy 2011 advances women's empowerment in education, employment, and leadership. The National ICT Policy 2018 integrates gender into digital transformation, promoting ICT skills, Centres of Excellence, and high-speed internet in schools to boost digital literacy among girls.

SHED also strengthens teacher training, expands digital learning platforms, and partners with NGOs and international agencies to scale up gender-inclusive initiatives. Overall, SHED's approach is comprehensive expanding access, improving quality, and ensuring equity—while empowering women as vital contributors to Bangladesh's vision of a poverty-free, knowledge-based society.

5.4.3 Women Employees and Beneficiaries of the Ministry/Division

5.4.3.1 Quantitative Information of the Male and Female Employees

Office name	Total	Male	Female	Female Percentage
Secretariat	210	160	50	23.8
Directorate of Secondary and Higher Education	10147	6382	3765	37.1
Regional Secondary and Higher Education Offices	204	147	57	27.9
District Education Offices	763	557	206	27.0
Upazila Secondary Education Offices	2377	2029	348	14.6
Government Teacher Training Colleges	808	586	222	106.7
Government secondary schools	21025	15382	5643	26.8
Government schools and colleges	1666	1186	480	28.8
Government colleges	36434	27349	9085	24.9
Private universities	93779	66614	27165	29.0
Private secondary schools	302312	206233	96079	31.8
Higher Secondary Teacher Training Institutes	179	138	41	22.9
University Grants Commission	344	294	50	14.5
Universities	53421	37615	12265	23.0
Department of Educational Engineering	1670	1531	139	8.3
Department of Inspection and Audit	70	56	14	20.0
National Academy of Education Management (NAEM)	135	112	23	17.0
Bangladesh Bureau of Education Information and Statistics (BANBEIS)	625	559	66	10.6
Bangladesh National Commission for UNESCO	22	17	5	22.7
National Curriculum and Textbook Board	200	178	22	11.0
Prime Minister's Education Assistance Trust	52	44	8	15.4
International Mother Language Institute	74	51	23	31.1
Bangladesh Accreditation Council	55	44	11	20.0
Total :	525972	367264	155767	29.6

5.4.3.2 Statistics of Beneficiaries

Programme	Total	Male	Female	Female Percentage
School level education (government)	14425	9965	4460	30.9
School level education (private)	290221	195665	94556	32.6
College level education (government)	27447	19532	7915	28.8
College level education (private)	106029	75748	30281	39.5
Universities	16548	11930	4618	38.6
Private universities	17173	11173	6000	48.9
Total :	471843	324013	147830	34.1

5.4.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	32867.2	30451.0	32363.5	28566.8	30816.8	29650.3	25933.3	25178.9	24397.9
Gender Relevant Allocation	14962.8	13713.3	13969.1	12946.0	12842.2	12218.6	11520.7	11309.5	10896.3
As % of Operating Budget	45.5	45.0	43.16	45.32	41.7	41.2	44.4	44.9	44.7
Development Budget	24434.4	17113.1	9390.4	15541.5	8416.6	6781.4	16905.7	8952.6	7863.1
Gender Relevant Allocation	11613.0	9325.57	5272.1	8712.9	4782.4	3867.0	9380.6	4891.9	4329.1
As % of Development Budget	47.53	54.5	56.1	56.1	56.8	57.02	55.5	54.6	55.1
Total Budget	57301.7	47564.0	41754.0	44108.34	39233.4	36431.8	42839.0	34131.5	32261.0
Gender Relevant Allocation	26575.7	23038.9	19241.2	21659.0	17624.6	16085.6	20901.4	16201.4	15225.4
As % of Total Budget	46.4	48.44	46.1	49.1	44.9	44.2	48.8	47.5	47.2

Source: GFT Model, Finance Division

5.4.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	4103.1	3494.2	3560.7	3304.7	3218.2	3172.2	2931.1	2582.9	2490.6
% of Total Gender Relevant Allocation	17.7	15.6	18.5	15.4	18.3	19.7	14.2	15.9	16.4
% of Total Budget	7.2	7.3	8.5	7.5	8.2	8.7	6.8	7.6	7.7
02-Economic Participation and Equality	160.2	140.4	116.5	134.0	107.5	89.5	141.5	141.5	90.6
% of Total Gender Relevant Allocation	0.7	0.6	0.6	0.6	0.6	0.6	0.7	0.9	0.6
% of Total Budget	0.3	0.3	0.3	0.3	0.3	0.2	0.3	0.4	0.3
03-Increasing women's effective access to public services	3.5	5.9	5.7	0.0	0.3	0.2	0.0	0.0	0.0
% of Total Gender Relevant Allocation	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% of Total Budget	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
04-Education, Health and Wellbeing for Women Development	18929.1	18800.5	15557.4	18045.2	14298.6	12823.7	17516.2	13477.0	12644.2
% of Total Gender Relevant Allocation	81.6	83.8	80.9	84.0	81.1	79.7	85.1	83.2	83.0
% of Total Budget	33.0	39.5	37.3	40.9	36.4	35.2	40.9	39.5	39.2

Source: GFT Model, Finance Division

5.4.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Improvement of the Quality of Secondary and higher secondary Education for all students.	To improve the quality of secondary and higher secondary education, studies and baseline surveys have been conducted to assess current challenges. Key measures include modernizing curricula and assessment systems, updating the National Education Policy 2010, and introducing programs that foster student engagement, personal development, and physical and mental well-being. Information technology is being applied to ensure transparency in teacher recruitment, posting, and transfers. Additionally, audit and inspection activities are prioritized to strengthen discipline and accountability.

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Development of physical infrastructure for Government and non-Government education institutions	The construction of new school and college buildings, along with the repair and renovation of existing institutions, is central to expanding educational opportunities. Establishing new schools in underserved areas has also been prioritized, ensuring that access to quality education reaches every community.
Provision of stipends to female students at secondary and higher secondary levels	Continuing the stipend program for female students will contribute to reduce dropout rate and ensure gender equality. Hence, this initiative has been given priority.
Construction and expansion of infrastructure of new science and technology universities including existing engineering and technology universities	The sector has been prioritized to create specialized productive manpower, life-saving innovations and reduce unemployment by providing opportunities to more students in vocational and higher education in addition to general education.
Free Distribution of Textbooks at the Beginning of the Academic Year	Providing free textbooks to all students at the beginning of the academic year ensures regular study habits, consistent attendance, and continuity in learning. This initiative approach promotes equal access, reduces financial disparities, and helps improve education quality by enhancing learning outcomes and lowering dropout rates.

5.4.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	Unit	2023-24	2024-25	2025-26
1	Student enrollment rate at the secondary level (6th-10th) only for school.	%	57.82	55.71	53.56
2	dropout rate Secondary Level (6th-10th) only for school	%	11.50	9.90	14.00
3	Male-female ratio at the secondary level (6th-10th) only for school	Ratio	46:54	45.3::54.7	45.4:54.6
4	Student enrollment rate at the higher secondary level (11th-12th) only for college	%	42.99	40.15	36.97
5	Male-female ratio at the higher secondary level (11-12th) only for college	Ratio	47.5:52.5	46.1:53.90	45.7:54.3
6	Student enrollment rate in professional degree courses	%	4.93	4.95	5.20
7	Rate of undergraduate and postgraduate degree holders	%	4.43	4.52	4.70
8	Student enrollment rate in higher education. (Tertiary level)	%	20.18	20.03	19.80

5.4.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

- Under the Learning Acceleration in Secondary Education Project, SHED approved and disseminated a guideline to address School-Related Gender-Based Violence (SRGBV), ensuring a safe environment for girls both inside and outside school campuses. This initiative supports increased access and retention of girls in secondary education. Orientation training was provided to field-level officers, while Basic and Climate Awareness Training programs ensured the participation of 30% female teachers. In total, 1,909 female teachers received training out of 6,360 participants, strengthening gender-sensitive practices in schools.

- Under the Government Secondary Schools Development Project (1st Revised), new academic buildings are being constructed in 146 girls' high schools. These institutions have already received scientific and office equipment, photocopiers, and microwave ovens, while furniture supply is ongoing. By providing modern facilities and infrastructure, the learning environment for female students has become more engaging and supportive, reducing the number of girls falling behind in their studies.
- The FOSEP Project has empowered female students by removing key infrastructural barriers. Dedicated washrooms, menstrual chambers, hostels, and common rooms have improved hygiene, security, and retention. Individual seating arrangements have further created a dignified learning environment, boosting confidence and participation of women in government colleges.
- Under the Development of Selected Non-Govt. Colleges with ICT Facilities Project, 1,206 female teachers received ICT training, enhancing their digital teaching capacity. In addition, separate wash blocks for female students and teachers were established in 1605 colleges, creating a safer and more supportive learning environment.
- Under the ICT for Education Project (Phase-II), 15,274 female teachers received ICT training in FY 2017-18 to 2025-26, enabling them to use modern tools in classrooms and improve students' analytical skills, learning outcomes, and joy in learning.
- Under the Establishment of 9 Government Secondary Schools project, 330 female students are already enrolled in two completed schools, while 5,600 more will benefit from seven schools opening in 2027. These institutions will expand access to higher education, promote empowerment, self-reliance, health awareness, and strengthen women's role in building a prosperous Bangladesh.
- The Establishment of 10 Secondary Schools in Peripheral Areas of Dhaka has created opportunities for about 13,000 girls annually, supported by girl-friendly infrastructure such as WASH blocks and sanitary vending machines, which have improved attendance and reduced dropout rates.
- Modern subjects like IoT Basics and Apparel Manufacturing introduced at Grades 9–10 empower around 800 girls each year with technical and vocational skills, boosting confidence, digital literacy, and economic prospects.
- Through the Performance-Based Grants Scheme, Tk 14.39 crore is allocated for FY 2025-26 to benefit 5,702 females. Up to FY 2024-25, Tk 13.42 crore supported 7,855 female students, while SMAG grants provided Tk 120.30 crore to 8,020 schools for female student facilities.
- The Reading Habit Scheme engaged 2.5 million students in FY 2024-25, 55% of them were female. Similar targets for FY 2025-26 will benefit an estimated 1.375 million girls, enhancing creativity, analytical skills, and academic performance.
- Under the Curriculum Dissemination Scheme, 141,331 female teachers and 4,200 trainers received training. By FY 2025-26, 4,844 more female trainers are expected. Stipends worth Tk 140.53 crore supported 260,371 female students, with 95,700 more targeted in FY 2024-25.
- Enrollment data shows strong female participation: 55% at secondary level, 52% at college, 44% in teacher training, 64% in vocational education, and 37% in universities.
- Through the Harmonized Stipend Program, Tk 3,633.56 crore supported over 10.6 million female students in the past three years. In FY 2025-26, stipends will benefit 3.9 million more female students at undergraduate and equivalent levels.

5.4.9 Challenges of Women's Development Goals

In Bangladesh's secondary and higher education, persistent challenges continue to hinder gender equality. Many institutions lack safe, women-friendly environments, leaving girls vulnerable to gender-based violence, harassment, and restrictive family practices. Issues such as child marriage, dowry-related violence, trafficking, and social stigma further discourage girls from continuing their studies.

Limited awareness of reproductive health and menstrual hygiene management contributes to absenteeism and dropout rates, while cyberbullying and peer ragging add psychological stress. High dropout rates among girls are also driven by discrimination in access to equal opportunities and inadequate gender-sensitive infrastructure, including sanitation, drinking water, common rooms, and accommodation.

Addressing these barriers requires urgent, coordinated action. Integrating gender-sensitive planning, resource allocation, and institutional reforms within the Gender Budget framework is essential to ensure that the Secondary and Higher Education Division builds an inclusive, safe, and empowering education system for all.

5.4.10 Recommendations/Way Forward

To strengthen gender equality in education under the FY 2026–27 Gender Budget, practical measures must be prioritized. Expanding hostels and dormitories in public and private institutions will support female students, especially those from disadvantaged backgrounds. Women's participation in infrastructure projects should be ensured, while targeted support must reach girls in slums, poor households, and working women to remove economic and social barriers.

Creating inclusive environments requires women-friendly toilets, wash blocks, and dedicated spaces in schools, colleges, and universities. Awareness-building among parents and communities—through seminars on child marriage prevention and reproductive health—will help reduce harmful norms and promote safe learning spaces. Cross-sectoral empowerment should include daycare centres at workplaces, equal roles in family and workplace decision-making, and guaranteed access to fundamental rights. With female enrollment at the secondary level at 58%, efforts must focus on raising this figure, scaling up workforce training, and eliminating gender disparities in teacher training and skill development. Expanding women's access to higher education and securing equal opportunities in the labor market are critical for inclusive growth and equitable development.

Ministry of Youth and Sports

5.5.1 Introduction

One-third of the country's total population comprises of youth, a dynamic, creative, and highly productive segment that holds immense potential for national development. Recognizing this, the Ministry of Youth and Sports is playing a pivotal role in harnessing the potential and capabilities of young people by promoting self-employment opportunities and fostering entrepreneurship. Simultaneously, in today's globalized world, sports serve as a powerful platform to showcase a nation's progress and achievements on the international stage. Beyond contributing to social and economic advancement, sports play a significant role in strengthening international relations and promoting a positive image of the country abroad.

Importantly, sports also serve as a catalyst for advancing gender equality. Well-structured and inclusive sports initiatives promote the physical and mental development of women, while also enhancing their skills, knowledge, and confidence. Participation in sports not only expands women's financial capabilities but also cultivates leadership qualities, paving the way for greater empowerment. Acknowledging these multifaceted benefits, the Ministry of Youth and Sports is committed to ensuring equal participation of both men and women in all areas of sports. Special emphasis is placed on increasing women's representation in sports organizations and leadership roles at every level, thereby fostering an environment where gender equity in sports becomes a reality.

5.5.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

The Ministry of Youth and Sports is entrusted with the responsibility of developing skilled human resources by providing training and creating opportunities for self-employment, particularly targeting unemployed youth. Through its various programmes, the Ministry aims to integrate young people into the mainstream of national development.

The importance of effectively utilizing the potential of the youth has been emphasized in several key policy frameworks, including the National Women Development Policy 2011, the Sustainable Development Goals (SDGs), the National Youth Policy 2017 (currently under review for the 2025 update), and the National Sports Policy 1998 (also under revision). These policies highlight the critical need for skill development and training to promote self-employment among the youth. In this regard, the Ministry of Youth and Sports is working to unleash the full potential of young people by fostering both physical and intellectual development.

The National Sports Policy 1998 also outlines specific measures for the advancement of women in sports. Sections 2.3 and 2.10 emphasize the need to enhance women's involvement in sports activities and ensure their representation in sports organizations and leadership positions at all levels. Through these combined legislative and policy efforts, the Ministry of Youth and Sports continues to work toward building an inclusive, equitable, and empowered youth society across Bangladesh.

5.5.3 Women Employees and Beneficiaries of the Ministry/Division

5.5.3.1 Quantitative Information of the Male and Female Employees

Office name	Total	Male	Female	Female Percentage
Secretariat	109	71	38	34.9
Directorate of Youth Development	4750	4102	648	13.6
Directorate of Sports	324	267	57	17.6
National Sports Council	307	278	29	9.4
Bangladesh Sports Education Institute (BKSP)	378	347	31	8.2
National Youth Development Institute	39	29	10	25.6
Bangladesh Krirasebi Kalyan Foundation	2	2	0	0.0
Total :	5909	5096	813	13.8

5.5.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	1008.8	982.5	972.6	977.7	952.7	799.9	920.8	915.1	748.5
Gender Relevant Allocation	314.2	308.4	302.7	306.2	296.6	251.4	289.1	285.5	232.7
As % of Operating Budget	31.2	31.4	31.1	31.3	31.1	31.4	31.4	31.2	31.1
Development Budget	1577.3	1440.4	831.2	1234.1	628.0	504.2	382.5	601.7	497.1
Gender Relevant Allocation	686.4	723.1	404.0	622.0	307.7	244.9	183.6	255.3	222.1
As % of Development Budget	43.5	50.2	48.6	50.4	49.0	48.6	48.0	42.4	44.7
Total Budget	2586.1	2422.8	1803.8	2211.8	1580.6	1304.1	1303.3	1516.8	1245.6
Gender Relevant Allocation	1000.6	1031.5	706.6	928.2	604.3	496.3	472.7	540.8	454.8
As % of Total Budget	38.7	42.6	39.2	42.0	38.2	38.1	36.3	35.7	36.5

Source: GFT Model, Finance Division

5.5.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	401.8	383.6	347.2	439.7	346.4	291.5	302.4	338.0	285.1
% of Total Gender Relevant Allocation	40.2	37.2	49.1	47.4	57.3	58.7	64.0	62.5	62.7
% of Total Budget	15.5	15.8	19.2	19.9	21.9	22.4	23.2	22.3	22.9
02-Economic Participation and Equality	201.8	221.1	126.2	161.4	92.4	78.0	68.6	82.5	75.2
% of Total Gender Relevant Allocation	20.2	21.4	17.9	17.4	15.3	15.7	14.5	15.3	16.5
% of Total Budget	7.8	9.1	7.0	7.3	5.8	6.0	5.3	5.4	6.0
03-Increasing women's effective access to public services	20.1	15.1	25.4	0.4	7.2	7.4	0.4	0.4	0.3
% of Total Gender Relevant Allocation	2.0	1.5	3.6	0.0	1.2	1.5	0.1	0.1	0.1
% of Total Budget	0.8	0.6	1.4	0.0	0.5	0.6	0.0	0.0	0.0
04-Education, Health and Wellbeing for Women Development	376.9	411.6	207.9	326.7	158.3	119.5	101.3	119.9	94.2
% of Total Gender Relevant Allocation	37.7	39.9	29.4	35.2	26.2	24.1	21.4	22.2	20.7
% of Total Budget	14.6	17.0	11.5	14.8	10.0	9.2	7.8	7.9	7.6

Source: GFT Model, Finance Division

5.5.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Training, loan, and employment of unemployed youth	In the medium term, providing microloans to trained young women will create income opportunities for at least 37,620 young women. In addition, 94,050 young women are engaged in various training including house-keeping, tailoring, cattle rearing, nursery, block-batik and printing, bamboo and cane work, embroidery, fashionable blanket making, fashion designing, shoe making and poultry rearing. Skilled human resources will be developed by imparting the kind of training; which will play a significant role in poverty alleviation and empowerment of women and will play an

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
	important role in stability and elimination of inequality in the society.
Age-based training and grants to underprivileged sports persons	Women sports talents have been identified from the grassroots level and developed into skilled athletes through age-based training of various durations. In the FY 2026-27, 525 elderly and needy women athletes will be provided with sports allowances and 462 will be provided with sports education scholarships. Sports grants and distribution of sports equipment are encouraging women's participation in sports and paving the way for their income growth.
Organizing and participating in sports competitions at local, national, and international levels	The participation of women in national and international sports competitions generates considerable enthusiasm among young women, inspiring them to pursue careers as professional athletes. By representing the country in sports such as football, cricket, and other competitive events, women not only contribute to national pride but also play a vital role in promoting gender equality. Their achievements serve to empower other women and raise awareness of the vast potential women possess in the field of sports and beyond.
Development of physical infrastructure in the field of youth and sports	The construction of youth training centres and women's sports complexes has significantly enhanced women's participation in sports. These facilities play a vital role in nurturing skilled female athletes and empowering them to engage actively in various sectors of society.

5.5.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	Unit	2022-23	2023-24	2024-25
1.	Participation of women in physical education at undergraduate level	%	21	24	27

5.5.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

During last few years about 8,92,977 young women have been provided with various types of training including housekeeping, sewing, cattle rearing, nursery management, block-batik and printing, bamboo-cane work, embroidery and poultry farming, and 72,698 young women have been provided with income opportunities through providing loans. Social awareness activities have been taken up with the aim of creating a skilled, productive and aware youth society.

Out of 26,228 youth organizations listed by the Department of Youth Development, 1305 and out of 6,951 registered/recognized youth organizations, 678 youth organizations are run by women and these organizations are working on women's rights. In the last 3 years, 48 youth/young women have been awarded national awards. Training will be provided to women to achieve economic independence through 44 short-term and 3 diploma courses by the National Youth Development Institute.

A total of 586 women hockey players have been trained from FY 2018-2025. Under the initiative of the Ministry of Youth and Sports and with the overall support of the Sports Directorate, the National Gold Cup Football Tournament, Boys (Under-17) and the National Gold Cup Football Tournament, Girls (Under-17) are being organized at the district, divisional and national levels from the FY 2018-2019. From the current FY 2025-26, new bud sports have been organized at the upazila, district, divisional and national levels across the country. By identifying female talent from the grassroots level and providing age-based training for various periods, 23,040 skilled athletes have been developed in the last 03 years. After training, 35 women have won medals in international competitions. At the same time, by exploring sports talent and creating skilled athletes through the widespread spread of sports throughout the country, it is bringing fame in the national and international arena. In addition, a total of 12,375 people have been trained in 25

each in 495 upazilas for women's empowerment. By involving women in sports, it is making a huge contribution to women's development and women's liberation.

Due to the Ministry of Youth and Sports' projects titled 'Further Development of Dhanmondi Women's Sports Complex in Dhaka' and 'Improving the Sports Quality of BKSP's Pramila Trainees', women are successfully participating in national and international sports competitions with women's football teams, women's cricket teams and other events, winning medals.

5.5.9 Challenges of Women's Development Goals

Despite notable progress, several socio-cultural and structural challenges continue to hinder the effective implementation of women's development initiatives. A significant barrier remains the prevailing social and religious conservatism in many communities, where a large segment of the population discourages women's participation in activities beyond traditional household roles. This cultural mindset limits women's access to education, employment, and public engagement. Child marriage persists as another major challenge, undermining efforts to empower young women and prevent early dropouts from education, ultimately restricting their potential for self-reliance and active citizenship. Additionally, the lack of education, coupled with low levels of confidence and societal trust, further restricts women's advancement. In many cases, the absence of support or cooperation from male colleagues and business partners, and the social stigma associated with women's leadership or entrepreneurship, pose serious obstacles to the Ministry of Youth and Sports' programmes aimed at promoting women's development. These challenges must be systematically addressed through targeted awareness, inclusive policy enforcement, and community engagement to ensure meaningful progress in gender equality.

5.5.10 Recommendations/Way Forward

To further enhance the empowerment and active participation of young women in national development, several forward-looking recommendations are proposed. Priority should be given to young women in the disbursement of loans intended for trained youth, with increased financial support aimed at facilitating their self-employment and entrepreneurship. Additionally, targeted incentives and grants should be provided to women-led youth organizations to enable them to organize awareness programmes on critical social issues such as the prevention of child marriage, dowry, drug abuse, and domestic violence.

In the realm of sports, it is essential to ensure equal representation of women in the Executive Committees of all Sports Associations to promote inclusive leadership. Adequate arrangements must also be made to provide sports equipment and infrastructure for female athletes. Their achievements should be formally recognized through the awarding of certificates and honors, thereby encouraging greater participation in sports. Furthermore, the development of women-friendly infrastructure-including dedicated dressing rooms, washrooms, and day-care facilities-should be ensured in every sports complex to create a safe and supportive environment for women and girls in sports and physical activities.

Ministry of Social Welfare

5.6.1 Introduction

The Ministry of Social Welfare plays a significant role in the socio-economic development of Bangladesh through poverty reduction, social protection, rehabilitation services and support for vulnerable and marginalized communities. The objective of the ministry is to ensure social justice, human dignity and inclusive development by implementing various welfare-oriented programs and policies. The Ministry of Social Welfare works on promoting inclusive and sustainable socio-economic development by providing education support, vocational training, assistive devices and employment opportunities to the marginalized communities.

At the backdrop of rapid economic development, there is inequality in income distribution of a country primarily due to sudden structural changes of the economy. In an effort to eliminate this inequality, the Ministry of Social Welfare is implementing about more than 50 social security programmes including family card programme, old age allowance, widow allowance, disability allowance etc. The Ministry of Social Welfare prioritizes women's participation in all its programmes with the aim of women's overall socio-economic development. Women account for more than 50 percent of the beneficiaries under the existing programmes, while the Family Card Programme is specifically targeted toward poor household, with all beneficiaries being female.

5.6.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

All the programmes of the Ministry of Social Welfare are implemented in alignment with both national commitments and international obligations. Article 15(d) of the Constitution of the People's Republic of Bangladesh recognizes social security as a fundamental right and guarantees government assistance to citizens in cases of unemployment, sickness, disability, widowhood, orphanhood, old age and similar vulnerabilities. In addition to this constitutional mandate, the Ministry is actively engaged in promoting gender equality and eliminating discrimination against women through various legislative instruments, including the Children Act, 2013, the Orphanages and Widows' Homes Act, 1944, and the Special Privileges for Women Convicted Prisoners Act, 2006. The Ministry of Social Welfare works in close coordination with other government agencies, development partners, non-government organizations, and community-based institutions to achieve Sustainable Development Goal (SDG)-related targets. Through integrated social protection and welfare initiatives, the Ministry continues to play a key role in advancing women's development. The Election Manifesto-2026 also places significant emphasis on women's empowerment through education, social protection and economic participation. It includes commitments to issue Family Cards in the name of female heads of households, expand women's access to higher education and implement integrated programmes for women's socio-economic development. The manifesto further identifies social protection measures as a major priority for promoting women's development and empowerment.

5.6.3 Women Employees and Beneficiaries of the Ministry/Division

5.6.3.1 Quantitative Information of the Male and Female Employees

Office name	Total	Male	Female	Female Percentage
Secretariat	118	92	26	22.0
Department of Social Services	9418	5979	3439	36.5
National Disability Development Foundation	1889	1182	707	37.4
Bangladesh National Social Welfare Council	21	14	7	33.3
Neuro-Developmental Disabilities Protection Trust	34	23	11	32.4
Physically Handicapped Welfare Trust (Maitri Shilpa)	157	137	20	12.7
Total :	11637	7427	4210	36.2

5.6.3.2 Statistics of Beneficiaries

Programme	Total	Male	Female	Female Percentage
Family Card	80,018	0	80,018	100.0
Old Age Allowance	6100000	2949627	3150373	51.7
Widow and Husband abandoned Allowance	2900000	0	2900000	100.0
Allowance for the Disabled	3450000	2110280	1339720	38.4
Stipends for the Handicapped	81000	49403	29879	36.9
Burnt and Disabled Rehabilitation Fund	205670	143875	61795	30.1
Improvement of living standards of Hijra, Bede and other backward communities	269019	125525	women-133365 Hijra-14129	54.8
Total :	13085707	5378710	7709279	58.9

5.6.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	15174.8	13257.0	13154.1	11893.8	11731.5	11259.4	11033.1	10945.4	10573.2
Gender Relevant Allocation	6314.7	5656.4	5664.2	6331.3	6264.1	6067.4	5895.5	5852.9	5700.9
As % of Operating Budget	41.6	42.7	43.1	53.2	53.4	53.9	53.4	53.5	53.9
Development Budget	15267.9	734.2	299.3	975.6	445.2	372.8	1183.7	606.8	471.6
Gender Relevant Allocation	14798.4	285.8	128.0	413.0	197.3	163.1	467.6	269.1	209.0
As % of Development Budget	96.9	38.9	42.8	42.3	44.3	43.8	39.5	44.3	44.3
Total Budget	30442.7	13991.2	13453.4	12869.4	12176.7	11632.1	12216.8	11552.2	11044.8
Gender Relevant Allocation	21113.1	5942.2	5792.2	6744.3	6461.4	6230.6	6363.1	6122.0	5909.9
As % of Total Budget	69.4	42.5	43.1	52.4	53.1	53.6	52.1	53.0	53.5

Source: GFT Model, Finance Division

5.6.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	5942.4	5370.9	5285.4	5937.8	5893.1	5733.1	5544.8	5493.1	5369.5
% of Total Gender Relevant Allocation	50.8	90.4	91.3	88.0	91.2	92.0	87.1	89.7	90.9
% of Total Budget	19.5	38.4	39.3	46.1	48.4	49.3	45.4	47.5	48.6
02-Economic Participation and Equality	102.8	105.1	125.3	132.7	129.5	122.4	128.0	131.4	127.9
% of Total Gender Relevant Allocation	0.9	1.8	2.2	2.0	2.0	2.0	2.0	2.1	2.2
% of Total Budget	0.3	0.8	0.9	1.0	1.1	1.1	1.0	1.1	1.2
03-Increasing women's effective access to public services	5118.4	143.2	62.8	165.8	67.6	59.9	204.7	111.8	96.4
% of Total Gender Relevant Allocation	43.8	2.4	1.1	2.5	1.0	1.0	3.2	1.8	1.6
% of Total Budget	16.8	1.0	0.5	1.3	0.6	0.5	1.7	1.0	0.9
04-Education, Health and Wellbeing for Women Development	524.5	323.1	318.7	508.0	371.1	315.2	485.6	385.7	316.3
% of Total Gender Relevant Allocation	4.5	5.4	5.5	7.5	5.7	5.1	7.6	6.3	5.4
% of Total Budget	1.7	2.3	2.4	3.9	3.0	2.7	4.0	3.3	2.9

Source: GFT Model, Finance Division

5.6.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Social Security	Family Cards, Old Age Allowances, and Allowances for Widowed and Deserted Women are being provided to backward, vulnerable, and marginalized sections of society under the social protection programmes of the Ministry of Social Welfare. In addition, stipends for students with disabilities and cash transfer programmes aimed at improving the quality of life of Hijra, Bede, and other disadvantaged communities are being implemented. Women's social security is being strengthened through the inclusion of 100 percent female beneficiaries in the Family Card and Widow Allowance programmes, while a minimum of 50 percent female participation is mandatorily ensured in other social protection programmes.
Interest free microcredit programme	This program has special contribution in reducing poverty and for mainstreaming the persons with disability of rural and urban areas across the country as skilled human resources through organizing and imparting them proper training. About 50 percent women are getting benefits from the interest free microcredit programme.
Protection of underprivileged children under government management	In order to ensure the protection and rights of the underprivileged children, the rights of the children are being protected in the society by providing them with housing, food, clothing, education and medical facilities.
Protection of rights, development and provision of services to persons with disabilities	Persons with disabilities are being integrated into the mainstream of society by providing them housing facilities, education and training. In the activities under the Ministry, women with disabilities are given priority so that their education, health and safe housing are ensured.

