

# Women's Voice and Leadership – Bangladesh Project

Baseline Report

# Canada



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## Acronyms

<b>GAC</b>	Global Affairs Canada
<b>MJF</b>	Manusher Jonno Foundation
<b>LCP</b>	LightCastle Partners
<b>WRO</b>	Women's' Rights Organization
<b>BDT</b>	Bangladeshi Taka
<b>WVLB</b>	Women's' Voice Leadership Bangladesh
<b>SGBV</b>	Sexual and Gender Based Violence
<b>NGO</b>	Non-Government Organization
<b>CSO</b>	Civil Society Organization
<b>CWFD</b>	Concerned Women for Family Development
<b>FIDA</b>	Family Income Development Association
<b>BOMSA</b>	Bangladeshi Ovibashi Mohila Sramik Association
<b>CWCS</b>	Centre for Women and Children Studies
<b>AKS</b>	Ananya Kallyan Sangathon
<b>NCDW</b>	Protibandhi Narider Jatio Parishad
<b>KMKS</b>	Khagrapur Mahila Kalyan Samity
<b>WEAVE</b>	Women's Education for Advancement and Empowerment
<b>DEF</b>	Dalit Empowerment Foundation
<b>MMS</b>	Mukti Mahila Samity (MMS)
<b>UMUS</b>	Uddipto Mahila Unnayon Sangstha (UMUS)
<b>SWN</b>	Sex Workers Network
<b>PLW</b>	Pregnant and Lactating Women

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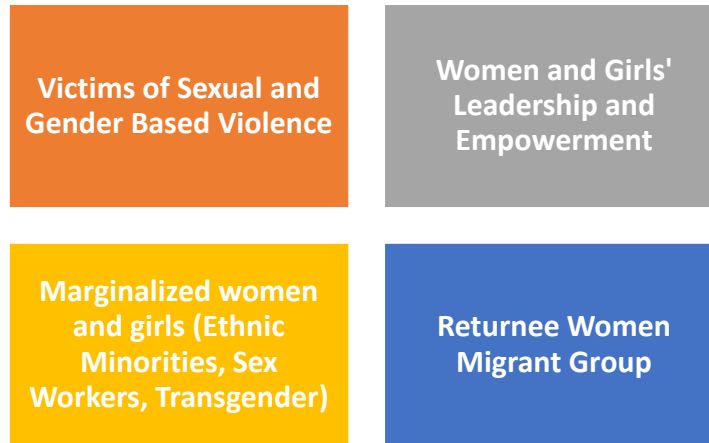
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*Lastly, LCP would like to recognize the contribution and efforts of all the beneficiaries during the course of the study. The respondents courageously addressed the incidents of violence and marginalization with honesty and openness. This, in turn, helped us prepare a robust and comprehensive baseline assessment.*

## Executive Summary

The Women's Voice and Leadership (WVL) program launched by Global Affairs Canada is an initiative across 30 developing countries and regions that facilitates women and girls to promote, protect and uphold their human rights. Manusher Jonno Foundation (MJF) leads the WVL project in Bangladesh, with a mission to develop the capacity of 18 Women Rights Organizations (WROs) in their efforts to fight gender discrimination and rights violations of women and transgender groups who have been marginalized on an institutional, social and familial level. The beneficiaries of this program can be broadly categorized under four groups:



This baseline study assesses the contemporary situation of both the WROs as well as the target beneficiaries under the Women's Voice and Leadership Bangladesh (WVLB) Project. The broad objective of the study are as follows:

- Determine the status of the targeted beneficiaries of the project, considering both quantitative and qualitative aspects regarding gender equality, gender-based violence (GVB), women empowerment and awareness of rights, amongst others. This, amongst other elements, can be used as a resource to better understand the picture of gender disparity and status of these population of women in Bangladesh as a whole.
- Identify key prospects, hindrances, and development plans for promoting gender equality. The study will reflect the current value of the individual indicators and help realize the grounds on which the project performance and outcomes can be judged upon.

For this assessment, LightCastle Partners (LCP) conducted a **mixed-method study** utilizing both secondary and primary research techniques. The primary research comprised of both quantitative and qualitative research. Under primary quantitative data collection, 930 beneficiaries across 18 WROs were reached in order to ensure Confidence Interval and Confidence Level of 4.5 and 99%. 6 beneficiaries per WRO were reached to conduct focus group discussions to gauge the qualitative aspects of the current status of each beneficiary group. Lastly, KIIs were conducted with the executive members of 18 WROs in order to assess the existing capacity, major bottlenecks of the organizations and map the service provisions and onboarding process of beneficiaries under the WVLB program.

Among the 930 beneficiaries reached during the course of the study, 87% were female while 13% respondents were transgender. 63% of total respondents followed Islam while 22% followed Hinduism, 13% followed Buddhism and 2% followed Christianity. 26.5% of the respondents were ethnic minorities and the 17% of the total population were adolescents. Among the adults, 53% beneficiaries were married.

17.6% beneficiaries (highest response) did not receive any formal schooling opportunity while only 5.26% beneficiaries completed higher secondary education and 3.7% pursued tertiary education. Despite such low access in secondary and tertiary education, 49% respondents mentioned that men and women in their family get equal access to education. This shows that the perceived behavior in a familial level and practiced outcome is misaligned.

The average monthly household income for the beneficiaries is BDT 12,644 while the average monthly expense is BDT 10,406 which leads to a monthly annual savings of BDT 2,238. In the last six months, 48% of the respondents mentioned a decline in monthly income while only 19% of the respondents mentioned that their monthly income has increased.

The study observed that 57% of the female family members in the household were involved in domestic unpaid work while majority of male members were involved in income generating activity. 71% of respondents also mentioned that married female members in their household need to seek permission from male members in order to work outside home and 53% married beneficiaries mentioned that they will not work outside home if their husband disapproved. This entails that the economic opportunities for female family members in the households is significantly limited. Despite such household practices, 50% respondents mentioned that both male and female members in their family have equal opportunity to earn.

29% respondents believe that Dowry is important for a good marriage of daughter despite existence of legal repercussion through Dowry Prohibition Act. Furthermore, 14% respondents believe that it is better to marry girls of at an early stage than spending money on their education. 33% respondents mentioned that they do not or did not have a say on when to get married while 32% mentioned that they do not or did not have a say on the choice of spouse. This shows that household norms and perceptions about female members' marriage marginalizes the women further and deprive them from participating in their own major life decisions.

Regarding perception on gender equality, the study found that 74% beneficiaries believe that men and women are equal, 63% believe that women can work as diligently as men, however, 26% respondents believe that a man should make decisions and a woman should abide by them. Beliefs, such as the aforementioned, derive from the exposure in the patriarchal system which forces the beneficiary groups to be the enablers of such unfair practices.

Regarding understanding of gender based violence, 80% respondents mentioned that they are aware of gender based violence against women and children. Physical torture, rape and sexual harassment are the top three violence identified by the respondents. However, only 38.9% respondents mentioned that they are aware of the laws and acts that prevent violence against women and children. Dowry Prohibition Act, Child Marriage Prohibition Act and Acid Crime Suppression Act are the most top answers in this regard. In terms of ways to prevent violence, avoiding having friendship with strangers, avoiding talking to unknown men and getting careful if someone tried to get physically close are the highest selected responses.

The study found that 27.1% respondents have been victim of beating, 22.7% have been victims of scolding/uttering/body shaming and 13.7% have been victims of economic violence inside their own homes with husband and mother in law being the most repeated perpetrator. Outside home 18.9% of beneficiaries faced defamation and 16.1% faced sexual harassment. Strangers and neighbors were the perpetrators in most cases. 35.1% respondents did not report the act of violence while only 6.4% took legal help and 7% took assistance from law enforcement agencies. Regarding men's role in fight against gender

based violence, 27.5% respondents mentioned that men should be more respectful towards women and 15.4% mentioned that men should themselves be aware of the rights of women and children, and raise awareness among other men to stop violence.

The study also found that marginalized beneficiaries face lack of acceptance from society, deprived of basic social services and lack of work opportunity on a societal level. On a political and civil level, the marginalized respondents have restricted freedom of speech, freedom of movement and discriminatory legal practices. 49% of marginalized respondents believe that they need financial assistance to improve their lives while 33% mentioned social assistance for betterment.

Among the returnee migrant respondents, only 29% mentioned having clear knowledge about safe immigration despite all the respondents having returned from international work experience. During their stay abroad, 16.5% respondents mentioned that they were not provided food, 12.6% experienced seizure of documents and 10.5% respondents mentioned undefined work hours as the three top violence faced by the respondents. Upon returning, 40.3% respondents were slandered by neighbors and 19.4% mentioned lack of support from family. In terms of support required, 74% mentioned they need financial support while 16.7% mentioned that they need social support.

In conclusion, the study found that a significant number of beneficiaries have unequal gender norms and practices at their households which lead to skewed mindset regarding the concepts of gender equality. The beneficiaries are unaware of their rights and the legal protection that is in place to protect them from violence. Most beneficiaries are seeking financial and social support in order to improve their lives while a significant proportion of marginalized beneficiaries aspire to be socially accepted and to get access to basic human rights. The WROs need to focus on creating awareness among the beneficiary groups regarding their knowledge of gender equality and also ensure policy advocacies with government institutions and civil society organizations in order to ensure better access to services for the beneficiaries.

## Chapter 1: Project Overview

### 1.1 Context of Women's Voice and Leadership (WVL)

The Women's Voice and Leadership (WVL) program is a global initiative that recognizes the power and potential of women and girls to promote, protect and uphold their human rights. Global Affairs Canada (GAC) launched the initiative as part of Canada's Feminist International Assistance Policy which is founded on the premise that gender equality is one of the most effective ways to eradicate poverty. They also seek to protect the human rights of women and girls in approximately 30 developing countries and regions.

For this program, GAC will establish a monitoring, evaluation, and learning strategy to monitor, access and evaluate the outcomes of the WVL program. They will also foster knowledge and learning experiences between different WVL initiatives.

Manusher Jonno Foundation is awarded this project in Bangladesh, the aim is to assist Women Rights Organizations (WROs) and movements in their efforts to address gender discrimination and rights violations, in policy and legislation (including implementation), as well as in harmful social beliefs and practices.

### 1.2 Global Affairs Canada (GAC)

Canada's Feminist International Assistance Policy was created to reduce the gender equality gap and empower women and girls, they aim to achieve this by targeted investments, partnerships, innovation, and advocacy. Canada's feminist international assistance aims to protect and promote the human rights of all vulnerable and marginalized groups while also increasing their participation in equal decision making.<sup>1</sup> Women's Voice and Leadership (WVL) responds to the needs of local women's organizations in developing countries, by providing women's rights organizations and networks with direct funding to reduce funding gaps. As a part of the program Global Affairs Canada (GAC) will work with associated partners on:<sup>2</sup>

- Improving the management and sustainability of local and regional women's rights organizations
- Strengthening the capacity of women's rights organizations to program and advocate to advance gender equality and the empowerment of women and girls
- Increasing the effectiveness of local and national women's rights platforms, networks, and alliances to affect policy, legal and social change.

### 1.3 Manusher Jonno Foundation (MJF)

Manusher Jonno Foundation (MJF) is an organization that works with local organizations to promote human rights and good governance through advocacy, partnership, and capacity building support to NGOs, CSOs, and other stakeholders. They also assist in ensuring entitlements of people by building their capacity and raise voice against rights violations.<sup>3</sup> MJF works in 4 key areas which are Capacity Development, Fund Management, Grant Making, and Policy Advocacy. For Capacity Development their goal is to strengthen the human and institutional capacity of the partner NGOs so they can implement their programmes and projects more effectively, efficiently, and sustainable. They have worked in projects where they received funding from donors and disbursed it to qualified NGOs after a thorough background check, they also follow-up with the NGOs to monitor their progress. They have also collaborated with the Civil Society Organization (CSO) to draft, enact, formulate, and reformulate laws and policies. Most of their projects are related to human rights and sustainable development.

For the Women's Voice and Leadership in Bangladesh (WVLB) they are going to provide funding to approximately 18 national, district-level, and community-based Women's Rights Organization (WRO). The aim of providing the funding, to the selected WROs, is to support the core administrative functions,

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<sup>1</sup> Government of Canada. (2020). [Canada's Feminist International Assistance Policy](#)

<sup>2</sup> Government of Canada. (2020). [Women's Voice and Leadership](#)

<sup>3</sup> Manusher Jonno Foundation. (2020). [About us](#)

implementing programs, and creating networking channel with other WROs. Along with the funding, MJF will also provide organization capacity building through training, workshop, cross visit, etc. MJF will coordinate all the training session and hire external trainers to conduct the training.

### 1.3.1 Women's Rights Organization (WRO)

LightCastle Partners will carry out a baseline study to assess the present situation of the WROs as well as understand the current status of the target beneficiaries who are being benefited by the 18 WROs, under the Women's Voice and Leadership Bangladesh (WVLB) Project. These 18 WROs can be clustered under 4 broad categories:

Table 1 List of WROs

WROs	Program Theme for MJF	Intervention Area
Concerned Women for Family Development (CWFD)	Sexual and Gender Based Violence (SGBV)	Noagaon
Paribarik Aye Unnayan Mohila Songstha /Family Income Development Association (FIDA)	Sexual and Gender Based Violence (SGBV)	Lalmonirhat
Jagorani Sangstha	Sexual and Gender Based Violence (SGBV)	Gopalganj
Pragrohsor Shamajik Unnayan Kendra	Sexual and Gender Based Violence (SGBV)	Dhaka
Shabujer Jattrra	Sexual and Gender Based Violence (SGBV)	Chattogram
Bangladeshi Ovibashi Mohila Sramik Association (BOMSA)	Women's labor and employment rights	Dhaka & Narsingdi
Centre for Women and Children Studies (CWCS)	Women's labor and employment rights	Dhaka & Manikganj
Ananya Kallyan Sangathon (AKS)	Women and girl's leadership and empowerment	Bandarban
Protibandhi Narider Jatio Parishad (NCDW)	Women and girl's leadership and empowerment	Dhaka & Narsingdi
Khagrapur Mahila Kalyan Samity	Women and girl's leadership and empowerment	Khagrachari
Women's Education for Advancement and Empowerment (WEAVE)	Women and girl's leadership and empowerment	Rangamati
Progressive	Women and girl's leadership and empowerment	Rangamati
Dalit Empowerment Foundation (Def)	Rights of marginalized women and girls (Ethnic, Dalit, Sex Workers, Transgender)	Satkhira
Diner Alo Hijra Unnayan Mohila Sangtha	Rights of marginalized women and girls (Ethnic, Dalit, Sex Workers, Transgender)	Rajshahi
Mukti Mahila Samity (MMS)	Rights of marginalized women and girls (Ethnic, Dalit, Sex Workers, Transgender)	Rajbari
Shustha Jibon	Rights of marginalized women and girls (Ethnic, Dalit, Sex Workers, Transgender)	Dhaka

Sex Workers Network	Rights of marginalized women and girls (Ethnic, Dalit, Sex Workers, Transgender)	Jamalpur, Jeshore, Narayanganj, Patuakhali, Manikganjo, Mongla, Saidpur, Bagerhat, Faridpur, Cumilla, Rangpur, Rajshahi, Dhaka.
Uddipto Mahila Unnayan Sangstha (UMUS)	Rights of marginalized women and girls (Ethnic, Dalit, Sex Workers, Transgender)	Satkhira

## Chapter 2: Scope of the Study

### 2.1 Brief Understanding of the Assignment

MJF wants to carry out a baseline study to assess the present situation as well as understand the status of the target beneficiaries, under the Women's Voice and Leadership Bangladesh (WVLB) Project. The study will be undertaken, in the hopes of advancing the socio-economic situation, achieve greater women empowerment and gender equality as well as address the discrimination and rights violation of women; the outcome of the study will help measure the overall performance of the project.

#### 2.1.1 Broad Objectives

- Determine the status of the targeted beneficiaries of the project, considering both quantitative and qualitative aspects regarding gender equality, gender-based violence (GVB), women empowerment and awareness of rights, amongst others. This, amongst other elements, can be used as a resource to better understand the picture of gender disparity and status of these population of women in Bangladesh as a whole.
- Identify key prospects, hindrances, and development plans for promoting gender equality. The study will reflect the current value of the individual indicators and help realize the grounds on which the project performance and outcomes can be judged upon.

#### 2.1.2 Specific Objectives

- Assess the status of gender equality and gender-based violence.
- Inspect the extent of the violence against women and girls.
- Gauge the position of women in the selected population regarding women empowerment, practice of women leadership in socio-political/traditional system as well as determine the degree of knowledge and awareness on women rights.
- Examine the existence of the access to the services and the role of service providers.
- Explore the extent of women's participation in decision-making process at family and community level.
- Distinguish sustainable opportunities, limitations, and mitigation/growth initiatives for the advancement of gender equality of the beneficiaries.
- Recommend strategies and present the status of the indicators of the project

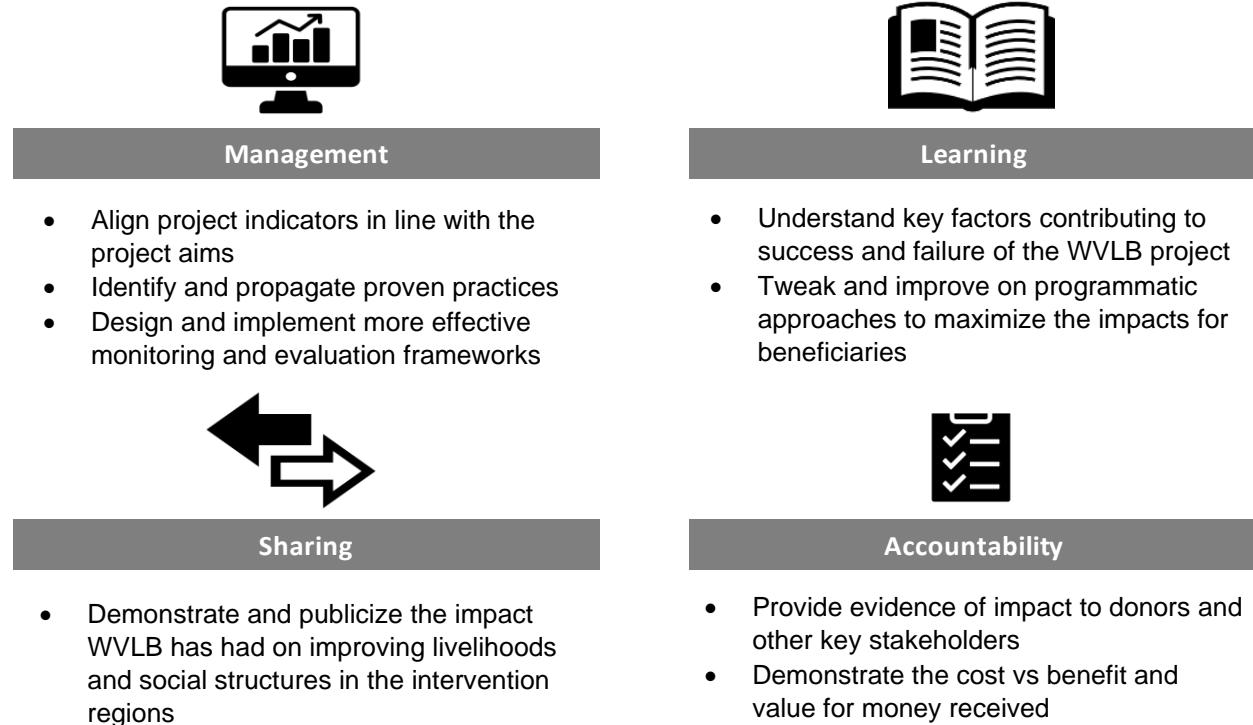
## Chapter 3: Study Methodology

### 3.1 Baseline Survey Approach

Baseline information is a crucial component of a results measurement system. An effective baseline assessment is fundamental in order to enable MJF and the implementing partners to understand the effectiveness of their interventions in line with the project outcomes. This will help all concerned parties to understand where each currently stand and duly track progress over the course of their respective interventions.