5.6.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	Unit	2022-23	2023-24	2024-25
1.	Old Age Allowance (Base Line 1,10,96,400 persons)	%	48.62	54.08	55.27
2.	Widow Allowance (Base Line 51,32,093 persons)		48.20	54.07	55.15

5.6.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

The Ministry of Social Welfare has taken initiatives to build an effective social safety net by providing family card to 80,018 female individuals, old age allowance to 61.00 lakh individuals, allowances for the widow and deserted women to 29.00 lakh and disability allowance to 34.50 lakh disabled persons. 100% inclusion of women in widow allowance and minimum 50% inclusion of women in old age allowance and disability allowance has been made mandatory. Apart from this, vocational training in various trades is provided for socio-economic development of women through various training centers through UCD offices. 16,406 trainees received training in FY 2024-25 from 80 skilled development training centers under this ministry, out of which 6,518 persons are women and the percentage is 39.72. Trained women are helping their families financially as well as fulfilling the family responsibilities at home.

5.6.9 Challenges of Women's Development Goals

- According to the recent data, 39.95 percent women are disabled as identified in April 2026. Besides, currently 38.78 percent disabled women are receiving allowances and stipends. In view of that, the presence of women with disabilities including disability identification is low;
- Although the 8th Five Year Plan has directed to initiate a special social security programme for families which take care of persons with disabilities, effective initiatives in this regard are still in process;
- Women's life expectancy is higher, but the number of women receiving old age allowance is relatively low; and
- Capitation grants are provided annually to 1.1 lakh children to private orphanages, but less than 15 percent of the beneficiaries are orphan girls who are relatively in higher risk. Not having enough private girls' orphanages in the country is a big challenge.

5.6.10 Recommendations/Way Forward

- Expanding the coverage of the Family Card Programme;
- Taking special initiatives to increase the inclusion of women in all social protection programmes for persons with disabilities, including identification of disabilities;
- Providing cash support to women raising children with disabilities by introducing a special social security programme for them;
- Expanding the coverage of the Widow Allowance Programme;
- Undertaking community-based child-protection Programmes for girl-children with a view to expanding the reach of social security to the underprivileged and victims of social injustice; and
- Introducing an integrated and standardized indicator framework to assess the outcomes and impacts of ongoing activities and projects implemented for women's development.

Technical and Madrasah Education Division

5.7.1 Introduction

Human resource development stands as a cornerstone of sustainable economic growth and a key driver for achieving the Sustainable Development Goals by 2030. It also plays a decisive role in addressing the challenges of the Fourth Industrial Revolution while propelling Bangladesh's transformative journey toward upper middle-income status. Recognizing these priorities, the Government of Bangladesh has launched a range of strategic initiatives to expand and strengthen Technical and Vocational Education and Training (TVET) while modernizing madrasah education nationwide. The enactment of the TVET Act provides the legal foundation for this effort, creating a unified framework for governance, quality assurance, and delivery of technical and vocational education.

The Technical and Madrasah Education Division is dedicated to nurturing a skilled, competent, and ethically grounded workforce equipped to meet both domestic and global demands. Its mandate spans curriculum reform, teacher registration and training, policy development, project implementation, financial support, textbook distribution, and the integration of ICT and broadband connectivity into classrooms. At the core of this framework lies the Bangladesh National Qualifications Framework (BNQF), which standardizes qualifications across all levels of technical and vocational education. This competency-based system ensures that skills acquired by Bangladeshi learners — including women — are credible, portable, and aligned with international benchmarks.

Progress in expanding access to technical education has been remarkable. Enrollment has surged from a mere 1 percent in 2008 to 19.16 percent in 2024, underscoring the impact of sustained policy commitment. Women now represent 28.18 percent of technical education students, reflecting the success of inclusive outreach and support measures. In parallel, modernization of madrasah education has been guided by the present government's policy documents.

5.7.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

Technical and Madrasah Education Division (TMED) is actively advancing education and skills agenda by implementing the Government's Policy directives and the Bangladesh National Qualifications Framework (BNQF). These initiatives aim to uplift socio-economic conditions through high-quality TVET while also establishing a global benchmark for evaluating the skills of Bangladeshi expatriate workers. Recently, thirteen trades have been finalized in the SSC (vocational) and Dakhil (vocational) syllabuses, aligned with the National Technical and Vocational Qualification Framework (NTVQF). Furthermore, the Diploma in Engineering curriculum has been modernized to integrate both core and emerging technologies, ensuring relevance to future job markets and preparing learners for evolving global opportunities.

Implementing Bangladesh National Qualifications Framework (BNQF) to support gender empowerment:

- Equal recognition of qualifications: Establishes standardized levels so that the skills and competencies of both women and men are assessed and valued equally.
- Flexible learning pathways: Integrates formal, non-formal, and informal learning systems, enabling women—especially those who left school early—to re-enter education and skills training.
- Recognition of Prior Learning (RPL): Validates skills gained through informal or home-based work, opening doors for women to access formal employment and earn better wages.
- Improved access to TVET: Promotes inclusive program design and diverse entry points, increasing female participation in technical and vocational education.
- Enhanced employability and mobility: Standardized qualifications strengthen women's access to decent work, career progression, and opportunities for overseas employment.

National Skills Development Policy 2022 aims to ensure:

- Implement both traditional and non-traditional training programs to broaden employment opportunities for women.
- Review and adapt current initiatives to ensure they are inclusive and supportive of women's needs.
- Offer accommodation, stipends for low-income families, and ease admission requirements to encourage female participation in skills development.
- Guarantee separate restroom facilities for male and female trainees.
- Where feasible, recruit female trainers and evaluators to create a more supportive environment.
- Establish and strictly implement measures to protect trainees from harassment in all institutions.
- Conduct awareness campaigns across institutions to foster inclusivity and respect.
- Ensure that all services and opportunities are available to trainees regardless of gender.

Skills Development Strategy outlines several key priorities:

- Put into action the strategies and objectives outlined in the National Skills Development Policy 2022.
- Develop an educated, competent, and highly skilled labor force to drive sustainable economic growth.
- Strengthen technical and vocational education with a focus on ICT and emerging sectors such as aquaculture, leather processing, textiles, mechanical engineering, mining, surveying, instrumentation and process control, construction, environmental management, garment design, and electromedical technology.
- Upgrade rural TVET centers to reduce poverty and curb urban migration, aligning programs with local resources and opportunities.
- Encourage greater participation of private enterprises in delivering technical and vocational education.

5.7.3 Women Employees and Beneficiaries of the Ministry/Division**5.7.3.1 Quantitative Information of the Male and Female Employees**

Office name	Total	Male	Female	Female Percentage
Secretariat	156	131	25	16.0
Directorate of Technical Education	85	69	16	18.8
Non-government educational institutes	22625	16575	6050	26.7
Technical teachers training colleges	80	59	21	26.3
Polytechnic institutes	6466	5426	1040	16.1
Technical School and College	4611	3994	617	13.4
Directorate of Madrasah Education	36	30	6	16.7
Government Madrasahs'	96	84	12	12.5
Bangladesh Madrasah Teachers Training Institute	41	36	5	12.2
Non-government Madrasah Education Institutes	190215	155450	34765	18.3
Total :	224411	181854	42557	19.0

5.7.3.2 Statistics of Beneficiaries

Programme	Total	Male	Female	Female Percentage
Technical and Vocational Education (Government)	11235	8883	2352	20.9
Technical and Vocational Education (Non-government)	39354	28464	10890	27.7
Madrasha Education (Government)	89	75	14	15.7
Madrasha Education (Non-government)	138586	107550	31036	22.4
Total :	189264	144972	44292	29.0

5.7.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	11734.0	8997.6	9096.2	8215.0	8253.7	8005.2	7779.2	7363.9	6868.8
Gender Relevant Allocation	5064.5	3857.5	4010.9	3595.8	3598.7	3511.3	3417.8	3291.8	3055.3
As % of Operating Budget	43.2	42.9	44.1	43.8	43.6	43.9	43.9	44.7	44.5
Development Budget	6723.0	3680.36	3299.6	3568.5	1699.6	949.5	2822.8	2619.8	1220.5
Gender Relevant Allocation	3254.4	1466.5	1472.6	1310.69	672.9	311.4	990.7	919.38	274.7
As % of Development Budget	48.41	39.9	44.63	36.7	39.6	32.8	35.1	35.1	22.5
Total Budget	18457.0	12678.0	12395.8	11783.4	9953.3	8954.7	10602.0	9983.7	8089.3
Gender Relevant Allocation	8318.9	5324.0	5483.5	4906.5	4271.6	3822.7	4408.5	4211.1	3330.1
As % of Total Budget	45.1	42.0	44.2	41.6	42.9	42.7	41.6	42.2	41.2

Source: GFT Model, Finance Division

5.7.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	15.2	13.1	4.2	13.1	3.6	3.4	13.0	12.6	3.3
% of Total Gender Relevant Allocation	0.2	0.2	0.1	0.3	0.1	0.1	0.3	0.3	0.1
% of Total Budget	0.1	0.1	0.0	0.1	0.0	0.0	0.1	0.1	0.0
02-Economic Participation and Equality	386.4	21.6	70.1	22.5	8.9	9.2	19.6	9.4	5.7
% of Total Gender Relevant Allocation	4.7	0.4	1.3	0.5	0.2	0.2	0.4	0.2	0.2
% of Total Budget	2.1	0.2	0.6	0.2	0.1	0.1	0.2	0.1	0.1
03-Increasing women's effective access to public services	0.0	4.2	4.1	5.4	1.2	1.2	2.4	0.1	0.0
% of Total Gender Relevant Allocation	0.0	0.1	0.1	0.1	0.0	0.0	0.1	0.0	0.0
% of Total Budget	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
04-Education, Health and Wellbeing for Women Development	7857.3	5285.2	5393.6	4865.6	4257.8	3808.9	4373.5	4189.1	3321.1
% of Total Gender Relevant Allocation	95.1	99.3	98.6	99.2	99.7	99.6	99.2	99.5	99.7
% of Total Budget	42.6	41.7	43.5	41.3	42.8	42.5	41.3	42.0	41.1

Source: GFT Model, Finance Division

5.7.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Infrastructural development	Ongoing infrastructural development efforts are strengthening the quality of technical education and expanding institutional capacity nationwide. Capacity-building initiatives are currently underway for 64 Technical Schools and Colleges (TSCs), while the establishment of one TSC in each of 100 upazilas is nearing completion. In addition, construction of four women's polytechnic institutes is progressing in the Sylhet, Barisal, Rangpur, and Mymensingh divisions. Parallel efforts are advancing on four engineering colleges in Chittagong, Rajshahi, Khulna, and Rangpur divisions, alongside the development of polytechnic institutes in 23 districts. These initiatives are expanding women's access to technical education, empowering them to actively contribute to national development and economic growth.
Teachers training and skill development activities	To enhance the skills of teachers and staff in institutions under the Directorate of Technical Education, regular training programmes are being conducted. In FY2025-26, a total of 5358 subject-specific training sessions were provided till April/2026.
Establishing linkages with industries and academia	Job fairs are regularly organized in all government technical institutes across the country, including the Women's Polytechnic Institutes in Dhaka, Rajshahi, Khulna, and Chittagong under the Directorate of Technical Education. These events are creating employment opportunities for female students in both domestic and international organizations.
Stipends for female students	100% of female TVET students in all public and private institutes under BTEB are receiving stipends through the regular budget. Providing stipends is helping to increase women's participation in technical education. Through this education, women will be equipped with skills, transforming them into a competent workforce and enhancing their employment opportunities. A total of 4,63,548 students received stipends worth 185.62 crore BDT in FY 2025-26 among them 1,25,158 are female students. Projections indicate increased support for future years, ensuring accessibility to education for economically disadvantaged students.
Establishment of new technical institutes	The establishment of four women's polytechnic institutes will provide Diploma in Engineering courses to 1,600 female students, significantly boosting women's participation in technical education. These institutes will extend opportunities to women from disadvantaged and remote areas, ensuring equitable access to skills development. By cultivating a pool of skilled female professionals, the initiative will enhance women's employment prospects and strengthen their contribution to national development.
TVET Implementation Plan 2025-2030	The strategic plan of the Technical and Madrasa Education Division advances gender empowerment through targeted priority actions. The recruitment and training of teachers foster inclusive, gender-sensitive learning environments that encourage female participation. Strengthening the structure of the TVET sector and expanding institutional capacity

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
	creates greater opportunities for women to enroll and complete skills training. Awareness-building initiatives help reduce social stigma and motivate girls to pursue technical education, while ensuring accessible TVET programs makes skills development more feasible for women in underserved areas. By partnering with industries and development partners, the plan enhances women's employment prospects. Finally, integrating automation and implementing Green TVET equips women with modern, sustainable skills, enabling their active participation in a dynamic workforce.
Industry Institute Linkage	The Directorate of Technical Education demonstrates a strong commitment to gender empowerment through its industry linkage initiatives. The signing of 785 MoUs with industries enables institutions to arrange industry attachments for students, ensuring equal exposure and hands-on experience for female learners in real workplace environments. Regular industry visits, funded under both revenue and development budgets, further provide female students with practical insights, build confidence, and help overcome traditional barriers to entering technical fields. In addition, the development of an Industry Linkage Guideline under the ProGRESS project—once validated and disseminated—will standardize and strengthen collaboration between institutions and industries. This will create more structured and inclusive opportunities for women to access training, internships, and employment pathways in the technical sector.
Entrepreneurship	Under the ProGRESS project, entrepreneurship initiatives are advancing women's empowerment by creating inclusive economic opportunities. Community-based tourism, shared service facilities, and three operational BDS centers are equipping entrepreneurs—particularly women—with essential skills and resources. Strengthened market linkages for 1,200 smallholder farmers and women entrepreneurs are improving access to markets and income. Additionally, Bangla-translated tools and ToT-led ToE trainings are making entrepreneurship more accessible, enabling more women to start and grow businesses and achieve economic independence.
Short Course	Through the ASSET project, 133,637 youth have received short-course training as of March 2026, including 55,559 women (31,904 graduates and 18,755 employed). A total of 81,220 individuals have benefited from Recognition of Prior Learning (RPL), among them 30,585 women (26,790 graduates with 100% employment). Furthermore, 139,000 individuals have participated in the Enterprise-Based Training (EBT) program, with 83,183 women achieving an 80% employment rate.
Green TVET Action Plan	The Green TVET Guideline, developed by the Directorate of Technical Education (DTE), provides a draft framework to integrate sustainability and green skills into Bangladesh's TVET system. It emphasizes greening institutions, curricula, training, research, and community engagement to support a low-carbon economy. Women will benefit through improved access to green skills training, enhanced employability in emerging green jobs, and expanded opportunities in green entrepreneurship and sustainable industries.

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
TVET Teachers Qualifications Framework (TTQF)	A comprehensive TVET Teachers Qualification Framework (TTQF) will be developed under the TTF project to define a structured roadmap for teacher training throughout their careers—from entry level to retirement. This framework will specify training types at different stages and outline mandatory qualifications for continuous professional development and occupational competency enhancement.
E-Learning Action Plan	The Vocational E-Learning Center Action Plan 2025, under the HCDP-21 programme, will expand women's access to flexible, technology-based TVET training. Through a Moodle-based e-learning platform, female trainees and instructors can participate remotely, overcoming barriers such as mobility, time constraints, and social limitations. This inclusive digital approach will strengthen women's technical competencies and improve employment opportunities in both local and global labor markets.
Gender and Skills Task Force	Under the ProGRESS project, the Gender and Skills Taskforce is reinforcing gender mainstreaming in the TVET sector. Achievements include supporting key policy progress through the 2nd NSC meeting (10 December 2025), developing employer guidelines on gender equality, and completing a sector-wide gender and inclusion gap assessment. Over 2,200 stakeholders have been engaged in capacity-building activities, including training on gender, GBV, and teacher development. Additionally, 10 Gender Mainstreaming Forum meetings were held across DTE institutes to promote institutional mechanisms and equal access to training.
ProGRESS Campaign for Preventing Gender Violence	Six awareness campaigns were organized in DTE institutes in Dhaka, Bandarban, Khagrachari, and Rangamati, reaching around 1,200 male and female students. These campaigns raised awareness on identifying and preventing gender-based violence and sexual harassment, further supporting safe and inclusive learning environments.

5.7.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	Unit	2022-23	2023-24	2024-25
1	The ratio of male and female students at the secondary level in technical education (9th-10th)	Ratio	67.5:32.5	70.4:29.6	69.7:30.3
2	The ratio of male and female students at the higher secondary level in technical education (11th-12th)		71.1:28.9	70.4:29.6	70.3:29.7
3	The ratio of students in technical education (male:female)		72.9:27.1	70.5:29.5	69.9:30.1
4	The ratio of students at the Dakhil level (6th-10th) (male:female)		44.4:55.6	44.2:55.8	45.4:54.6
5	The ratio of students at the Alim level (11th-12th) (male:female)		49.3:50.7	49.3:50.7	49.1:50.7
6	The ratio of students in madrasa education (male:female)		47.4:52.6	47.2:52.8	47.7:52.3

5.7.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

The Technical and Madrasah Education Division has made significant progress in expanding women's access to technical and vocational education through targeted infrastructure development and institutional reform. Women's Polytechnic Institutes are operational in Dhaka, Chittagong, Khulna, and Rajshahi, offering Diploma in Engineering programs, with four additional institutes under construction in Sylhet, Barisal, Rangpur, and Mymensingh—broadening the geographic reach of women-focused technical education. To foster a more welcoming environment, women-friendly trades have been introduced across institutions, complemented by the ongoing development of dedicated student hostels and hygienic, gender-sensitive sanitation facilities.

These investments have yielded measurable outcomes. Female enrollment in technical education has risen to 27.97 percent, reflecting the cumulative impact of sustained institutional effort. At the school level of TVET, total enrollment stands at 481,973, with girls accounting for 146,073 (30.31%). At the college level, enrollment reaches 831,821, of which 239,533 (28.79%) are female. In basic and national skills training, girls represent 101,900 of 305,555 trainees (33.35%). In madrasah education, women form the majority—1,479,208 of 2,796,191 students (52.90%)—underscoring their strong presence in this stream. However, in teacher training programs (TTTC & VTTI), women account for only 83 of 594 trainees (13.98%), highlighting an area requiring further attention and targeted interventions (Ref: BANBEIS, Bangladesh Education Statistics 2024).

To sustain and accelerate this momentum, the Government has institutionalized a comprehensive financial support mechanism for female students. All women enrolled in government and private technical institutions recognized by the Bangladesh Technical Education Board are entitled to stipends and free textbooks, disbursed efficiently through the Government-to-Person (G2P) Payment System. In FY 2024–25, TK 262.08 crore in stipends was distributed to 728,975 students across 4,726 institutions—demonstrating the Division's commitment to removing financial barriers and ensuring that economic constraints do not hinder women's participation in technical education.

5.7.9 Challenges of Women's Development Goals

Despite notable progress, the Technical and Madrasah Education Division continues to face persistent structural and socio-cultural barriers in advancing women's development goals. A major challenge remains the low demand among female students for technical and madrasah education, shaped by deeply rooted cultural norms that discourage women from pursuing non-conventional or religiously oriented pathways. This is compounded by underinvestment in gender-responsive initiatives, with financial allocations falling short of what is required to create enabling environments for women.

At both institutional and community levels, conservative social attitudes and entrenched socio-economic inequalities continue to impede female participation. These constraints are reinforced by gender-biased perceptions and the absence of a coherent, system-wide commitment to inclusivity. Collectively, these challenges expose a critical gap between policy intent and ground-level reality—a gap that demands urgent, targeted interventions and a substantial reorientation of resources toward gender-transformative education strategies.

5.7.10 Recommendations/Way Forward

Achieving meaningful gender equality within the Technical and Madrasah Education Division requires a coordinated, multi-dimensional policy response rooted in institutional reform and community engagement. On the supply side, efforts must focus on increasing women's enrollment in technical education, with a strategic target of 50 percent participation—ensuring not only parity in numbers but also access to skills aligned with modern and emerging labor market demands. In parallel, madrasah education should be repositioned as a driver of inclusive national development through a modernized, competency-based curriculum that integrates science, technology, and life skills alongside religious instruction.

On the demand side, sustained public awareness campaigns are essential to shift prevailing gender norms and mobilize family and community support for girls' participation in technical and madrasah education. Curricula across both streams must be made gender-sensitive, designed to reflect diverse learning needs and promote equitable outcomes. Institutional environments should be safe, inclusive, and conducive to women's academic achievement, with particular attention to infrastructure, grievance mechanisms, and mentorship structures. To ensure retention and long-term participation, a robust package of financial and social support measures—including stipends, scholarships, mentorship programs, and protective policies—must be systematically scaled and sustained.

Collectively, these reforms will enable Bangladesh to build a more equitable and resilient education system, while fulfilling its national and international commitments to gender equality and women's empowerment.

Health Services Division

5.8.1 Introduction

The Health Services Division (HSD), Ministry of Health and Family Welfare (MOHFW), plays a central role in advancing women's development by designing and implementing health policies, programmes, and budgetary interventions that directly and indirectly benefit women. These interventions include maternal health services, reproductive healthcare, adolescent health, nutrition, cervical and breast cancer screening, mental health services, family planning support, prevention of gender-based violence, and protection services for vulnerable women.

The present Government's election manifesto affirms health as a fundamental right and envisions Universal Health Coverage (UHC) based on the principle of "Health for All." It also prioritizes free quality primary healthcare through the establishment of Primary Healthcare Units in every Union and Ward modeled on the NHS/GP. These units aim to provide free treatment for common illnesses, maternal and child healthcare, mental health support, services for persons with disabilities, and care for elderly and marginalized populations.

Special emphasis is also placed on women's safety, including ensuring the safety of female students and improving access to feminine hygiene support in educational institutions. In addition, the manifesto highlights improved maternal and reproductive healthcare, stronger action against violence against women, mental health support, and wider healthcare access for poor and vulnerable women.

Therefore, this report evaluates gender responsive budgeting of the Health Services Division from both government policy and manifesto perspectives, focusing on how public health expenditure contributes to women's advancement, health equity, and sustainable national development.

5.8.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

The mandate of the Health Services Division (HSD), Ministry of Health and Family Welfare (MOHFW), for women's development is derived from the Constitution of Bangladesh, national health policies, legal frameworks, and election commitments. HSD is responsible for ensuring access to equitable, affordable, and quality healthcare services for women throughout their life cycle.

Health, Population and Nutrition Sector Programme (HPNSP)

HPNSP is the primary policy framework for improving women's health outcomes through maternal healthcare, family planning, nutrition services, adolescent health, and disease prevention.

This mandate is further reinforced by the Child Marriage Restraint Act, National Social Security Strategy (NSSS) and the present Government's election manifesto.

Present Government's Election Manifesto

The present Government identifies women's health and wellbeing as major priority areas in its election manifesto. Key commitments relevant to HSD include:

- Ensuring Health as a fundamental right through Universal Health Coverage (UHC) based on the principle of "Health for All";
- Providing free quality primary healthcare services through Primary Healthcare Units in every Union and Ward;
- Delivering comprehensive maternal and child healthcare services for all women, especially rural and poor populations;
- Strengthening reproductive healthcare and family planning services;
- Expanding mental health support for women, adolescents, and vulnerable populations;

- Ensuring accessible services for persons with disabilities, elderly women, and marginalized groups;
- Promoting women's safety and dignity, including feminine hygiene support in educational institutions;
- Strengthening institutional response to violence against women through the healthcare systems;
- Preventing trafficking, child marriage, and gender-based violence;
- Expanding healthcare access for poor and climate-vulnerable women.

These priorities promote gender-responsive public finance, greater health equity, and institutional accountability. Through these commitments, HSD plays a significant role in advancing gender equality and women's empowerment in Bangladesh through the health sector.

5.8.3 Women Employees and Beneficiaries of the Ministry/Division

5.8.3.1 Quantitative Information of the Male and Female Employees

The Ministry/Division maintains gender-disaggregated staffing information to ensure equal participation in public administration. (To be filled by MIS, DGHS)

Office name	Total	Male	Female	Female Percentage
Category: Grade 1-9	32889	19885	13002	39.53%
Director General	1	1	0	0
Addl. Director General	2	1	1	50%
Director	54	49	5	9.25%
Principal/Vice Principal	43	39	4	9.3%
Joint Director	2	2	0	0
Deputy Director	59	52	7	11.86%
Assistant Director	136	106	30	22.05%
Civil Surgeon	62	60	2	3.22%
Deputy Civil Surgeon	27	24	3	11.11%
UHFPO	478	397	78	16.31%
Professor	347	258	89	25.64%
Associate Professor	1056	801	255	24.14%
Assistant Professor	1560	1098	462	29.61%
Senior Consultant	297	233	64	21.55%
Senior Lecturer	5	5	0	0
Junior Consultant	2329	1593	736	31.60%
Junior Lecturer	30	17	13	43.33%
RMO	387	309	78	20.15%
Assistant Surgeon / Medical Officer/ Dental Surgeon/ Lecturer	20721	11377	9343	45.08%
Category: Grade 10	538	451	87	16.17%
Category: Grade 11-16	36224	24334	11889	32.82%
Sub Asstt. Community Medical Officer	3153	2006	1147	36.37%

Office name	Total	Male	Female	Female Percentage
Pharmacist	2136	1659	477	20.92%
Health Inspector	776	452	324	41.75%
Assistant Health Inspector	3029	1167	1862	61.47%
Health Assistant	14008	8267	5740	40.97%
Medical Technologist	4280	3507	773	18.06%
Category: Grade 17-20	12500	9443	3049	24.39%
Total:	82151	54113	28027	34.11%

Source- Designation Group and Pay Scale wise Summary Report from MIS, DGHS

5.8.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	22580.6	19404.8	18817.0	16383.9	15447.6	12768.4	17220.5	14186.5	11572.1
Gender Relevant Allocation	10120.1	9120.9	9099.0	8291.3	7791.0	6463.8	8922.4	7212.9	5943.1
As % of Operating Budget	44.8	47.0	48.4	50.6	50.4	50.6	51.8	50.8	51.4
Development Budget	26806.3	11617.2	3116.9	13741.3	5668.8	2001.1	12209.1	9345.5	7072.5
Gender Relevant Allocation	10025.6	4909.1	1435.8	6161.1	2656.2	1057.3	5373.8	4250.3	3291.8
As % of Development Budget	37.40	42.3	46.1	44.8	46.9	52.8	44.0	45.5	46.5
Total Budget	49386.9	31022.0	21933.9	30125.2	21116.5	14769.6	29429.6	23532.0	18644.6
Gender Relevant Allocation	20145.7	14029.9	10534.8	14452.4	10447.2	7521.1	14296.2	11463.1	9234.9
As % of Total Budget	40.8	45.2	48.0	48.0	49.5	50.9	48.6	48.7	49.5

Source: GFT Model, Finance Division

5.8.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	547.9	519.4	535.7	556.1	472.9	385.5	1237.7	788.3	629.4
% of Total Gender Relevant Allocation	4.3	4.1	5.2	4.1	4.5	5.1	8.7	6.9	6.8
% of Total Budget	1.1	1.7	2.4	1.8	2.2	2.6	4.2	3.3	3.4
02-Economic Participation and Equality	11.0	26.5	5.4	49.4	30.7	0.1	1233.7	654.1	505.2
% of Total Gender Relevant Allocation	0.1	0.2	0.1	0.4	0.3	0.0	8.7	5.7	5.5
% of Total Budget	0.0	0.1	0.0	0.2	0.1	0.0	4.2	2.8	2.7
03-Increasing women's effective access to public services	846.8	789.0	816.9	858.1	739.3	1103.5	973.1	713.5	1053.3
% of Total Gender Relevant Allocation	6.7	6.3	7.9	6.3	7.1	14.7	6.8	6.2	11.4
% of Total Budget	1.7	2.5	3.7	2.8	3.5	7.5	3.3	3.0	5.6
04-Education, Health and Wellbeing for Women Development	11235.1	11248.6	8951.9	12082.9	9204.4	6032.0	10779.5	9307.4	7047.1
% of Total Gender Relevant Allocation	88.9	89.4	86.8	89.2	88.1	80.2	75.8	81.2	76.3
% of Total Budget	22.7	36.3	40.8	40.1	43.6	40.8	36.6	39.6	37.8

Source: GFT Model, Finance Division

5.8.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Healthcare opportunities for both common and complex diseases are being ensured by expanding the infrastructure of district and upazila-level hospitals and deploying the required manpower.	In addition to the general public, women also have increased access to medical care for common and complex diseases.
Expanding the activities of specialized hospitals to ensure state-of-the-art health care for complex and critical diseases of the population through both general and referral systems.	In addition to the general population, women now have greater access to advanced and specialized medical services, helping to protect them from physical, mental, and financial hardship.

5.8.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	SDG Target (by 2030)	Unit	2025-26
1.	Infant Mortality Rate (under five)	12	Per 1000 live birth	4.3 (DGHS)
2.	Under-Five Mortality Rate	25	Per 1000 live birth	33 (MICS)
3.	Maternal Mortality Ratio	70	Per 100,000 live birth	87.9 (DGHS)
4.	Births attended by skilled health personnel	close to 100%	Births attended by skilled health personnel	287.7 (DGHS)
5.	EPI Full Vaccination Coverage	95% or above	% of the targeted population	77.6 (DGHS)
6.	Child Malnutrition (under-five)	close to 0	6-59 months old	1.6 million (IPC-AMN)
a.	Under-weight prevalence	Major reduction	Per hundred	23 (MICS)
b.	Stunting prevalence	40% reduction	Per hundred	24 (MICS)
c.	Wasting prevalence	Less than 5%	Per hundred	12.9 (MICS)
d.	Over-weight prevalence	No increase	Per hundred	1.8 (MICS)

Source- DGHS Dashboard (May 2026), Bangladesh Multiple Indicator Cluster Survey 2025

5.8.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

The Health Services Division (HSD), Ministry of Health and Family Welfare (MOHFW), has made significant contributions to women's development through sustained investments in maternal health, reproductive services, disease prevention, nutrition, and protection services. These achievements have improved women's survival, dignity, access to healthcare, and socio-economic participation. Key success stories include:

1. Significant Reduction in Maternal Mortality

One of the major achievements of HSD has been the substantial reduction in maternal mortality over the past decades. Expansion of antenatal care (ANC), skilled birth attendance, emergency obstetric care, institutional delivery services, and postnatal care (PNC) have contributed significantly to improving maternal survival. Government initiatives such as community clinics, district maternal health services, and referral systems have markedly improved maternal survival, particularly in rural areas.

2. Strengthening of One-Stop Crisis Centres (OCC)

The establishment and expansion of One-Stop Crisis Centres in medical college hospitals and major health facilities have improved institutional response towards violence against women. Survivors of domestic violence, sexual assault, and trafficking, receive medical care, psychosocial counselling, forensic support, legal referral, and rehabilitation services under one system. This integrated support system has significantly improved protection and dignity for vulnerable women.

3. Expansion of Cervical Cancer Screening Services

The HSD has expanded cervical cancer screening through VIA (Visual Inspection with Acetic Acid) services at district and upazila levels. Early detection and referral services have increased awareness and improved prevention of one of the major causes of female cancer mortality in Bangladesh. Breast cancer awareness and screening services have also improved gradually.

4. Increased Female Participation in the Health Workforce

Enhanced recruitment of female doctors, nurses, midwives, community health workers, and frontline service providers has fostered women-friendly healthcare delivery, particularly in maternal and reproductive health services while progressively increasing women's leadership in the health sector.

5.8.9 Challenges of Women's Development Goals

Despite remarkable progress in maternal health, reproductive services, nutrition, and women's access to healthcare, several structural and systematic challenges persist to disproportionately affecting women in rural areas, urban slums, climate-vulnerable regions, and low-income households. The Health Services Division (HSD), Ministry of Health and Family Welfare, continues to face the following key challenges:

1. Inadequate Maternal Healthcare Coverage
2. Urban–Rural and Regional Inequality in Health Services
3. Persistent Child Marriage and Adolescent Pregnancy
4. Gender-Based Violence and Limited Survivor Support
5. Rising Burden of Non-Communicable Diseases (NCDs)
6. Poor Nutrition and Anaemia Among Women
7. Shortage of Skilled Human Resources for Women's Health
8. Weak Health Financing and Out-of-Pocket Expenditure
9. Climate Change and Women's Health Risks
10. Weak Monitoring and Gender-Sensitive Data Systems

5.8.10 Recommendations/Way Forward

To strengthen women's development outcomes through the health sector, the Health Services Division (HSD), Ministry of Health and Family Welfare (MOHFW), should adopt the following future actions:

- a. Strengthen Results-Based Gender Budgeting
- b. Improve Maternal and Reproductive Health Financing
- c. Expand Screening and Management of Non-Communicable Diseases (NCDs)
- d. Strengthen Gender-Based Violence Response Services
- e. Expand Community-Based and Rural Women's Healthcare Access
- f. Strengthen Nutrition and Mental Health Services for Women
- g. Climate-Smart Health Financing for Women
- h. Strengthen Health Workforce and Female Leadership
- i. Strengthen Manifesto-to-Budget Accountability

These targeted interventions will transform women's health and empowerment into measurable national development outcomes, fully reading the present government's commitment to building a healthy, equitable and prosperous Bangladesh.

Ministry of Agriculture

5.9.1 Introduction

The importance of the agricultural sector in achieving overall national economic growth is immense. Approximately 40.6 percent of the total labor force is engaged in agriculture and related activities making the sector indispensable for the country's socio-economic development. In line with the Allocation of Business and national plans, the National Agriculture Policy and the Sustainable Development Goals (SDGs), the Ministry of Agriculture aims to establish a self-reliant, climate-smart, sustainable and modern agricultural system. This is achieved by increasing production, modernizing the marketing system and promoting the acquisition, innovation, and transfer of appropriate technologies to eliminate poverty and ensure food security. Women, alongside men, are also making significant contributions in building a sustainable agricultural system. Nearly 50 percent of adult women in farming families are directly or indirectly involved in agricultural activities to boost food grain production. The policy documents of the Ministry emphasize women's empowerment, ensuring family food and nutrition security, providing necessary support for enhancing their skills, and encouraging their participation in agrobusiness. As a result, women's economic empowerment is steadily advancing.

5.9.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

According to the Allocation of Business of the Ministry, the responsibilities (mandates) entrusted to the Ministry of Agriculture include agricultural extension, training and creating awareness on food-based nutrition, seed production, quality control, certification, preservation and distribution, agricultural support and rehabilitation, as well as the procurement, distribution, innovation, and management of agricultural inputs and machinery. The National Agricultural Policy, 2018 explicitly recognizes the importance of women's participation in the agricultural sector. It encourages the inclusion of women in agricultural education, research, extension, and training activities. The policy emphasizes on women's equal rights and their access to agricultural inputs and resources. In particular, it highlights the importance of engaging rural poor women in agro-processing and agrobusiness, to improve their economic conditions and contribute to poverty reduction.

The Policy calls for initiatives to ensure women's equal rights in access to and management of agricultural inputs. At the same time, the policy includes provisions for government initiatives to facilitate women's participation in the agricultural production system by establishing their rights to access agricultural technologies and by encouraging their participation in various agricultural extension activities such as training, farmers' gatherings, and workshops. The policy further states that, in various agricultural activities such as homestead gardening, post-harvest operations, seed production and preservation, nursery establishment and management, beekeeping, and food processing, the government will provide credit support to women alongside other farmers. In addition, the policy reflects the government's commitment to providing microcredit support to women for small-scale agricultural processing, warehousing, and preservation, as well as taking measures to eliminate wage discrimination between men and women.

With the aim of achieving the Sustainable Development Goals (SDGs), targets have been set to ensure year-round access to safe, nutritious, and sufficient food for all people, especially the poor and those vulnerable to hunger. The goals also include eliminating all forms of malnutrition by 2030 through properly addressing the nutritional needs of adolescent girls, pregnant women, and lactating mothers by 2025. Furthermore, by 2030, the targets aim to double the agricultural productivity and income of small-scale food producers, particularly women, indigenous people, livestock rearers, and fish farmers, as well as to create opportunities for non-agricultural employment.

5.9.3 Women Employees and Beneficiaries of the Ministry/Division

5.9.3.1 Quantitative Information of the Male and Female Employees

Office name	Total	Male	Female	Female Percentage
Secretariat	248	193	55	22.2
Department of Agricultural Extension	19924	17540	2384	12.0
Seed Certification Agency	292	219	73	25.0
Cotton Development Board	504	437	67	13.3
Agricultural Information Service	213	173	40	18.8
Department of Agricultural Marketing	751	652	99	13.2
Soil Resource Development Institute	640	504	136	21.3
National Agricultural Training Academy	163	124	39	23.9
Autonomous institutions	7726	6498	1228	15.9
Total :	30461	26340	4121	13.5

5.9.3.2 Statistics of Beneficiaries

- The number of farmers who received training on modern technologies provided by the Department of Agricultural Extension is 409,112, of which 132,294 are women (32.3%).
- Under various projects implemented by the Department of Agricultural Marketing, 190,844 male and female farmers have been brought under training on post-harvest loss reduction, value chain and supply chain development, entrepreneurship development, etc., of which 159,072 are women (83.0%).

5.9.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	20935.4	20891.1	20780.9	20790.4	20820.5	20456.5	20774.5	28685.9	27721.4
Gender Relevant Allocation	8288.3	8264.5	8249.6	8222.2	8264.6	8151.8	8215.3	11387.4	11058.5
As % of Operating Budget	39.6	39.6	39.7	39.6	39.7	39.9	39.5	39.7	39.9
Development Budget	7946.0	6332.9	4043.9	6423.9	3875.5	3273.4	4348.0	4594.4	4239.5
Gender Relevant Allocation	3221.7	2591.7	1668.6	2614.1	1593.3	1353.1	1722.4	1787.4	1644.9
As % of Development Budget	40.6	40.9	41.3	40.7	41.1	41.3	39.6	38.9	38.8
Total Budget	28881.4	27224.0	24824.8	27214.3	24696.0	23729.9	25122.5	33280.2	31960.9
Gender Relevant Allocation	11510.0	10856.3	9918.1	10836.3	9857.9	9504.9	9937.6	13174.8	12703.4
As % of Total Budget	39.9	39.9	40.0	39.8	39.9	40.1	39.6	39.6	39.8

Source: GFT Model, Finance Division

5.9.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	5805.5	4795.8	4553.1	4711.1	4626.3	4517.6	4655.3	6352.2	6139.9
% of Total Gender Relevant Allocation	50.9	44.2	46.2	43.5	46.9	47.5	46.8	48.2	48.3
% of Total Budget	20.1	17.6	18.3	17.3	18.7	19.0	18.5	19.1	19.2
02-Economic Participation and Equality	2832.1	3362.4	3097.1	3132.8	2911.0	2806.0	3096.7	3798.9	3664.6
% of Total Gender Relevant Allocation	24.8	31.0	31.4	28.9	29.5	29.5	31.2	28.8	28.8
% of Total Budget	9.8	12.4	12.5	11.5	11.8	11.8	12.3	11.4	11.5

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
03-Increasing women's effective access to public services	0.0	8.1	10.3	19.2	9.6	9.6	37.2	28.6	28.6
% of Total Gender Relevant Allocation	0.0	0.1	0.1	0.2	0.1	0.1	0.4	0.2	0.2
% of Total Budget	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.1	0.1
04-Education, Health and Wellbeing for Women Development	2761.8	2690.0	2192.5	2973.2	2311.0	2171.6	2148.5	2995.1	2870.4
% of Total Gender Relevant Allocation	24.2	24.8	22.3	27.4	23.4	22.8	21.6	22.7	22.6
% of Total Budget	9.6	9.9	8.8	10.9	9.4	9.2	8.6	9.0	9.0

Source: GFT Model, Finance Division

5.9.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Production and Quality Assessment of High Grade Seeds	High-quality seeds are essential for increasing crop production. To ensure the production and supply of quality seeds according to farmers' demand, approximately 30 percent women workers have been engaged in seed production and family nutrition garden activities.
Extension activities for improved crop production technology among farmers (training, exhibition, field days, rallies, fairs and mass media).	Women are engaged at a rate of 50 percent in activities such as disseminating newly developed crop varieties and technologies to farmers, providing training on food quality and nutrition, and participating in demonstration fairs, rallies, seminars, and workshops. As a result, employment opportunities for women have been created, and access to nutritious food for women and children is being further expanded.
Optimum use of surface water	Women workers are being included in activities aimed at expanding minor irrigation through the use of surface water and increasing cultivable land by removing waterlogging and flooding.

5.9.7 Mentionable Success Stories of the Ministry/Division in Women Advancement

The Smallholder Agricultural Competitiveness Project (SACP) (2nd revised), implemented by the Department of Agricultural Extension, has provided one-day Female Farmer Group training to 33,600 women farmers (1,120 batches). As a result, food and nutrition security has improved, along with enhanced household-level nutrition among farmers. Another project titled "Nutrition Development and Poverty Reduction through Mushroom Cultivation Expansion" is being implemented. The Mushroom Development Institute in Savar, Dhaka, along with 34 sub-centers (at Horticulture Centers), are functioning as resource centers. Through the establishment of mushroom and spawn production demonstrations in 160 upazilas across 64 districts of the country, mushroom cultivation is expanding. This project has created entrepreneurs through training, organized group-based farmers, and established demonstration sites, leading to the development of "mushroom villages," where women's participation is notably high. Mushroom is an indoor crop that requires low investment and minimal physical labor, making it particularly attractive to women and creating greater employment opportunities. Women are actively involved in spawn production, mushroom cultivation, processing, and marketing. The project places strong emphasis on creating employment opportunities for both urban and rural women. In this five-year project, a target has been set to ensure that 30% of the 24,800 beneficiaries are women, which is expected to significantly contribute to agricultural production.

So far, 91 women entrepreneurs have received 10-day entrepreneurship training and support with mushroom and spawn production demonstrations. Additionally, 6,000 women have received two-day training on the importance and production techniques of mushrooms, while 600 women have received one-day training. Women entrepreneurs from different parts of the country are now successfully producing mushrooms and manufacturing and marketing various mushroom-based products.

5.9.8 Challenges of Women's Development Goals

- Limited access to agricultural inputs, training, and low-interest agricultural credit for women engaged in farming;
- Difficulties in marketing agricultural products due to limited practical knowledge of market systems;
- Lack of women-friendly environment in market places for the marketing of agricultural products;
- Barriers for women to accessing affordable agricultural machinery, necessary technical support, and various agricultural support services for production; and
- Family and social constraints faced by women involved in agricultural activities.

5.9.9 Recommendations/Way Forward

- Provide multidimensional training on agricultural activities to develop women as educated and skilled human resources;
- Support women in establishing agriculture-based farms, industries by increasing their participation and creating women entrepreneurs, thereby helping to free them from the curse of poverty;
- Recognize women's contributions in the social and economic spheres by awarding women in various fields;
- Undertake initiatives to create a supportive environment that ensures equal responsibility for both women and men in family and productive activities; and
- Promote and highlight women's contributions in agriculture, their entrepreneurial and commendable work, and showcase these in various agricultural events and programs.

Local Government Division

5.10.1 Introduction

The Local Government Division is diligently working to enhance local governance, develop infrastructure, and improve the quality of life for citizens. Its priorities include boosting the rural economy, creating climate-resilient civic amenities in both rural and urban areas, managing small-scale water resources, and ensuring safe water supply and sanitation facilities for all. Through these activities, the division generates significant employment approximately 5.65 crore man-days annually of which about 35.36 percent are for women.

5.10.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

According to Articles 11, 59, and 60 of the Constitution of the People's Republic of Bangladesh, the responsibility of the local governance of every administrative unit of the Republic is entrusted to bodies consisting of elected representatives. A total of 5,479 local government institutions with 5 tiers have been established. In addition, Article 19(3) of the Constitution, to ensure women's participation and equality of opportunity in all spheres of national life mandates that in local government institutions one-third of representatives must be women elected by direct vote. Those elected women representatives are directly engaged in delivering public services to the communities.

According to the Allocation of Business among different ministries and divisions, the Local Government Division (LGD) does not have a direct mandate for women development. However, several of its strategic objectives play a vital role in women's empowerment. They are: infrastructural development and maintenance, development of climate-resilient civic amenities in rural and urban areas, and maintenance of minor water resource infrastructure.

5.10.3 Women Employees and Beneficiaries of the Ministry/Division

5.10.3.1 Quantitative Information of the Male and Female Employees

Office name	Total	Male	Female	Female Percentage
Secretariat	198	166	32	16.16
Department of Local Government Engineering	9505	8522	983	10.34
Department of Public Health Engineering	5708	4685	1023	17.92
Office of the Registrar General, Birth and Death Registration	29	24	5	17.24
Dhaka Mosquito Control Office	205	188	17	8.29
Dhaka WASA	2439	2293	146	5.98
Chattogram WASA	510	471	39	7.64
Khulna WASA	193	188	5	2.59
Rajshahi WASA	274	263	11	4.01
Dhaka South City Corporation	1822	1569	253	13.88
Dhaka North City Corporation	955	867	88	9.21
Chattogram City Corporation	8578	5917	2661	31.02
Rajshahi City Corporation	3052	2223	829	27.16
Khulna City Corporation	643	567	76	11.81
Sylhet City Corporation	481	456	25	5.19
Barisal City Corporation	10528	5301	5227	49.64
Narayanganj City Corporation	1856	1129	727	39.17
Gazipur City Corporation	243	175	68	27.98

Office name	Total	Male	Female	Female Percentage
Comilla City Corporation	856	730	126	14.71
Mymensingh city Corporation	244	218	26	10.65
Rangpur City Corporation	1458	1031	427	29.28
Total :	49777	36983	12794	25.70

5.10.3.2 Statistics of Beneficiaries

Programme	Total	Male	Female	Female Percentage
Secretariat	239	202	37	15.48
Department of Local Government Engineering	80000	29024	50976	63.72
Department of Public Health Engineering	1565110	691840	873270	55.79
Office of the Registrar General, Birth and Death Registration	39	26	13	33.33
Dhaka Mosquito Control Office	335	207	128	38.20
Dhaka WASA	136	96	40	29.41
Chattogram WASA	1554	899	655	42.14
Khulna WASA	485	328	157	32.37
Rajshahi WASA	455	368	87	19.12
Dhaka South City Corporation	7461914	3418167	4043747	54.19
Dhaka North City Corporation	12983036	6125361	6857675	52.82
Chattogram City Corporation	7501102	3525900	3975202	52.99
Rajshahi City Corporation	79874	34837	45037	56.38
Khulna City Corporation	719768	365095	354673	49.27
Sylhet City Corporation	1003509	419595	583914	58.18
Barisal City Corporation	15844	12487	3357	21.18
Narayanganj City Corporation	2393	1835	558	23.31
Gazipur City Corporation	743	566	177	23.82
Comilla City Corporation	63414	6629	56785	89.54
Mymensingh City Corporation	99869	34380	65489	65.57
Rangpur City Corporation	1976	1537	439	22.21
Total:	31581556	14669177	16912379	53.55

5.10.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	6510.0	6331.9	5676.9	6396.7	6191.9	5271.3	6201.0	6142.3	5310.9
Gender Relevant Allocation	3017.8	2926.5	2618.0	3002.1	2868.9	2432.2	2921.7	2727.3	2452.4
As % of Operating Budget	46.4	46.2	46.1	46.9	46.3	46.1	47.1	44.4	46.2
Development Budget	33735.8	36101.1	38546.7	38808.9	36165.7	30474.6	40502.9	42700.8	36592.5
Gender Relevant Allocation	12427.0	14002.7	14670.3	14787.0	14059.8	11722.6	15642.8	16791.9	14191.2
As % of Development Budget	36.8	38.8	38.1	38.1	38.9	38.5	38.6	39.3	38.8
Total Budget	40245.8	42433.0	44223.5	45205.6	42357.7	35745.8	46703.9	48843.1	41903.4
Gender Relevant Allocation	15444.8	16929.2	17288.4	17789.2	16928.8	14154.8	18564.5	19519.1	16643.6
As % of Total Budget	38.4	39.9	39.1	39.4	40.0	39.6	39.8	40.0	39.7

Source: GFT Model, Finance Division

5.10.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	1012.7	826.5	766.6	1082.8	753.1	559.3	776.3	846.0	643.6
% of Total Gender Relevant Allocation	6.6	4.9	4.4	6.1	4.5	4.0	4.2	4.3	3.9
% of Total Budget	2.5	1.9	1.8	2.4	1.8	1.6	1.7	1.7	1.5
02-Economic Participation and Equality	7776.0	8628.5	8390.7	8788.1	8363.5	7600.3	7836.0	8365.4	7380.4
% of Total Gender Relevant Allocation	50.4	51.0	48.6	49.5	49.5	53.7	42.3	43.0	44.4
% of Total Budget	19.3	20.3	19.4	19.4	19.7	21.3	16.8	17.1	17.6
03-Increasing women's effective access to public services	4190.0	5170.3	5767.1	5988.2	5945.6	4722.0	7328.5	7682.9	6683.4
% of Total Gender Relevant Allocation	27.1	30.5	33.4	33.7	35.2	33.4	39.6	39.4	40.2
% of Total Budget	10.4	12.2	13.3	13.2	14.0	13.2	15.7	15.7	15.9
04-Education, Health and Wellbeing for Women Development	2461.9	2303.9	2345.0	1889.2	1843.0	1273.3	2577.3	2581.6	1916.0
% of Total Gender Relevant Allocation	15.9	13.6	13.6	10.6	10.9	9.0	13.9	13.3	11.5
% of Total Budget	6.1	5.4	5.4	4.2	4.4	3.6	5.5	5.3	4.6

Source: GFT Model, Finance Division

5.10.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Strengthening local government institutions and providing them with necessary assistance	Women representatives are directly elected by voters in local government institutions. Through training programmes, their skills and awareness are enhanced. As a result, these elected women are increasingly contributing to establishing women's rights, raising awareness among ordinary women and promoting women-friendly policies.
Safe water supply and sanitation facilities for all	The Local Government Division prioritizes the provision of safe water and sanitation facilities. This has significantly reduced the time women previously spent collecting water from distant sources, enabling them to engage more in economic activities. Additionally, the establishment of separate toilets for female students has motivated more girls to attend school, leading to increased female participation in education.
Development of rural economy and the development and management of small water resources	In Bangladesh, the involvement of women in infrastructure development and road maintenance has generated about 2.00 crore man-days of employment for female workers each year. The establishment of designated market spaces for women has enabled 4,928 women entrepreneurs to create income opportunities, benefiting approximately 4,928 families. Moreover, the provision of microcredit along with training has engaged about 86,450 women in income-generating activities.
Expansion of civic amenities for citizens	Birth registration ensures women's legal rights and helps in formulating age-based development plans, including the prevention of child marriage.

5.10.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	Unit	2022-23	2023-24	2024-25
1	Employment generation	lakh person days	19.75	19.85	21.37
2	Construction of market section	number	45	47	49

5.10.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

By constructing separate market sections for women in rural haat-bazaars and growth centres, a supportive investment environment has been established for female traders. The addition of 10 new market sections in FY 2025-26 has notably increased income prospects for women entrepreneurs. The direct involvement of women in the implementation of development activities has been ensured by including one-third women members in the project implementation committees for the construction and maintenance of rural infrastructure. As a result of specific provisions for the employment of women workers in the construction and maintenance of rural infrastructure, about two crore man-days of employment are created annually.

Many women have attained self-sufficiency by engaging in various projects of LGED in rural, urban, and small-scale water resources development sectors. From 2010 to 2025, LGED honored 156 of these women for their exceptional achievements. This year, 9 best-performing women in three sectors were awarded this honor. Under the Rural Road Repair and Maintenance Programme, a total of 18,468 women workers are maintaining rural roads throughout the year in all districts of the country. As a result, 67.41 lakh person-days of employment will be created.

Under the 'Urban Primary Health Care Service Delivery Project', primary health services are provided through 38 urban maternity hospitals, 145 urban health centres, and 276 satellite clinics. All these centres are playing a significant role in providing maternal and child health services, emergency obstetric care, and reproductive health services especially in the slum areas of the city.

5.10.9 Challenges of Women's Development Goals

Despite various initiatives aimed at promoting gender equality, several challenges continue to hinder the achievement of women's development goals within the framework of local governance. One of the primary issues is the absence of clearly defined roles and jurisdiction for women representatives across all tiers of local government institutions. This lack of clarity often restricts their active and effective participation in decision-making processes.

Additionally, many women representatives face limitations due to inadequate skills, training, and awareness, which hinder their capacity to perform their roles effectively. The lack of systematic efforts to collect sex-disaggregated data on women beneficiaries further constrains the ability to design and implement gender-responsive policies and programmes at the local level.

Women's participation in key community decision-making platforms remains limited, particularly in water and sanitation committees at the union level and in slum areas. Their exclusion from such committees restricts their voice in issues directly affecting their well-being and that of their families. Moreover, the unavailability of separate and hygienic public toilet facilities for women continues to pose significant challenges, especially in rural and low-income urban areas.

Cultural norms and traditional household responsibilities also serve as major barriers to women's engagement in field-level activities. These socio-cultural constraints often limit women's mobility and their ability to take part in community development efforts, thereby undermining the broader objectives of inclusive local governance. Addressing these challenges is crucial to ensuring that local government institutions serve as effective vehicles for advancing gender equality and empowering women at the grassroots level.