Going forward, this information will enable them to track progress against specific indicators, learn from successes and failures of the implementation approach and beneficiary, share impact and best practice with the development community, and be accountable to donors and other stakeholders.

The diagram below summarizes why measuring the impact of the WVLB project is important – these objectives have informed the approach and methodology set out in the following sections.



Based on our understanding of the project contextual requirements in the ToR for this assignment, we propose to break the work down into three broad components:

- (i) Review log frame and consolidate project indicators;
- (ii) Data collection (focusing on inputs and outputs);
- (iii) 1 comprehensive baseline report for MJF (focusing on outcomes and impacts; will also add in 18 sub chapters for the 18 WROs)

First, we studied the existing log-frame and project indicators and computed the impact models, needed for clarifying impact pathways going forward. This provided the MJF management with a clear accountability mechanism and helped with project management to maximise impact. The results measurement plan also flowed into this phase, whereby in consultation with MJF and the 18 members, we determined sampling plan (more on this later). This guided us to develop an effective assessment framework.

During the data collection phase, we employed mixed methods approach to solicit data from relevant stakeholders (beneficiaries and intermediaries). Considering the nature of the project, we designed and deployed detailed, structured surveys, findings which were vetted from undertaking KIIs with 18 WRO management, for qualitatively tracing impact pathways, with relevant stakeholders.

Finally, we prepared 1 master report for MJF alongside 18 sub chapters for respective WROs. Here emphasized on outcomes and impacts as well. The diagram below shows the key activities and deliverables of our approach.

	Impact Model Development	Baseline Reports
<b>Key Activities</b>	Review and update Theories of Change and Logframe to ensure clear logic and consistency across project aims	Collect interim data from relevant sources (entrepreneurs, mentors) to assess effectiveness of WROs support, members' outputs and understand key constraints on implementation
	Product a results measurement plan for each subsequent phase including key quantitative and qualitative indicators at each level of the Theory of Change	Conduct surveys and KIIs to get a sense of the actual output till date
	Refine impact model calculations and review underlying assumptions	Triangulate data using secondary sources, where appropriate
	Finalize suitable timeline for performance evaluation and baseline assessments	Produce reports and provide recommendations on how to improve project implementation and maximise impact for the project period
	Liaise with MJF's WVLB team members and WROs	
<b>Deliverables</b>	Updated impact models	1 master assessment report including 18 sub chapters for WROs; will contain recommendations for MJF and WROs
	Inception report consisting of results measurement plans with key indicators, proposed data collection methods and timeline	

### 3.2 Survey Location & Target Population

Considering time and budget limitations, and assuming enough homogeneity among the target groups, we proposed a geographic sampling cluster plan. Since there are 18 WROs, we have split them into four categories: Dhaka, Chittagong, North (Rajshahi and Rangpur), and Khulna.

The target population of this study were the beneficiaries of each WRO group. The study tried to ensure comprehensive representation in terms of age, ethnicity and religion across all the groups.

### 3.3 Study Method

For this assessment, we will conduct a **mixed-method study** utilizing both secondary and primary research techniques. The primary research comprised of both quantitative and qualitative type. Under primary quantitative data collection, data was mainly collected through digitized semi-structured Questionnaire Surveys for the beneficiaries and intermediaries. Primary qualitative data constituted of Key Informant Interviews with the management of each WRO and Focus Group Discussions with at least 6 participants per beneficiary groups.

Necessary data was be collected from secondary sources and with the help of pre-designed data collection checklists. We carried out the study on the status quo of the stakeholders using the following primary and secondary research instruments:

Instruments	Objective	Execution Plan
<b>Desk Research</b>	To collect secondary research on the WVLB intervention package, human rights status in Bangladesh, project indicators, impact pathways (if conceptualized) as well as relevant conceptual frameworks, reports and guidelines.	Internal MJF's project documents, published articles, research papers, journals, news reports, relevant websites and other sources.
<b>Focus Group Discussion (FGD) -18 (Qualitative)</b>	To gather semi-structured insights from <b>direct beneficiaries</b> and intermediaries to gather beneficiary engagement, community dynamics etc.	One consultant/ data manager led semi structured, open ended discussion with 6 beneficiaries per WRO – preferably in person, if not, remotely, should situation demand.
<b>Key Informant Interviews - KIIs -18 (Qualitative)</b>	Gather information from <b>WROs</b> about the mechanisms of their organization	One consultant/ data manager led semi structured, open ended discussion with WRO team members
<b>Household Questionnaire -900 (Quantitative)</b>	Structured questions asked to respondents to extract specific information from <b>direct beneficiaries</b> designed for statistical analysis of the responses, along the indicators aligned to gauging the project effectiveness.	Prepared questionnaire, oriented local enumerators, and conducted surveys. Audience – direct beneficiaries.

### 3.4 Development of Survey Instruments and Quality Control

#### 3.4.1 Household Questionnaire: Sampling Strategy

Having a total population of 155,969, we propose to apply a Confidence Interval and Confidence Level of 4.5 and 99% - rendering 817 sampling units. Rounding off to the nearest hundredth, the sample size comes to 900 and eventually finished with a total of 930 data points. Since the pro rata population will not deliver statistically significant outputs per WRO, we did an equal split across the board. Hence, sample size per WRO was be 50+, which is adequate for the baseline study.

The following tables shows the household questionnaire sampling plan:

<i>Cluster-wise Location</i>	<i>Direct beneficiary</i>	<i>Indirect beneficiary</i>	<i>Total</i>
Dhaka	26,732	9,757	36,489
Chittagong	18,925	56,056	74,981
Rajshahi & Rangpur	13,388	19,122	32,510
Khulna	4,090	7,899	11,989
<b>Total</b>	<b>63,135</b>	<b>92,834</b>	<b>155,969</b>

<i>Sampling Plan</i>	
Population	155,969
CL	99
CI	4.5
Sampling	817
Sampling (rounded up)	<b>900</b>
Total Sample Collected	<b>930</b>

### 3.4.2 FGDs

18 FGDs – each for one WRO – were leveraged to gather evidence from beneficiaries and intermediaries. Semi structured questions were used to bring contextual understanding on the quantitative findings from the survey. 6 participants per FGD, capturing and representing requisite diversity, ensured unbiased opinions and, hence, increase the quality of research. WROs will be primarily responsible for organizing necessary logistics.

### 3.4.3 Key Informant Interviews (KIIs)

18 Key Informant Interviews were conducted with each WRO to hear about the mechanisms of the organizations, obstacles hindering organizations from achieving optimal efficiency and plans (the efficiency of which can be measured in mid-line assessments). The WROs also provided insights on their onboard process of beneficiaries, major challenges faced by the beneficiary groups and key support that they are willing to provide to them.

### 3.4.4 Critical Information from Quantitative & Qualitative Instruments

Based on the Project Management Framework (PMF) described previously, we formulated a list of critical questions that were deployed through our Household Questionnaires, FGDs and KIIs. The questionnaire matrix were updated continuously based on our discussions with MJF team. The developed instruments were utilized to quantitatively and qualitatively map the key findings of this baseline study. The household survey focused broadly on the quantitative findings while the FGD focused on qualitative aspects of the respondents' answers. The KII with WRO management highlighted on the management capacity and processes of respective WROs.

## 3.5 Baseline Survey Training Plan for Team Leader And Enumerator

The LCP team hired an experienced team lead for conducting the quantitative survey, FGDs and KIIs. The team lead went through an extensive on-premise training and grooming session by in-house LCP experts.

The LightCastle in-house consultant team conducted the KIIs and FGDs while the quantitative surveys were conducted by locality based recruited enumerators under the supervision of field data manager/in-house LCP consultant and the respective WRO representatives.

## 3.6 Baseline Data Collection Process

For the data collection part of the project, the proprietary in-house data collection platform built by LightCastle Partners was used for analysis while due to large data set, survey gizmo was used. Additionally, at the field level, hard copies of the instruments were also used to collect the data. The data gathered were duly consolidated both within the in-house platform and through MS Excel. These tools were also used in the data processing and analysis phase.

## 3.7 Quality of Information

Quality of data is always of the highest priority for LightCastle Partners. To ensure that the perfect balance between consistency and authenticity is maintained, the LCP team performed two types of checking (QC) procedures. For instance, LightCastle Partners utilized several cross checking techniques to validate the data collected through follow-up phone calls to the beneficiaries surveyed for the project and matched them with the already available information provided by them during the end-user surveys. Apart from these, a comprehensive data triangulation and validation approach was used to authenticate and validate the data gathered across all other key stakeholder groups.

### **3.8 Data Analysis Plan**

After the data collection was completed, LCP took the data and analyzed it to transform the raw data into meaningful insights through different analytical tools. We conducted different types of analyses like technical analysis using tools for demographic, socio economic and gender analysis.

## Chapter 4: Study Limitations

Due to the ongoing global pandemic, the project deadline was postponed multiple times. Furthermore, beneficiaries of 8 out of 18 Women's Rights Organizations were reached via technological medium due to constraints regarding physical movement. Both the quantitative study and focus group discussions were done either via phone or through online communication mediums. However, all the marginalized beneficiaries were approached physically during the data collection process.

## Chapter 5: Introduction and Overview of WROs

This section provides the overview of the 18 women's right organizations under the WVLB project:

### *Concerned Women for Family Development (CWFD)*

Concerned Women for Family Development (CWFD) started their journey in the year **1975** focusing on the **reproductive health and family planning** of their beneficiaries. Within a year they have registered themselves as an NGO from the Ministry of Social Welfare, NGO Affairs Bureau. It is a women-led NGO, dedicatedly working to support, promote and safeguard the interest of **adolescent and women**. They mainly cater to the needs of lower middle-income and middle-income beneficiaries by providing community-based healthcare. Additionally, they aim to equip their beneficiaries by empowering communities to exercise their rights to eradicate social injustice. They believe in creating economic opportunities and empowering marginalized urban and rural women of Bangladesh.

### *Family Income Development Association (FIDA)*

FIDA stands for "Family Income Development Association". FIDA has dedicated itself towards increasing empowerment of the community to address sexual and gender-based violence and wellbeing of women and girls. FIDA is based in the Lalmonirhat District in the northern part of the country. The WRO focuses its work in the Upazilla of Kaliganj under the Lalmonirhat district and serves beneficiaries spanning across 4 unions. The WRO focuses on issues like women & children rights and disaster resettlement of women & children. FIDA was formed in February 1998 and were accredited as an NGO in 2001. The organization got the registration license from the Women Affairs Bureau. The organization has 2100+ beneficiaries, who are divided into different groups based on age. Girls from the age group of 13-17 are classified as adolescents and the women group is consists of women from the age group of 18-35.

### *Jagorani Sangstha (JS)*

Jagorani Sangstha (JS) is a non-profitable and non-government development organization, which has been working for the empowerment and emancipation of rural poor people, especially destitute women and children. It established in 1982 with the active initiative of local social workers especially women and likeminded philanthropists at Kotalipara upazilla under Gopalganj district, Bangladesh. JS has been working long 21 years in Kotalipara for overall socio-economic development of the poor and disadvantaged people.

### *Pragroshor Shamajik Unnayan Kendra*

Pragroshor Shamajik Unnayan Kendra, is a non-government organization which focuses on providing psycho-social support to women, girls and transgender communities. It operates in 91 wards around the city of Dhaka, Bangladesh. Pragroshor aims to provide vocational training to survivors of gender-based violence and hopes for these possible outcomes - capacity increase, collective empowerment and feminism/gender awareness. The WRO likes to identify itself a feminist organization, which tries to develop feminist approaches to tackle gender-based violations and establish women's rights. Previously, it was involved in another MJF funded project, titled – "Jukto Hou Mukto Hou".

In the year 2014, the organization started working voluntarily with a few volunteers. The WRO has a hotline service running from 9 am to 5 pm for reporting violence-based issues, and through this, they have been able to help 65 women until now. Pragroshor provides online-based gender trainings as well.

### *Sabujer Jatra*

Sabujer Jatra works in the Anowara Upazilla of the Chattogram district, the founders of which used to work at local NGOs at first. When they thought their views were not being valued enough and they were not being able to create much needed impact, they decided to open an NGO of their own. Sabjuer Jatra applied to the Social Welfare Division for formal registration as an NGO in 2008 and finally got registered in 2010. In the beginning, all of the staff of Sabujer Jatra comprised of women. Shortly thereafter, it also got recognition from the Department of Youth Development and the Department of

Women Affairs for their outstanding work in campaigning against women violence. The types of beneficiary groups served by the WRO are generally adolescent girls (aged 6-12 years), young girls/kishori groups (aged 13-18 years) and women (aged 19-40 years). The WRO focuses on the capacity development of marginalized women. Sabujer Jatra works by prioritizing human rights, ensuring food, education and building technical knowledge among their beneficiaries.

### ***Bangladeshi Ovibashi Mohila Sramik Association (BOMSA)***

Bangladeshi Ovibashi Mohila Sramik Association (BOMSA) was founded and operated by returned migrant women in the year 1998 with a mission to unite and protect the welfare of female migrant workers of Bangladesh. Initially they started their operations as a Community Based Organization (CBO) however, in 2004 BOMSA registered itself as an NGO from the Department of Women Affairs, Government of Bangladesh. They aim to shape the life of many women who are facing challenges in foreign countries. Currently, BOMSA is operational at 11 districts and they aim to offer both pre and post departure support & training

### ***Center for Women & Children Studies (CWCS)***

Center for Women & Children Studies (CWCS) was established in the year 1994 as an NGO to assist and support returnee migrant women. Over the last 26 years, CWCS has dedicatedly worked with victims of human trafficking and illegal immigrants through 32 major projects and currently they have over 1000 beneficiaries whom they are serving committedly

### ***Ananya Kallayan Sangathon (AKS)***

Ananya Kallayan Sangathon (AKS) was established in 2<sup>nd</sup> May, 1996 by a group of tribal social woman workers of Bandarban with a mission to equip the poor and marginalized people, especially the women and children of hilly areas. It's a woman led & woman managed NGO which officially got its registration license in the year 2004, from the Ministry of Social Welfare. From its inception, AKS aims to develop the capacity building of marginalized women and children of Chattogram Hill tracts by creating self-employment opportunities, raising awareness on community and household health and hygiene matter, raising community awareness on social and legal rights, promoting gender equality and empowering women by promoting leadership skills.

### ***National Council of Disabled Women (NCDW)***

National Council of Disabled Women (NCDW) was founded in 2005, and later got registered as an NGO in the year 2008. NCDW works to ensure a better life for women with physical disabilities. Currently, the organization caters to 10000+ beneficiaries in and around the city of Dhaka and it has taken up at least 10 projects in this regard.

### ***Khagrapur Mahila Kalyan Samity (KMKS)***

Khagrapur Mahila Kalyan Samity (KMKS) was established on 12<sup>th</sup> March, 1993 by a group of locals at Khagrachari Hill District with a mission to alleviate poverty from the Chittagong Hill Tracks through various income generating activities, skill training and connecting the beneficiaries with the appropriate government assistance program.

### ***Women's Education for Advancement and Empowerment (WEAVE)***

Women's Education for Advancement and Empowerment (WEAVE) is working from 2005 with a vision to empower marginalized ethnic women and children socially, economically, and politically. However, the Women's Right Organization has registered itself as an NGO in the year **2008** from Department of Women Affairs. They promote empowerment of traditional women leaders, women members of local government, youth women and girls in Rangamati District.

### ***Progressive***

Progressive is a Youth Group Network dedicated towards establishing women and girls' leadership and empowerment in the Chittagong Hill Tracts. The majority of its beneficiaries are girls from the different ethnic minority groups residing in the hilly areas of the Chattogram Division. Progressive was registered under department of social service, Reg. No: Ranga-123/1999 and Women and Children Affairs Reg-2015. According to its constitution, Progressive's target people are the poor, socially and economically deprived women and girls in the CHT region. Primarily, the organization works with different youth groups, women *karbaris* and headmen in building awareness about certain socio-economic issues and developing life skills.

### ***Dalit Empowerment Foundation (DEF)***

Since its inception **Dalit Empowerment Foundation (DEF)** has been working with Dalit women and children to empower and include them in the mainstream society. From 2008 DEF is registered as an NGO and aims to enhance the human rights of Dalit women and girls at Tala Upazila in Satkhira.

### ***Diner Alo Hijra Sangha***

Diner Alo Hijra Sangha, is an organization that works for the inclusion of the Hijra (transgender) community into the social mainstream and ensure empowerment of transgender people. It is a Community Based Organization (CBO), which started operating in the year 2002, and later got registration from the Department of Women Affairs in 2005. After that, in 2007, Diner Alo got registration from the Department of Social Welfare.

### ***Mukti Mahila Samity (MMS)***

Mukti Mahila Samity (MMS) was established in the year 1998 and from then onwards to 2009 they have efficaciously worked with Save the Children to protect the rights of marginalized children in Bangladesh. 2009 onwards they are operating as an NGO where all the committee members are from brothels and at present, they aim to enhance human dignity of women and adolescent girls at Daulatdia brothel in Rajabri District.

### ***Shustho Jibon***

Shustho Jibon was established in the year 2000 as a nonprofit organization to cater towards the transgender and *hijra* community of Bangladesh. There are currently 1800 beneficiaries under Shustho Jibon's umbrella.

### ***Sex Workers Network (SWN)***

Sex Worker's Network is operating from **2002** with an aim to ensure the human/basic rights of the sex workers and their children. In 2002, English road's brothel was demolished, and many sex workers were tortured and killed.

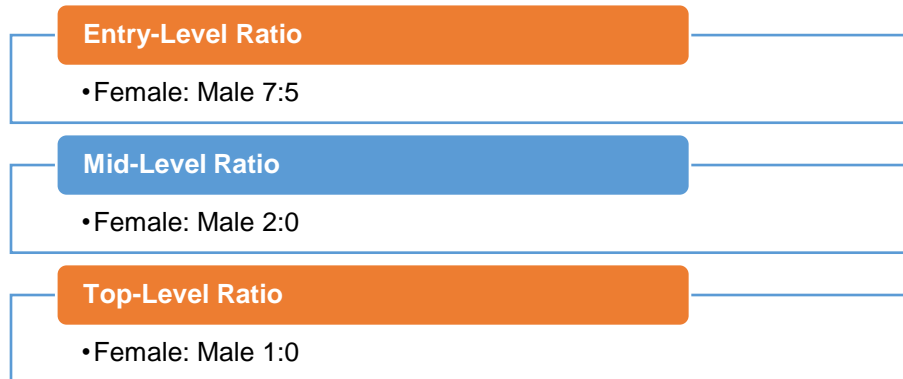
### ***Uddipto Mahila Unnayan Sangstha (UMUS)***

Uddipto Mohila Unnayan Sangstha (UMUS) was formed in the year 2003 by young Dalit and women to ensure equal rights of the Dalit community. The NGO visions of an equal and just society where the Dalit people may inhabit an honored place and recognize themselves as a citizen of Bangladesh with their own cultural diversity. UMUS aims to reduce discrimination and rebuild the society by promoting legal rights of marginalized women & children and it is actively catering to the needs of the beneficiaries in Asashuni, Satkhira.