5.10.10 Recommendations/Way Forward

To strengthen gender responsiveness and promote inclusive development at the local level, a number of strategic initiatives need to be prioritized under the Local Government Division for the Gender Budget of FY 2026-27. First, women's participation in the planning and implementation of infrastructure programmes—such as the construction, reconstruction, and maintenance of roads, bridges, culverts, and tree plantation activities at the upazila, union, and village levels—needs to be increased. This will not only enhance women's engagement in local development but also create meaningful employment opportunities for them.

Moreover, capacity-building programmes for female representatives in local government institutions need to be enhanced to improve their leadership skills, functional knowledge, and overall awareness, enabling them to contribute more effectively to governance and decision-making processes. In the area of water and sanitation, it is important to ensure the active involvement of both men and women in union and slum-level committees. Establishing safe and hygienic public toilets specifically for women is also essential to address their sanitation needs, particularly in underserved urban and peri-urban areas.

To foster economic empowerment, targeted efforts are needed to include rural poor women in income-generating activities by providing them with specialized training, tools, and resources. Lastly, ensuring the availability of accessible and disability-friendly sanitation facilities for girls with physical disabilities is crucial for promoting inclusive and equitable service delivery at the local level. These measures collectively aim to enhance gender equality, improve service access, and strengthen women's participation in local governance and development.

Ministry of Industries

5.11.1 Introduction

The prerequisite for the Ministry of Industries is to achieve sustained socio-economic progress, create employment and improve the quality of life of the people. The Ministry has been providing essential support in formulating policies and strategies for the establishment and expansion of industries across the country. The industry sector plays a pivotal role in the economic and social development of Bangladesh, contributing 37.44 percent to GDP in FY2024-25. The Ministry's efforts are guided by national policies as well as Bangladesh's international commitments, particularly SDG-5 (Gender Equality) and the CEDAW. It also adopts an intersectional approach by addressing the specific needs of women with disabilities and ethnic minorities, while integrating climate resilience through climate smart industrialization, green technology adoption and environmentally sustainable industrial practices. Although the Ministry does not have direct gender specific targets like some other ministries, women's empowerment is promoted indirectly through various industrial development initiatives.

5.11.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

There is no specific section or paragraph related to women's development in the Allocation of Business of the Ministry of Industries. Unlike some other ministries, it does not have any direct commitments or specific targets for women's development. However, women's development is addressed indirectly through various activities and programs of the Ministry.

The Ministry implements several projects/programmes related to women's development. One of its core functions is to formulate an up-to-date industrial policy that accounts for climate change risks and promotes environment-friendly industrialization. Other key mandates include increasing and protecting foreign investment; developing labor skills and increasing productivity through training for industrialists and managers; strengthening product patent, industrial-design and trademark registration and protecting intellectual property; development of cottage, small and medium industries and state-owned fertilizer, sugar and salt production; aligning domestic standards with international benchmarks; providing accreditation; offering policy support for shipbuilding and ship recycling; and taking measures to make state-owned industries profitable. Moreover, as per the Election Manifesto, 2026, initiatives have been taken to develop a women-led handicraft entrepreneurship economy.

5.11.3 Women Employees and Beneficiaries of the Ministry/Division

5.11.3.1 Quantitative Information of the Male and Female Employees

Office name	Total	Male	Female	Female Percentage
Ministry of Industries	201	159	42	20.89
National Productivity Organization	40	30	10	25.00
Department of Patent, Designs, and Trade Marks	74	62	12	16.21
Office of the Chief Inspector of Boiler	101	94	07	6.93
Bangladesh Chemical Industries Corporation	6082	5507	575	9.45
Bangladesh Steel and Engineering Corporation	1294	1245	49	3.79
Bangladesh Small and Cottage Industries Corporation	1254	1022	232	18.50
Bangladesh Standards and Testing Institution	613	544	69	11.25
Bangladesh Sugar and Food Industries Corporation	6809	6490	319	4.68

Office name	Total	Male	Female	Female Percentage
Bangladesh Industrial Technical Assistance Centre	490	455	35	7.14
Bangladesh Institute of Management	99	80	19	19.19
Bangladesh Accreditation Board	12	11	1	8.33
SME Foundation	101	83	18	17.82
Total :	17170	15782	1388	8.08

5.11.3.2 Statistics of Beneficiaries

As per “Plot allocation guideline-2023” of BSCIC 10 percent of plots are reserved for female entrepreneurs. A female entrepreneur is also included in the district level plot allocation and management committee.

5.11.4 Women’s Share in Ministry’s Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	361.0	337.2	295.4	359.3	329.8	310.9	370.7	335.5	319.7
Gender Relevant Allocation	106.2	94.5	83.0	107.9	97.0	89.3	111.0	97.3	90.4
As % of Operating Budget	29.4	28.0	28.1	30.0	29.4	28.7	30.0	29.0	28.3
Development Budget	1330.9	1553.8	1286.9	2150.3	1169.1	937.5	2653.0	2210.6	2190.1
Gender Relevant Allocation	550.9	653.1	582.5	884.3	529.7	415.5	1040.4	904.2	897.3
As % of Development Budget	41.4	42.0	45.3	41.1	45.3	44.3	39.2	40.9	41.0
Total Budget	1691.9	1891.0	1582.3	2509.6	1498.9	1248.4	3023.6	2546.0	2509.9
Gender Relevant Allocation	657.1	747.6	665.5	992.2	626.7	504.8	1151.4	1001.5	987.7
As % of Total Budget	38.8	39.5	42.1	39.5	41.8	40.4	38.1	39.3	39.4

Source: GFT Model, Finance Division

5.11.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	38.8	33.3	30.1	41.4	36.8	30.5	44.4	35.2	30.0
% of Total Gender Relevant Allocation	5.9	4.5	4.5	4.2	5.9	6.0	3.9	3.5	3.0
% of Total Budget	2.3	1.8	1.9	1.6	2.5	2.4	1.5	1.4	1.2
02-Economic Participation and Equality	464.4	576.3	496.6	713.8	483.3	374.3	359.8	397.9	395.5
% of Total Gender Relevant Allocation	70.7	77.1	74.6	71.9	77.1	74.1	31.2	39.7	40.0
% of Total Budget	27.4	30.5	31.4	28.4	32.2	30.0	11.9	15.6	15.8
03-Increasing women's effective access to public services	58.0	58.8	59.4	132.6	60.9	55.5	697.3	507.9	503.2
% of Total Gender Relevant Allocation	8.8	7.9	8.9	13.4	9.7	11.0	60.6	50.7	50.9
% of Total Budget	3.4	3.1	3.8	5.3	4.1	4.4	23.1	19.9	20.0
04-Education, Health and Wellbeing for Women Development	95.9	79.2	79.4	104.5	45.7	44.5	49.9	60.5	59.0
% of Total Gender Relevant Allocation	14.6	10.6	11.9	10.5	7.3	8.8	4.3	6.0	6.0
% of Total Budget	5.7	4.2	5.0	4.2	3.1	3.6	1.6	2.4	2.4

Source: GFT Model, Finance Division

5.11.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Operationalize the closed factories of the public sector and establishment of industries according to demand and potential.	Closed public sector factories are being opened up through Balancing Modernization Renovation and Expansion (BMRE). This sector has been prioritized as it offers opportunities to increase employment and productivity by establishing industries such as shipbuilding, plastics, printing, bee-farming and others. Most of these industries are women-friendly (except shipbuilding). Creating a safe and superior work environment in these industries enhances women's workplace safety and participation.
Ensuring pollution free industrialization	Shifting Tannery Industrial City to Savar has created suitable working environment and reduced pollution in Dhaka city. It has increased women's safety and reduced risks at work and encouraged their participation as entrepreneurs and workers in industrial production, thereby accelerating women's development and empowerment.
Providing training and ancillary support to industrial entrepreneurs	Training is provided to women entrepreneurs through BSCIC Training Institutes (BTI) and Design Centres. This has prioritized women as new entrepreneurs leading to increased creation and productivity. By ensuring the participation of women in various labor training programs, it is possible to develop skilled women entrepreneurs and workers. Entrepreneurship development fair is being organized to facilitate the marketing of products of women entrepreneurs.
Fairs and exhibitions to support women entrepreneurs	▪ Women have gained financial independence and empowerment by running their own businesses; ▪ Specialized training has improved women entrepreneurs' skills in managing business, digital marketing, product development and financial management; ▪ Women's involvement in technology-based businesses has increased; ▪ By getting the opportunity to participate in fairs and exhibitions, women entrepreneurs have been able to expand the market and improve the quality of their products; ▪ A culture of networking and mutual cooperation has been developed among women entrepreneurs; ▪ Women's participation in various business organizations has increased. Local economies have gained momentum through women-led small enterprises; ▪ Expanding the activities of Bangladesh Industrial Technical Assistance Center (BITAC), 3047 women will be provided technical training in various trades in the financial year 2026-27 under the project entitled Self-Employment and Poverty Alleviation (SEPA) Phase-2. Out of this, about 1600 women will be provided employment in various industries.

5.11.7 Mentionable Success Stories of the Ministry/Division in Women Advancement

- Under the initiative of the BSCIC Design Centre, in the fiscal year 2025–26, a total of 313 women entrepreneurs were provided skill development training through 55 courses.
- In the hill districts, priority-based training was provided to 513 women entrepreneurs across 55 courses.
- BSCIC Training Institute (BTI) provided management development training to 305 women entrepreneurs.

- A total of 3,614 women entrepreneurs were provided management development training through BSCIC's 64 district offices.
- At BSCIC's 15 Skill Development Training Centres, 1,025 women entrepreneurs were provided skill development training.
- In the Rakhaine community settlement, 25 women from small ethnic groups were provided training in weaving and mushroom cultivation.
- In the fiscal year 2025–26, the target for organizing fairs by BSCIC is 30. As of April 2026, BSCIC has organized 23 fairs. A total of 657 women entrepreneurs have participated in these fairs to date.
- In the case of industrial plot allocation under BSCIC, applicants are required to pay a 20% down payment along with the application and the remaining amount is to be paid either in a lump sum within 30 days after taking possession of the plot, or in 12 equal installments over a period of six years starting one year after issuance of the allotment letter. However, for women entrepreneurs, down payment is reduced to 15% and installment structure is adjusted to 14 installments instead of 12.
- After completion of land acquisition for any industrial estate or industrial park, industrial plots may be allotted on a temporary basis. If a leaseholder or entrepreneur pays the full price of the allocated plot at least six months prior to the end of the project period, a rebate of 1.5% of the total fixed price is provided. For women entrepreneurs, this rebate rate is 2%.
- Under BSCIC's Own Fund Loan Program (BINIT), up to April 2026, a total of 153 women entrepreneurs have been provided loans, creating employment opportunities for 739 women.
- The Government allocated a special grant of 100 crore BDT to BSCIC. Utilizing this fund, a pre-loan initiative titled the "Financial Incentive Package Loan Program" was introduced. Through this 366 women entrepreneurs are supported with loans, resulting in employment opportunities for 1,098 women.
- Additionally, three Bangladeshi women-led enterprises participated in the Halal Fashion Exhibition held in Manchester from June 28 to July 1, 2025. In total, 10 Bangladeshi women-led businesses gained the opportunity to explore the UK export market through two outward trade missions.
- To facilitate market access, 110 women entrepreneurs were connected with established buying houses through 'Buyer-Seller Meets.' Approximately 1,400 women entrepreneurs have benefited from training, mentoring and participation in national, regional and international SME product fairs.

5.11.8 Challenges of Women's Development Goals

- Obstacles to timely and appropriate microfinance for women entrepreneurs in industry;
- Lack of marketing facilities for small and medium enterprises;
- Lack of women-friendly environment in markets;
- Shortage of necessary technical assistance and various types of support services;
- Limitations on necessary capital or easy-term investment/financing;
- Complexity in the lending process of banks and financial institutions;
- Barriers related to collateral;
- Lack of technology and digital capabilities;

- Failure to properly utilize opportunities in e-commerce and online marketing;
- Excessive competition in product marketing and market expansion;
- Limited training and skills development; and
- Lack of adequate mentorship and follow-up support.

5.11.9 Recommendations/Way Forward

- Initiatives taken to develop a women-led handicraft entrepreneurship economy aimed at the advancement of women entrepreneurs.
- Women entrepreneur cells/corners should be established in every government bank to facilitate easy loan access for women entrepreneurs.
- Special emphasis should be given to ensuring adequate and safe housing and accommodation facilities for single women, female-headed households, working and professional women and women trainees. In workplaces with a large number of women employees, special arrangements should, include transportation facilities, accommodation, rest rooms, separate sanitation facilities, daycare centers and other essential support services.
- To enhance the skills of women industrial entrepreneurs, training should be provided in all public sector technical training institutions. By organizing and training poor women workers, new and alternative economic and social opportunities should be created. Special emphasis should be given to skill development and self-employment for poverty alleviation through hands-on technical training for women.
- Under the initiative of the BSCIC Design Centre, skill development training for women entrepreneurs will be provided in 13 trades during the fiscal year 2026–27.
- Management development training should be provided to women entrepreneurs at the Small and Cottage Industries Training Institute (SCITI).
- Management development training for women entrepreneurs should be conducted in BSCIC's existing 64 Industrial Support Centers, while skill development training should be provided in its 15 Skill Development Training Centers.
- Organize regular awareness seminars and inspirational workshops at national, local, and grassroots levels to foster new women entrepreneurs.
- Organize training programs on business management and technical skill enhancement for women entrepreneurs.
- Strengthening the institutional capabilities of women's chambers, associations, and trade bodies.
- Encourage women entrepreneurs to utilize digital tools and technical skills for business expansion.
- Inspire women entrepreneurs to adopt time-saving technologies and adapt to innovations to remain competitive in a free-market economy.
- Develop handloom and handicraft products made by women from ethnic minority groups and mainstream them into the economy.
- Provide support for the preservation, development, and promotion of traditional heritage products.

- Organize buyer-seller meets to establish robust market connections.
- Sponsor women entrepreneurs to participate in national and international fairs to enhance product marketing and networking.
- Provide professional mentoring and guidance for the growth of women entrepreneurs.
- Implement programs to simplify and facilitate financing processes for women-led enterprises.
- Create a business-friendly environment by strengthening forward and backward linkages to ensure economic self-reliance and empowerment.

Information and Communication Technology Division

5.12.1 Introduction

The Government of Bangladesh is committed to fostering an inclusive economic environment where the benefits of technological advancement are shared equally across all genders. The Information and Communication Technology (ICT) Division plays a pivotal role in driving socio-economic growth by establishing high-tech parks and IT incubation centers nationwide. These initiatives aim to empower women, attract investment and create a highly skilled workforce, ultimately fostering a robust eco-system for women in information technology and high-tech industries. In addition, the ICT Department follows a gender-sensitive approach to implement its activities, projects and Budgets. One of the goals of this department is to sustain women's empowerment activities and support the development of the country's digital economy by ensuring a reliable and secure cyber environment.

5.12.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

The main goal of the ICT Department for women's development is to ensure equality between men and women as per the Constitution and to implement the National Women's Development Policy by promoting women's participation in the IT sector and enabling them to become self-reliant.

A key mandate of the Division is to increase women's participation, develop skills, and generate employment in the cybersecurity sector, as part of the implementation of the National Women's Development Policy and to uphold gender equality as per the Constitution of Bangladesh.

The Bangladesh Hi-Tech Park Authority (BHTPA) has a significant mandate to ensure gender equality, increase female participation in the IT sector, and create employment opportunities. The Authority also focuses on developing women entrepreneurs and providing skill-acquisition platforms which are aligned with the National Women's Development Policy.

5.12.3 Women Employees and Beneficiaries of the Ministry/Division

5.12.3.1 Quantitative Information of the Male and Female Employees

Office name	Total	Male	Female	Female Percentage
Division of Information and Communication Technology	134	102	32	23.9
Department of Information and Communication Technology (DoICT)	995	843	152	15.3
Bangladesh Hi-Tech Park Authority	39	36	3	7.7
Bangladesh Computer Council	173	155	18	10.4
Office of the Controller of Certifying Authorities (CCA)	34	25	9	26.5
National Cyber Security Agency	24	16	8	33.3
Total:	1399	1177	222	15.9

5.12.3.2 Statistics of Beneficiaries

The revised budget of the Information and Communication Technology Department for the fiscal year 2025-26 has a share of 23.88% for women. Out of the current revised budget of BCC for FY 2025-26, Tk 1397.25 lakh has been allocated for the salaries of 18 women employees. The total number of manpower in the National Cyber Security Agency (NCCA) office is 34, out of which 9 are women. This means that the percentage of women's participation in the activities of this office is about 26.47%. Women's share is 15% of the total budget of the National Cyber Security Agency.

5.12.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	299.5	404.7	580.2	423.6	368.3	219.4	352.5	316.9	286.9
Gender Relevant Allocation	77.0	115.7	189.4	120.4	103.0	47.5	94.2	83.8	72.9
As % of Operating Budget	25.7	28.6	32.7	28.4	28.0	21.6	26.7	26.4	25.4
Development Budget	1749.5	1739.3	2286.3	2448.7	1635.8	1226.0	2015.9	2065.7	2004.7
Gender Relevant Allocation	608.4	674.4	1057.7	1031.3	764.7	583.1	951.9	1007.6	980.3
As % of Development Budget	34.8	38.8	46.3	42.1	46.8	47.6	47.2	48.8	48.9
Total Budget	2049.0	2144.0	2866.5	2872.3	2004.1	1445.4	2368.4	2382.7	2291.7
Gender Relevant Allocation	685.4	790.1	1247.1	1151.8	867.7	630.6	1046.1	1091.3	1053.2
As % of Total Budget	33.5	36.9	43.5	40.1	43.3	43.6	44.2	45.8	46.0

Source: GFT Model, Finance Division

5.12.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	176.8	175.9	248.6	232.3	149.6	84.7	127.7	119.9	114.2
% of Total Gender Relevant Allocation	25.9	22.3	19.9	20.2	17.2	13.4	12.2	11.0	10.8
% of Total Budget	8.6	8.2	8.7	8.1	7.5	5.9	5.4	5.0	5.0
02-Economic Participation and Equality	91.3	64.4	94.4	178.5	150.0	134.8	104.7	270.1	264.1
% of Total Gender Relevant Allocation	13.4	8.2	7.6	15.5	17.3	21.4	10.0	24.7	25.1
% of Total Budget	4.5	3.0	3.3	6.2	7.5	9.3	4.4	11.3	11.5
03-Increasing women's effective access to public services	102.2	146.8	151.2	50.4	167.6	121.1	30.1	61.8	69.4
% of Total Gender Relevant Allocation	15.0	18.6	12.1	4.4	19.3	19.2	2.9	5.7	6.6
% of Total Budget	5.0	6.8	5.3	1.8	8.4	8.4	1.3	2.6	3.0
04-Education, Health and Wellbeing for Women Development	312.5	403.0	751.8	690.6	400.5	290.1	783.6	639.6	605.5
% of Total Gender Relevant Allocation	45.8	51.0	60.3	60.0	46.2	46.0	74.9	58.6	57.5
% of Total Budget	15.3	18.8	26.2	24.0	20.0	20.1	33.1	26.8	26.4

Source: GFT Model, Finance Division

5.12.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

The Department of Information and Communication Technology is implementing the Implementation Rate of the Project (Phase 1) with 100% of the budget allocation being used for women's development. Women are gaining skills in technology and knowledge. Bangladesh Hi-Tech Park Authority has played an important role in providing need-based training for youth to meet the skilled human resource needs of IT and IT enabled services (ITES). To meet the demand for skilled manpower in IT/ITESO high-tech sectors such as: Graphic Design, Video-Editing, 2D/3D Animation, Search Engine Optimization, Digital Marketing and E-Commerce Management, Website Design and Development and Web Application Development, and Artificial Intelligence, Machine Learning, IoT, Data Science, Cyber Security, Block Chain, etc., Bangladesh Hi-Tech Park Authority has also undertaken training activities through various projects/programs. Training programs are conducted to ensure uninterrupted supply of skilled women in the high-tech sector including IT/ITES in the country and to create self-employment opportunities. If the above

initiatives and programs are implemented, employment will be created in the IT sector, creating opportunities for self-employment and a startup ecosystem will be developed in the country. So far, the organization has trained 37,852 people, including 1,0164 women, under various projects and programs. The Bangladesh Hi-Tech Park Authority is working to train 100,000 young people by 2030, considering the manpower needs of the IT industry.

5.12.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	Unit	2021-21	2022-23	2023-24
1.	Increased use of e-services	Number of beneficiaries (crore)	3.75	4.50	17.38
2.	Number of IT Skill/Freelancer Training	(Thousands)	2,000	2,500	7,000
3.	Expansion of Broadband Connectivity Number of Internet Users	(million)	32.1	33.00	0.0031

5.12.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

ICT Division IDEA project provided a one-time grant of Tk 50 lakh each to 2,474 women entrepreneurs for women empowerment, totaling Tk 1237.00 lakh. In recent times, the Bangladesh Hi-Tech Park Authority has achieved significant success in women development, especially in women's training, employment creation, entrepreneurship support and women-friendly infrastructure development.

5.12.9 Challenges of Women's Development Goals

- Socio-economic barriers, backwardness in thinking and reasoning, religious barriers;
- Child marriage and post-marital family responsibilities and pressures;
- Economic dependency;
- Lack of knowledge and resources in the IT sector;
- Lack of technical knowledge;
- Social and family barriers;
- Relatively low participation of women in the IT sector;
- Cybersecurity risks;
- Lack of women-friendly environment (daycare, safe transportation, separate facilities); and
- Lack of entrepreneurial support.

5.12.10 Recommendations/Way Forward

- Increasing social awareness through IT promotion;
- Ensuring and sustaining women's participation in education and the workplace;
- Making IT training and materials readily available for economic empowerment;
- Ensuring special budget allocation for women in the IT sector;
- Training and awareness activities on digital signatures can be undertaken with the highest priority given to data security for female students of public/private universities across the country;
- Increasing women-friendly cybersecurity training;
- Allocating a special budget for women's development;

- Incorporating cybersecurity into the education system;
- Increasing support for women entrepreneurs and professionals;
- Special ICT training for rural women;
- Launching the Women ICT Frontier Initiative (WIFI) for free freelancing and entrepreneurship, providing special ICT-based incentives to women;
- Focusing the Bangladesh Hi-Tech Park Authority's future approach on increasing women's participation in the technology sector, developing entrepreneurs, acquiring skills and expanding employment;
- Expanding skills development and training.

Ministry of Labour and Employment

5.13.1 Introduction

Employment generation is the key driver to poverty alleviation in Bangladesh. With a large and growing workforce, creating new employment opportunities and enhancing worker productivity through skill development are essential for building a dynamic, high-growth economy. The overall welfare of workers and provision of social security, elimination of hazardous child labour and maintaining peaceful labour relations are of paramount importance.

5.13.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

In accordance with Articles 15, 28, 38 and 40 of the Constitution of the People's Republic of Bangladesh Government and the ILO, the government is committed to implementing comprehensive labour policies and welfare measures. The Ministry of labour and Employment has undertaken various initiatives to meet the basic needs of working people, alleviate poverty, develop skilled manpower, create employment opportunities, eliminate hazardous child labour and ensure minimum wages for all workers, including women. The Domestic Workers Protection and Welfare Policy, 2015 recognizes domestic workers as a major labour group and ensure their rights and benefits. Bangladesh labour (Amendment) Act 2026 and the Bangladesh Labour Rules 2015 guarantee the following key benefits for women workers.

- Confirmation of appointment letter for all women workers. [Section-05 of Bangladesh Labour Act, 2006]
- Minimum 10% women membership in the executive committee of trade unions to ensure specific seats for women. Right to receive wages within 07 (seven) working days of the end of the working month. [Section-176 (e) of Bangladesh Labour Act, 2006]
- Enlistment to 13 types of leave including 16 weeks of maternity leave before and after delivery. [Sections 45-50 and 100-119 of Bangladesh Labour Act, 2006]
- Establishments with 5000 (five thousand) workers or more provision of family welfare and reproductive health information and necessary counseling for use of sanitary napkins should be provided to women workers. [Rule 78 (1) of Bangladesh Labour Rules, 2015]
- If a female employee miscarries before the scheduled date of maternity leave i.e. 08 (eight) weeks, she can enjoy the next 4 (four) weeks of leave for health reasons and in this case no deduction of wages shall be made for the said leave or in combination with any other leave. It cannot be adjusted. [Rule 38 A of Bangladesh Labour Rules, 2015]
- A woman worker cannot be terminated during the period of 6 months before childbirth and 08 (eight) weeks after childbirth. [Section 50 of Bangladesh Labour Act, 2006]
- The Bangladesh Labour Act requires one toilet for every 25 workers up to the first 100 workers and one for every 50 workers thereafter. [Section 59 of Bangladesh Labour Act, 2006]
- Women workers shall not be employed in the establishment or work if there is a possibility of fatal physical injury, poisoning or disease in the conduct of any work of the establishment. [Section 87 of Bangladesh Labour Act, 2006]
- Establishments employing more than 25 women should have separate dining rooms for men and women. [Rule 92 of Bangladesh Labour Rules, 2015]
- Generally, establishments employing forty or more female workers shall provide one or more suitable rooms for the use of children below the age of six years. [Rule 94 of Bangladesh Labour Rules, 2015]
- No work shall be done in any establishment between ten o'clock in the night and six o'clock in the morning by any woman worker without her permission. [Section-109 of Bangladesh Labour Act, 2006]

- If a woman is employed in an institution, whatever her rank, no one else in the institution shall treat her in any manner which may be considered indecent or which is contrary to the decency and dignity of the woman. [Section-332 of Bangladesh Labour Act, 2006]
- No woman worker shall lift, carry or remove goods weighing more than 30 (thirty) kg by hand or head. [Rule 63 of Bangladesh Labour Rules, 2015]
- There is a provision to check every woman worker for health protection. In this case, the health of the female worker should be examined by a female doctor. [Rule 145 of Bangladesh Labour Rules, 2015]
- At least 5 (five) member sexual harassment complaints committee should be formed in every workplace, headed by a woman. [Section-361A of the Labour Rules, 2015 (amended 2022)]

5.13.3 Women Employees and Beneficiaries of the Ministry/Division

5.13.3.1 Quantitative Information of the Male and Female Employees

Office name	Total	Male	Female	Female Percentage
Secretariat	150	113	37	24.7
Department of Labour	500	380	120	24.0
Department of Inspection for Factories and Establishments	444	305	139	31.3
Labour Appellate Tribunals and Courts	131	113	18	13.7
Minimum Wages Board	13	12	1	7.7
Total :	1238	923	315	25.4

5.13.3.2 Statistics of Beneficiaries

Programme	Total	Male	Female	Female Percentage
Project titled 'Establishment of Research and Training Institute on Occupational Health and Safety'	2058	1802	256	12.4
'Good Working Condition in Tanneries in Bangladesh (GOTAN)' project	567	487	80	14.1
Providing free primary health care and family planning counseling and services to workers	159485	65138	94347	59.2
Providing recreational services for workers	76903	55318	21585	28.1
Providing training to workers and employers' representatives in Labour law, industrial relations and Labour administration	6451	4595	1856	28.8
Total:	245464	127340	118124	48.1

5.13.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	235.8	219.3	206.0	214.4	178.9	140.7	223.1	164.9	133.2
Gender Relevant Allocation	86.6	69.0	65.3	67.7	55.7	42.8	71.9	50.3	40.3
As % of Operating Budget	36.7	31.5	31.7	31.6	31.1	30.4	32.2	30.5	30.3
Development Budget	231.0	218.7	183.4	248.4	167.2	70.8	123.8	208.5	110.6
Gender Relevant Allocation	87.3	90.1	86.5	112.1	79.4	30.3	45.6	94.3	46.2
As % of Development Budget	37.8	41.2	47.1	45.1	47.5	42.8	36.9	45.2	41.8
Total Budget	466.8	438.0	389.4	462.8	346.1	211.5	346.9	373.4	243.7
Gender Relevant Allocation	173.9	159.1	151.8	179.8	135.1	73.1	117.5	144.6	86.5
As % of Total Budget	37.3	36.3	39.0	38.9	39.0	34.6	33.9	38.7	35.5

Source: GFT Model, Finance Division

5.13.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	67.7	56.2	54.2	56.0	43.8	26.9	42.8	33.4	25.3
% of Total Gender Relevant Allocation	38.9	35.3	35.7	31.2	32.4	36.8	36.4	23.1	29.3
% of Total Budget	14.5	12.8	13.9	12.1	12.7	12.7	12.3	9.0	10.4
02-Economic Participation and Equality	52.4	55.2	54.3	65.2	49.6	13.3	25.1	38.0	16.0
% of Total Gender Relevant Allocation	30.1	34.7	35.8	36.2	36.7	18.3	21.3	26.3	18.5
% of Total Budget	11.2	12.6	14.0	14.1	14.3	6.3	7.2	10.2	6.6
03-Increasing women's effective access to public services	49.6	33.0	28.1	40.5	27.2	22.0	30.0	25.7	15.4
% of Total Gender Relevant Allocation	28.5	20.7	18.5	22.5	20.1	30.2	25.5	17.8	17.7
% of Total Budget	10.6	7.5	7.2	8.8	7.8	10.4	8.6	6.9	6.3
04-Education, Health and Wellbeing for Women Development	4.2	14.7	15.2	18.1	14.5	10.8	19.6	47.4	29.9
% of Total Gender Relevant Allocation	2.4	9.2	10.0	10.1	10.8	14.8	16.7	32.8	34.5
% of Total Budget	0.9	3.4	3.9	3.9	4.2	5.1	5.7	12.7	12.3

Source: GFT Model, Finance Division

5.13.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Ensuring safety and rights of workers	DIFE implements the Bangladesh Labour Act, 2006 through inspections to ensure women workers' rights such as wages, working conditions, maternity leave, daycare centers, sanitation facilities, and occupational safety. The Domestic Workers Protection Policy, 2015 has been formulated. According to Section 109 of the Labour Act, no female worker can be employed between 10 pm and 6 am without consent. DIFE ensures proper implementation. Section 332 prohibits indecent behavior towards women at workplaces. Bangladesh Labor Act mentions in Section 45 (3), no description shall make a woman work for a long time which is difficult or which is likely to be harmful to her in performing any work. This is also monitored by Department of Factories and Establishments Inspection.
Ensuring compliance in factories and improving working environment	An Industrial Safety Unit (ISU) has been established to ensure structural fire and electrical safety in 1,549 export-oriented garment factories. Under the National Initiative, 666 factories are undergoing remediation. 173 factories have completed 100% remediation, 235 are ongoing, and 258 are closed due to risk. According to Labour Rules (Amended 2022), complaint committees against sexual harassment must be formed. In 2023, 159 such committees were formed nationwide
Elimination of child labor	In the past 3 fiscal years, 12,248 children have been withdrawn from hazardous work. In FY 2024-25, 3,453 children were withdrawn and 15 cases filed. Reorganization work has been initiated to implement the National Plan of Action (NPA) for the elimination of child labour and forced labour for the period 2026-2030

5.13.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	Unit	2023-24	2024-25	2025-26
1.	Number of child labor elimination	Number	1801	2615	1669
2.	Confirmation of maternity benefits		5405	8173	4450
3.	Number of safety committees formed		435	159	166
4.	Setting up children's rooms		275	274	104

5.13.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

- A total of 7,229 daycare centers have been established in factories and establishments through regular inspections.
- According to Section 46(1) of the Labour Act, female workers are entitled to 8 weeks of maternity leave before and after childbirth. In FY 2024–25, 10,270 workers received maternity benefits totaling BDT 326,501,579.
- In the last 3 fiscal years, compliance has been ensured in 4,969 factories. In FY 2025–26 (up to Dec 2025), 443 factories were brought under compliance.
- A total of 8,463 safety committees have been formed in factories as of Dec 2025.
- 100,000 brochures and posters have been produced to raise awareness about the Domestic Workers Protection Policy, 2015.

5.13.9 Challenges of Women's Development Goals

- Lack of awareness about labour laws among employers and workers;
- Infrastructure limitations (washrooms, daycare, safety facilities);
- Incomplete implementation of maternity and other benefits;
- Weak implementation of sexual harassment prevention committees;
- Shortage of trained inspectors;
- Difficulty in regulating informal sector workers;
- Social and family barriers for women workers;
- Elimination of child labour from hazardous work 3,400 child laborers from hazardous work in FY 2026–27.

5.13.10 Recommendations/Way Forward

- Sustainable employment will be created by launching an employment exchange system at the district and upazila levels under the Ministry of Labor and Employment on a priority basis to create a transparent and reliable employment platform for the unemployed and job seekers;
- The Department Employment will be formed under the Ministry of Labor and Employment as a plan to create employment in various sectors based on the policy of 'Doing work, building the country';
- Through new innovations and market expansion in the ready-made garment industry, 'Made in Bangladesh' will be promoted in a stronger position in the global market, so that a wave of employment is created in every sector;
- Increase awareness through training, workshops, and campaigns;
- Improve women-friendly infrastructure (sanitation, daycare, safety);
- Strengthen monitoring of sexual harassment committees;
- Recruit and train more inspectors;
- Bring informal sector workers under legal coverage;
- Introduce digital monitoring systems;
- Ensure safe transport and workplace environment;
- Develop and implement Gender-Based Violence prevention strategy;
- Ensure effective use of gender strategy and National Action Plan to reducing gender based violence and gender discrimination in the work plan.

Ministry of Fisheries and Livestock

5.14.1 Introduction

Currently, the fisheries and livestock sub-sectors contribute 2.58 percent and 1.81 percent respectively to the Gross Domestic Product (GDP) of Bangladesh. As labor-intensive industries with strong potential for rapid income generation, these two sub-sectors play a vital role in poverty reduction by creating employment opportunities for poor and marginalized communities. They also contribute significantly to foreign exchange earnings through exports and play a crucial role in ensuring food security by meeting the growing demand on animal protein.

Bangladesh has achieved a surplus in fish production. In addition, Bangladesh has already attained self-sufficiency in the production of fish, meat and eggs. The ministry's laws and regulations have encouraged women's participation, and give priority to women in the selection of beneficiaries. By promoting women's financial self-reliance, through fisheries and livestock activities, the Ministry is advancing women's economic empowerment.

The fisheries sub-sector contributes 22.03 percent and the livestock sub-sector contributes 16.54 percent to the agricultural GDP (BBS, 2025). In addition, against the average per capita daily fish requirement of 60 grams, the actual fish consumption stands at 67.80 grams (BBS, 2022). Similarly, against the annual per capita requirement of 104 eggs, consumption has reached 137 eggs; against the daily per capita meat requirement of 120 grams, consumption stands at 137.90 grams; and against the milk requirement of 250 ml, availability is 239.29 ml. Among the country's total population, around 20 million women are engaged in fish farming and livestock rearing, which constitutes approximately 25 percent of the total female population.

5.14.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

Article 18(1) of the Constitution of Bangladesh states that improving the level of nutrition and public health of the people is one of the primary responsibilities of the State. In addition, provisions relating to food, the right to work and the elimination of unemployment have been incorporated to ensure the basic needs of the people. In line with these constitutional obligations, the Ministry of Fisheries and Livestock has been working relentlessly to ensure the supply of animal protein and nutrition for the population by increasing the production and productivity of fish, meat, milk, and eggs.

According to the Allocation of Business, the mandate of the Ministry of Fisheries and Livestock includes increasing the production of fish, meat, milk, and eggs to achieve self-sufficiency in protein; promoting fisheries and animal nutrition as well as artificial breeding; managing dairy, livestock and poultry farms; ensuring the export and quality control of fisheries and livestock products; conserving the genetic qualities of fish, livestock and poultry; undertaking breed development; preventing and controlling diseases; ensuring effective management for the development of the fisheries and livestock sectors; conducting research activities; and developing human resources through training.

In line with the National Fisheries Policy, 1998 and the National Fisheries Strategy, 2006, as well as various related legal and policy frameworks- including the Fish Feed and Animal Feed Act 2010, animal and animal products quarantine act, the Guidelines on Microcredit Programmes in the Fisheries and Livestock Sectors, 2011, the Guidelines for Registration and Issuance of Identity Cards for Fishermen, 2019, the Policy on Fish Seed Production, Marketing and Management in Government Fish Seed Farms and Wetlands, 2019, the National Fisheries Award Policy, 2026 and the National Fisheries Policy, 2025- women's participation and priority in the selection of beneficiaries for aquaculture, livestock and poultry rearing are actively promoted. The primary objective of these laws and policies is to enhance livestock production through the efficient utilization of existing resources. These frameworks also emphasize employment generation for unemployed youth and encourage women's engagement in livestock and poultry farming. In addition, several specialized institutions are operating under legislative frameworks such as the Bangladesh Fisheries Research Institute Act, 2018, the Bangladesh Livestock Research Institute Act, 2018, the Bangladesh Fisheries Development Corporation Act, 2012 and the Bangladesh Veterinary Council Act, 2019.

A Strategic Goal and Action Plan aligned with the Sustainable Development Goals (SDGs), gives due consideration to women's participation and priority. In line with the Election Manifesto 2026, various action plans have been formulated and are being implemented in the fisheries and livestock sectors. As part of these initiatives, the government has already introduced Family Cards for women and Farmer Cards for farmers. Through the Family Card programme, women's economic empowerment and food security are being strengthened. Poor women farmers are also receiving financial assistance, enabling them to reinvest their earnings into their farming activities. In addition, under the Farmer Card system, livestock rearers, fish farmers, fishermen and entrepreneurs engaged in related activities receive various government support services from time to time, including agricultural input assistance, subsidies, loan and insurance facilities.

5.14.3 Women Employees and Beneficiaries of the Ministry/Division

5.14.3.1 Quantitative Information of the Male and Female Employees

Table 1: Information of Secretariat/Department/Organization

Office name	Total	Male	Female	Female Percentage
Secretariat	127	94	33	26.0
Department of Fisheries	3760	3076	684	18.2
Directorate of Livestock	5734	5021	713	12.4
Marine Fisheries Academy	53	51	2	3.8
Fisheries and Livestock Information Department	55	46	9	16.4
Autonomous Institutions	685	561	124	18.1
Total :	10414	8849	1565	15.0

5.14.3.2 Statistics of Beneficiaries

Table 2: Department of Fisheries

Programme	Total	Male	Female	Female Percentage
Hilsa Resource Development and Management Project	28800	1440	27360	95.0
Union-Level Fisheries Farming Technology Service Expansion Project (Phase-3)	208	41	167	80.3
Sustainable Coastal and Marine Fisheries Project in Bangladesh	4355	206	4149	95.3
Community-Based Climate-Resilient Fisheries and Aquaculture Development Project in Bangladesh	3600	1500	2100	58.3
Conservation and Development Project for Indigenous Fish Species and Shellfish	61223	19038	42185	68.9
Climate-Smart Aquaculture and Water Management Project	17489	3244	14245	81.5
Community-Based Fisheries Resource Management Project in Nimgachi Area	8277	2403	5874	71.0
Halda River Natural Fish Breeding Ground Development and Management Project (Phase 2)	1420	251	1169	82.3
Fisheries Livelihood Enhancement Project in the Coastal Area of the Bay of Bengal	3207	1707	1500	46.8
Total:	128579	29830	98749	76.8

Table 3: Department of Livestock

Programme	Total	Male	Female	Female Percentage
Integrated Livestock Development Project for the Socio-Economic and Livelihood Improvement of Backward Small Ethnic Communities Living in the Plainland Areas	26413	15055	11358	43.0
Integrated Livestock Development Project in the Riverine Char Areas of Manikganj, Dhaka, Munshiganj, Rajbari, Faridpur, Madaripur, and Shariatpur Districts	24844	18633	6211	25.0
Proven Bull Production Project for Increasing Milk and Meat Production	1860	372	1488	80.0
Integrated Livestock Development Project in the Three Hill Districts	6650	4987	1663	25.0
Pilot Project for the Expansion of Pure Black Bengal Goat and Indigenous Sheep Breeding	3375	1013	2362	70.0
Total:	63142	40060	23082	36.6

Table 4: Bangladesh Fisheries Development Corporation

Programme	Total	Male	Female	Female Percentage
Multi-Channel Slipway Construction Project	4570	70	4500	98.5
Fish Landing Center Establishment Project in the Haor Region	7000	500	6500	92.9
Fish Landing Center Establishment Project with Ancillary Facilities at Four Locations in Three Coastal Districts of the Country	10600	600	10000	94.3
Total:	22170	1170	21000	94.7

Table 5: Bangladesh Fisheries Research Institute

Programme	Total	Male	Female	Female Percentage
Vaccine Development Project for the Prevention of Freshwater Fish Epizootic Diseases	95	9	86	90.5
Total:	95	9	86	90.5

5.14.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	2022.2	1903.0	1857.3	1894.3	1850.2	1743.1	1812.7	1761.5	1616.8
Gender Relevant Allocation	631.8	584.9	571.0	578.6	564.2	543.5	549.8	537.2	498.5
As % of Operating Budget	31.3	30.7	30.7	30.5	30.5	31.2	30.3	30.5	30.8
Development Budget	705.4	1489.4	1488.3	2393.9	2008.2	1035.3	2427.2	2143.3	1987.8
Gender Relevant Allocation	303.0	637.7	632.3	992.8	843.73	412.9	1012.3	913.0	847.8
As % of Development Budget	43.0	42.8	42.5	41.5	42.01	39.9	41.7	42.6	42.7
Total Budget	2727.5	3392.4	3345.7	4288.2	3858.47	2778.3	4239.9	3904.8	3604.5
Gender Relevant Allocation	934.8	1222.5	1203.3	1571.4	1407.89	956.4	1562.1	1450.2	1346.2
As % of Total Budget	34.3	36.0	36.0	36.6	36.49	34.4	36.8	37.1	37.4

Source: GFT Model, Finance Division

5.14.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	570.9	679.4	674.1	943.2	769.2	496.7	839.1	821.3	755.1
% of Total Gender Relevant Allocation	61.7	55.6	56.2	60.0	54.6	51.9	53.7	56.6	56.1
% of Total Budget	20.9	20.0	20.1	22.0	19.9	17.9	19.8	21.0	20.9
02-Economic Participation and Equality	237.8	303.5	296.2	198.5	291.4	169.8	304.5	308.7	291.5
% of Total Gender Relevant Allocation	25.7	24.8	24.7	12.6	20.7	17.8	19.5	21.3	21.7
% of Total Budget	8.7	8.9	8.9	4.6	7.6	6.1	7.2	7.9	8.1
03-Increasing women's effective access to public services	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
% of Total Gender Relevant Allocation	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
% of Total Budget	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
04-Education, Health and Wellbeing for Women Development	116.1	239.5	229.7	429.6	347.2	289.8	418.3	320.2	299.5
% of Total Gender Relevant Allocation	12.6	19.6	19.1	27.3	24.7	30.3	26.8	22.1	22.2
% of Total Budget	4.3	7.1	6.9	10.0	9.0	10.4	9.9	8.2	8.3

Source: GFT Model, Finance Division

5.14.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Forming women's groups and provide short-term training, low-interest loan facilities and inputs for establishing farms	Under various projects groups of widowed, abandoned and poor women are formed. These groups receive short-term training on activities such as pond fish farming, cage culture, pen culture, fish feed production, net making, crab farming and small-scale business management. The programme also offers low-interest loan facilities and distributes necessary inputs for establishing farms. In fiscal year 2025–26, a total of 7,630 women under the revenue sector and 3,084 women under the development sector received training.
Expanding SME loan facilities for rural women	SME (Small and Medium Enterprise) loan facilities for rural women are being gradually expanded. In accordance with the 'Guidelines on Microcredit Programs in the Fisheries Sector-201', the number of female beneficiaries who received loans in the fiscal year 2025–26 stands at 6,316.
Distribution of alternative employment inputs to female beneficiaries, along with input support for fish farming.	Alternative livelihood support is provided to 1,510 women (45%). In addition, 6,454 beneficiaries have received fish farming input support, among whom 2,105 are women (33%).
Fisheries Livelihood Enhancement Project in the Coastal Area of the Bay of Bengal (FILEP) Project	Various activities including tilapia and seaweed cultivation, safe dried fish (shutki) production and skills trainings are implemented. In the current fiscal year 2025-26, approximately 53 percent of the beneficiaries involved in the project activities are women. Under this project, a total of 1,500 beneficiaries have been provided with inputs for alternative employment and 1,500 nutrition gardens have been established, with all beneficiaries being women.
Indigenous Fish Species and Mollusc Conservation and Development Project (1st Revised)	Activities include demonstration farms and training on pen and cage fish culture, nursery management, rice-fish farming, pearl culture, oysters and mussel farming, beel nurseries and fish sanctuaries. Women are actively participating in all of these initiatives.

5.14.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	Unit	2022-23	2023-24	2024-25
1.	Employment of women among the total population engaged in fisheries management	People (lakh)	16.57	16.57	16.59
2.	Participation of women in training for prevention and control of livestock poultry diseases		5.80	5.90	3.02

5.14.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

In the development activities of the Department of Fisheries, women's participation reached 33.85% in fiscal year 2024–25. Approximately 8% of the total population engaged in fish farming are women. At present, around 80% of workers in fish and shrimp processing factories are women, while women's participation in fish net and fishing gear manufacturing stands at about 45%. Priority is being given to enhancing women's participation in income-generating activities such as aquaculture and fisheries value chain development, which has significantly expanded employment opportunities for women. In addition, a five-member committee has been formed to prevent all forms of harassment against female officers and employees in the Ministry.

Under various projects implemented by the Department of Livestock Services, approximately 60-90% of the farmers selected for improved farm management activities are women. Recently, women's participation in livestock and poultry rearing activities has increased significantly. Moreover, many women have become self-reliant by cultivating fodder on fallow land with departmental assistance. Through various development projects, women are being provided with livestock, poultry and training support. In the fiscal year 2025-26, approximately 1,21,242 women have received input assistance from the Government. Additionally, under the Livestock and Dairy Development Project, 55% of the total selected Producer Group (PG) members are women. To encourage women's involvement in the fisheries sector, female entrepreneurs have been included in the National Fisheries Award Policy 2026 for the development of fisheries resources.

The Bangladesh Fisheries Research Institute (BFRI) has a total of 104 scientists, of whom 30 are women scientists. In the fiscal year 2025-26, BFRI has provided training on fish breeding, fry production, aquaculture, improved management practices, as well as freshwater pearl culture, crab farming, eel farming and seaweed cultivation to 368 farmers, entrepreneurs and fishers. Among them, 96 are women entrepreneurs. The Bangladesh Livestock Research Institute (BLRI) has a total of 139 scientists, of whom 43 are women scientists. Women scientists' participation in research and technology innovation is continuously increasing. In addition, for the advancement and establishment of women's rights, female cadets have been included for the first time at the Marine Fisheries Academy. So far, 94 female cadets have successfully completed graduation from the academy and have been able to secure employment. Currently, 24 female cadets are undergoing training at the academy.

5.14.9 Challenges of Women's Development Goals

Most small-scale farmers in Bangladesh are engaged in backyard farming, where women often take care of livestock and poultry alongside their household responsibilities, although farm ownership is generally registered in the names of male household members. This results in women receiving less direct training and technical support. Social barriers hinder women's participation in co-training programs, and their contributions in livestock and poultry activities often lack proper recognition. Other challenges include shortage of women-friendly initiatives in the beneficiary selection, inadequate opportunities and awareness, insufficient implementation of women-friendly policies, limited incentives for extremely poor, abandoned, widowed and unemployed women.

5.14.10 Recommendations/Way Forward

To strengthen women's empowerment and participation in the fisheries and livestock sectors, a minimum quota for female farmers needs to maintain in the distribution of Farmer Cards. Women's meaningful participation and equitable representation in the formulation of integrated action plans should also be ensured. Gender disparities in education, training and access to credit facilities need to be reduced by selecting genuine women entrepreneurs based on merit and necessity. Comprehensive training and technical support programs should be expanded for women engaged in fish farming, livestock and poultry rearing activities. Free input support should be provided to encourage women's economic engagement and self-reliance. Ensuring women's participation in key positions within various organizations is equally important to facilitate their active involvement in decision-making processes. In addition, women-friendly technologies should be developed, introduced, and promoted, while technologies that undermine women's interests should be discouraged. Finally, the establishment of daycare facilities in both government and private institutions is necessary to create a more supportive, inclusive and gender-sensitive working environment for women.

Rural Development & Cooperatives Division

5.15.1 Introduction

Rural women constitute a significant pillar of Bangladesh's socio-economic structure. Their development and the reduction of income inequality in both urban and rural areas are critical determinants of inclusive economic growth. The Rural Development and Cooperatives Division (RDCD) is committed to the overall development of the country and the economic and social empowerment of women. By reducing gender disparities and creating women friendly employment opportunities, the Division promotes equal partnership between men and women in poverty eradication and inclusive economic growth. Through education, access to finance, small loans and business opportunities. RDCD empowers women and enhances their participation in the national economy. As a result, women's improvement in economic activities has been steadily increasing each year, each year a vital prerequisite for sustainable development.

5.15.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

Rural Development and Cooperatives Division is an important partner in the development of women in Bangladesh. Article 5.12 of the National Rural Development Policy-2001 emphasizes joint initiatives to empower rural women by raising awareness among both men and women regarding laws and rights.

The Co-operative Societies Act-2001 and the Co-operative Societies Rules-2004 (amended in 2002 & 2013) aim to enhance transparency, accountability and the pace of the co-operative movement. To further increase women's participations, articles 4.7, 7.13, 9.5 and 9.10 of the National Co-operative Rules-2012 specifically focus on women's empowerment, employment and capacity development. The Division also implements cooperative development projects targeting backward communities including minorities.

The National Action Plan-2013 formulated in line with the Women's Development Policy-2011, assigns RDCD responsibilities such as including poor women in social safety nets, skill development training and mainstreaming them in productive economic activities. These initiatives are aligned with Bangladesh's obligations under CEDAW (particularly Articles 13 and 14 on economic rights and rural women) and SDG-5. However, the plan covered the period from 2013 to 2025, which implies that a new national plan based on previous experience is needed to be put on board.

5.15.3 Women Employees and Beneficiaries of the Ministry/Division

5.15.3.1 Quantitative Information of the Male and Female Employees

Office name	Total	Male	Female	Female Percentage
Secretariat	102	75	27	26.5
Autonomous Bodies & Other Institutions	13003	9630	3343	25.7
Department of Co-operatives	222	138	84	37.8
Divisional Cooperative Offices	220	165	55	25.0
District Offices	1331	1016	315	23.7
Upazila Offices	1945	1556	389	20.0
Metro Thana Cooperative Offices	38	23	15	39.5
Cooperative Training and Educational institutions	138	108	30	21.7
Total :	16999	12711	4258	25.0

5.15.3.2 Statistics of Beneficiaries

Programme	Total	Male	Female	Female Percentage
BRDB	210681	90593	120088	57.0
BARD, Cumilla	2700	1200	1500	55.6
Department of Cooperative	7718	4396	3322	43.0
RDA, Bogura	12515	9886	2629	21.0
RDA, Gopalganj	690	360	335	48.6
RDA, Jamalpur	504	282	222	44.0
RDA, Rangpur	20	16	4	20.0
SFDF	125749	25569	100180	79.7
PDBF	1286442	51867	1234575	96.0
Milk Vita	974	909	65	6.7
Total :	1647993	185078	1462920	88.8

5.15.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	629.4	658.4	608.6	698.9	619.2	574.3	670.8	656.0	622.4
Gender Relevant Allocation	211.9	220.4	204.9	233.7	209.9	195.8	227.5	222.7	212.6
As % of Operating Budget	33.7	33.5	33.7	33.5	33.9	34.1	33.9	33.9	34.2
Development Budget	476.2	441.6	381.3	647.6	489.6	417.2	762.5	581.9	561.2
Gender Relevant Allocation	124.7	171.3	169.0	295.0	225.8	195.7	363.2	274.6	263.8
As % of Development Budget	26.2	38.8	44.3	45.6	46.1	46.9	47.6	47.2	47.0
Total Budget	1105.6	1100.0	989.9	1346.4	1108.7	991.6	1433.3	1237.9	1183.6
Gender Relevant Allocation	336.5	391.7	373.9	528.8	435.7	391.6	590.7	497.3	476.4
As % of Total Budget	30.4	35.6	37.8	39.3	39.3	39.5	41.2	40.2	40.3

Source: GFT Model, Finance Division

5.15.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	179.6	215.9	207.2	314.5	268.2	244.1	325.0	304.0	292.3
% of Total Gender Relevant Allocation	53.4	55.1	55.4	59.5	61.6	62.3	55.0	61.1	61.4
% of Total Budget	16.2	19.6	20.9	23.4	24.2	24.6	22.7	24.6	24.7
02-Economic Participation and Equality	129.9	144.0	135.8	203.7	152.8	136.0	257.9	185.6	176.8
% of Total Gender Relevant Allocation	38.6	36.8	36.3	38.5	35.1	34.7	43.7	37.3	37.1
% of Total Budget	11.7	13.1	13.7	15.1	13.8	13.7	18.0	15.0	14.9
03-Increasing women's effective access to public services	13.0	21.0	17.9	0.0	5.3	3.0	0.0	0.0	0.0
% of Total Gender Relevant Allocation	3.9	5.3	4.8	0.0	1.2	0.8	0.0	0.0	0.0
% of Total Budget	1.2	1.9	1.8	0.0	0.5	0.3	0.0	0.0	0.0
04-Education, Health and Wellbeing for Women Development	14.0	10.9	13.0	10.5	9.4	8.4	7.8	7.7	7.3
% of Total Gender Relevant Allocation	4.2	2.8	3.5	2.0	2.2	2.2	1.3	1.6	1.5
% of Total Budget	1.3	1.0	1.3	0.8	0.8	0.8	0.5	0.6	0.6

Source: GFT Model, Finance Division

5.15.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Women development and social status enhancement through Income Generating Activities	About 70% of the beneficiaries of the various projects of the Rural Development and Cooperatives Division are women. IGA training is provided to poor women to promote employment/self-employment under various activities/development programmes/projects. These initiatives have improved women's social status and increased their participation in decision making within the family, society and workplace.
Providing various trade-based training, membership of projects and organizing seminars and workshops on poverty alleviation	Through Rural Development and Cooperatives Division, seminars and workshops on poverty alleviation are being organized to provide income-generating trade-based training to women in rural and urban areas. As a result, women's awareness is increasing, employment opportunities are expanding, social respect and women's empowerment are being ensured.
Alleviating women's poverty through employment generation, awareness building and resource development through research and applied research	By replicating the results learned from research and applied research, the involvement of rural women in development activities has increased contributing to poverty alleviation among poor women in rural areas.

5.15.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	Unit	2021-22	2022-23	2023-24
1.	Participation of rural women in income generating activities	Person (in thousands)	216.107	240.950	259.990
2.	Motivating women members of the cooperatives and providing them trainings on income generating activities		13.693	13.585	13.991

5.15.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

The implementation of BRDB's Integrated Rural Employment Scheme for Poor Women has significantly improved the living standards of approximately 1,13,995 poor women over the last 5 years. In the FY 2024-2025, 600 people were provided with various training on skill development, employment, and income generation under the pilot project titled 'Establishment of Cooperatives Model Village' and 1,100 people were provided with training through the project 'Expansion of Milk Producer's Cooperatives in Milk Deficient Upazilas.

Notably, 96 percent of the beneficiaries of the Palli Daridro Bimuchan Foundation (PDBF) under the Rural Development and Cooperatives Department are women. Up to March 2026; Tk. 940.35 crore in loans were disbursed to women beneficiary members under various programs. PDBF introduced "Women Entrepreneur Loan" with the objective of increasing women's financial capacity, creating employment and promoting women's empowerment.