## Chapter 6: WVLB Project Aspects of WRO

### Concerned Women for Family Development (CWFD)

In order to coordinate the WVLB project, the organization have allocated **15 employees** where the ratio of female to male employees is **10:6**. They have allocated a female Project Coordinator who will be in-charge of the project along with field facilitators and support staff who will be taking insights at the grassroots level.



CWFD believes that there is a technical capacity gap and seeks out formal training support from MJF on how to better manage documentations and book keeping. Additionally, they want assistance in IT and technical support. Due to the pandemic, their modality of platform has changed, and they believe they lack expertise in this area. Hence, they seek out trainings on IT related platforms so that they can better cater to their targeted beneficiaries.

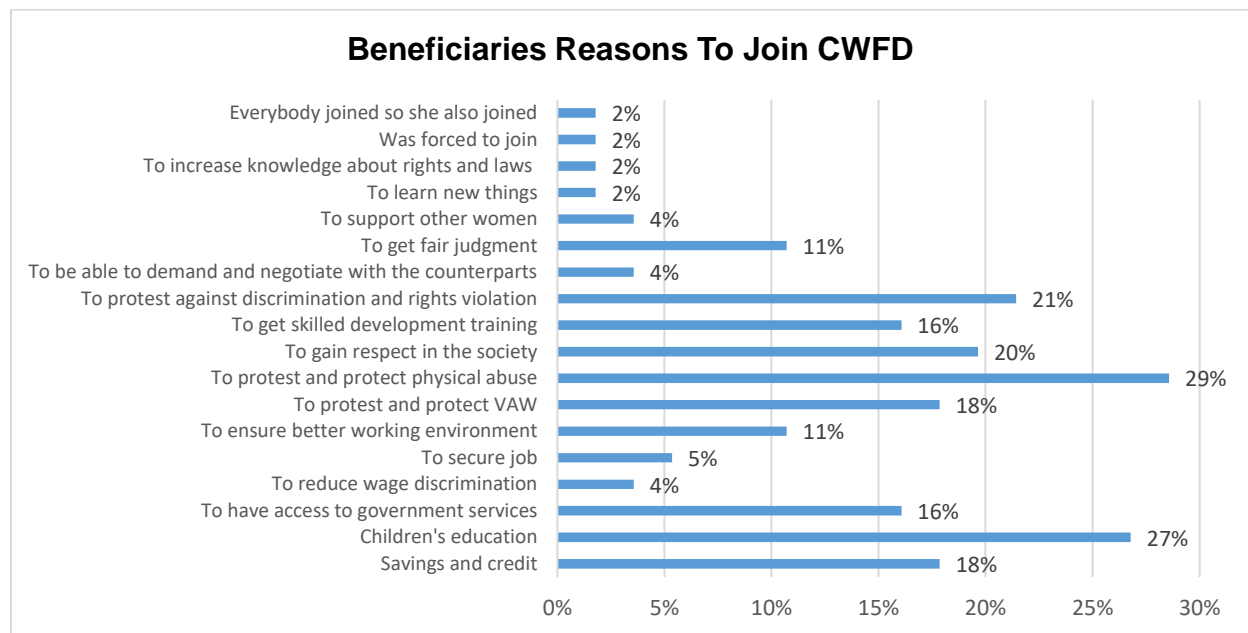


Figure 1 Beneficiaries' Reasons to Join CWFD

### Family Income Development Association (FIDA)

For the MJF WVLB Project, FIDA works with 10 employees, out of which the majority are female (eight). The entry-level staff consists of the support staff and the field facilitators, the mid-level staff consists of the project facilitator, and the top-level staff consists of a project director and a project coordinator.

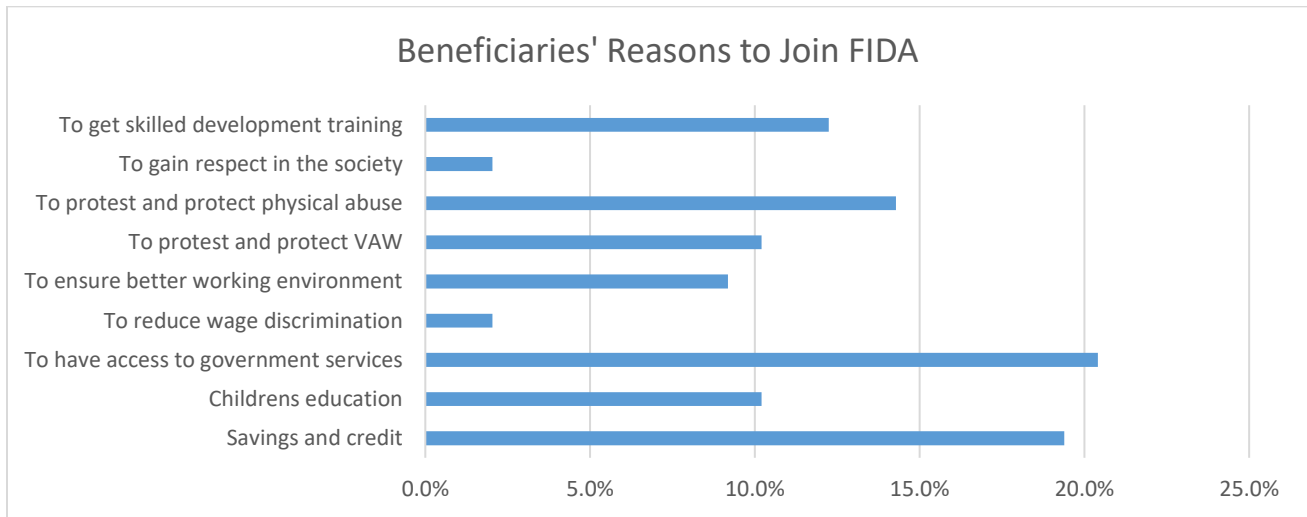
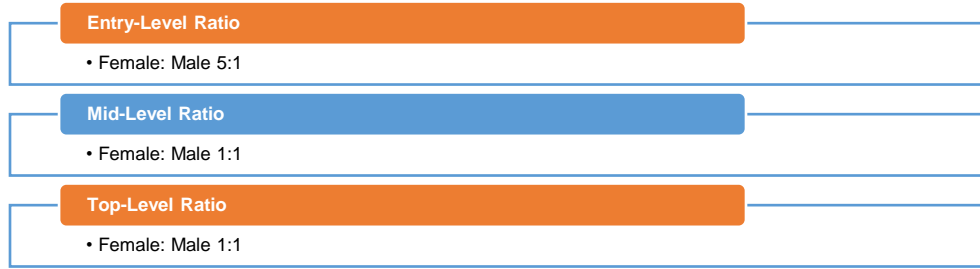
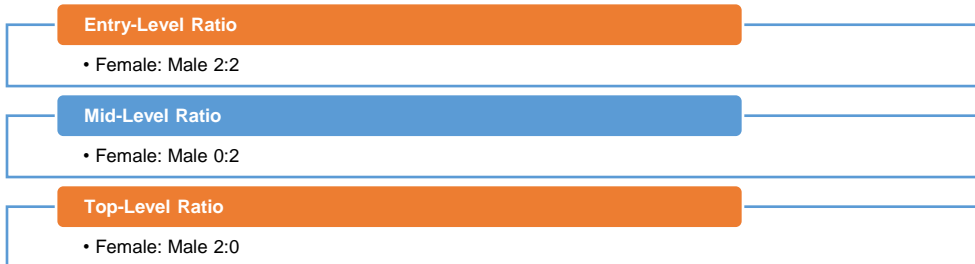


Figure 2 Beneficiaries' reasons to join FIDA WRO

### Jagorani Sangstha (JS)

For the MJF WVLB Project, Jagorani Sangstha has assigned **8 employees** where the ratio of Female to Male employee is **4:4**. This management structure includes Program Coordinator, Field Facilitator, Office Assistant and Field Facilitators who will be catering to the needs of the targeted beneficiaries.



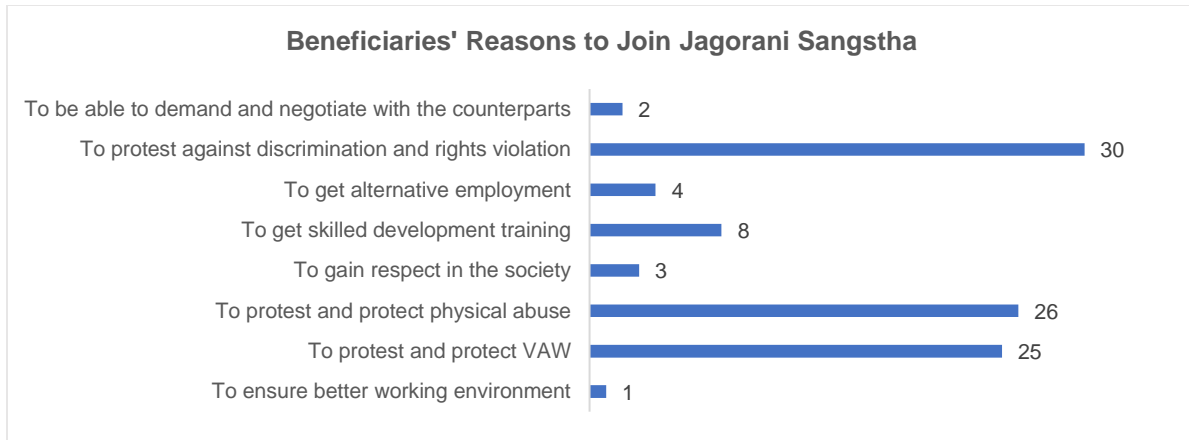


Figure 3 Beneficiaries' Reasons To Join Jagorani Sangstha

### Pragroshor Shamajik Unnayan Kendra

Fauzia Khandoker, The Executive Director of Pragroshor has at least 30 years of experience of working with gender-related issues and Kadija Akhter Antara, the Project Officer has 5 years of experience in similar work. Moreover, the Executive Committee members of Pragroshor are seasoned administrators.

Nonetheless, for the WVLB Project, Pragroshor has assigned 6 employees, out of which 4 are females. The distribution of employees based on gender across all levels are depicted in the figure below:

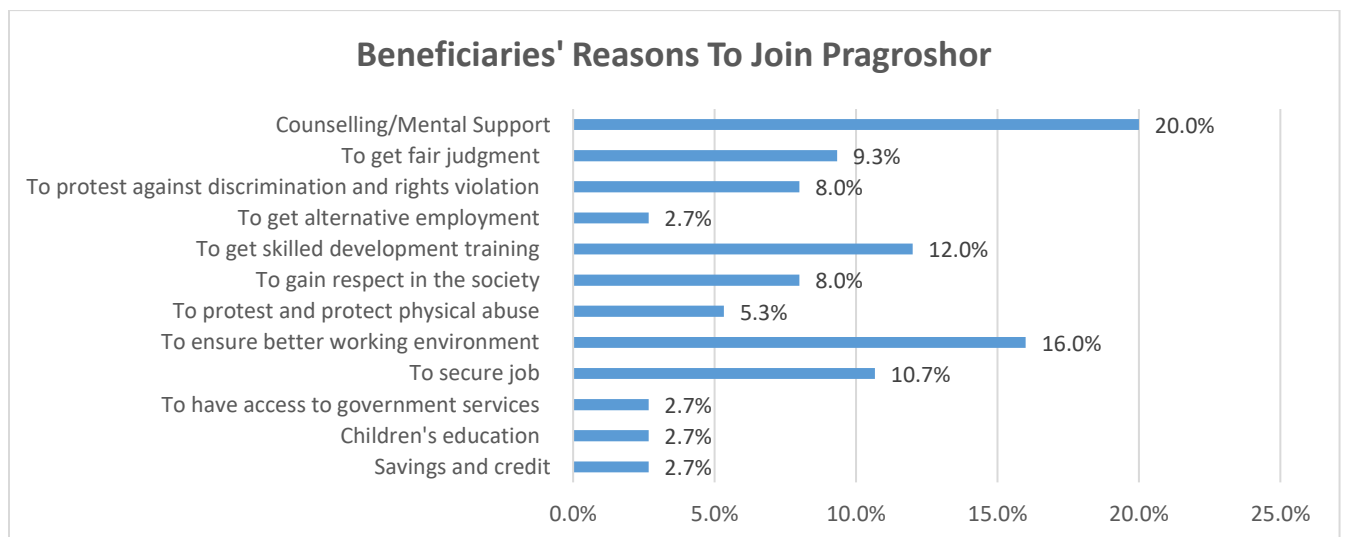
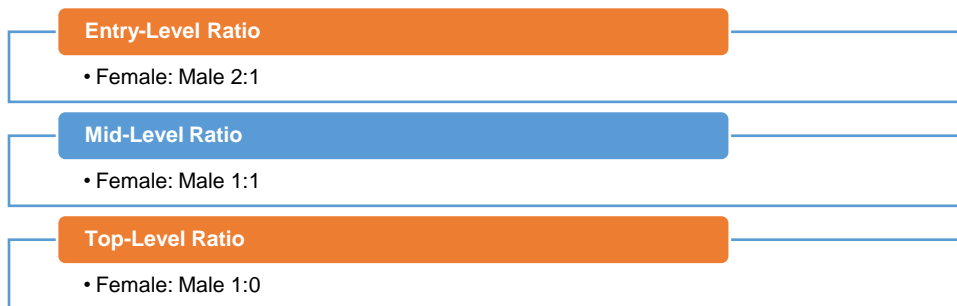


Figure 4 Beneficiaries' Reasons To Join Pragroshor

### Sabujer Jatra

For the MJF WVLB Project, Sabujer Jatra works with the existing staff currently working in the WRO. This means that the project is managed and run with the help of 10 personnel, including the Executive Director, working as the Program Director. Program coordinators and field facilitators are also included among the project staff who are working towards providing support services to the beneficiaries and achieving the promised goals set for the project. Other members of the staff constitute community mobilizers and accounts officials.

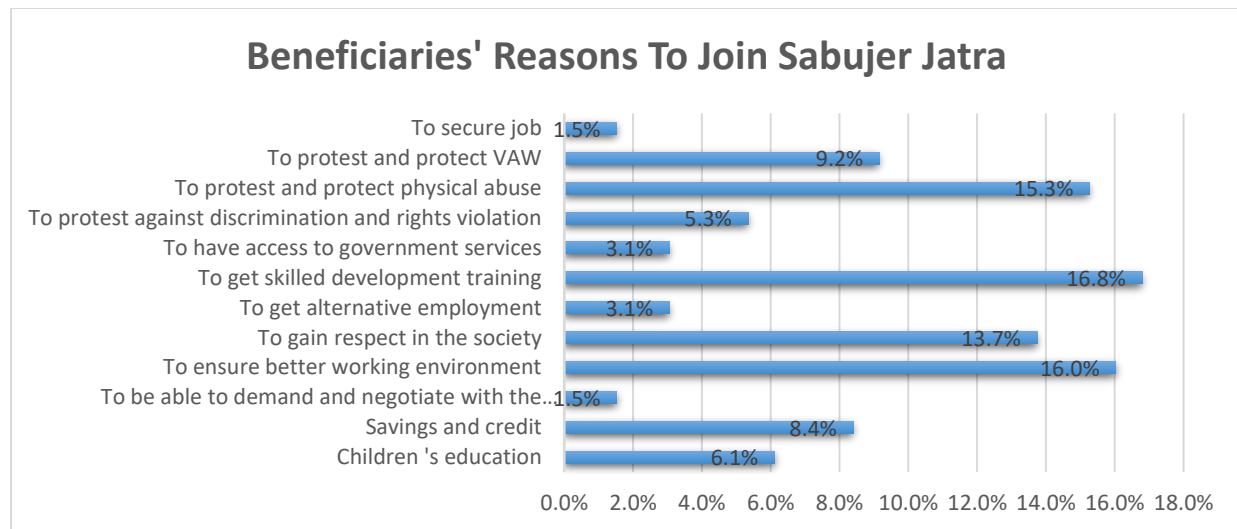
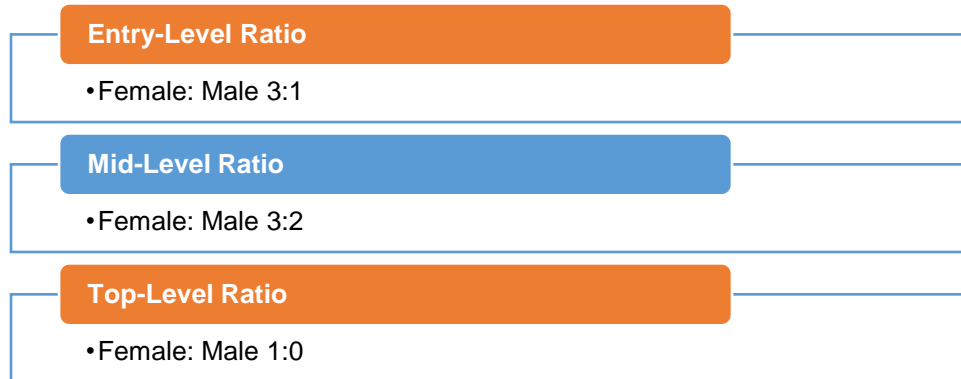


Figure 5 Beneficiaries' Reasons To Join Sabujer Jatra

### Bangladeshi Ovibashi Mohila Sramik Association (BOMSA)

In order to coordinate the WVLB project, the organization have allocated **10 employees** where the ratio of female to male employees is **8:2**. They have allocated a female Project Coordinator who will be in- charge of the project along with field facilitators and support staff who will be taking insights at the grassroots level.