5.15.9 Challenges of Women's Development Goals

- Absence of a comprehensive, modern and time bound action plan for the socio-economic and political empowerment of rural women;
- Inadequate allocation of resources for women's development;
- Shortage of skills of those involved in program and project implementation; and
- Lack of coordination among various social safety net programmes targeting women.

5.15.10 Recommendations/Way Forward

- Provide diverse income enhancing training and employment opportunities tailored for rural women;
- Extend marketing support to rural women to ensure fair prices for their product;
- Impart training on savings and financial literacy to foster a savings culture and promote higher savings rate;
- Establish women friendly faculties in rural development academies and create supportive work environments for female trainees;
- Enhance women's participation in productive and income-generating activities; and
- Undertake women-friendly projects focused on economic advancement, family nutrition and health development.

Ministry of Expatriates' Welfare and Overseas Employment

5.16.1 Introduction

The Ministry of Expatriates' Welfare and Overseas Employment has a special contribution to the development of the socio-economic conditions of the country by creating skilled manpower through modern training according to the needs of the international labour market by exploring new labour markets and reducing unemployment through overseas employment, ensuring the overall welfare of expatriate Bangladeshis and protecting their rights, and increasing the flow of remittances. In addition, the Ministry of Expatriates' Welfare and Overseas Employment is working relentlessly to adopt and implement various activities through the Bureau of Manpower, Employment and Training (BMET), Wage Earners' Welfare Board (WEWB), Bangladesh Overseas Employment and Services Limited (BOESL) and Expatriates' Welfare Bank under the control of the ministry to ensure the overall welfare of expatriates, including increasing public awareness about the safe migration process. Due to the various activities of the ministry, 16.6 million workers have been employed from Bangladesh in 176 countries of the world so far. As a large part of the country's working population is employed abroad, it is playing a crucial role in meeting the country's import costs, increasing foreign exchange reserves and sustaining the national economy.

5.16.2 Ministry/Division's Mandate Described/Enshrined in Relevant Laws and Policy Documents

According to the allocation of business of the Ministry of Expatriates' Welfare and Overseas Employment, 5 activities (activities 1, 2, 6, 6A, 9) are directly related to women's development. The primary mandate is to ensure the overall welfare of expatriate workers, protect their rights, and contribute to the country's socio-economic development through overseas employment. To this end, existing labor markets are synchronized, new labor markets are explored and expanded, and research is conducted on the management of overseas employment and foreign labor markets. In addition, skill development training is conducted while maintaining quality to create skilled manpower according to the demand of foreign labor markets. The election manifesto 2026 commits to strict legal measures for protecting expatriate women workers and preventing human trafficking. The matter of establishing Legal Wings in foreign missions and embassies was mentioned. To make technical training and skill development systems more accessible, a project to establish TTCs at the upazila level in the country is undertaken and implemented. Financial and legal assistance is provided for the welfare of expatriate/returnee workers, including bringing the bodies of deceased workers from abroad to the country for burial, providing scholarships to the children of expatriate workers, and taking necessary initiatives for the socio-economic reintegration of returning workers. Provisions have been mentioned for ensuring the welfare and protection of the rights of expatriate Bangladeshis, resolving complaints, providing skill development training for foreign employment, and delivering services to workers through the Foreign Labor Welfare Wing. Additionally, special citizen benefits are provided and commercially important persons (CIP, NRB) are selected to encourage and honor expatriates. Furthermore, labor wings located abroad have been providing services, giving priority to female workers. Moreover, various policies, laws, and regulations have been formulated for the smooth running of the activities of the Ministry of Expatriates' Welfare and Overseas Employment. The activities of this ministry are conducted in accordance with the 'Foreign Employment and Migrants (Amendment) Act, 2023'. Besides, 'Expatriate Welfare and Overseas Employment Policy, 2016' and Overseas Employment and Migrant Rules, 2017 have been formulated. These regulations emphasize on the right and dignity of every citizen to have decent employment opportunities through foreign employment and immigration and contributing to national economic and social development.

There is a system to provide protection to women workers through the Labor Welfare Wing in various missions under the control of the Ministry of Expatriates' Welfare and Overseas Employment. The officers of the Labor Welfare Wing regularly visit various deportation centers and institutions. Women workers working abroad often face various problems at work station.

To provide safe shelter to all these workers, a total of 4 safe homes are established including 1 in Riyadh 1 in Jeddah, 1 in Jordan, and 1 in Lebanon. In addition, if any female migrant worker working abroad is subjected to torture or is in danger due to accident, illness, or any other reason, they are rescued and brought back to the country and provided legal and medical assistance. In order to provide protection to women workers, each mission has taken measures to share their opinions/feelings at least once a month and inform the Ministry of Expatriates' Welfare and Overseas Employment.

One-stop service has been launched in South Korea, Hong Kong, Qatar, Brunei, Jordan, Lebanon, Maldives, Libya, Kuwait, Riyadh, Jeddah, Bahrain, Greece, Russia, and Oman. In Japan, a female officer has been assigned as a consular officer to ensure special services for female migrants. In Iraq, among the small number of female workers, those visiting the embassy are provided legal services on a priority basis. An initiative has been taken to launch the one-stop service in Mauritius. In Rome, Italy, services are provided to female workers on a priority basis. The requirement for manpower has been sent to establish a one-stop service in Dubai, United Arab Emirates.

5.16.3 Women Employees and Beneficiaries of the Ministry/Division

5.16.3.1 Quantitative Information of the Male and Female Employees

Office name	Total	Male	Female	Female Percentage
Secretariat	218	183	35	16.1
Bureau of Manpower, Employment and Training	163	141	22	13.5
Divisional Employment and manpower offices	9	6	3	33.3
District Employment and manpower offices	267	231	36	13.5
Technical Training Centers	2053	1579	474	23.1
Institutes of Marine Technologies	151	132	19	12.6
Apprenticeship Offices	17	14	3	17.6
Wage Earners Welfare Board	229	202	27	11.8
Bangladesh Overseas Employment and Services Limited (BOESL)	62	56	6	9.7
Total :	3169	2544	625	19.7

5.16.3.2 Statistics of Beneficiaries

Programme	Total	Male	Female	Female Percentage
Training of departments under BMET	1396299	1305116	91183	6.5
Issue of emigration clearance for overseas employment through BMET	818372	768901	49471	6.0
Wage Earners Welfare Board- Financial Grands	3259	3188	71	2.2
Wage Earners Welfare Board-Death Compensation	914	897	17	1.9
Wage Earners Welfare Board-Scholarships for talented children of expatriate workers	1000	440	560	56.0
Total:	2219844	2078542	141302	6.4

5.16.4 Women's Share in Ministry's Total Allocation and Expenditure

(Taka in Crore)

Budget Description	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
Operating Budget	462.6	451.3	434.1	456.5	420.2	300.8	392.4	365.0	320.4
Gender Relevant Allocation	143.3	137.9	132.2	140.2	128.5	92.6	121.6	111.9	95.5
As % of Operating Budget	31.0	30.6	30.5	30.7	30.6	30.8	31.0	30.7	29.8
Development Budget	417.3	403.7	496.5	760.8	720.2	478.4	626.0	342.4	213.8
Gender Relevant Allocation	150.6	166.1	211.8	321.3	313.3	207.3	259.0	149.6	92.3
As % of Development Budget	36.1	41.1	42.7	42.2	43.5	43.3	41.4	43.7	43.2
Total Budget	879.9	855.0	930.6	1217.2	1140.4	779.2	1018.4	707.4	534.2
Gender Relevant Allocation	293.9	303.9	344.0	461.5	441.8	300.0	380.6	261.6	187.8
As % of Total Budget	33.4	35.6	37.0	37.9	38.7	38.5	37.4	37.0	35.2

Source: GFT Model, Finance Division

5.16.5 Gender Relevant Allocation and Expenditure by Thematic Areas

(Taka in Crore)

Thematic Areas	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
01-Women Empowerment and Enhancing Social Status	37.7	35.4	33.5	32.0	32.0	20.0	32.2	27.1	18.6
% of Total Gender Relevant Allocation	12.8	11.6	9.7	6.9	7.2	6.7	8.5	10.4	9.9
% of Total Budget	4.3	4.1	3.6	2.6	2.8	2.6	3.2	3.8	3.5
02-Economic Participation and Equality	68.5	76.4	109.0	157.4	154.7	104.9	140.9	92.4	67.5
% of Total Gender Relevant Allocation	23.3	25.1	31.7	34.1	35.0	35.0	37.0	35.3	35.9
% of Total Budget	7.8	8.9	11.7	12.9	13.6	13.5	13.8	13.1	12.6
03-Increasing women's effective access to public services	8.5	6.3	22.5	63.9	62.0	54.7	54.8	28.4	24.3
% of Total Gender Relevant Allocation	2.9	2.1	6.5	13.9	14.0	18.2	14.4	10.9	12.9
% of Total Budget	1.0	0.7	2.4	5.3	5.4	7.0	5.4	4.0	4.5
04-Education, Health and Wellbeing for Women Development	179.3	186.0	179.0	208.2	193.2	120.4	152.7	113.6	77.5
% of Total Gender Relevant Allocation	61.0	61.2	52.0	45.1	43.7	40.2	40.1	43.4	41.3
% of Total Budget	20.4	21.7	19.2	17.1	16.9	15.5	15.0	16.1	14.5

Source: GFT Model, Finance Division

5.16.6 Impact of Priority Spendings of the Ministry/Division in Women Advancement

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Human resource development	There are 104 Technical Training Centers (TTCs) and 6 (six) Institutes of Marine Technology under the Ministry. Out of these, 6 are women's TTCs. Training is provided in 55 trades/occupations in these training centers. Among them are- Dress Making; Pattern Making, Marker Making & Cutting; Boutique/Block; Mid Level Garments Supervisor; Sweater and Linking Machine Operator; Fruit & Food Processing; Catering; House Keeping; Care Giver, etc. Female workers are being trained in trades and turned into skilled human resources. As a result, the demand for female domestic workers is increasing in countries such as Saudi Arabia, Hong Kong, Jordan, Lebanon and others.

Priority Expenditure Sectors/Programmes	Impact on Women Development (Direct and Indirect)
Welfare of Bangladeshi expatriates	Services such as legal assistance to expatriates, recovery of compensation for deceased workers from foreign employers, provision of educational scholarships to children, assistance to workers in danger, health facilities, inspection of workers' workplaces, arrangements for sending the bodies of deceased workers to their homeland and burial, financial assistance to the families of deceased workers, etc. are being provided. These services benefit female workers as well contributing positively to the socio-economic development of the country, including women's advancement.

5.16.7 Women Advancement related KPIs of the Ministry/Division and Achievements

SI No	KPI	Unit	2022-23	2023-24	2024-25
1.	Participation of women in total foreign employment	%	8%	14%	15%
2.	Training of women workers for skill development	Ratio of female and male workers	19.35	19.52	19.55

5.16.8 Mentionable Success Stories of the Ministry/Division in Women Advancement

- From 2009 to April 2026, about 1,25,34,435 (one crore twenty five lakh thirty-four thousand, four hundred and thirty-five) workers have been employed abroad. During the said period, a total of 11,89,734 (one lakh, eighty nine thousand, seven hundred and thirty-four) women workers have been employed abroad in various professions;
- 104 Technical Training Centres (TTCs) and 6 Institutes of Marine Technology (IMTs) have been established to create employment opportunities in the country and abroad. Skill development training in various trades is being provided to male workers as well as female workers in these training centres;
- At the district level, female domestic workers are being selected through a selection committee formed involving TTCs and DEMOs and residential training is being provided in 42 TTCs;
- A "Women Workers Grievance Management Cell" has been formed in BMET;
- So far, 3920 women have been trained in the driving profession and given driving licenses. This is 19.98% of the total trainees;
- Decentralization has been done at the district level for the resolution of complaints and help desks have also been set up;
- The quality of service of male and female workers has been improved in DEMOs through District/Upazila Migration Coordination Committee (DMCC/UNCC) and Vigilance Task Force Committee (VTF);
- In order to motivate male and female workers in IMTs and TTCs, an allowance of Tk 150 per person per day is being provided.

5.16.9 Challenges of Women's Development Goals

- Low financial inclusion of women in rural areas;
- Social barriers;
- Lack of technical knowledge;
- Lack of awareness;
- Educational backwardness.

5.16.10 Recommendations/Way Forward

- Conduct training and skill development activities for all expatriate workers, regardless of gender, to make immigration clearance and immigration-related activities people-friendly and easy, including decentralization and digitalization at the district/upazila level, and ensuring no/low migration costs, to increase women's participation in overseas employment;
- Take action plans, work-based trainings and public awareness campaigns based on labour market research;
- Continue exploring new labour markets, developing skills and taking measures for international standard skills training and certification;
- Train more women workers in training centres established at the upazila level;
- Determine and implement activities through close communication with the governments/employers of the destination countries, ensuring employment, security, salary and other benefits for women migrant workers.
- Make training centers women-friendly and ensure the recruitment of a greater number of female trainers;
- Organize special job fairs for women.

Chapter VI: Conclusion and Way Forward



Chapter VI: Conclusion and Way Forward

- 6.1** Over the last decade, the inclusion of macroeconomic policy in shaping women's living standards and their prospects for economic empowerment has been well recognized across the globe. In line with that Gender-responsive budgeting (GRB) has become a targeted fiscal instrument that several developing countries have cemented into their growth plans and national budget formulation. In Bangladesh, gender-responsive budgeting (GRB) is a macroeconomic strategy that systematically integrates gender equality into the national budget. It is to be noted that the election manifesto of the present government has also emphasized for achieving gender equality for socio-economic development and ensuring the sustainable state capacity for the betterment of all. Thus, in FY 2026-27 the gender-relevant allocation has increased about 34.8 percent of the total national budget, representing approximately 4.8 of the GDP.
- 6.2** Recently, Bangladesh has made significant advancement towards gender equality through comprehensive policies and gender-responsive planning. Gender budget reporting has now assumed an institutional shape from a humble beginning in FY2009-10 involving only 4 ministries. Now this report covers all 61 ministries/divisions which speak voluminously about the government's intention of mainstreaming gender equality in national planning. In FY2026-27 approximately one-third of the national budget was dedicated to initiatives promoting women's advancement. This commitment aligns closely with Bangladesh's National Women's Development Policy (2011) and the Sustainable Development Goals, yielding concrete improvements in education, health, economic participation, and political representation of women. Besides, in FY 2026-27, the present government's policy for the allocation of providing Family Cards towards the citizens of the country has specially increased the social status and empowerment of women through social and economic inclusion.
- 6.3** At present, gender disparity in education has narrowed significantly in Bangladesh through substantial strides since the country is reaching near gender parity in primary and secondary school enrollments. This success results from sustained investments in free schooling programmes and stipend incentives targeted for girls. In terms of health and well-being, the improvement of maternal and child health is at a satisfactory level. For instance, maternal mortality has decreased significantly from 434 deaths per 100,000 live births in 2000 to approximately 123 by 2020, due to enhanced prenatal care and community-based healthcare services. On the other hand, the life expectancy at birth for women and men was 54.5 and 55.3 years, respectively, in 1981, which increased to 74.2 and 70.8 years in 2025 over a span of 41 years.
- 6.4** Women's participation in economic activities has witnessed a surge, primarily driven by employment in the ready-made garment (RMG) industry, where women constitute approximately 80 per cent of the 4 million workers. In addition, microfinance initiatives have empowered over 20 million women entrepreneurs, which infused dynamism in the economy.²³ Progressive employment policies, such as six-month paid maternity leave in the public and in many private sector organizations, underscore the government's commitment to women-friendly workplaces. Moreover, women's representation in governance and politics has notably improved, with reserved parliamentary seats which constitutes 21 percent women participation in national legislature. According to the Gender Gap Report 2025 of the World Economic Forum Bangladesh ranked 3rd globally in ensuring political parity. This position has intensified the fulfillment of the government's policies.
- 6.5** Despite these notable successes, Bangladesh continues to face significant gender disparities. Women's labor force participation rate remains stagnant at around 43 percent, approximately half of men's, with over 96 percent of employed women working informally without adequate job security or social protection.²⁴ Furthermore, deep-rooted patriarchal norms significantly constrain

²³ Microcredit Regulatory Authority (MRA)

²⁴ World Bank's Gender Data Portal

women's economic and social opportunities. Besides, high rates of early marriage persist, with approximately 50 percent of young women (aged between 20 and 24 years) married before age 18²⁵, severely impacting girls' education and increasing health risks from early childbearing. Gender-based violence remains pervasive, with a national survey in 2024 highlighting that 70 percent of ever-partnered women experienced intimate partner violence. Furthermore, intersectional vulnerabilities exacerbate these challenges, particularly among rural, climate-vulnerable, and marginalized groups, who face greater hurdles in accessing education, healthcare, and legal remedies.

- 6.6** It is to be noted that various socio-economic and cultural barriers are the root causes for persistent gender gaps, notably child marriage, early motherhood, lack of security, gender-based violence and stereotypes about girls' competencies in STEM subjects. These factors significantly contribute to the dropout rate in education and limits access to tertiary education. Similarly, women's health outcomes are substantially influenced by broader social determinants, including poverty, limited autonomy in healthcare decisions, inadequate employment opportunities, and patriarchal societal norms.
- 6.7** In addition, digital safety has emerged as a significant challenge for women amid Bangladesh's increasing digitalization. Women face disproportionate vulnerability to cyber threats such as online harassment, cyberbullying, privacy violations, and digital violence, impacting their mental well-being and limiting their online participation. Ensuring digital safety is crucial for achieving gender equality and empowering women and girls in the digital age. Comprehensive legal reforms, enhanced enforcement, specialized institutional mechanisms, targeted awareness campaigns, and sustained gender-responsive budgeting commitments are essential to effectively address these threats. The concern ministries and divisions may further develop digital safety measures to provide a more inclusive digital environment for women.
- 6.8** Addressing these challenges will require strategic interventions aligned with the SDGs 2030, other policy documents, and the election manifesto. In this regard, it is proposed that a comprehensive gender matrix be utilized as guiding framework, develop through, consultation with key stakeholders and informed by international best practices (refer to Appendix-3). However, it is further proposed that ministries and divisions retain flexibility to adapt alternative or complementary strategies, taking into account contextual realities and resource availability. The matrix outlines a set of priority actions for implementation in Bangladesh.
- 6.9** With a view to ensuring systematic and participatory implementation of GRB, it is proposed that multiple committees will be established. These committees will comprise representatives from the lead ministry or division, relevant associate ministries or divisions, academia, civil society, and other stakeholders. It is further proposed that each committee meet at least three times a year to assess the progress of indicators where performance is lagging and to provide actionable recommendations for improvement.
- 6.10** It is recommended that the lead ministry or division, in collaboration with associate entities, undertakes specific activities, formulate programmes, and implement projects in line with the guidance received from these committees. Resource allocation for these initiatives could be aligned with the Medium-Term Budget Framework (MTBF). Within this framework, each ministry or division's performance would be assessed through the indicators specified in the respective Ministry Budget Framework (MBF).
- 6.11** In Bangladesh, gender-responsive budgeting (GRB) integrates a gender perspective into the national budget and tracks how budgets respond to gender equality. However, ensuring accountability and tracking output through GRB requires systematic enforcement of plans, policies and activities. It is suggested that a robust monitoring and evaluation framework be developed and operationalized.

²⁵ Bangladesh Demographic and Health Survey (2022)

This framework would generate evidence on the extent to which planned actions are being executed and the degree to which they are contribute to narrowing the gender gap.

- 6.12** In 2025, the OECD peer-to-peer exchange mission team emphasized that Bangladesh’s gender budgeting architecture is built on solid legal and technical foundations, with the potential for significant economic and fiscal returns. With a view to further improvement this team also recommended a series of targeted methodological enhancements. These include moving beyond expenditure tagging toward strategic mapping of programmes aligned with national gender objectives, improving the availability and use of gender-disaggregated data, piloting gender impact assessments to strengthen the impact of budget programmes on gender equality, enhancing the Gender Budget Report to reflect these new developments and continue to serve as a clearer accountability tool, and strengthening institutional coordination through mechanisms such as a community of practice and/or gender budgeting advisory group.
- 6.13** Thus it is essential to create a Gender Budgeting Roadmap to establish clear, time-bound milestones in the medium and longer term and embed these reforms within Bangladesh’s broader PFM Reform Strategy and Action Plan. In line with the OECD recommendation, a pillar on gender named “institutionalizing Gender Responsive Budgeting and Inclusive Fiscal Governance” has been incorporated in the PFM Reform Strategy of FY 2025-30 which will act as a tool for ensuring women's rights, dignity, and economic independence and achieving national development and social justice.

APPENDICES



Appendix 1: Procedure of Identifying Gender Finance

A) Development budget

Step 1: Gender Relevance Aligned with the 04 (four) Thematic Areas

Gender relevance has been aligned with the following four thematic areas by reviewing the objectives and activities of the projects and programmes of each Ministry/Division. It is to be noted that all projects may have not gender-sensitive allocations. As a result, another thematic area called 'not relevant' was adopted along with the 04 thematic areas (Table 1.1).

Table 1.1: Thematic Area

Thematic Code	Thematic Area
01	Women Empowerment and Enhancing Social Status
02	Economic Participation and Equality
03	Increasing Women's Effective Access to Public Services
04	Education, Health and Wellbeing for Women Development
05	Not Gender Relevant

Step 2: Linking Themes with Programme/Criteria

As mentioned earlier, after a detailed discussion with different stakeholders, a total of 22 criteria have been established across the four thematic areas to check the gender sensitivity or relevancy of the projects and schemes for the advancement of women. Based on these standards, it will be possible to determine the extent to which Ministries/Divisions are playing a role in women's development.

Table 1.2: Programmes/criteria under thematic areas

Code	Programmes under Thematic Areas
01	Women Empowerment and Enhancing Social Status
0101	Implementation of specific gender policies, strategies, or activities related to women's empowerment and enhancing social status
0102	Empowerment through participation in decision-making and political structure
0103	Women's participation in national and international forums
0104	Increase social status of women
0105	Reduce vulnerabilities, poverty, and risk of women by social safety-net
0106	Capacity building of women in climate change mitigation and adaptation
02	Economic Participation and Equality
0201	Implementation of specific gender policies-strategies or activities related to women's participation in production, labour market, and income-generating activities
0202	Ensuring decent work environment and safety
0203	Women's participation in labour market and income-generating activities
0204	Increase women's entrepreneurship
0205	Construction of infrastructure in remote areas for women
03	Increasing Women's Effective Access to Public Services
0301	Implementation of specific gender policies, strategies or activities related to increasing women's effective access to public services
0302	Access to public properties and services
0303	Ensure safety and movement of women
0304	Access to law and justice for women
0305	Ensure cyber security, reduce violence and oppression against women

Code	Programmes under Thematic Areas
04	Education, Health and Wellbeing for Women Development
0401	Implementation of specific gender policies, strategies or education, health, and well-being related activities for women development
0402	Women education and skill development
0403	Training on frontier technology and its uses for women
0404	Women access to reproductive, and other health services and improved nutrition
0405	Participation of women in research and innovation activities
05	Not gender relevant
0501	Not gender relevant

Step 3: Criteria for Gender Sensitivity Verification of Ministry/Division's Activities

The Finance Division has developed the 'Gender Finance Tracking (GFT) Model' to determine the portion of the budget allocations that support gender-related initiatives. This model is fully integrated with the iBAS⁺⁺ system. As previously mentioned, 22 criteria are used to assess how gender-sensitive or relevant projects and programmes undertaken by each ministry/division regarding women's development. These criteria enable us to evaluate the extent to which a ministry or division contributes to advancing women's development. Detail interpretations of the 22 criteria are presented in Table 1.3 below:

Table 1.3: Interpretation of the 22 Gender Sensitivity Criteria for Ministry/Division's Programmes

Thematic Area 1: Women Empowerment and Enhancing Social Status				
Code	Program area	Initiatives/Steps	Explanation	Activities
0101	Implementation of specific gender policies, strategies, or activities related to women's empowerment and enhancing their social status	Have any necessary measures been taken to implement gender-specific policies or activities related to women's empowerment and social status? If so, how have these measures been implemented?	Empowerment of women should be ensured through the implementation of gender-specific policies, strategies, and activities so that women can enjoy the desired independence and a dignified status at every stage of life.	• Formulation of relevant recruitment policies • Creating opportunities to apply for jobs • Ensuring the right to employment, etc.
0102	Empowerment of women through participation in decision-making and political structures	Have steps been taken to promote women's empowerment by increasing their participation in decision-making in the family, society, workplace, and political structures? If so, how has it been implemented?	Women's empowerment will be further accelerated if their participation in decision-making is ensured within the social and family environment including the political structures. This increased capability will elevate their status both in the social and family.	• Emphasizing women's political empowerment both at the national parliament and local governments • Ensuring Women's right to express their opinions • Increasing the number of Women's organizations • Providing training for female public representatives

Code	Program area	Initiatives/Steps	Explanation	Activities
				- Organizing awareness campaigns to enhance women's involvement in the electoral process, among other initiatives - Providing training for women political leaders serving as team leaders in civic organizations, among other activities etc.
0103	Women's participation in national and international forums	What steps or activities have been taken to mainstream gender issues in national and international forums and how have actions been implemented?	Ensuring the representation of women in national and international forums by promoting gender equality at all levels. So that they can raise their voice on issues relating to women's development and empowerment in every social and political sphere.	- Taking necessary steps to promote and implement the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) - Women's participation in the National Trauma Counselling Centre - Inclusion of women representatives in international peacekeeping missions etc.
0104	Increasing social status of women	What initiatives have been undertaken to enhance the social status of women? How and in what ways are they expected to contribute to the advancement of women's roles and standing in society?	Inclusion of women in the mainstream of development through administrative, social and political empowerment significantly increases the social status of women. Women's participation in economic activities not only facilitates their participation in decision-making but also strengthens their independence. Economic empowerment improves women's position in their families.	- Creating employment opportunities - Access to higher education - Facilitating women's participation in elections - Establishing of women's associations - Forming of women's clubs - Mainstreaming gender in the implementation of national development activities etc.
0105.	Reduce women's vulnerabilities, poverty and risks through social safety-net programmes	What steps have been taken to increase women's resilience for reducing vulnerability and risk in the context of natural disasters?	Through social safety net programmes, special benefits are provided to the vulnerable community regardless of gender.	- Widow allowance - Mother and child benefit programme - Food assistance and provision of capacity

Code	Program area	Initiatives/Steps	Explanation	Activities
		Additionally, what measures can further strengthen women's social security to better protect them from such risks?	These programmes represent only a part of the overall social security system. The government is committed to developing social safety net programmes that are responsive to the needs of specific groups.	development of the poor women under the VWB programme etc.
0106	Capacity building for women in climate change mitigation and adaptation	Have necessary steps or activities been taken to enhance women's capacity to adapt to climate change-related disasters? If so, how will these measures also contribute to the mitigation of such disasters?	Climate change affects women more severely than men in coastal areas. Due to prevailing socio-economic conditions, women often have fewer opportunities than men. As a result, disasters caused by climate change places women at greater risk. Thus, women become more vulnerable because of increased poverty and they are forced to change their lifestyles and occupations.	• Offer training on climate change disaster mitigation and resilience strategies to improve women's quality of life • Facilitate the registration of voluntary women's organizations • Undertaking special activities for women with disability and who are marginalized etc.
Thematic Area-2: Economic Participation and Equality				
0201	Implementation of specific gender policies, strategies or activities related to women's participation in production, the labor market and income-generating activities	Have necessary measures been taken to implement gender-specific policies or activities aimed at enhancing women's participation in production, the labor market, and income-generating activities? If so, how have these measures been implemented?	Equal participation of women and men in development and income-generation activities should be ensured through the implementation of gender-specific policies and activities.	• Enacting Laws • Formulation of strategic documents • Provision of soft loans • Formulation of relevant training policy etc.
0202	Ensuring a decent work environment and safety	Whether necessary steps have been taken to ensure a decent working environment and safety for women in the workplace or if so, in which way it has been taken?	A decent working environment is important for women. Therefore, ensuring a healthy and safe working environment will be more helpful for integrating women into the mainstream of development.	• Ensure a hygienic and clean living space • Fresh water supply • Provision of toilets • Installation of CCTV cameras to ensure round-the-clock security etc.

Code	Program area	Initiatives/Steps	Explanation	Activities
0203	Women's participation in the labor market and income-generating activities	Have the necessary measures been taken to increase women's participation and access to the labor market and income-generating activities, and if so, how these are going to be implemented?	To ensure equal participation of women and men in development and income-raising activities, both of them must participate at an equal rate in the labor market. The participation of men as well as women in the development of Bangladesh is increasing compared to previous decades. This participation is going on not only in traditional sectors such as agriculture or domestic work, or only in the garment industry but in many new emerging economic activities.	• Driving training • Sewing training • Fisheries, poultry, cow and goat rearing • Agricultural training • Establishment of women's corner in local markets and basic industrial cities • Cooking training • Cultivation of vegetables, fruits, and betel leaves • Beauty Parlor training • Ansar- VDP training, etc.
0204	Increasing women entrepreneurship	Are necessary measures/steps taken to increase women's entrepreneurship? If so, how or by what process?	Women entrepreneurs have given a new identity to our native culture. The representation of our traditional products has increased through their efforts. A single woman entrepreneur can create employment opportunities for hundreds of women and men.	• Various activities taken by Jayita Foundation • Providing bank loans at low interest • Providing loans for SME operations • Providing training and creating residential facilities etc. to empower women entrepreneurs and increase their efficiency, etc.
0205	Construction of infrastructure in remote areas for women	Whether necessary steps or activities have been taken to build infrastructure for women in remote areas and if so, how these initiatives have been taken?	The government has emphasized building women-friendly rural markets and infrastructure to create a business environment and employment opportunities at the rural level in remote areas.	• Construction of roads in remote areas • Increasing other facilities including the establishment of separate corners for women traders in local markets, etc.
Thematic Area-3: Increasing Women's Effective Access to Public Services				
0301	Implementation of specific gender policies, strategies, or activities aimed at increasing women's effective access to public services.	Have the necessary measures or steps been taken to implement gender-specific policies or activities aimed at increasing women's access to government	The Constitution has specific provisions aimed at ensuring equality between men and women in obtaining government jobs. Moreover,	• Enacting laws • Formulation of strategic documents • Formulation of relevant training policy, etc.

Code	Program area	Initiatives/Steps	Explanation	Activities
		jobs? If so, what kind of process has been taken?	efforts are being made at the government level to implement gender-specific policies or activities aimed at increasing women's access to government jobs.	
0302	Access to public properties and services	Have women's access to public properties (such as abandoned land allocation, reservoirs and social forestry) and services (such as education, health, electricity, clean water, etc.) been expanded?	The right of women to receive public property is a constitutional right. On the other hand, the contribution of the service sector is crucial for increasing the national growth rate. Therefore, the government is making continuous efforts to ensure easy access to services regardless of gender	• Provision of housing for distressed and poor single mothers in urban areas • Creating opportunities to gain wealth • Entertainment arrangements • Providing psychosocial counselling to women and children • One-stop crisis cell and centre, etc.
0303	Ensure the safety and movement of women	Whether necessary steps have been taken to ensure the free movement of women in public spaces and the security of women in family and society or if so, what are the ways that have been followed?	Overall, the government is working tirelessly for the development of women and their economic, social and political empowerment. The government is adopting and implementing multi-pronged plans to ensure women's safety, free entry into the workplace and women's participation in policy-making, including the expansion of women's education and the establishment of women's rights in the country.	• Reservation of seats for women in buses and trains • Introduction of independent women buses • Construction of separate waiting rooms for women at bus terminals and railway stations etc.
0304	Access to law and justice for women	Have measures/steps been taken to create or expand opportunities in favor of women in obtaining legal aid and justice?	The women of Bangladesh are building a society of equality with men. Therefore, the government has taken initiatives to establish human rights by ensuring that poor women and backward communities will have legal and judicial services, especially in rural areas.	• Legal action against eve-teasing • Child Marriage Restraint Act, 2017 • Dowry Prevention Act-2018 • Deoxyribonucleic Acid (DNA) Rules, 2018 • Ensuring safe housing arrangements for women, children and juvenile custodians during court proceedings, etc.

Code	Program area	Initiatives/Steps	Explanation	Activities
0305	Ensure cyber security and reduce violence and oppression against women	Are steps taken to reduce violence and harassment against women by ensuring cyber security in favor of women?	Nowadays cyber-crime is causing a menace to the whole society and the main victims of this crime are women. Hence, the government is very proactive in reducing violence and oppression against women by ensuring cyber security.	• Introduction of cyber-crime tracking system • Establishment of separate intelligence units, etc.
Thematic Area-4: Education, Health, and Well-Being for Women Development				
0401	Implementation of specific gender policies strategies on education, health and wellbeing-related activities for women's development	What are the necessary measures that have been taken to implement specific gender policies or programmes related to education, health and welfare aimed at the development of women? If so, by what process?	Education, health and welfare for women should be ensured through the implementation of gender-specific policy- strategies and activities. So that women can reach the position of greater dignity in every sphere of their life.	• Enactment of Laws • Formulation of strategic documents • Formulation of relevant training policy, etc.
0402	Women's education and skill development	Do the women have access to education and training? Whether this opportunity for women and girls been created or expanded?	Education is a universal right. Women will get an enlightened life through education. Adequate training will turn the women into skilled workers. Therefore, the government is committed to ensuring women's educational attainment and skill development.	• Establishment of adequate educational institutions • Setting up training centres • Recruitment of skilled teachers • Supply of free books; • Payment of stipend, etc.
0403	Training on frontier technology and its uses for women	Are measures or steps taken for training women in modern information technology and its use?	To cope with the challenges of the fourth industrial revolution, the information technology sector of Bangladesh has emphasized various infrastructural developments including the development of skilled human resources. For this purpose, training is being provided in the information technology sector regardless of men and women.	• Training in basic Information and Communication Technology • Computer training • Conducting seminars/ workshops on various apps development • Organization awareness seminars/workshops on the digital security of female students • Broadband connectivity expansion, etc.

Code	Program area	Initiatives/Steps	Explanation	Activities
0404	Women's access to reproductive, and other health services and improved nutrition	Are specific and effective measures taken to protect women's reproductive and general health? Also, will the measures taken to improve the nutrition of women, especially for pregnant and lactating mothers?	It is the fundamental right of pregnant women to have access to antenatal reproductive health care, all delivery services for safe motherhood, and post-natal care. The fetus needs proper nutrition in the womb. As the fetus ages, its nutritional requirements also increase. Therefore, government efforts are continuing to provide pregnant mothers with a balanced diet and additional food full of nutritional quality.	• Health promotion education programmes; • Provision of primary health, reproductive, health and nutrition services • Safe water and sanitation system, etc.
0405	Participation of women in research and innovation activities	Whether necessary steps or activities have been taken for women's participation in research and innovation activities or if so, how these steps have been taken?	Women are participating in the process of researching various social issues taking appropriate actions and bringing about changes in the existing conditions to eliminate discrimination against women.	• Establishing gender-sensitive research institutes • Keeping provision for research scholarships • Scope for having research-oriented jobs, etc.
Thematic Area-5: Not Relevant to Gender				
0501	Not Gender Relevant	Not Gender Relevant	Programmes or development projects that are not gender sensitive and have no linkage to women's development.	• No scope for undertaking any gender-related activities, etc.

Step 4: Gender Relevance Category and Range

The total percentage of a project/programme's allocation spent on women's development is determined based on the above-mentioned 22 criteria. The relevance of the gender perspective of a project/programme is assessed on a scale ranging from 0 to 100, where 0 denotes no relevance and 100 represents the highest level of relevance. The degree of impact of the project/programme on women's development is presented in Table 1.4:

Table 1.4: Degree of influence for project/programmes of the Ministry/Division on Women Development

SL	Category of relevance	Percentage (%) of allocation will be used on women development	Degree of relevancy based on 22 women development criteria
1.	Not Gender Relevant	'0'	Projects/programmes that do not have any direct impact on the overall welfare of women.
2.	Somewhat Relevant	'1-33'	Projects/programmes that have minimal/minimal direct impact on the overall welfare of women
3.	Moderately Relevant	'34-66'	Projects/programmes that have a direct and moderate impact on the overall welfare of women

SL	Category of relevance	Percentage (%) of allocation will be used on women development	Degree of relevancy based on 22 women development criteria
4.	Strongly Relevant	'67-99'	Projects/programmes that have a direct, significant, and sustainable impact on the overall well-being of women
5.	Fully Relevant	'100'	Projects/programmes that have a full and positive impact on women development.

Step 5: Estimating Gender Finance for Multiple Indicators for Project/Programmes

For multiple interventions under a gender relevance criterion, the gender relevance weight for the interventions is calculated by subtracting the standard deviation of the relevance weights from the maximum relevance weight of the interventions (Table 1.6). Formulas to calculate gender relevance weight are:

- i) Maximum relevance weight from the selected interventions under gender relevance criteria:

$$\text{MAX} (x_1, x_2, x_3, \dots, x_n)$$

- ii) Standard Deviation of the relevance weight:

$$S. D = \sqrt{\frac{\sum (x - \bar{x})^2}{n-1}}$$

- iii) Gender relevance weight of a 'Gender Relevance Criteria':

$$\text{Overall Gender responsive weight} = \text{MAX}(x_1, x_2, x_3, \dots, x_n) - \sqrt{\frac{\sum (x - \bar{x})^2}{n-1}}$$

Step 6: Relevance of Projects and Programmes

The projects/programmes are usually complex and may match more than one gender finance relevance criteria. To determine the gender relevancy of a project/programme up to 3 (three) gender relevance criteria have been considered including the 'not- gender finance' one, if deemed fit in descending order. The project/programme relevance is then calculated following the statistical formula as presented in Step 5 by deducting the sample standard deviation from the maximum relevance weight percentage. If a project or programme addresses only one relevance criterion, gender-relevant finance should be calculated as a percentage (of gender relevance) of the annual project allocation for the project/programme.

Step 7: Estimating Gender Finance for Multiple Relevance Criteria for Projects/Programmes

The overall project or programme relevance weight, determined in Step 6, is now distributed among the multiple relevance criteria using the statistical formula known as Weighted Reciprocal Rank (WRR). This approach enables to distribution of the allocation of gender-related financing across the multiple relevant criteria.

Weighted Reciprocal Rank for multiple relevant criteria

$$WRRi = \frac{1}{Ri} / \sum_{i=1}^n 1/Ri$$

Table 1.5: Weighted Reciprocal Rank (WRR)

Relevance	Rank(R)	Reciprocal Rank ($\frac{1}{R}$)	Individual Weight ($WRRi = \frac{1}{Ri} / \sum_{i=1}^n 1/Ri$)		
			3 (Three) Relevance	2 (Two) Relevance	1 (One) Relevance
Relevance-1	1	1.00	0.55	0.67	1
Relevance-2	2	0.50	0.27	0.33	-
Relevance-3	3	0.33	0.18	-	-

Therefore, for projects and programmes with three relevance, the percentages are 55 percent, 27 percent and 18 percent for Relevance-1, Relevance-2. For projects and programmes with two relevance, the percentages are 67 and 33 for Relevance-1 and Relevance-2 respectively. For the projects and programmes with one relevance Criteria, 100 percent of the allocation and expenditure is gender relevant. This is to note that part of the allocation may be not gender-relevant and the remaining may address up to two more relevant criteria, totaling a maximum of three criteria for a project or activity.

B) Operating Budget:

In addition to assessing development budget allocations, the gender relevance of the government's operating budget is also systematically tracked. To evaluate the gender relevance of the operational budget, the allocation of business for each ministry or division, along with relevant policy documents, is taken into consideration. An expert team from the Finance Division, in collaboration with the respective line ministries, assesses the gender relevance of each sub-activity within the operational budget and assigns a corresponding percentage of gender relevance. In this context, factors such as women's employment and the number of female beneficiaries are also reviewed.

Table 1.6: Weighted gender relevance for projects and programmes and sub activity of operational budget

Code	Weightage/Programme	Gender Relevance (%)
01	Women Empowerment and Enhancing Social Status	
0101	Implementation of specific gender policies-strategies or activities related to women empowerment and enhancing social status	100
0102	Empowerment of women through participation in decision making and political structure	60
0103	Women's participation in national and international forums	50
0104	Increasing social status of women	45
0105	Reduce vulnerabilities, poverty and risks of women by social safety-net	35
0106	Capacity building of women in climate change mitigation and adaptation	30
02	Economic Participation and Equality	
0201	Implementation of specific gender policies-strategies or activities related to women's participation in production, labour market and income generating activities	100
0202	Ensure decent work environment and safety	60
0203	Women's participation in labour market and income generating activities	45
0204	Increasing women entrepreneurship	60
0205	Construction of infrastructure in remote areas for women	30
03	Increasing Women's Effective Access to Public Services	
0301	Implementation of specific gender policies-strategies or activities aimed at increasing women's effective access to public services	100
0302	Access to public properties and services	35
0303	Ensure safety and movement of women	45
0304	Access to law and justice for women	40
0305	Ensure cyber security and reduce violence and oppression against women	33
04	Education, Health and Wellbeing for Women Development	
0401	Implementation of specific gender policies-strategies on education, health and wellbeing related activities for women development	100
0402	Women education and skill development	60
0403	Training on frontier technology and its uses for women	55
0404	Women access to reproductive, other health services and improved nutrition	45
0405	Participation of women in research and innovation activities	35
05	Not Gender Relevant	
0501	Not Gender Relevant	0

Appendix 2: Gender Relevant Allocation and Expenditure

(All Ministry/Divisions)

(Taka in crore)

Budget Description	Annual Budget/Expenditure								
	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
101 - President's Office									
Ministry/Division Budget (TK.)	34.5	34.0	29.6	33.5	31.3	23.9	32.1	29.5	23.9
Gender Relevant Allocation (TK.)	6.7	6.4	5.8	6.2	5.9	4.9	5.8	5.5	5.0
Gender Relevant Allocation (%)	19.3	18.8	19.6	18.5	18.8	20.7	18.1	18.7	20.8
102 - National Parliament									
Ministry/Division Budget (TK.)	290.6	232.0	248.6	347.1	154.0	117.2	337.6	324.7	257.6
Gender Relevant Allocation (TK.)	60.9	57.4	56.8	73.5	36.6	27.5	71.0	67.9	53.9
Gender Relevant Allocation (%)	20.9	24.7	22.9	21.2	23.7	23.5	21.0	20.9	20.9
103 - Chief Advisor's Office									
Ministry/Division Budget (TK.)	3845.7	3556.0	3484.8	4600.4	3058.2	1894.2	4452.1	4287.7	2863.0
Gender Relevant Allocation (TK.)	1138.2	984.9	1021.7	1298.0	832.0	484.9	1200.8	1194.5	766.8
Gender Relevant Allocation (%)	29.6	27.7	29.3	28.2	27.2	25.6	27.0	27.9	26.8
104 - Cabinet Division									
Ministry/Division Budget (TK.)	105.5	116.0	131.7	122.1	110.8	70.2	110.9	93.6	69.2
Gender Relevant Allocation (TK.)	27.0	29.5	28.1	30.1	29.0	19.6	23.8	21.0	15.7
Gender Relevant Allocation (%)	25.6	25.4	21.3	24.6	26.1	27.9	21.4	22.4	22.7
105 - Supreme Court of Bangladesh									
Ministry/Division Budget (TK.)	291.4	250.0	263.5	247.7	252.3	224.1	236.7	236.5	229.6
Gender Relevant Allocation (TK.)	46.4	39.7	42.9	39.3	40.1	35.6	37.6	37.6	36.5
Gender Relevant Allocation (%)	15.9	15.9	15.9	15.9	15.9	15.9	15.9	15.9	15.9
106 - Election Commission Secretariat									
Ministry/Division Budget (TK.)	4400.8	2956.0	4345.7	1229.8	1141.9	672.3	2406.5	4768.7	4189.9
Gender Relevant Allocation (TK.)	1283.7	843.3	1303.2	340.8	323.4	172.6	679.1	1432.8	1229.5
Gender Relevant Allocation (%)	29.2	28.5	30.0	27.7	28.3	25.7	28.2	30.0	29.3
107 - Ministry of Public Administration									
Ministry/Division Budget (TK.)	5066.7	5019.0	4609.5	5376.6	4265.9	2652.0	4566.9	5159.5	4050.0
Gender Relevant Allocation (TK.)	995.7	1010.9	1039.0	1085.2	858.3	564.3	986.4	972.7	720.7
Gender Relevant Allocation (%)	19.7	20.1	22.5	20.2	20.1	21.3	21.6	18.9	17.8
108 - Bangladesh Public Service Commission									
Ministry/Division Budget (TK.)	138.5	149.0	179.0	166.0	171.5	93.3	131.2	141.7	105.9
Gender Relevant Allocation (TK.)	36.3	40.5	48.6	46.7	49.5	25.7	35.0	39.1	27.8
Gender Relevant Allocation (%)	26.2	27.1	27.1	28.1	28.9	27.6	26.7	27.6	26.3
109 - Finance Division									
Ministry/Division Budget (TK.)	319802.4	261380.7	290014.3	248203.3	247495.9	237168.6	231209.8	200881.1	168951.6
Gender Relevant Allocation (TK.)	98403.4	75032.0	86725.2	73744.3	70868.4	65111.8	70467.0	55385.0	41568.0
Gender Relevant Allocation (%)	30.8	28.7	29.9	29.7	28.6	27.5	30.5	27.6	24.6
110 - Office of the Comptroller & Auditor General of Bangladesh									
Ministry/Division Budget (TK.)	376.9	284.0	236.8	289.7	257.7	204.0	298.0	306.3	245.8
Gender Relevant Allocation (TK.)	45.2	47.8	39.5	48.8	43.3	34.1	50.3	51.7	41.5
Gender Relevant Allocation (%)	12.0	16.8	16.7	16.9	16.8	16.7	16.9	16.9	16.9

Budget Description	Annual Budget/Expenditure								
	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
111 - Internal Resources Division									
Ministry/Division Budget (TK.)	4655.8	3126.0	2965.4	3217.5	2215.6	1555.6	3495.5	2788.8	1599.5
Gender Relevant Allocation (TK.)	1061.6	735.2	630.2	694.0	378.2	257.1	491.4	436.0	244.4
Gender Relevant Allocation (%)	22.8	23.5	21.3	21.6	17.1	16.5	14.1	15.6	15.3
112 - Financial Institutions Division									
Ministry/Division Budget (TK.)	3566.2	3521.0	5211.8	3417.8	4153.5	3851.3	2948.9	3444.4	2898.9
Gender Relevant Allocation (TK.)	711.1	900.9	994.9	1001.1	1084.6	989.8	840.5	971.4	740.7
Gender Relevant Allocation (%)	19.9	25.6	19.1	29.3	26.1	25.7	28.5	28.2	25.5
113 - Economic Relations Division									
Ministry/Division Budget (TK.)	23248.9	22584.0	22627.8	21308.0	22834.3	18603.8	13141.1	16563.7	16333.0
Gender Relevant Allocation (TK.)	7586.7	7398.0	7398.8	6911.3	7413.8	6002.8	4193.5	5333.4	5395.7
Gender Relevant Allocation (%)	32.6	32.8	32.7	32.4	32.5	32.3	31.9	32.2	33.0
114 - Planning Division									
Ministry/Division Budget (TK.)	36251.4	10905.7	28475.2	6492.3	26692.1	102.0	4882.9	17532.2	116.4
Gender Relevant Allocation (TK.)	10834.1	3257.0	8524.7	1929.6	7994.4	19.5	1440.5	5245.4	22.8
Gender Relevant Allocation (%)	29.9	29.9	29.9	29.7	30.0	19.2	29.5	29.9	19.6
115 - Implementation Monitoring and Evaluation Division									
Ministry/Division Budget (TK.)	231.0	183.0	205.0	194.7	188.4	159.7	183.9	251.8	209.0
Gender Relevant Allocation (TK.)	58.4	20.8	40.0	24.4	24.6	20.1	19.9	26.8	22.2
Gender Relevant Allocation (%)	25.3	11.3	19.5	12.5	13.0	12.6	10.8	10.7	10.6
116 - Statistics and Informatics Division									
Ministry/Division Budget (TK.)	672.2	467.0	417.2	662.1	702.7	565.7	415.5	568.2	471.7
Gender Relevant Allocation (TK.)	146.2	167.4	135.5	212.7	306.5	257.6	111.2	230.4	203.2
Gender Relevant Allocation (%)	21.8	35.8	32.5	32.1	43.6	45.5	26.8	40.6	43.1
117 - Ministry of Commerce									
Ministry/Division Budget (TK.)	328.3	607.6	909.5	931.7	470.5	320.5	593.7	411.8	353.0
Gender Relevant Allocation (TK.)	68.6	161.6	269.0	283.8	119.3	86.2	163.8	101.2	88.6
Gender Relevant Allocation (%)	20.9	26.6	29.6	30.5	25.3	26.9	27.6	24.6	25.1
118 - Ministry of Foreign Affairs									
Ministry/Division Budget (TK.)	1844.4	1704.0	1764.0	1726.0	1597.3	577.5	1657.4	1588.3	1219.2
Gender Relevant Allocation (TK.)	214.6	213.7	202.3	214.9	190.6	84.7	209.0	204.0	169.4
Gender Relevant Allocation (%)	11.6	12.5	11.5	12.5	11.9	14.7	12.6	12.8	13.9
119 - Ministry of Defence									
Ministry/Division Budget (TK.)	42497.5	40851.2	40661.8	42314.9	39415.6	37538.5	42095.3	38174.2	35112.1
Gender Relevant Allocation (TK.)	2847.0	2709.0	2799.2	2932.9	2869.1	2721.1	3113.9	2834.6	2719.7
Gender Relevant Allocation (%)	6.7	6.6	6.9	6.9	7.3	7.2	7.4	7.4	7.7
120 - Armed Forces Division									
Ministry/Division Budget (TK.)	43.9	47.0	40.4	46.0	42.7	36.0	45.3	36.5	34.2
Gender Relevant Allocation (TK.)	3.1	3.4	2.9	3.3	3.1	2.6	3.2	2.6	2.4
Gender Relevant Allocation (%)	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1	7.1
121 - Law and Justice Division									
Ministry/Division Budget (TK.)	2187.6	2075.0	2159.7	2022.4	1982.7	1631.3	1942.9	1717.4	1343.7
Gender Relevant Allocation (TK.)	499.0	506.7	531.4	470.8	472.5	388.6	457.9	432.8	341.5
Gender Relevant Allocation (%)	22.8	24.4	24.6	23.3	23.8	23.8	23.6	25.2	25.4

Budget Description	Annual Budget/Expenditure								
	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
122 – Ministry of Home									
Ministry/Division Budget (TK.)	31098.9	27001.5	27173.2	26876.7	25634.3	24039.6	25694.8	25123.2	23559.7
Gender Relevant Allocation (TK.)	6023.3	5324.0	5613.1	5525.2	5302.1	4790.9	5300.1	5201.6	4755.7
Gender Relevant Allocation (%)	19.4	19.7	20.7	20.6	20.7	19.9	20.6	20.7	20.2
123 - Legislative and Parliamentary Affairs Division									
Ministry/Division Budget (TK.)	49.4	46.8	47.6	44.6	51.6	41.1	42.8	42.6	36.1
Gender Relevant Allocation (TK.)	17.3	16.0	17.2	14.5	16.6	13.0	13.3	13.1	10.8
Gender Relevant Allocation (%)	35.0	34.2	36.1	32.5	32.2	31.5	31.0	30.8	30.0
124 - Ministry of Primary and Mass Education									
Ministry/Division Budget (TK.)	46737.9	35403.0	31718.8	38819.3	35123.2	25887.1	34722.2	30481.9	26231.0
Gender Relevant Allocation (TK.)	27696.4	23718.4	22767.3	25886.9	24348.8	18336.8	23792.6	21632.2	18553.5
Gender Relevant Allocation (%)	59.3	67.0	71.8	66.7	69.3	70.8	68.5	71.0	70.7
125 - Secondary and Higher Education Division									
Ministry/Division Budget (TK.)	57301.7	47564.0	41754.0	44108.3	39233.4	36431.8	42839.0	34131.5	32261.0
Gender Relevant Allocation (TK.)	26575.7	23038.9	19241.3	21659.0	17624.6	16085.6	20901.4	16201.4	15225.4
Gender Relevant Allocation (%)	46.4	48.4	46.1	49.1	44.9	44.2	48.8	47.5	47.2
126 - Ministry of Science and Technology									
Ministry/Division Budget (TK.)	18115.0	12869.0	12704.5	13572.8	12798.8	9245.1	13607.5	12032.7	11208.1
Gender Relevant Allocation (TK.)	6254.2	4419.1	4451.6	4721.4	4205.9	3208.1	4455.4	4179.4	3862.1
Gender Relevant Allocation (%)	34.5	34.3	35.0	34.8	32.9	34.7	32.7	34.7	34.5
127 - Health Services Division									
Ministry/Division Budget (TK.)	49386.9	31022.0	21933.9	30125.2	21116.5	14769.6	29429.6	23532.0	18644.6
Gender Relevant Allocation (TK.)	20145.7	14029.9	10534.8	14452.4	10447.3	7521.1	14296.2	11463.2	9234.9
Gender Relevant Allocation (%)	40.8	45.2	48.0	48.0	49.5	50.9	48.6	48.7	49.5
128 - Information & Communication Technology Division									
Ministry/Division Budget (TK.)	2049.0	2144.0	2866.5	2872.3	2004.1	1445.4	2368.4	2382.7	2291.7
Gender Relevant Allocation (TK.)	685.4	790.1	1247.1	1151.8	867.7	630.6	1046.0	1091.3	1053.1
Gender Relevant Allocation (%)	33.5	36.9	43.5	40.1	43.3	43.6	44.2	45.8	46.0
129 - Ministry of Social Welfare									
Ministry/Division Budget (TK.)	30442.7	13991.2	13453.4	12869.4	12176.7	11632.1	12216.8	11552.2	11044.8
Gender Relevant Allocation (TK.)	21113.0	5942.2	5792.2	6744.3	6461.3	6230.6	6363.1	6122.0	5909.9
Gender Relevant Allocation (%)	69.4	42.5	43.1	52.4	53.1	53.6	52.1	53.0	53.5
130 - Ministry of Women and Children Affairs									
Ministry/Division Budget (TK.)	5196.1	5077.9	5371.3	5222.2	5039.6	4629.9	4755.0	4715.5	4901.9
Gender Relevant Allocation (TK.)	4919.4	4820.6	5022.8	4755.8	4753.1	4396.0	4419.0	4436.9	4457.5
Gender Relevant Allocation (%)	94.7	94.9	93.5	91.1	94.3	94.9	92.9	94.1	90.9
131 - Ministry of Labour and Employment									
Ministry/Division Budget (TK.)	466.8	438.0	389.4	462.8	346.1	211.5	346.9	373.4	243.7
Gender Relevant Allocation (TK.)	173.9	159.1	151.8	179.8	135.1	73.1	117.5	144.6	86.5
Gender Relevant Allocation (%)	37.3	36.3	39.0	38.9	39.0	34.5	33.9	38.7	35.5
132 - Ministry of Housing and Public Works									
Ministry/Division Budget (TK.)	5078.6	5110.4	4822.1	6929.0	5382.4	4520.9	7428.2	7025.3	6544.9
Gender Relevant Allocation (TK.)	1477.0	1633.8	1596.1	2330.6	1825.0	1535.7	2424.5	2410.8	2281.3
Gender Relevant Allocation (%)	29.1	32.0	33.1	33.6	33.9	34.0	32.6	34.3	34.9