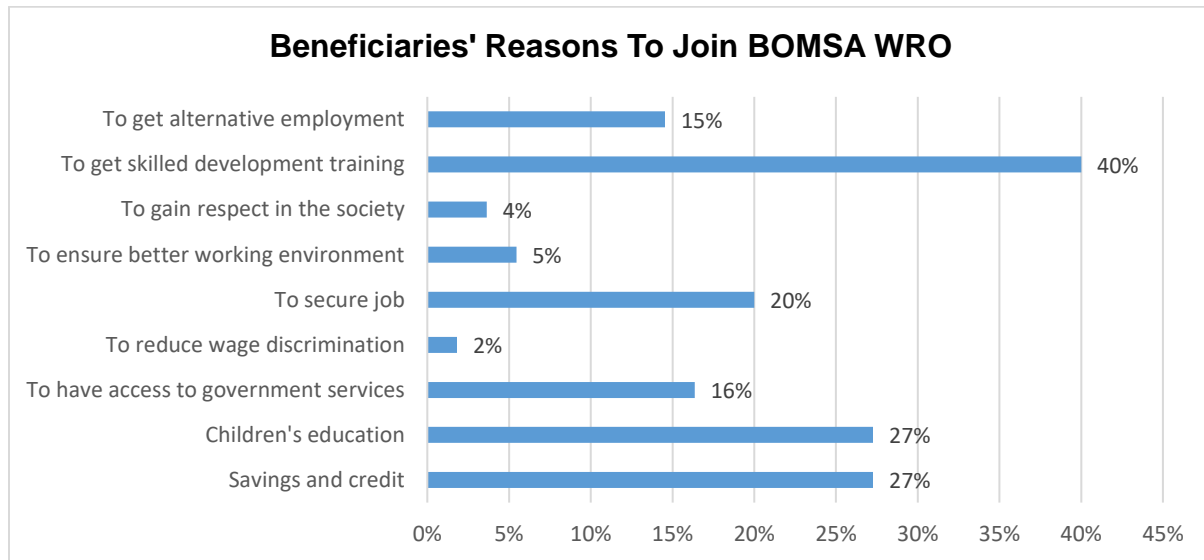
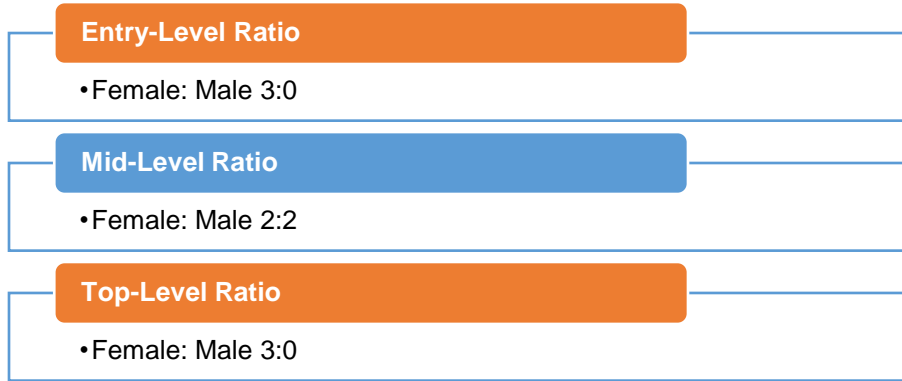
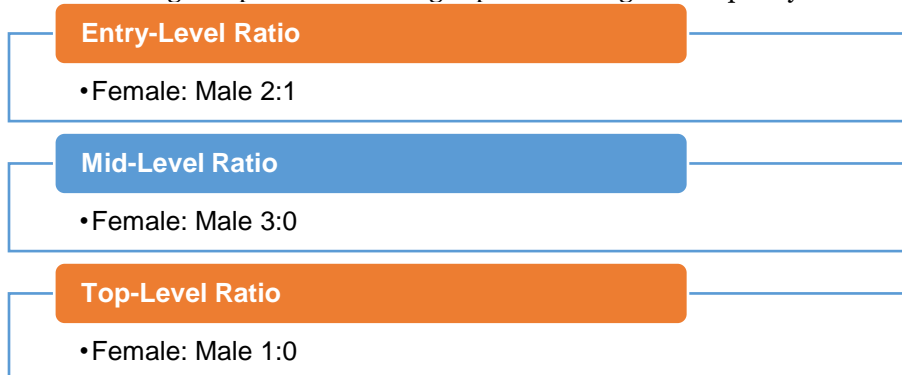


Figure 6 Beneficiaries' Reasons To Join BOMSA WRO

### Center for Women & Children Studies (CWCS)

For the MJF WVLB Project, Center for Women and Children Studies has assigned **6 employees** where the ratio of Female to Male employee is **6:1**. 4 of these employees had prior conceptual knowledge, understanding and practical working experience on gender equality.



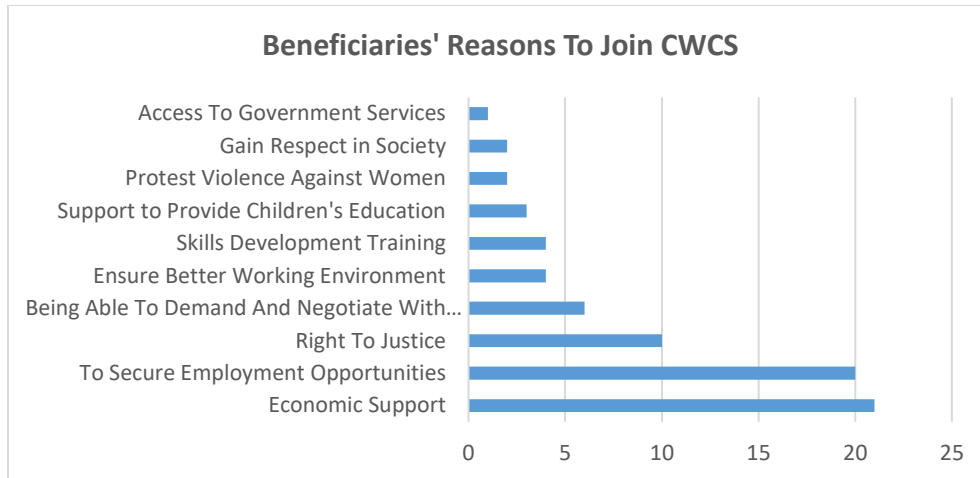


Figure 7 Beneficiaries' Reasons To Join CWCS

### Ananya Kallayan Sangathon (AKS)

For the MJF WVLB Project, Ananya Kallayan Sangathon has assigned **7 employees** where the ratio of Female to Male employee is **5:2**. This management structure includes Program Director, Program Coordinator and Field Facilitators who will be catering to the needs of the targeted beneficiaries.

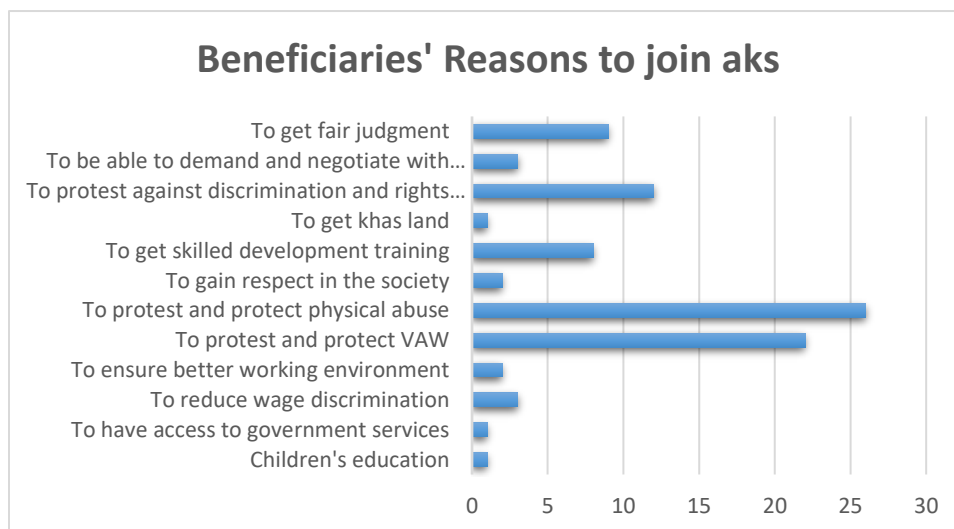
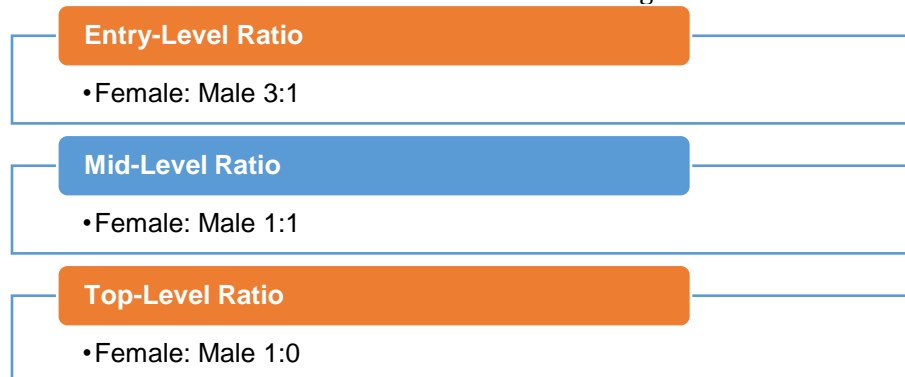


Figure 8 Beneficiaries' Reasons To Join AKS

### National Council of Disabled Women (NCDW)

For the MJF WVLB Project, NCDW works with the same organizational staffing structure, which means all NCDW staff, are involved in the project directly.

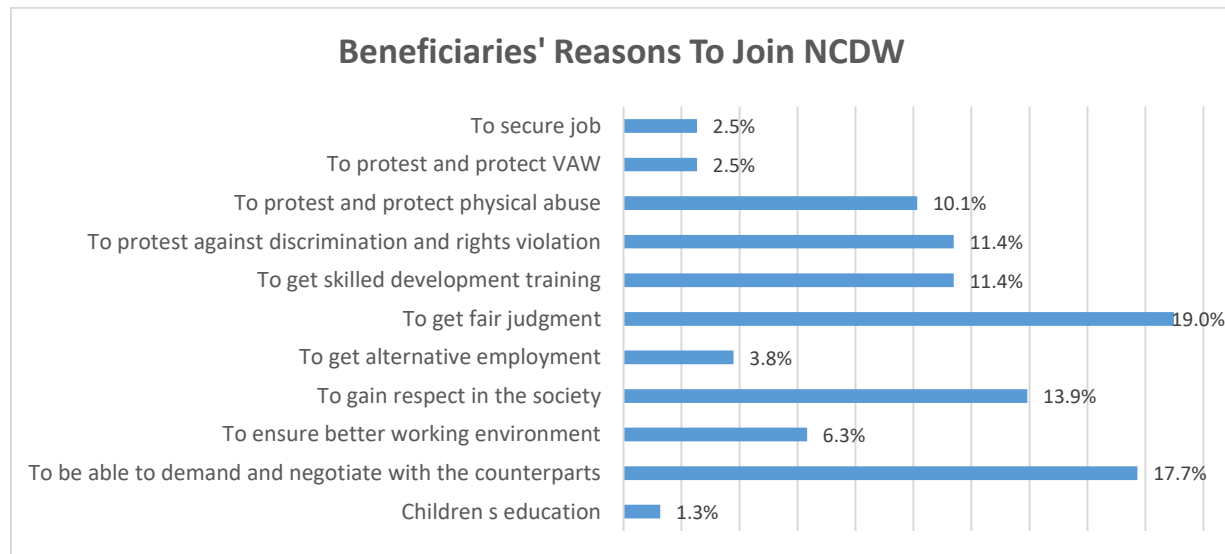
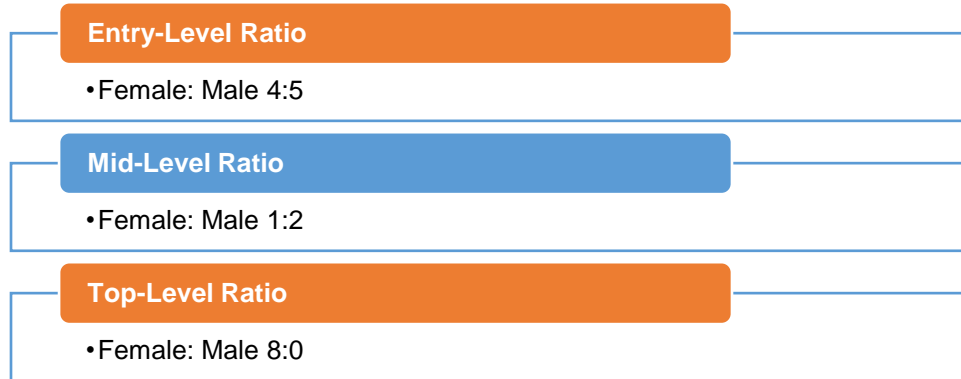


Figure 9 Beneficiaries' Reasons To Join NCDW

### Khagrapur Mahila Kalyan Samity (KMKS)

For the MJF WVLB Project, Khagrapur Mahila Kalyan Samity has assigned **8 employees** where the ratio of Female to Male employee is **6:2**.

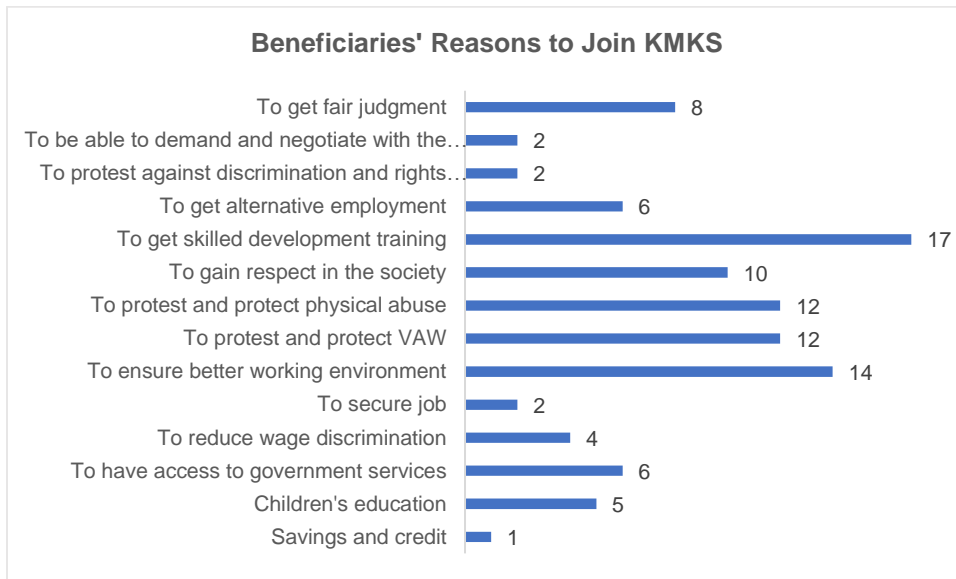
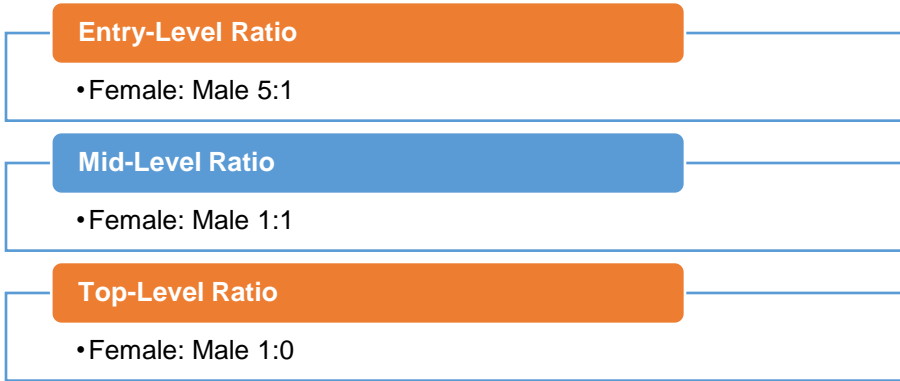
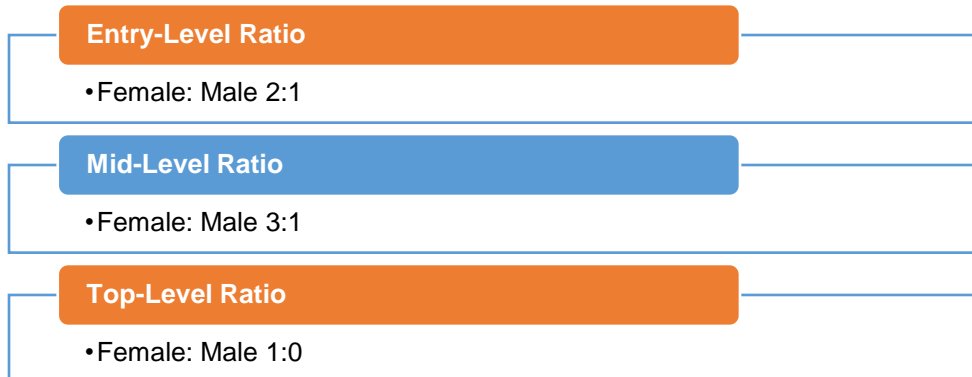


Figure 10 Beneficiaries' Reasons to Join KMKS

### Women's Education for Advancement and Empowerment (WEAVE)

In order to coordinate the WVLB project, the organization have allocated **8 employees** where the ratio of female to male employees is **5:3**. They have allocated a female Project Coordinator who will be in- charge of the project along with field facilitators and support staff who will be taking insights at the grassroots level.



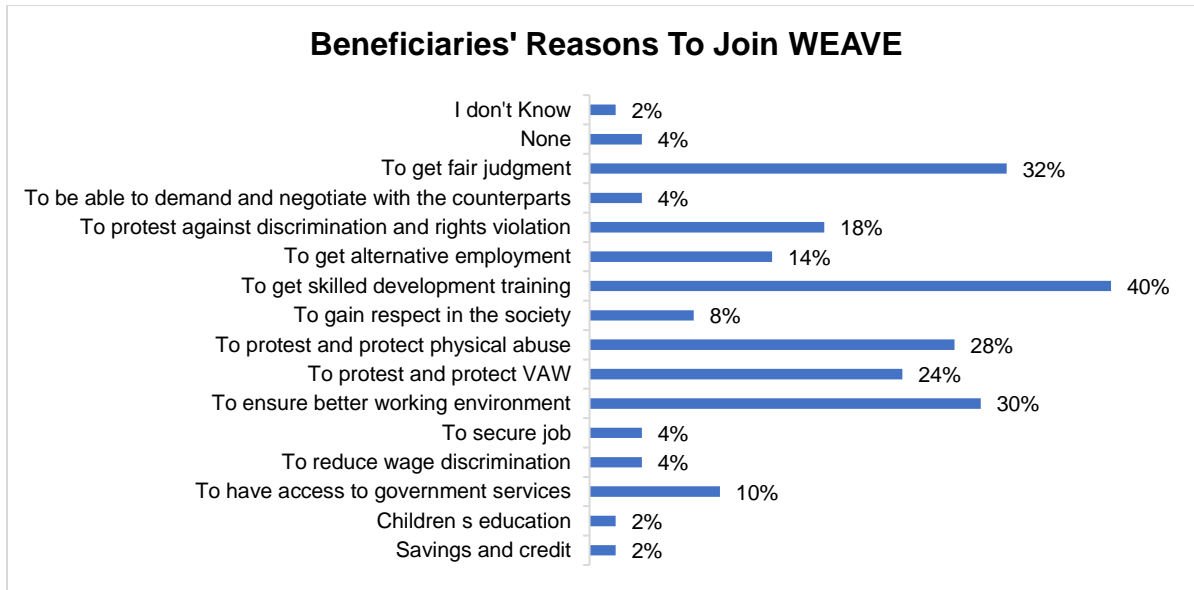


Figure 11 Beneficiaries' Reasons To Join WEAVE

### Progressive

The total number of employees deployed for the WVLB project by Progressive is 11, out of which 5 are women and 6 are men. The WRO claims to have 80% representation of women in decision-making roles. The staff is divided into groups of three at each level – entry level, mid-level and top level. A number of volunteers also work for the organization at the field level and facilitate in service delivery to the beneficiaries on boarded for the WVLB project

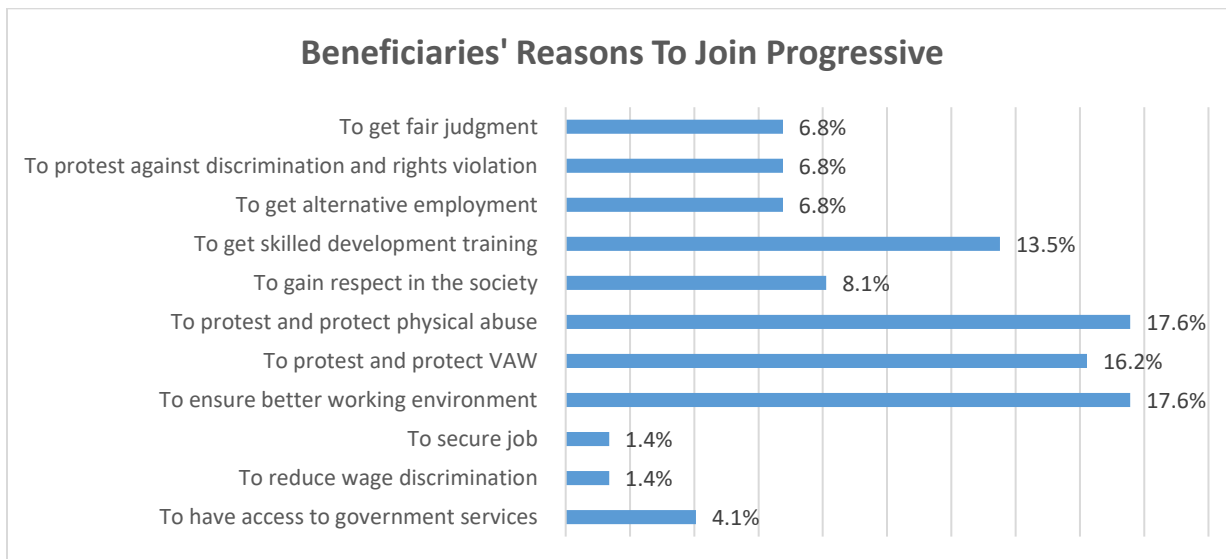


Figure 12 Beneficiaries' Reasons To Join Progressive

### Dalit Empowerment Foundation (DEF)

For the MJF WVLB Project, DEF has assigned all **7 employees** in the project activities. On an average the employees have 5 years of relevant working experience.

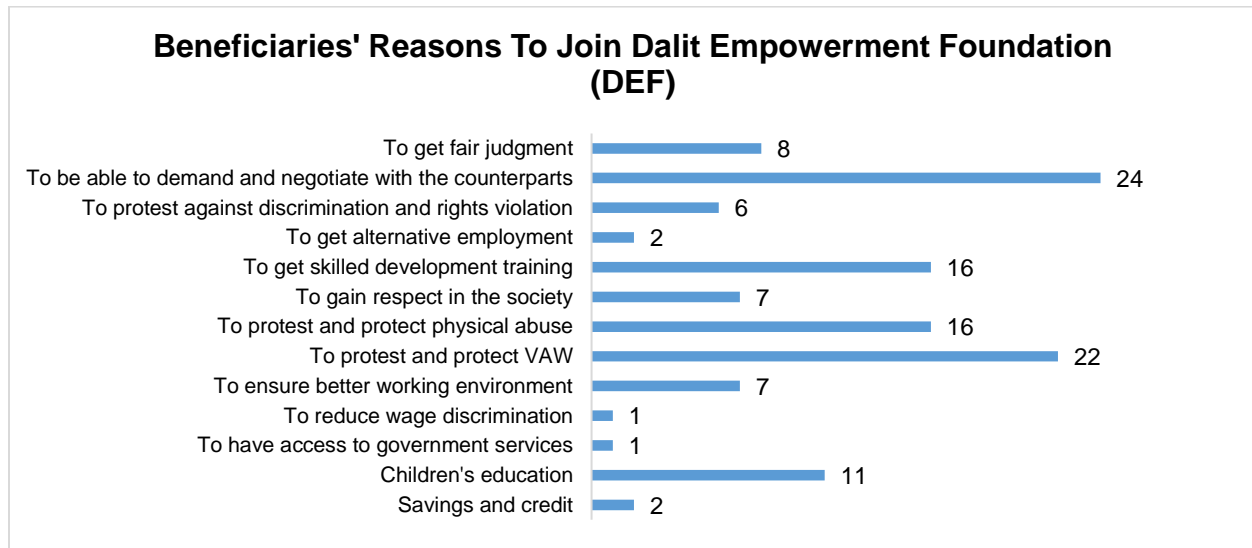
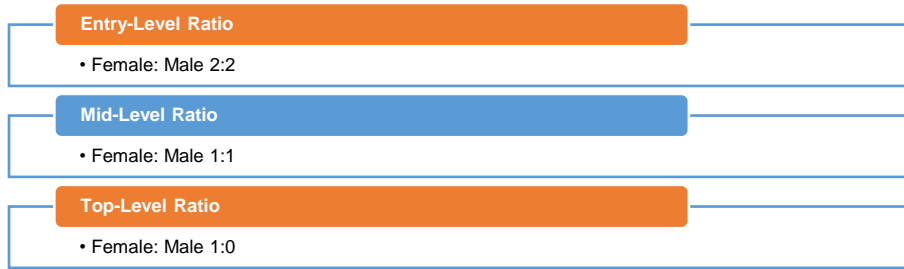
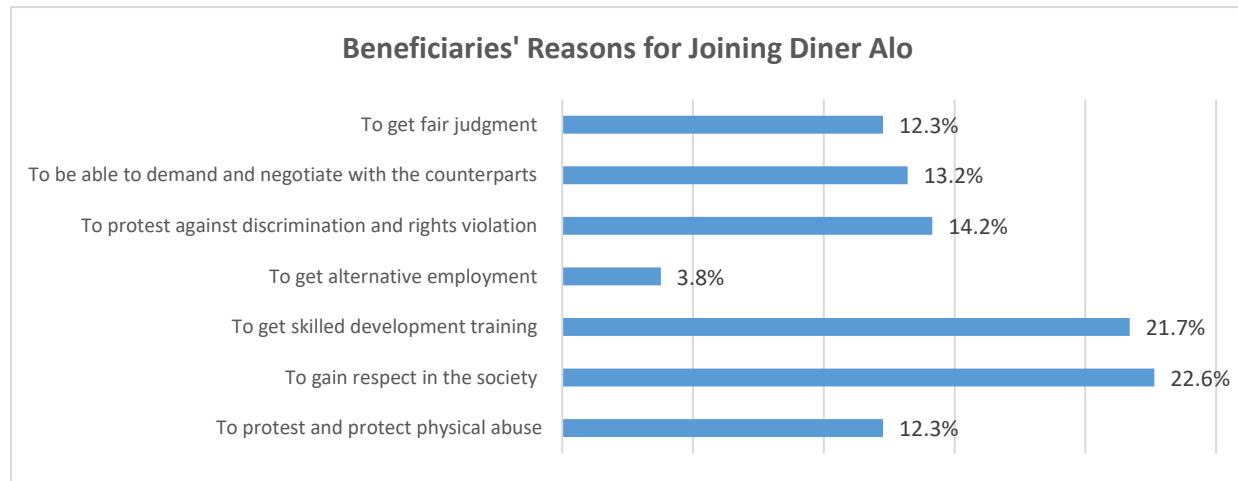


Figure 13 Beneficiaries' Reasons To Join Dalit Empowerment Foundation (DEF)

### **Diner Alo Hijra Sangha**

The total number of employees deployed for the WVLB project by Diner Alo is 7, of which, 2 are female, 3 are transgenders and 1 is a male. Here is how the detailed gender ratio looks like in terms of employees working for the WVLB project for Diner Alo:

Entry-Level Ratio	• (Entry Level Ratio (F:M: T)) - (1:0:2)
Mid-Level Ratio	• (Mid-Level Ratio (F:M: T)) - (1:1:1)
Top-Level Ratio	• (Top-Level Ratio (F:M: T)) - (0:0:1)



*Figure 14 Beneficiaries' Reasons for Joining Diner Alo*

### **Mukti Mahila Samity (MMS)**

In order to coordinate the WVLB project, the organization have allocated **9 employees** where the ratio of female to male employees is **6:3**. They have allocated a female Project Coordinator who will be in- charge of the project along with field facilitators and support staff who will be taking insights at the grassroots level.

Entry-Level Ratio	•Female: Male 5:1
Mid-Level Ratio	•Female: Male 1:1
Top-Level Ratio	•Female: Male 1:0

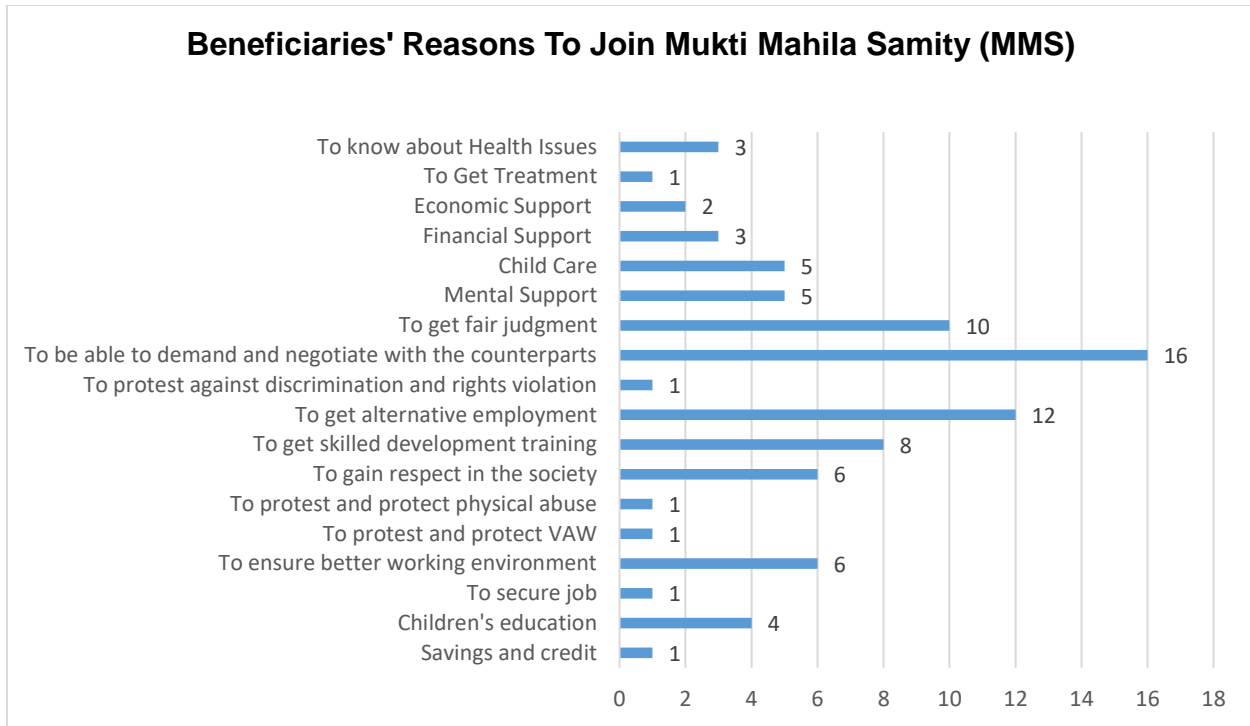


Figure 15 Beneficiaries' Reasons To Join Mukti Mahila Samity (MMS)

### Shustho Jibon

For the MJF WVLB Project, Shustho Jibon has assigned all **7 employees** in the project activities. 30% of the total project funds will be spent on salary of employees while the rest will be utilized to conduct project activities.

<b>Entry-Level Ratio</b>	•Female: Male: Transgender 1:1:1
<b>Mid-Level Ratio</b>	•1 Transgender
<b>Top-Level Ratio</b>	•3 Transgender

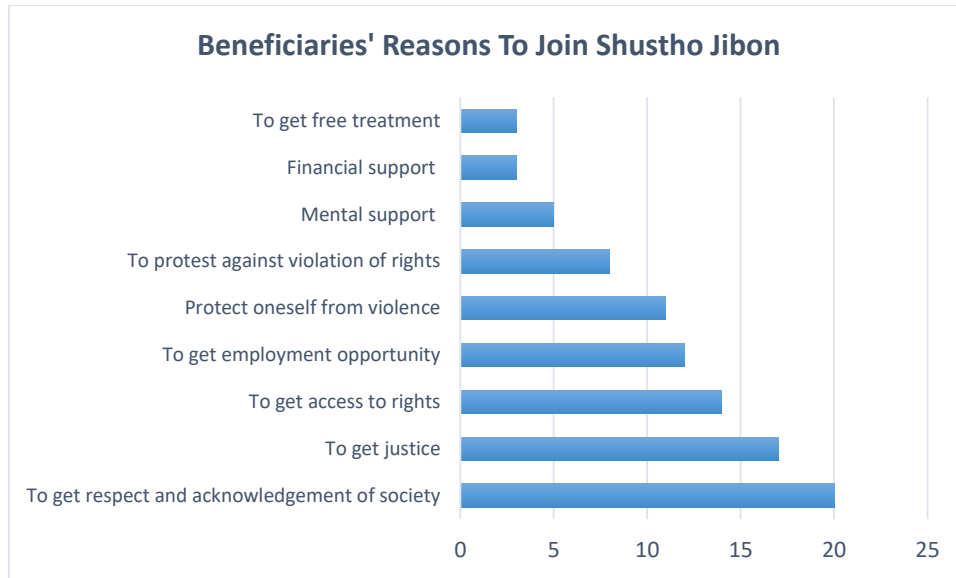


Figure 16 Beneficiaries' Reasons To Join Shustho Jibon

### Sex Workers Network (SWN)

For the MJF WVLB Project, SWN has appointed all **6 employees** in the project activities. The ratio of female to transgender to male ratio is 3:1:2

### Beneficiaries' Reasons To Join Sex Workers Network

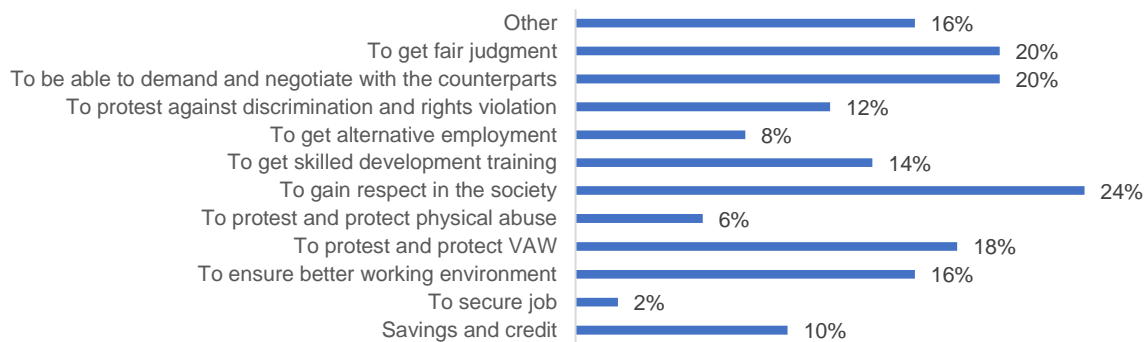


Figure 17 Beneficiaries' Reasons To Join Sex Workers Network

### Uddipto Mahila Unnayan Sangstha (UMUS)

In order to coordinate the WVLB project, the organization have allocated **7 employees** where the ratio of female to male employees is **4:3**. They have allocated a female Project Coordinator who will be in- charge of the project along with field facilitators and support staff who will be taking insights at the grassroots level.

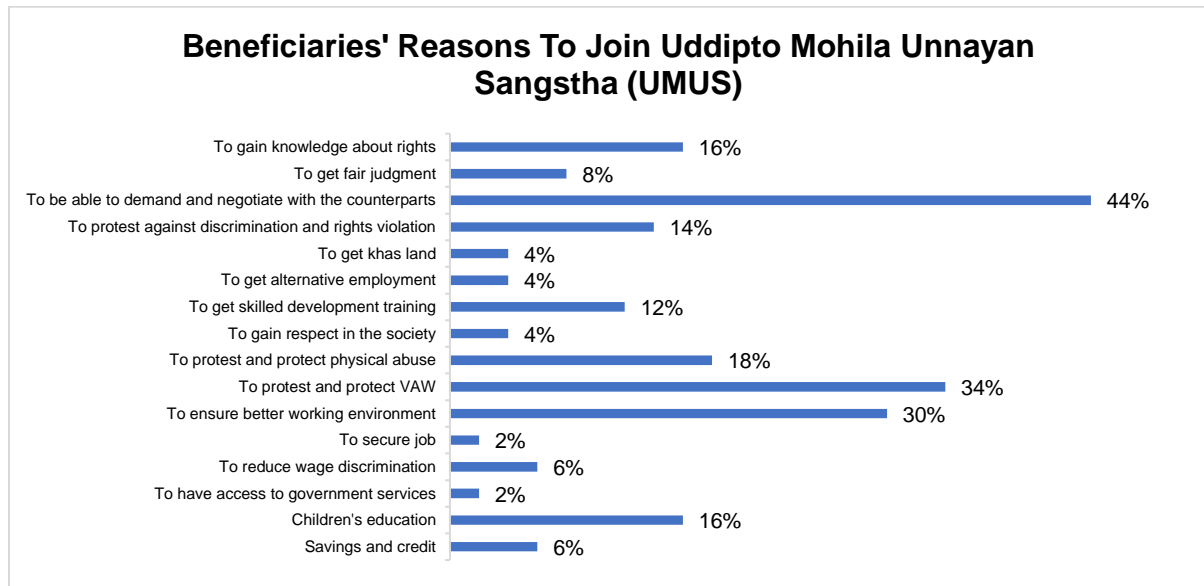
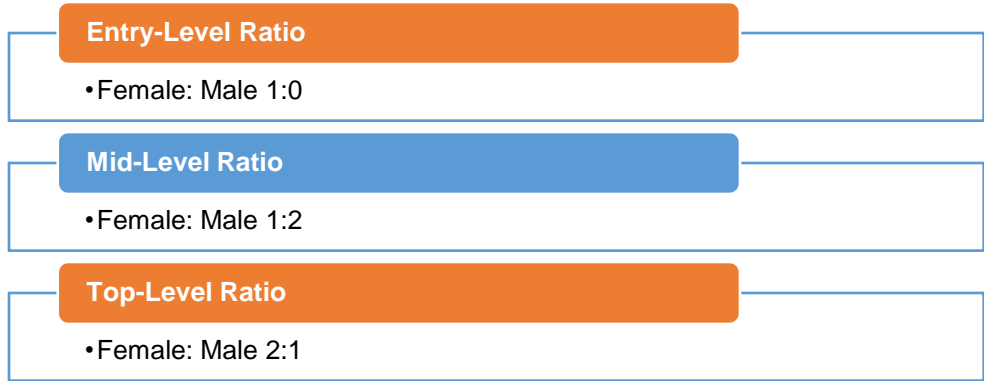


Figure 18 Beneficiaries' Reasons To Join Uddipto Mohila Unnayan Sangstha (UMUS)

## Chapter 7: Key Findings of the Study

### 7.1 Demographic and Socio-Economic Status

#### 7.1.1 Demographic Status of Beneficiaries

A total of 930 beneficiaries from 18 different WROs were reached during the course of the study. The gender segregation of the respondents is provided below:

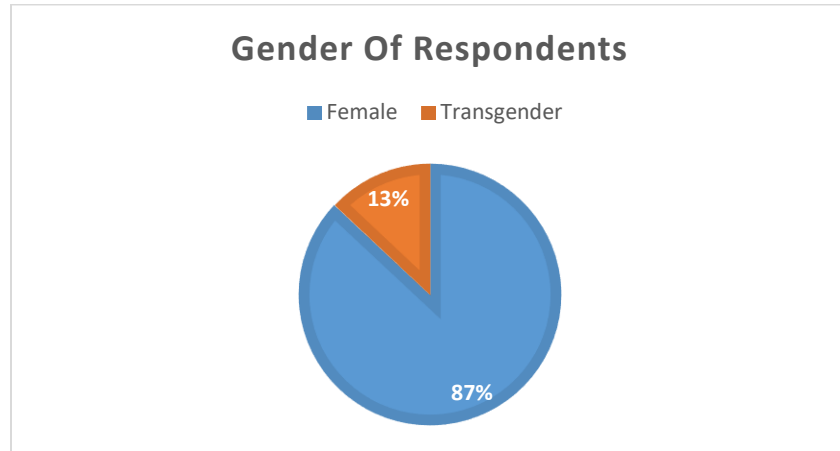


Figure 19 Gender of Respondents

Shustho Jibon and Diner Alo are the two WROs with just transgender beneficiaries while NCDW and CWCS are two WROs with representation from both genders. The remaining 14 WROs had female beneficiaries only. The religion of beneficiaries is provided in the figure below:

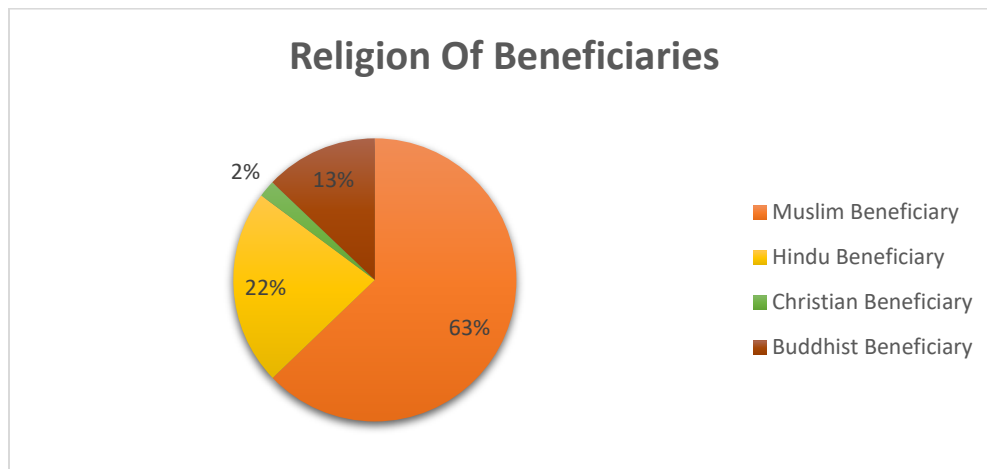


Figure 20 Religion of Beneficiaries

63% of the respondents identified Islam as their religion. Jagorani Sangstha, Khagrapur Mahila Kalyan Samity and Dalit Empowerment Foundation are the only three WROs who are working exclusively with other religious groups. The age segregation of the beneficiaries is provided in the following figure:

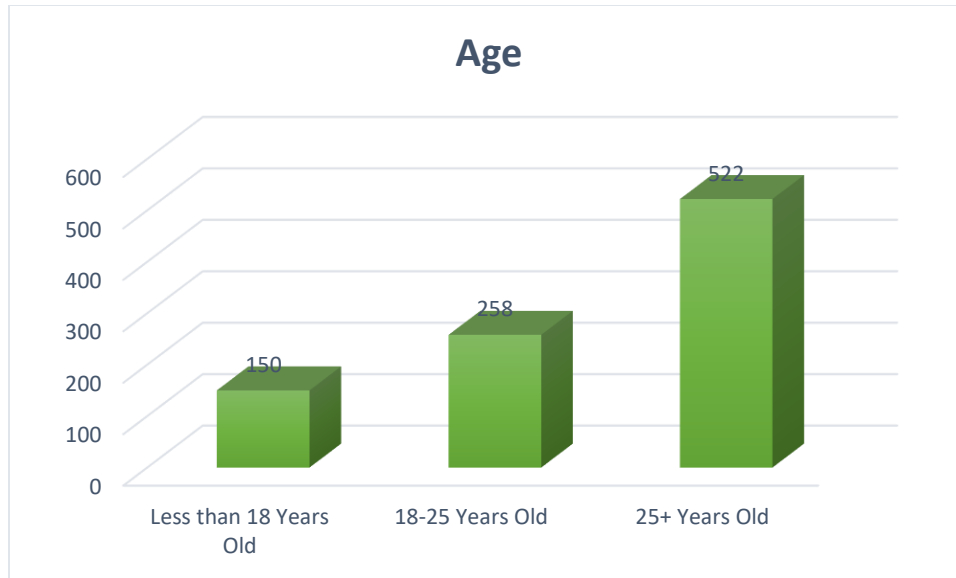


Figure 21 Age of Respondents

16% of the total respondents were aged 17 or less. Progressive worked with highest number of beneficiaries aged less than 18 while sex workers network worked with highest number of beneficiaries aged 25 and above. The respondents were divided into two ethnic groups: Bengali and Ethnic minority. 26.5% respondents belonged to ethnic minorities while the rest of the respondents were Bengali.

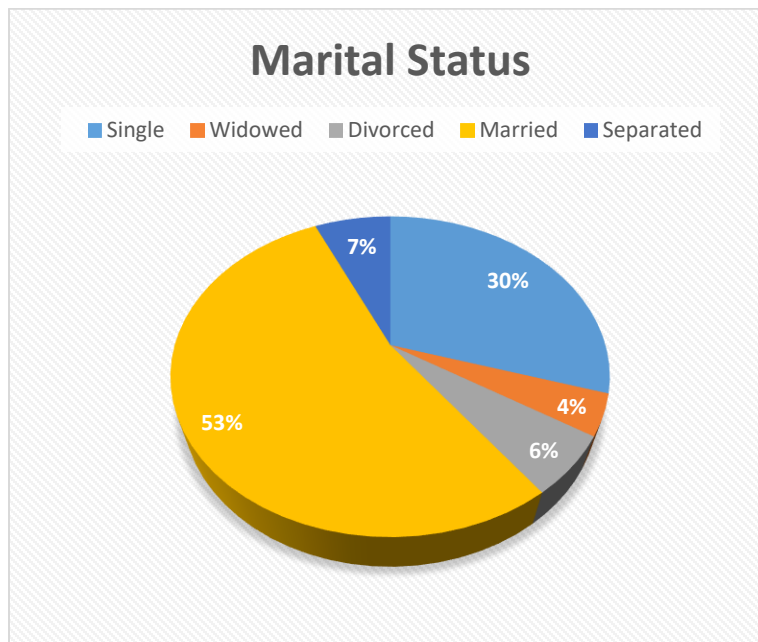
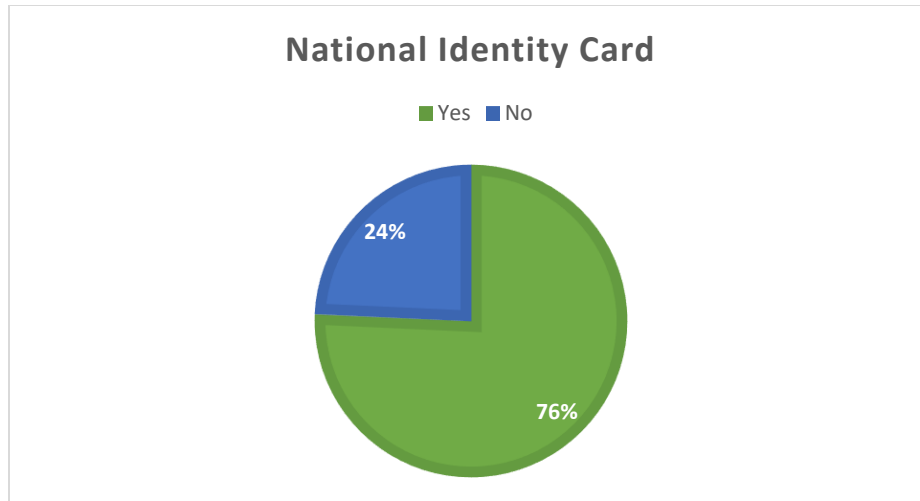


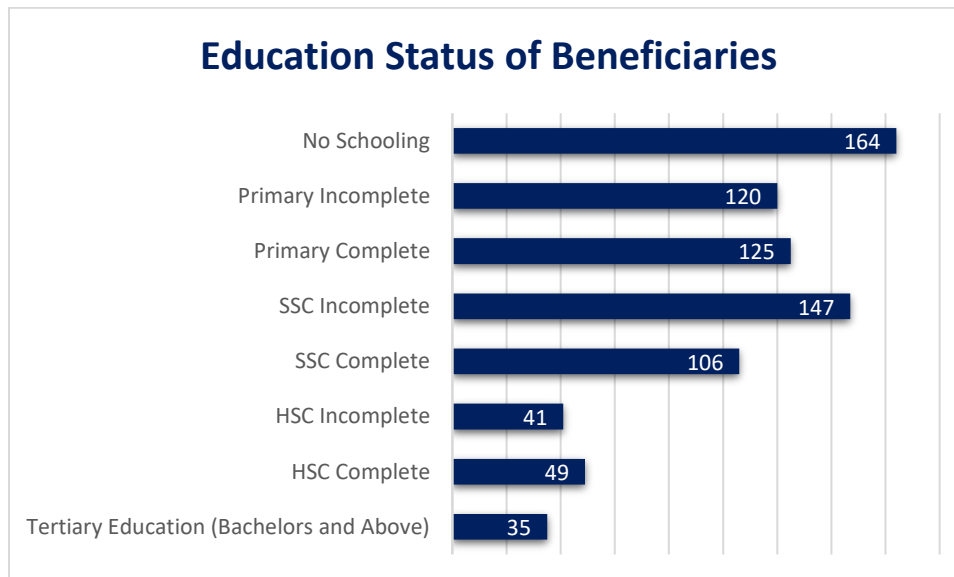
Figure 22 Marital Status

Among the 930 respondents, 53% of the beneficiaries were married and 30% were single. WEAVE worked with the highest number of single beneficiaries while CWFD worked with the highest number of married beneficiaries.



*Figure 23 National Identity Card*

A total of 705 adult beneficiaries possess national identity card. 75 adult beneficiaries do not possess NID which deprives them from accessing fundamental government services. A total of 61 respondents mentioned having Shubarna card (for disabled individuals). Among them 49 beneficiaries were member of NCDW, which specializes in working with disabled beneficiaries.



*Figure 24 Education Status of Beneficiaries*

17.6% of the total respondents did not have access to formal education, this in turn is also the highest response among the beneficiaries regarding education status which is followed by incomplete secondary school certification at 15.8%. CWCS caters to the highest number of beneficiaries with no formal education while Pragoreshor has the highest number of beneficiaries who completed tertiary education.

### **7.1.2 Demographic Status of Family Members of Beneficiaries**

A total of 930 beneficiaries across 18 WROs were reached during the course of the study. The average family had 5 members and the average adult male members in family is 1.34 while the average female members in the family is 1.12. The highest number of beneficiaries living without family were from Sex Workers Network, Pragoreshor Shamajik Unnayan Kendra and Jagorani Shangstha. 18.06% households

mentioned male children dropping out of school while 16.77% mentioned female children dropping out of school.

The section below analyses the education and occupation of adult male and female family members of the beneficiaries. The following figure shows the education status of female family members of the respondents:

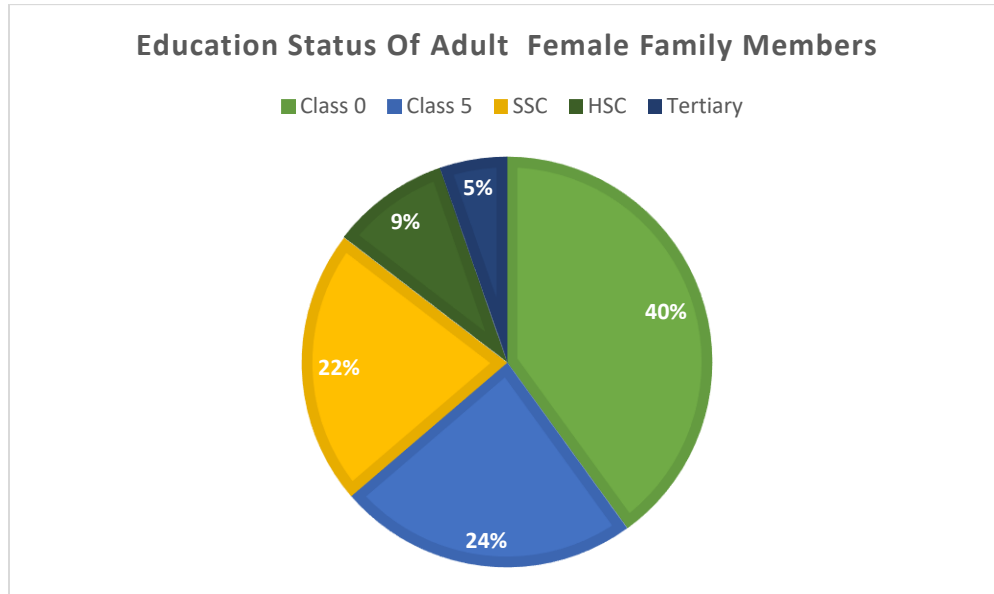


Figure 25 Education Status of Adult Female Family Members

40% of the total female family members did not have access to formal education while only 5% could pursue tertiary education. Female family members of the beneficiaries from Sabujer Jatra and CWCS had least access to education. The breakdown of education status of male family members of beneficiaries is provided below:

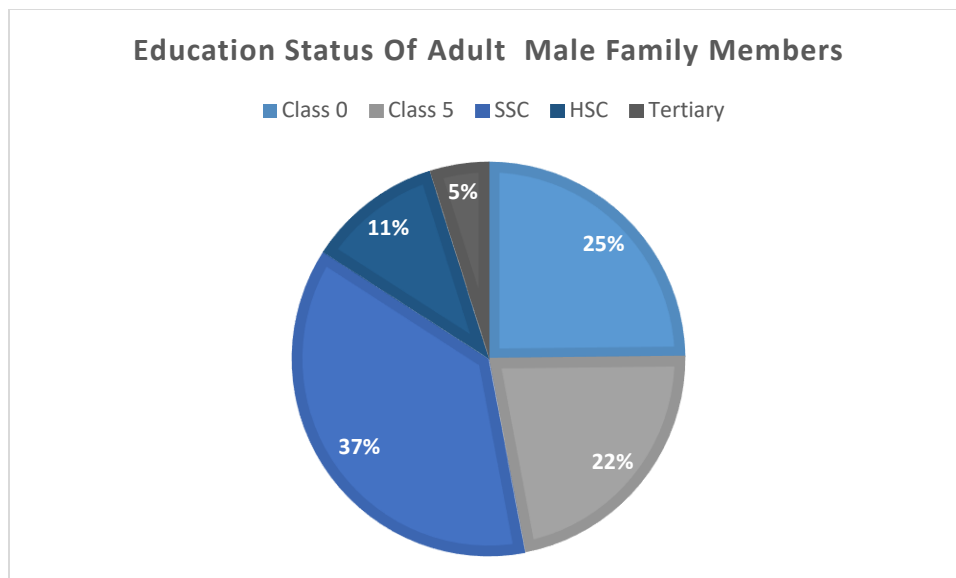


Figure 26 Education Status of Adult Male Family Members

A simple cross comparison between the two figures above show that male family members of beneficiaries had greater access to education in comparison to female members. Percentage of male members with access to secondary and higher secondary education is also more than that of female counter parts. The occupation of female family members is provided in the table below:

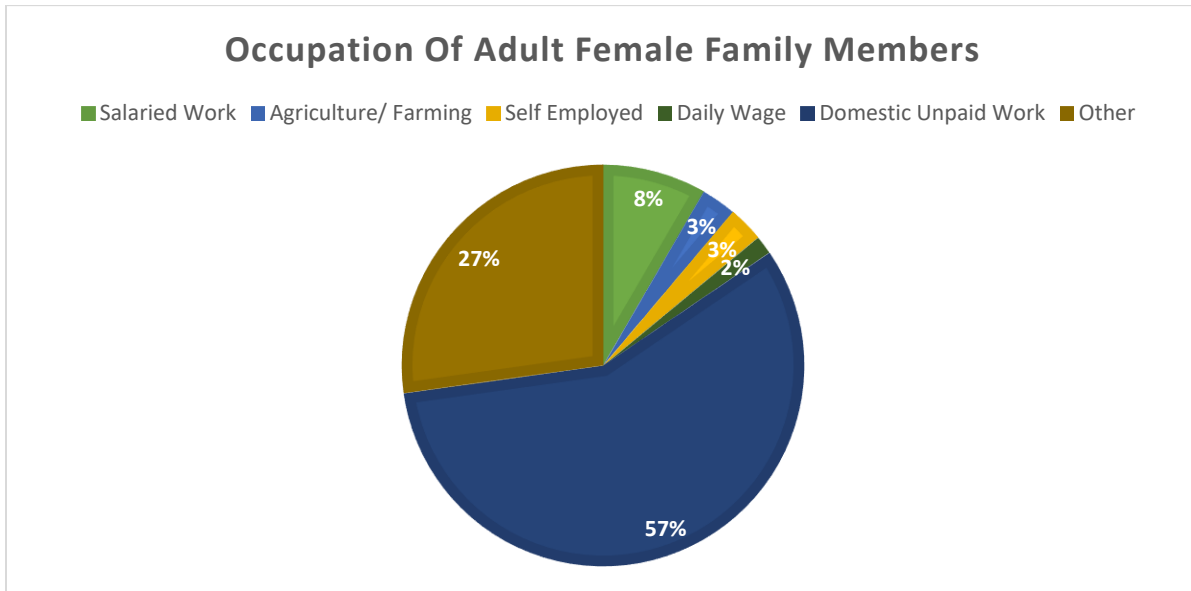


Figure 27 Occupation of Adult Female Family Members

57% of the female members are involved in domestic unpaid work while only 8% is employed in salaried work and 2% self-employed. This shows that female members of the beneficiaries' families are further marginalized when pursuing professional careers in comparison to the access to education. Female family members of beneficiaries from Shabujer Jatra and Diner Alo had least access to pursuing a professional career. The study also found that 37 of the female family members of beneficiaries from SWN were also employed as sex workers. In comparison, the occupation of adult male family members is provided in the figure below:

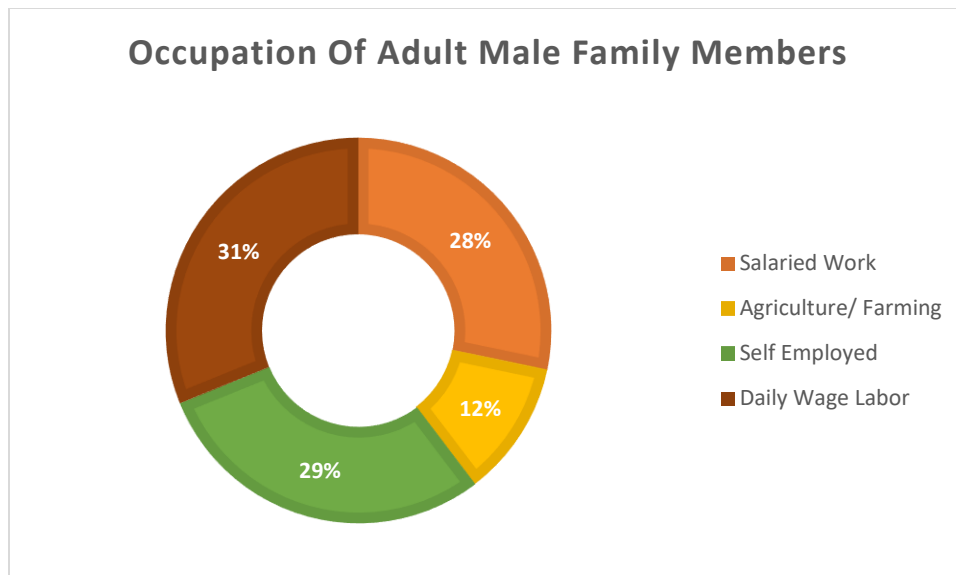


Figure 28 Occupation of Adult Male Family Members

The occupation of adult male family members were segregated into four broader categories and 31% of the adult male members are daily wage laborers. Self-employed male family members are narrowly behind at 29%.