Budget Description	Annual Budget/Expenditure								
	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
133 - Ministry of Information and Broadcasting									
Ministry/Division Budget (TK.)	1189.6	1110.0	1222.6	1107.9	1198.2	1010.0	1050.5	1068.0	942.2
Gender Relevant Allocation (TK.)	325.7	327.3	382.1	335.7	364.8	308.2	315.0	326.8	280.6
Gender Relevant Allocation (%)	27.4	29.5	31.3	30.3	30.4	30.5	30.0	30.6	29.8
134 - Ministry of Cultural Affairs									
Ministry/Division Budget (TK.)	825.8	824.0	752.5	778.9	741.9	570.8	698.8	764.2	729.6
Gender Relevant Allocation (TK.)	261.7	249.7	224.1	246.6	240.3	165.1	230.0	274.3	262.6
Gender Relevant Allocation (%)	31.7	30.3	29.8	31.7	32.4	28.9	32.9	35.9	36.0
135 - Ministry of Religious Affairs									
Ministry/Division Budget (TK.)	2955.4	2183.0	2403.4	2602.0	1942.5	1901.4	2509.2	2571.0	2542.5
Gender Relevant Allocation (TK.)	1170.3	278.9	778.1	475.6	374.0	494.1	552.7	570.3	563.2
Gender Relevant Allocation (%)	39.6	12.8	32.4	18.3	19.3	26.0	22.0	22.2	22.2
136 - Ministry of Youth and Sports									
Ministry/Division Budget (TK.)	2586.1	2422.8	1803.8	2211.8	1580.6	1304.1	1303.3	1516.8	1245.6
Gender Relevant Allocation (TK.)	1000.6	1031.5	706.6	928.2	604.3	496.3	472.7	540.8	454.8
Gender Relevant Allocation (%)	38.7	42.6	39.2	42.0	38.2	38.1	36.3	35.7	36.5
137 - Local Government Division									
Ministry/Division Budget (TK.)	40245.8	42433.0	44223.5	45205.6	42357.7	35745.8	46703.9	48843.1	41903.4
Gender Relevant Allocation (TK.)	15444.8	16929.2	17288.4	17789.2	16928.8	14154.8	18564.6	19519.1	16643.6
Gender Relevant Allocation (%)	38.4	39.9	39.1	39.4	40.0	39.6	39.7	40.0	39.7
138 - Rural Development and Cooperative Division									
Ministry/Division Budget (TK.)	1105.6	1100.0	989.9	1346.4	1108.7	991.6	1433.3	1237.9	1183.6
Gender Relevant Allocation (TK.)	336.5	391.7	373.9	528.8	435.7	391.6	590.7	497.3	476.4
Gender Relevant Allocation (%)	30.4	35.6	37.8	39.3	39.3	39.5	41.2	40.2	40.3
139 - Ministry of Industries									
Ministry/Division Budget (TK.)	1691.9	1891.0	1582.3	2509.6	1498.9	1248.4	3023.6	2546.0	2509.8
Gender Relevant Allocation (TK.)	657.1	747.6	665.5	992.2	626.7	504.8	1151.4	1001.5	987.7
Gender Relevant Allocation (%)	38.8	39.5	42.1	39.5	41.8	40.4	38.1	39.3	39.4
140 - Ministry of Expatriates' Welfare and Overseas Employment									
Ministry/Division Budget (TK.)	879.9	855.0	930.6	1217.2	1140.4	779.2	1018.4	707.4	534.2
Gender Relevant Allocation (TK.)	293.9	303.9	344.0	461.5	441.8	300.0	380.6	261.6	187.8
Gender Relevant Allocation (%)	33.4	35.5	37.0	37.9	38.7	38.5	37.4	37.0	35.2
141 - Ministry of Textiles and Jute									
Ministry/Division Budget (TK.)	512.0	480.0	474.7	574.1	497.6	452.9	605.8	600.7	455.0
Gender Relevant Allocation (TK.)	142.9	115.3	116.6	135.7	127.1	116.9	149.6	153.8	105.4
Gender Relevant Allocation (%)	27.9	24.0	24.6	23.6	25.6	25.8	24.7	25.6	23.2
142 - Energy and Mineral Resources Division									
Ministry/Division Budget (TK.)	2349.0	2178.0	1365.6	1086.6	1053.1	986.6	994.2	1143.1	1159.5
Gender Relevant Allocation (TK.)	861.1	985.7	697.7	347.1	259.8	233.5	292.5	308.0	292.1
Gender Relevant Allocation (%)	36.7	45.3	51.1	31.9	24.7	23.7	29.4	26.9	25.2
143 - Ministry of Agriculture									
Ministry/Division Budget (TK.)	28881.4	27224.0	24824.8	27214.3	24696.0	23729.9	25122.5	33280.2	31960.8
Gender Relevant Allocation (TK.)	11510.0	10856.3	9918.1	10836.3	9857.9	9504.9	9937.7	13174.8	12703.4
Gender Relevant Allocation (%)	39.9	39.9	40.0	39.8	39.9	40.1	39.6	39.6	39.7

Budget Description	Annual Budget/Expenditure								
	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
144 - Ministry of Fisheries and Livestock									
Ministry/Division Budget (TK.)	2727.5	3392.4	3345.7	4288.2	3858.5	2778.3	4239.9	3904.8	3604.5
Gender Relevant Allocation (TK.)	934.8	1222.5	1203.3	1571.4	1407.9	956.4	1562.1	1450.2	1346.2
Gender Relevant Allocation (%)	34.3	36.0	36.0	36.6	36.5	34.4	36.8	37.1	37.3
145 - Ministry of Environment, Forest and Climate Change									
Ministry/Division Budget (TK.)	2240.1	2144.0	1837.4	2130.5	1322.5	1154.2	1638.1	2067.6	1850.9
Gender Relevant Allocation (TK.)	615.2	597.7	531.7	575.1	390.7	338.1	487.3	622.3	553.2
Gender Relevant Allocation (%)	27.5	27.9	28.9	27.0	29.5	29.3	29.7	30.1	29.9
146 - Ministry of Land									
Ministry/Division Budget (TK.)	2439.3	2303.6	2401.3	2504.8	2006.6	1376.3	2458.8	2147.9	1592.1
Gender Relevant Allocation (TK.)	595.3	574.9	617.1	665.6	476.5	284.2	645.2	539.9	364.3
Gender Relevant Allocation (%)	24.4	25.0	25.7	26.6	23.7	20.6	26.2	25.1	22.9
147 - Ministry of Water Resources									
Ministry/Division Budget (TK.)	10532.8	11204.0	13326.0	11193.6	12684.1	12253.5	10244.2	14604.3	14112.6
Gender Relevant Allocation (TK.)	2837.8	3016.0	3732.9	3013.4	3562.2	3441.3	2532.0	3838.9	3702.2
Gender Relevant Allocation (%)	26.9	26.9	28.0	26.9	28.1	28.1	24.7	26.3	26.2
148 - Ministry of Food									
Ministry/Division Budget (TK.)	11726.3	9004.4	8954.9	6756.5	8870.5	7998.3	6518.3	5237.3	5271.5
Gender Relevant Allocation (TK.)	1756.0	1589.8	1917.9	1508.7	1828.6	1680.8	2140.6	2281.2	2262.2
Gender Relevant Allocation (%)	15.0	17.7	21.4	22.3	20.6	21.0	32.8	43.6	42.9
149 - Ministry of Disaster Management and Relief									
Ministry/Division Budget (TK.)	10349.6	10362.2	9069.4	11003.0	10112.3	6750.0	10117.8	10588.7	9835.9
Gender Relevant Allocation (TK.)	4096.0	4087.9	3579.9	4276.3	4034.4	2698.0	3973.2	4147.9	3861.2
Gender Relevant Allocation (%)	39.6	39.5	39.5	38.9	39.9	40.0	39.3	39.2	39.3
150 - Road Transport and Highways Division									
Ministry/Division Budget (TK.)	36917.6	38496.0	25685.2	38143.3	24058.2	18029.5	39709.9	33364.9	24800.3
Gender Relevant Allocation (TK.)	11590.6	12165.8	7366.0	12920.6	7530.1	5593.5	11847.3	9734.8	7807.4
Gender Relevant Allocation (%)	31.4	31.6	28.7	33.9	31.3	31.0	29.8	29.2	31.5
151 - Ministry of Railways									
Ministry/Division Budget (TK.)	9940.4	11944.0	9152.6	18072.1	14554.3	6850.1	19010.2	17067.9	14736.2
Gender Relevant Allocation (TK.)	2453.2	3477.2	2325.2	6067.8	4583.4	1540.5	6537.2	5779.9	4904.9
Gender Relevant Allocation (%)	24.7	29.1	25.4	33.6	31.5	22.5	34.4	33.9	33.3
152 - Ministry of Shipping									
Ministry/Division Budget (TK.)	9080.4	10279.0	6828.4	11270.4	8784.8	7544.3	10801.0	7844.5	5824.8
Gender Relevant Allocation (TK.)	3080.5	3232.5	2098.4	3812.2	2934.4	2523.7	3902.0	2675.2	1885.1
Gender Relevant Allocation (%)	33.9	31.4	30.7	33.8	33.4	33.5	36.1	34.1	32.4
153 - Ministry of Civil Aviation and Tourism									
Ministry/Division Budget (TK.)	1884.1	2455.0	1299.9	5695.1	4877.7	2893.8	6596.7	6350.0	4786.2
Gender Relevant Allocation (TK.)	668.0	789.0	412.6	1909.3	1767.8	1018.8	2420.8	2331.4	1762.2
Gender Relevant Allocation (%)	35.5	32.1	31.7	33.5	36.2	35.2	36.7	36.7	36.8
154 - Posts and Telecommunications Division									
Ministry/Division Budget (TK.)	2141.2	2148.0	1986.6	2420.0	2359.0	1964.6	2434.0	2686.4	2572.7
Gender Relevant Allocation (TK.)	651.7	517.9	674.2	828.9	831.6	670.2	812.5	999.0	963.7
Gender Relevant Allocation (%)	30.4	24.1	33.9	34.3	35.3	34.1	33.4	37.2	37.5

Budget Description	Annual Budget/Expenditure								
	2026-27	2025-26		2024-25			2023-24		
	Budget	Budget	Revised	Budget	Revised	Actual	Budget	Revised	Actual
155 - Ministry of Chattogram Hill Tracts Affairs									
Ministry/Division Budget (TK.)	1457.0	1361.9	1359.0	1399.6	1303.6	1223.5	1204.7	1172.1	1129.2
Gender Relevant Allocation (TK.)	509.3	484.6	486.1	474.2	443.4	416.4	439.5	422.7	406.7
Gender Relevant Allocation (%)	35.0	35.6	35.8	33.9	34.0	34.0	36.5	36.1	36.0
156 - Power Division									
Ministry/Division Budget (TK.)	14996.0	20342.0	15585.5	29229.9	21651.2	21078.0	33825.1	27175.2	27273.1
Gender Relevant Allocation (TK.)	4461.5	6532.4	4722.1	8162.4	5505.1	5513.1	8021.0	6659.5	6502.1
Gender Relevant Allocation (%)	29.8	32.1	30.3	27.9	25.4	26.2	23.7	24.5	23.8
157 - Ministry of Liberation War Affairs									
Ministry/Division Budget (TK.)	7515.5	7330.0	7452.2	7474.3	7122.8	6635.6	7243.5	7228.4	6975.3
Gender Relevant Allocation (TK.)	2316.5	2239.2	2374.8	2246.5	2127.5	1990.3	2130.2	2167.2	2088.0
Gender Relevant Allocation (%)	30.8	30.5	31.9	30.1	29.9	30.0	29.4	30.0	29.9
158 - Anti-Corruption Commission									
Ministry/Division Budget (TK.)	196.6	191.0	202.7	191.3	164.0	128.2	184.7	153.7	129.0
Gender Relevant Allocation (TK.)	43.7	44.5	64.9	33.9	38.6	31.4	32.6	28.4	23.8
Gender Relevant Allocation (%)	22.2	23.3	32.0	17.7	23.5	24.5	17.6	18.5	18.4
159 - Bridges Division									
Ministry/Division Budget (TK.)	2908.4	6022.0	5326.2	7318.1	5854.2	4179.4	9073.2	7928.7	7488.6
Gender Relevant Allocation (TK.)	889.5	2025.3	2111.3	2605.9	2235.7	1578.3	3034.3	1747.5	1661.8
Gender Relevant Allocation (%)	30.6	33.6	39.6	35.6	38.2	37.8	33.4	22.0	22.2
160 - Technical and Madrasah Education Division									
Ministry/Division Budget (TK.)	18457.0	12678.0	12395.8	11783.4	9953.3	8954.7	10602.0	9983.7	8089.4
Gender Relevant Allocation (TK.)	8318.9	5324.0	5483.5	4906.5	4271.6	3822.7	4408.5	4211.1	3330.1
Gender Relevant Allocation (%)	45.1	42.0	44.2	41.6	42.9	42.7	41.6	42.2	41.2
161 - Security Services Division*									
Ministry/Division Budget (TK.)	0.0	4038.4	3880.3	4136.9	3696.6	3238.8	4163.4	3683.0	3401.6
Gender Relevant Allocation (TK.)	0.0	1061.5	988.7	1080.5	949.5	836.5	1152.9	1001.7	912.7
Gender Relevant Allocation (%)	0.0	26.3	25.5	26.1	25.7	25.8	27.7	27.2	26.8
162 - Medical Education and Family Welfare Division									
Ministry/Division Budget (TK.)	13465.8	10886.0	6121.0	11282.4	6808.6	4267.7	8620.9	6251.3	4786.3
Gender Relevant Allocation (TK.)	7081.7	5461.0	3127.4	5478.6	3323.8	2213.0	4028.5	3074.8	2415.4
Gender Relevant Allocation (%)	52.6	50.2	51.1	48.6	48.8	51.9	46.7	49.2	50.5

*Public Security Division and Security Services Division are merged with Ministry of Home

Appendix 3: Gender Gap Reduction Matrix (GGRM)

The matrix has been developed through stakeholders' contributions and informed international best practices that are aligned with SDGs 2030, other policy documents and present government's election manifesto.

Indicators/ Sub- indicators	Existing Situation	Lead Ministry/ Division	Associate Ministries/ Divisions	SDG 2030	Probable actions
Educational Attainment					
Enrolment rate in tertiary (%)	Female: 20.81 (WEF_GGGR_2025)	SHED	UGC, TMED, LGD, MoWCA, MoHPW	80	• Provide free education up to the postgraduate level for the women students. • Establish sufficient common rooms and special vending machines with menstrual and health hygiene supplies for female students in all educational institutions. • Extend the scope of female stipend programme • Facilitate flexible learning options by embracing e-learning platforms • Ensuring safe living arrangements by establishing more girls' hostels • Engaging all family members to female targeted education, in particular, TVET programme • Promote positive social norms around gender and gender roles • Enhance female targeted incentives for vocational training • Introduce gender sensitive teaching methodologies.
Graduates in STEM (%)	Female:20.6 (WEF_GGGR_2025)	SHED	UGC, TMED, ICTD, BCC, MoST	-	• Ensure strong technical education opportunities for women. • Facilitate research and innovation in higher education • Promote a culture of innovation and creative problem-solving • Facilitate flexible learning options by embracing e-learning platform • Enhance mentorship and educational opportunities in STEM-related fields • Mainstream the gender perspective in educational content (teacher training, curriculum, pedagogical methods and teaching material) • Ensure gender sensitive classroom environment with creativity and interaction • Promote gender equality in international student exchange • Promote retention of women in STEM education • Promote awareness of and overcome non-conscious and cultural gender biases widely expressed as gender stereotypes in society • Promote visibility of women with STEM qualifications, and in STEM careers, especially in leadership positions in governments, business enterprises, universities and research organizations • Mainstream gender perspectives in science communication and informal and non-formal STEM education activities, including in science centres and museums

Indicators/ Sub- indicators	Existing Situation	Lead Ministry/ Division	Associate Ministries/ Divisions	SDG 2030	Probable actions
Educational Attainment					
					- Promote gender balance among STEM teacher recruitments and placements - Promote gender equality in international training, higher education and research - Promote gender-responsive and gender-sensitive research dissemination and science communication
Adult literacy rate (%)	Female: 72.8 (SDG Bangladesh progress report 2025))	SHED	TMED, MoWCA, MoIB, MoRA	–	- Make a provision for financial incentives for poor female students - Facilitate flexible learning options - Strengthen efforts against child marriage by creating awareness in society, taking more campaign programmes and appointing more educated and trained female teachers - Identify illiterate families and arranging to counsel those family members - Expand support schemes such as subsidizing transportation costs or establishing safe or well-founded transportation system especially for remote areas - Strengthen efforts to prevent all forms of sexual harassment - Ensure safety and security in public educational institutions and public places.
Secondary School Dropout rate (%)	Female: 40.78 (BES 2022)	SHED	TMED, MoWCA, MoIB, MoRA, MoSW	–	- Increase support to gender sensitive quality education - Build and upgrade gender sensitive facilities through providing safe, non-violent, inclusive learning environments - Promote widespread campaigning against eve-teasing and ensure safety for girl child and adolescents' girl - Enhance need based financial and non-financial support to poor girl's families - Introduce special education loan scheme and scholarship programmes for suburban and rural meritorious female students - Strengthen efforts against child marriage by taking different initiatives - Expansion of existing social safety net programmes to help marginalized families.
Health and Well- being					
Maternal Mortality Ratio (MMR) (per 100,000 live births)	115 (WEF_GGGR_2025)	MoHFW	LGD, MoIB, MoSW, MoWCA	70	- Prevention of unintended pregnancies and access to contraception - Ensure reproductive and mental health - Ensure safe abortion services to the full extent of the law and quality post-abortion care - Access to high-quality care in pregnancy and post-natal care - Ensure all births are attended by skilled health professionals - Increase the number of health care providers - Reduce the rate of child marriage - Expand the provision of health services through telemedicine and mobile apps.

Indicators/ Sub- indicators	Existing Situation	Lead Ministry/ Division	Associate Ministries/ Divisions	SDG 2030	Probable actions
Educational Attainment					
Proportion of births attended by skilled health personnel (%)	59 (MICS 2019, WEF_GGGR_ 2025)	MoHFW, MoWCA, MoSW	LGD, MoIB	-	• Ensure dignity, safety and development of women health workers through a structured career plan. • Develop data base on traditional birth attendance and provide training on regular basis to facilities safe delivery • Provide support to family to plan the delivery in advance • Provide financial support to marginalized women who are unable to access qualified professionals during childbirth • Ensure adequate transportation facilities • Awareness raising about the importance of having skilled health personnel during childbirth • Determine the required number of skilled birth attendance in a village and ensure their availability • Ensure security for skilled birth attendants • Skill development training for health facility staff.
Prevalence of stunting among children under 5 years of age (%)	Female:28.0 (MICS 2019)	MoHFW, MoWCA	MoA, MoDMR, MoFL, MoInd, MoSW, MoWCA, MoIB, MoPME, MoF	-	• Pre- and post-natal child care for up to 4 years in order to ensure a healthy future generation; • Implement the Children Act, 2013 for child nutrition and Bangladesh National Food and Nutrition Security Policy, 2020 • Continue the operational plan for National Nutrition Services (NNS) under the Health Sector Programme • Nutrition education, nutritional support and complementary feeding • Ensure that breastfeeding is exclusively done during the first 6 months of life • Provide supplementary food to poor, underprivileged girl children through health cards at school or in the community • Ensure personal and family hygiene, proper sanitation, and clean and sufficient drinking water • Encourage community gardens to meet the family's nutritional needs • Provide basic health, nutrition, immunization etc. services for every child in community clinics and city centres • Conduct various campaign programmes to increase awareness about nutrition to prevent child malnutrition.
Prevalence of gender violence (%)	50 (WEF_GGGR_ 2025)	MoWCA	MoHFW, MoLAW, MoHA, DWA, JMS,		• Enact and enforce strict laws against domestic violence, sexual harassment, trafficking, child marriage, rape, and cyber violence. • Increase awareness to stop digital/online violence, hatred and bullying. • Enforce exemplary punishments for rape and female abuse. • Establish 'special Union-level women support cells. • Ensure fast and fair investigation and prosecution of offenders.

Indicators/ Sub- indicators	Existing Situation	Lead Ministry/ Division	Associate Ministries/ Divisions	SDG 2030	Probable actions
Educational Attainment					
					• Include gender equality and respect-based education in school curricula. • Increase women's access to employment, property ownership, credit, and entrepreneurship. • Conduct nationwide awareness campaigns through media, religious institutions, and community leaders. • Encourage communities to speak out against violence instead of treating it as a private matter.
Early marriage rate	32.90 (WEF_ GGGR-2025)	MoHFW, MoWCA	MoPA, DGFP, DWA, MSW, LGD, ICTD, BMET	0.00	• Adopt special programmes to implement the Child Marriage Restraint Act, 2017 and formulate Child Marriage Restraint Rules, 2018 • Give necessary instructions to marriage registrar in order to marriage registration must be took place in the residential areas of bride and groom and Kazi Association as well as marriage registrar of other religions should not conduct any marriage of under ages • Provide child marriage prevention related training to kazi/priest, marriage registrars of other religion, match-makers • Start the online marriage registration process and include union parishad/ward counselor all over the country to make it popular • Prepare and strengthen network among marriage registrars (kazi) to convey information about child marriage elimination and prevention in their respective areas
Economic Participation and Equality					
Labor Force Participation rate (%)	44.2 (BBS 2024)	MoLE	MoA, MoFL, MoWCA, MoTJ, MoC, MoI, FID, MoSW, MoCHTA, MoPA, MoSHE, TMED, MoYS, MoW, RDCD, LGD, MoDMR, ICTD, PTD and MoEWOE	50	• Expand women's employment in the formal sector. • Ensure no sexual harassment and violence against female workers and working women. • Enhance women's participation in global employment to 20%. • Protection for working woman safe housing and safe transport • Both the National Agricultural Policy, 2018 and the National Woman Development Policy, 2011 should include the definition of 'female farmers' alongside 'female agricultural laborers' to enhance their access to government agricultural services (such as seeds, fertilizers, etc.), incentives, agricultural loans, training, and other support • Support the establishment of agriculture-based farms and industries to enhance women's participation in economic activities and to promote the emergence of women entrepreneurs • Building the National Centre on Gender Based Violence as a Centre of Excellence for overall coordination, monitoring and supervision to prevent violence against women and children, empowerment of women and child protection

Indicators/ Sub- indicators	Existing Situation	Lead Ministry/ Division	Associate Ministries/ Divisions	SDG 2030	Probable actions
Educational Attainment					
					• Set up a database for One-Stop Crisis Centre and One-Stop Crisis Cell and create favorable working environment in all sectors • Expanding the coverage of the widow allowance programme • Ensuring more participation of rural poor women in income generating activities and providing training • Encouraging more women to participate in vocational training • Providing various technical and market-oriented training for self-employment of minority women • Take efforts to increase the participation of women to 50% in technical educational institutions • Increasing the number of funds reserved for women entrepreneurs in refinancing projects to provide loans on easy terms and low-interest rates to the organizations run by women entrepreneurs • Providing training through Women Chambers to enhance the skills of women entrepreneurs • In order to attract women traders to participate in domestic export fairs, up to 20% of the total shops can be reserved them and full fee can be waived for allotment of shops • Women chambers of commerce can be set up in each district for women entrepreneurs and projects can be taken/special funds can be allocated for their professional skill development • Giving priority to young women in loans for trained youths and increasing financial supports for their self-employment • Successful women entrepreneurs/businessmen can be included in the field of sending commercial representatives abroad to provide encouragement • Provision of venture capital to create women entrepreneurs.
Estimated earned income in thousand \$	\$5.52 (WEF 2025)	MoLE	Mol, MoYS, MoC, RDCD, FID, NAB, and MoEWOE	-	• Provide 'Family card' in the name of the female head of the family. • Ensure equal pay for equal work legally mandatory for all workers. • Taking effective steps to eradicate wage discrimination in formal and informal sector between male and female workers • To arrange skilled physician for women workers • Women chambers of commerce can be set up in each district for women entrepreneurs and projects can be taken/special funds can be allocated for their professional skill development

Indicators/ Sub- indicators	Existing Situation	Lead Ministry/ Division	Associate Ministries/ Divisions	SDG 2030	Probable actions
Educational Attainment					
					- To provide technical and market-oriented training for women's employment at the upazila level - Ensuring the employment, protection, salaries-allowances and other benefits of women migrant workers working abroad in accordance with the law of the employing country.
Professional and Technical workers (%)	25.5 (WEF 2025)	TMED	MEFWD, HSD, SHED, MoST, PTD, ICTD, MoYS, MoS, MoWCA	-	- Provide interest free loans to women in micro, cottage and small industries along with tax exemption. - Since girl students are not interested in traditional technical trades, new medium- and long-term courses like food processing, tailoring, and beauty technician and in some special cases agro-farming are opened - Introducing reward/incentive systems for ensuring and sustaining quality health services in remote areas - According to the National Science and Technology Policy, 2011 implementation Action Plan providing incentives to women in research and development (R&D) professions and ensuring participation and empowerment of women in science and technology education research - To extend the scope of prenatal, antenatal, emergency obstetric care and postnatal care through midwifery and Community Skilled Birth Attendants (CSBA) services - ICT training to promote ICT use-education and specific incentives to attract women into the ICT industry - Prioritizing and encouraging women entrepreneurs to work with Post e-centres and other similar e-centres - To recruit skilled manpower in community clinics and to provide training to the existing manpower to improve their skill - Encouraging more women to participate in vocational training - Arranging Sports and providing adequate sports equipment and facilities to female and giving certificates and awards in recognition of women's achievements in sports and - Ensuring women friendly infrastructure (dressing room, wash room, day-care) in every working place and sports complex.
Women Empowerment and Enhancing Social Status					
Women in parliament (%)	20 (SDG Bangladesh progress report, 2025)	Election commission	MoLaw, MoWCA, Bangladesh parliament secretariate	40	- Enhancing women participation in politics, administration and national policy formulation. - Create safe working environments in parliament and political institutions. - Enforce laws against political intimidation and gender-based discrimination. - Develop national action plans for women's political empowerment.

Indicators/ Sub- indicators	Existing Situation	Lead Ministry/ Division	Associate Ministries/ Divisions	SDG 2030	Probable actions
Educational Attainment					
Women in local Government (%)	23.46 (SDG Bangladesh progress report, 2025)	LGD	Election commission, Bangladesh parliament secretariate, MoLaw, MoWCA,	33	- Increasing women's representation in local councils helps create future parliamentarians. - Prevent violence, harassment, and online abuse against women politicians.
women in managerial positions (%)	7.3 (SDG Bangladesh progress report, 2025)	MoPA	MoWCA, MoLE, MoSW, MoC, MoLJ, MoS, MoEWOE	30	- To recruit manpower in Civil Service - To ensure adequate sanitation facilities in government buildings up to the upazila level, setting up day-care centres adjacent to offices for working mothers to create a better working environment for women - To form the Committee for Prevention of Discrimination against Women to ensure safe, fearless and confident participation of women in state activities - To organize of training on mental health, workshops and seminars and provision of necessary budget to change discriminatory attitudes towards women colleagues - To provide training and developing organizational quality to increase the efficiency of women employees - Besides, adequate number of seats reserved for women and special beneficiaries in every bus of the Bangladesh Employees Welfare Board - Giving women equal opportunities and participation in wealth, employment, markets and business - Ensuring the participation of women lawyers in commissions or committees formed for the purpose of law making and reform and appointing gender experts in all related commissions.
women aged 15-49 to make their own informed decision on reproductive health (%)	45.5 (Bangladesh progress report, 2025)	MoHFW	MoWCA, MoHPW DGHS, DGNM,	90	- Strengthen reproductive health rights - Expand mental health support - Take effective measures to ensure women's equity in the face of climate change risks - Provide arrangements to setup breastfeeding corners in garments, all factories, offices and courts where mothers can safely and comfortably nurse their new- borns. - Installation of vending machines for health and hygiene in all educational institutions, all public and private industries and institutions.