A total of 324 adolescent children (Aged 5-16) dropped out of school in last one year as per the respondents. Among them, 168 children were male while 156 were female. The key reasons for drop out is provided in the figure below:

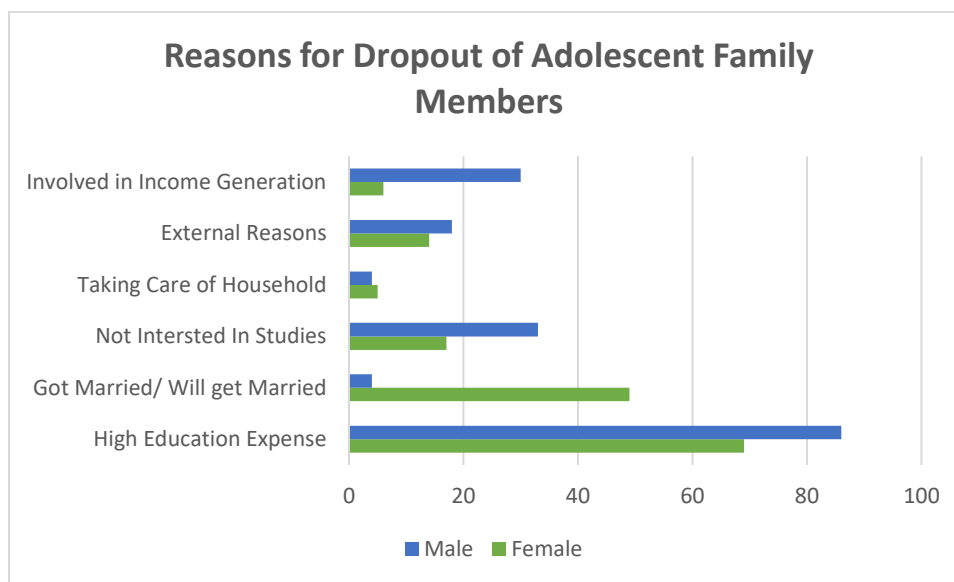


Figure 29 Reasons for School Dropout of Adolescent Family Members

The biggest reason for dropout of both boys and girls is high education expense. The study found that the highest number of dropouts were from the families of beneficiaries of CWCS and Shustho Jibon.

### 7.1.3 Assets: Homestead and Cultivable Land

To broadly assess the socio economic status of the beneficiaries, the study analyzed the ownership of homestead and cultivable land of the beneficiaries. The breakdown of homestead ownership is provided in the table below:

Table 2 Homestead Ownership by Families of Beneficiaries

Homestead Ownership by Families of Beneficiaries	
Details	Percentage
Total Percentage of Beneficiaries' Families Owning Homestead	74.1% (689 Households)
Percentage of Male Members of The Family Owning Homestead	83.31%
Percentage of Female Members of The Family Owning Homestead	16.69%

While 83% of the total homestead are owned by male family members, however, the beneficiaries of Mukti Mohila Samity and Sex Workers Network had more female family members who owned homestead. Ownership of cultivable land is provided in the table below:

Table 3 Cultivable Land Ownership by Families of Beneficiaries

Cultivable Land Ownership by Families of Beneficiaries	
Details	Percentage
Total Percentage of Beneficiaries' Families Owning Homestead	27.4% (255 Households)
Percentage of Male Members of The Family Owning Homestead	91.8%

Percentage of Female Members of The Family Owning Homestead	8.2%
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Male members of the family owned more cultivable land in comparison to the homestead ownership. Due to limited involvement in economic activities, female family members do not have the opportunity to own tangible assets that will lead to greater solvency. This, hence, marginalizes the female family members further.

### 7.1.4 Access to Water, Sanitation and Health (WASH)

The baseline WASH status of beneficiaries was evaluated based on the access to drinking water, safe access to water for daily activities, type of latrine used and the ownership type of latrine. The access to water is provided in the figure below:

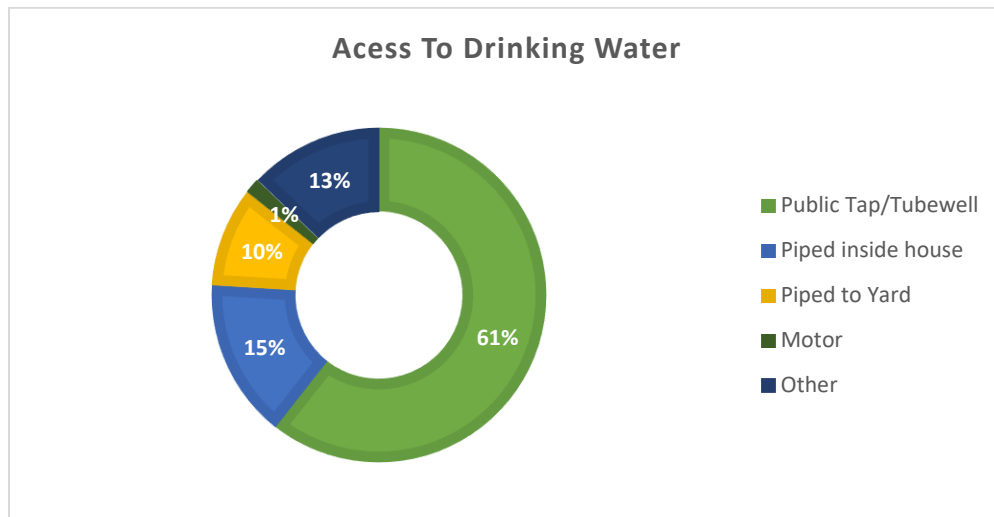


Figure 30 Access to Drinking Water

61% of the respondents are dependent on public tap/tubewell in order to access drinking water. 1 in every 4 beneficiary mentioned access to piped connection in their yard or dwelling when accessing drinkable water. In terms of access to clean water for different activities, the following figure highlights the key takeaways:

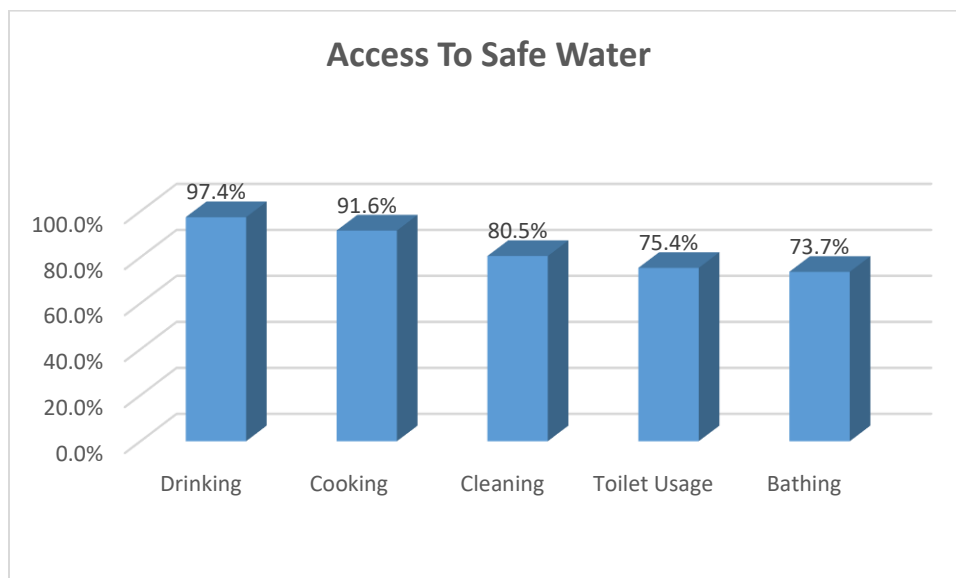


Figure 31 Access to Safe Water

97.4% respondents mentioned that they have access to safe drinking water. However, a quarter of all beneficiaries mentioned that they do not have safe access to water for toilet usage and bathing. Beneficiaries from Dalit community were significantly marginalized in terms of safe access to water for activities beyond drinking. The average response to safe water for cooking, cleaning, toilet usage and bathing among the Dalit beneficiaries is 6%.

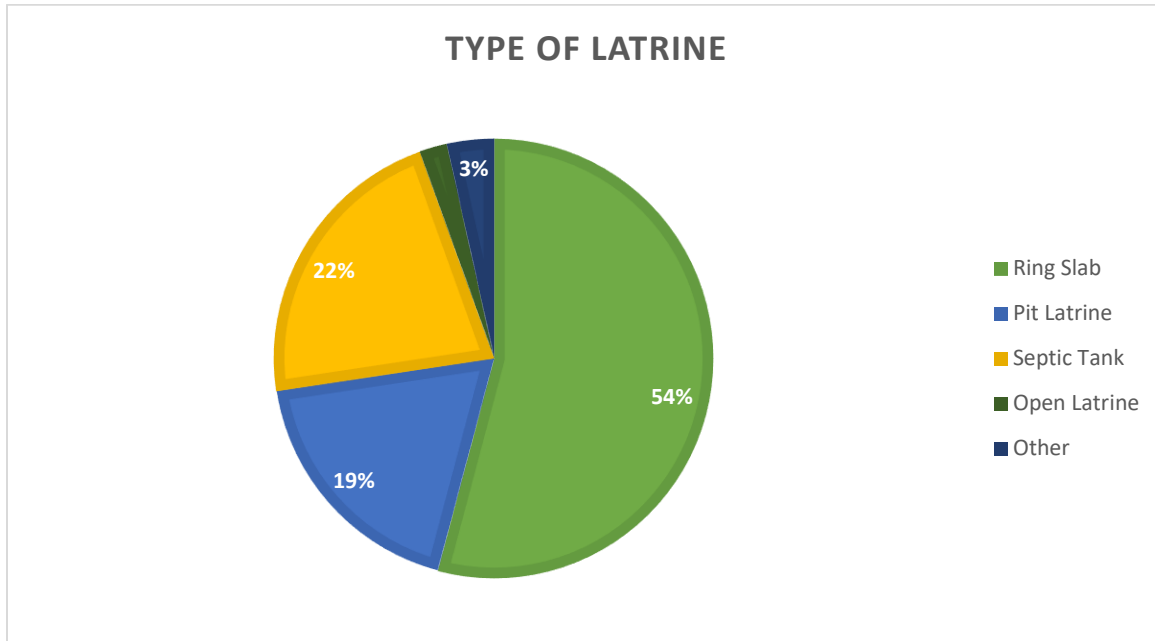


Figure 32 Type of Latrine

54% of the beneficiaries had ring slab latrines which indicates that most beneficiaries belonged to socio economy class C for the WVLB project. 43% of the beneficiaries owned private latrines outside their homes, 39% owned private latrines inside their homes while 18% of beneficiaries used community-based latrines. Majority of beneficiaries of NCDW and Mukti Mahila Samity used community-based latrines.

### 7.1.5 Household Income and Expenditure Status

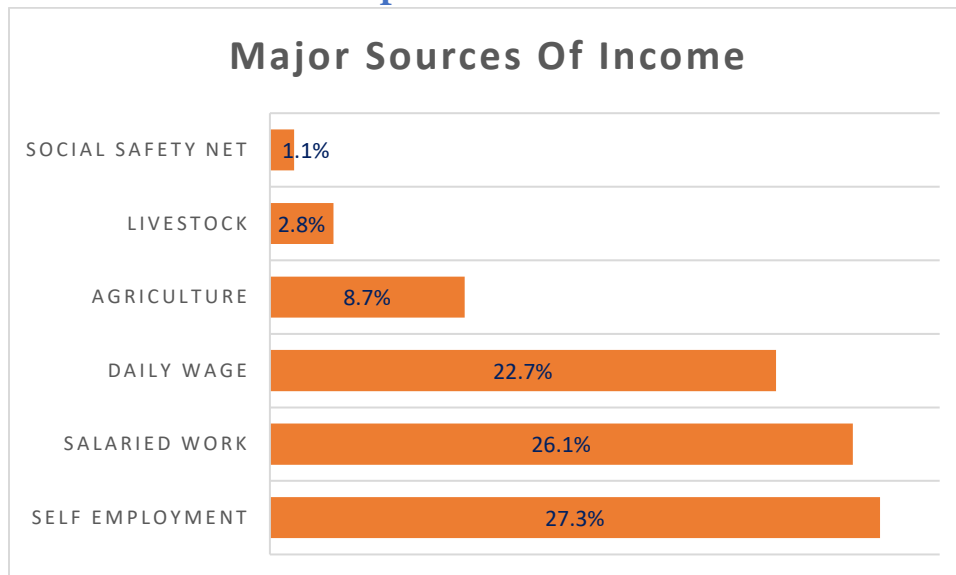


Figure 33 Major Sources of Income

The study tabulated the major sources of income for the families of beneficiaries across all 18 WROs. The highest income is generated through self-employment which is closely followed by salaried work. The analysis is exclusive of the income of sex workers and transgender beneficiaries and it was observed that almost 80% for their income is through sex work for the aforementioned group and collection of money from public places for the latter. 1.1% of the total income is sourced from social safety net and beneficiaries from NCDW had 4.7% of their total annual income from the safety net program. The average monthly income expenditure and savings of the WVLB beneficiaries is provided below:

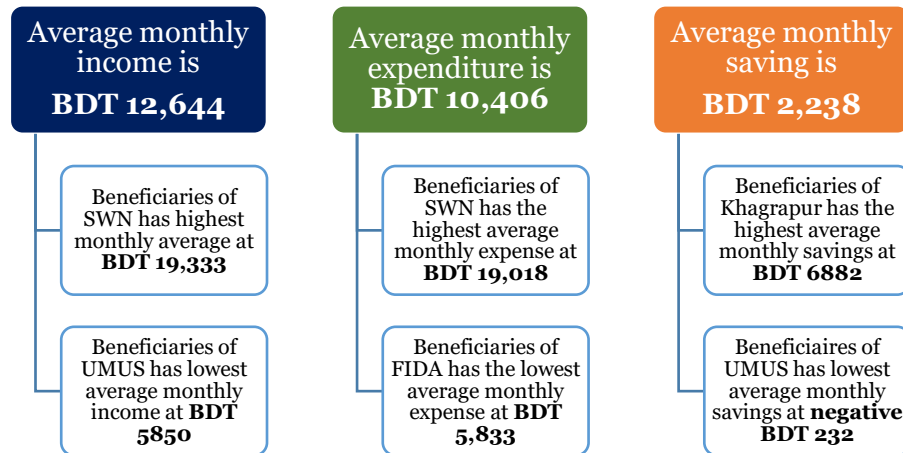


Figure 34 Average Monthly Income, Expense and Savings

The study also observed that households annually spent an average of **BDT 14,310** on education and **BDT 13,569** on healthcare. 52.4% of total beneficiaries availed loan in the last 12 months and the annual loan repayment stands at **BDT 40,979**. The figure below shows sources of loans for the respondents:

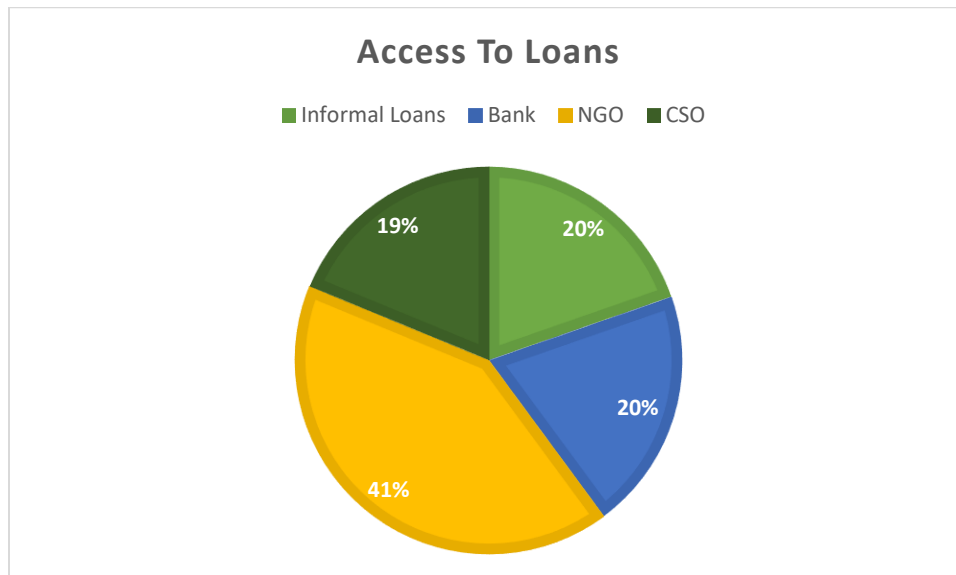


Figure 35 Access to Loans

41% beneficiaries' availed loans from NGOs and most beneficiaries from WEAVA accessed loans through them. Khagrapur Mahila Kalyan Samity had the highest number of beneficiaries to seek loan last year.

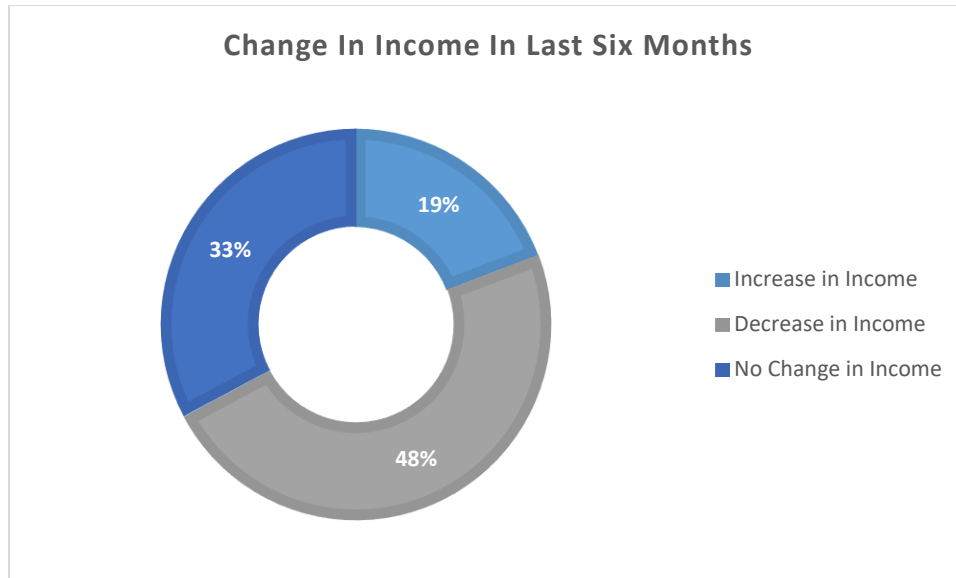


Figure 36 Change in Income in Last Six Months

48% respondents mentioned that they witnessed a decrease in income in the last six months. 82% respondents of SWN and 65.2% respondents Jagorani Sangstha saw a decline in income respectively while 40.3% respondents of WEAVE and 38.2% respondents of Khagrapur saw an increase in income in the past six months.

## 7.2 Perception and Practices of Beneficiaries

### 7.2.1 Norms and Perception Regarding Education in Households

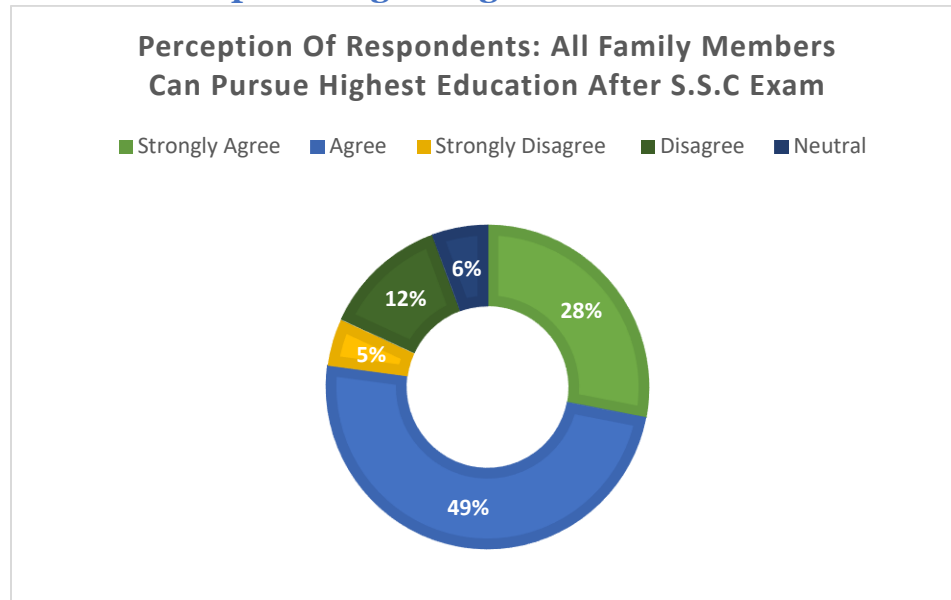
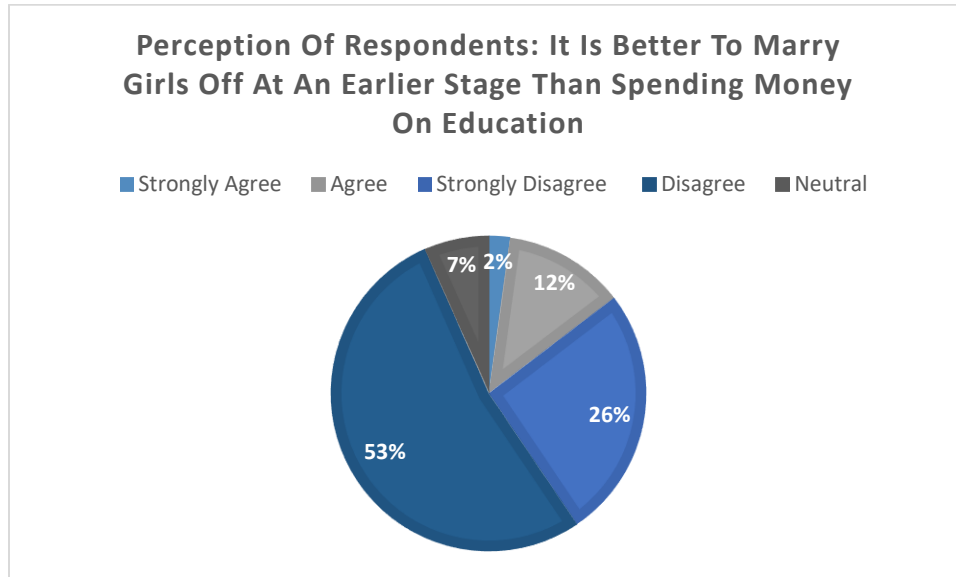


Figure 37 Perception of Respondents: All Family Members Can Pursue Highest Education After S.S.C Exam

77% of the respondents either agree or strongly agree that all members of their family can pursue highest education after completion of secondary school certification. Unfortunately, the study found that this perception is not aligned with reality since only 9% of female family members pursued higher secondary education and 5% pursued tertiary education while the number of enrollment among male family

members regarding pursuit of education is higher. Respondent of CWCS had the highest disagreement with this statement as 57% of CWCS beneficiaries disagreed with the statement.



*Figure 38 Perception of Respondents: It Is Better To Marry Girls Off At an Earlier Stage than Spending Money on Education*

79% of all respondents have either strongly or disagreed with the statement that it is better to marry girls off than spending money on their education. 47% respondents of CWCS and 42% respondents of NCDW have unfortunately agreed with this statement. This response from the particular beneficiaries could be due to the socio cultural practice of bride's family bearing the expense of wedding and since majority of female family members end up in unpaid domestic care, the respondents may feel that this could be a necessary way forward. MJF could assist CWCS and NCDW towards raising awareness among their beneficiaries in order to deviate them from such beliefs.

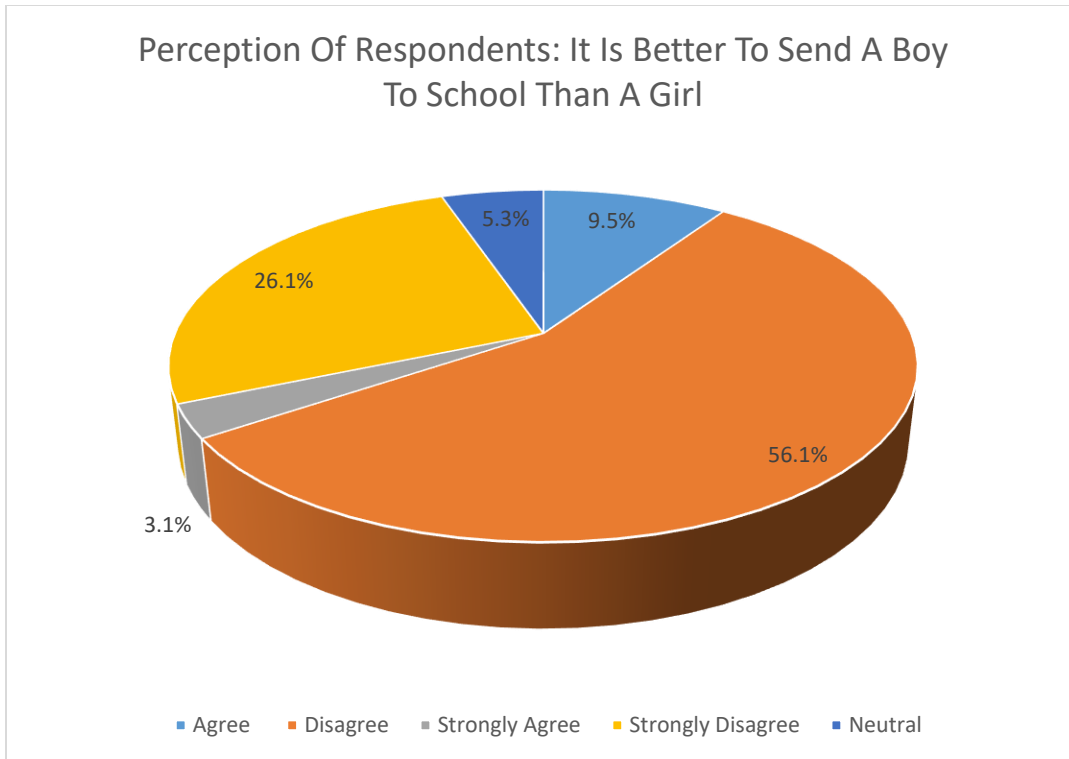


Figure 39 Perception of Respondents: It is better to send a boy to school than a girl

Around 12% of all respondents appeared to believe that it is better to send a boy to school than to send a girl. Beneficiaries of Mukti Mahila Samity (MMS), Centre for Women and Children Studies (CWCS), Sex Workers Network and Protibandhi Narider Jatio Parishad (NCDW) had the highest number of respondents in support of the notion.

### 7.2.2 Norms and Perception Regarding Career of Female Family Members

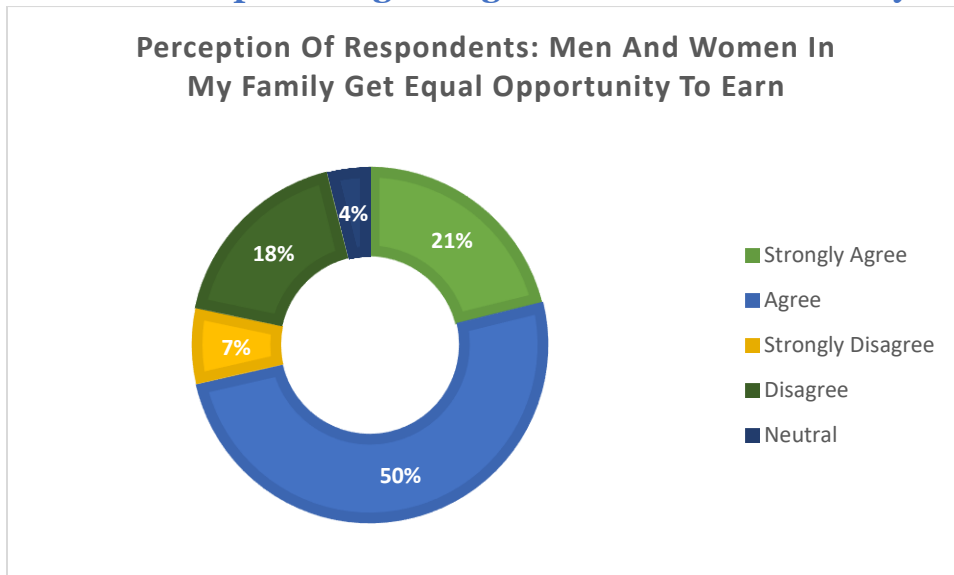


Figure 40 Perception of Respondents: Men and Women in My Family Get Equal Opportunity to Earn

71% of all respondents either agree or strongly agree that men and women in their family get equal opportunity to earn. However, in reality, the study found that more than 50% of female family members are involved in unpaid domestic care. This shows that access to economic activity is unequal in the households.

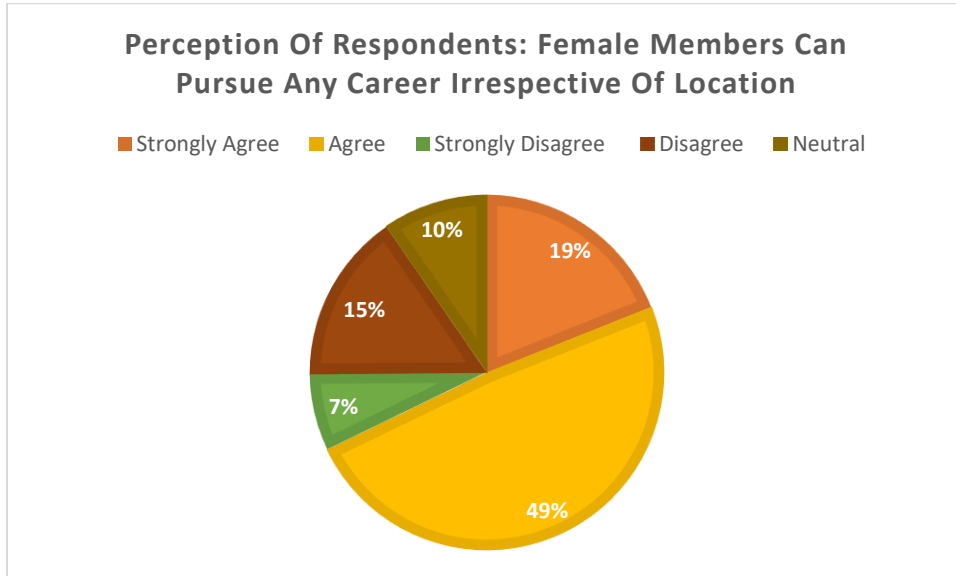


Figure 41 Perception of Respondents: Female Members Can Pursue Any Career Irrespective Of Location

68% of total respondents feel that female members in their family can pursue any career irrespective of the location. While the practice in reality at present shows otherwise, WROs may capitalize on the belief of the beneficiaries and translate this thought into action for the future.

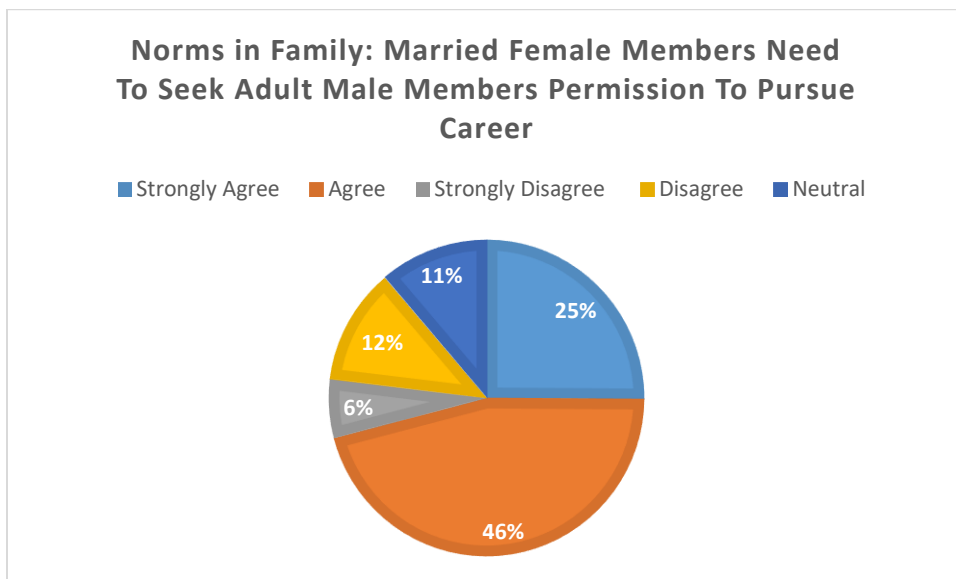


Figure 42 Norms in Family: Married Female Members Need To Seek Adult Male Members Permission To Pursue Career

71% respondents believe that married female members in their family need to seek permission from male members in order to pursue a career. This is a reflection of how the female members of the beneficiaries' families are subjugated to the patriarchal system which in turn compromises with their accessibility

towards pursuing economic empowerment. MJF should focus on ensuring an easy provision for the beneficiaries towards economic prosperity through improved awareness regarding economic rights of female members on a familial level.

### 7.2.3 Norms Regarding Health of Female Family Members

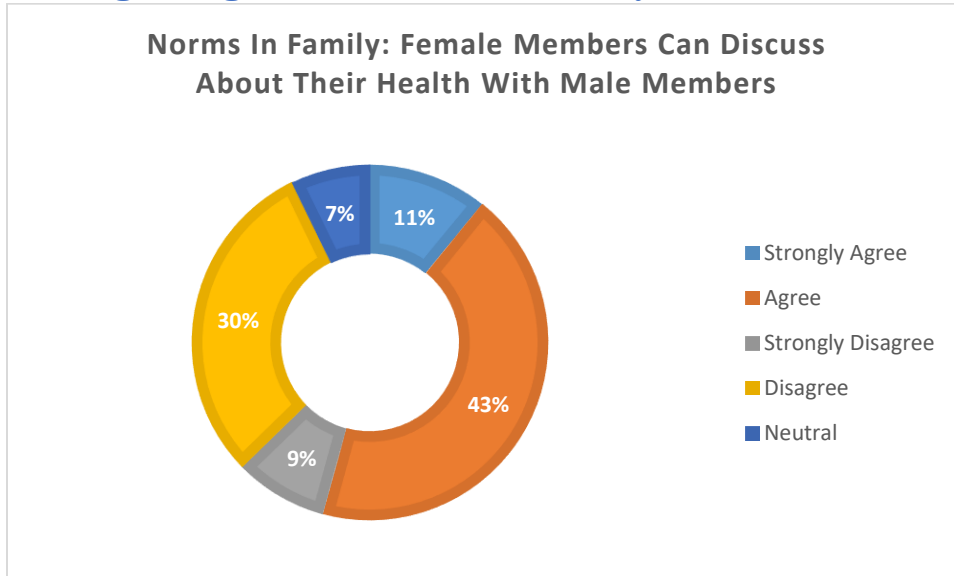


Figure 43 Norms in Family: Female Members Can Discuss About Their Health with Male Members

Only 54% of the total respondents mentioned that female members can discuss about their health with male members. The response was worse among Dalit beneficiaries as 72% respondents from DEF and 62% respondents from UMUS disagreed with the statement. This analysis reflects on how female health and hygiene is still considered a taboo among male family members. MJF and WROs could focus on raising awareness and normalizing discussion about female health with all family members.

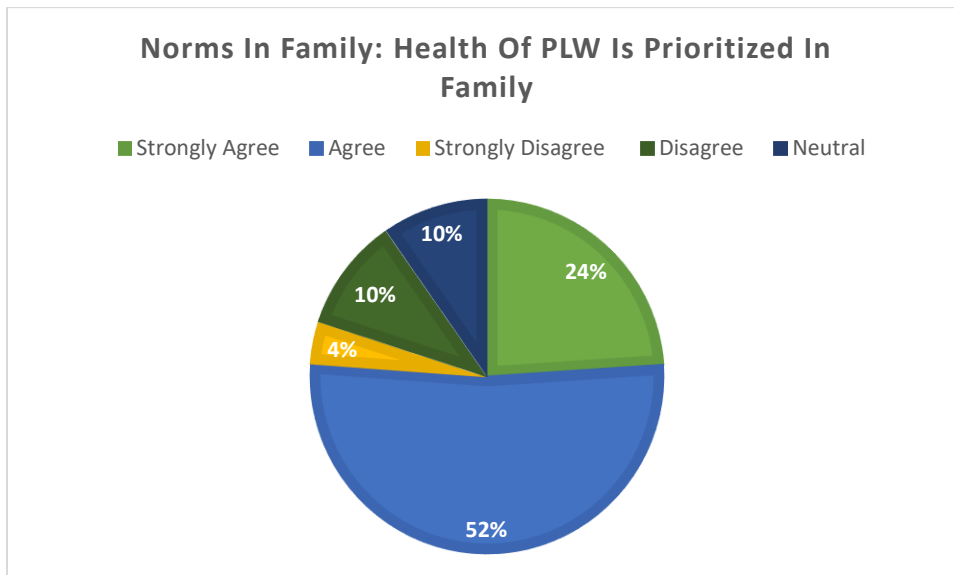


Figure 44 Norms in Family: Health of PLW Is Prioritized In Family

76% respondents agree that health of pregnant and lactating women (PLW) are prioritized in their families. 62.6% of CWCS respondents, however, have disagreed with the statement. Hence CWCS should focus on raising awareness regarding health of PLW women among the families of their beneficiaries.

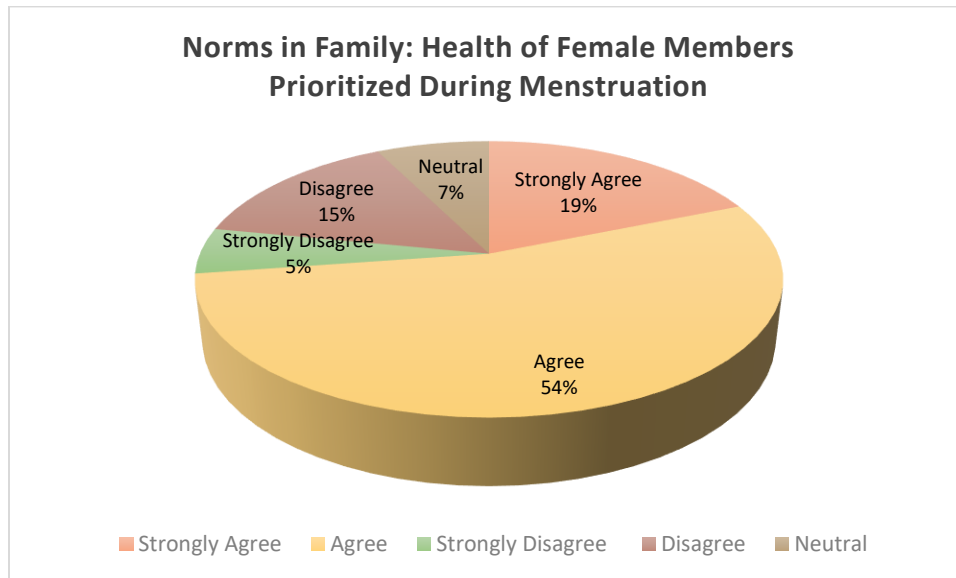


Figure 45 Norms in Family: Health of Female Members Prioritized During Menstruation

73% of total respondents mentioned that health of female family members during menstruation is prioritized in their household. However, more than 50% respondents from MMS, NCDW and CWCS respectively have disagreed with the statement. MJF could facilitate these organizations towards raising awareness about menstrual health among their beneficiaries and their respective family members.

### 7.2.4 Norms and Perception Regarding Marriage

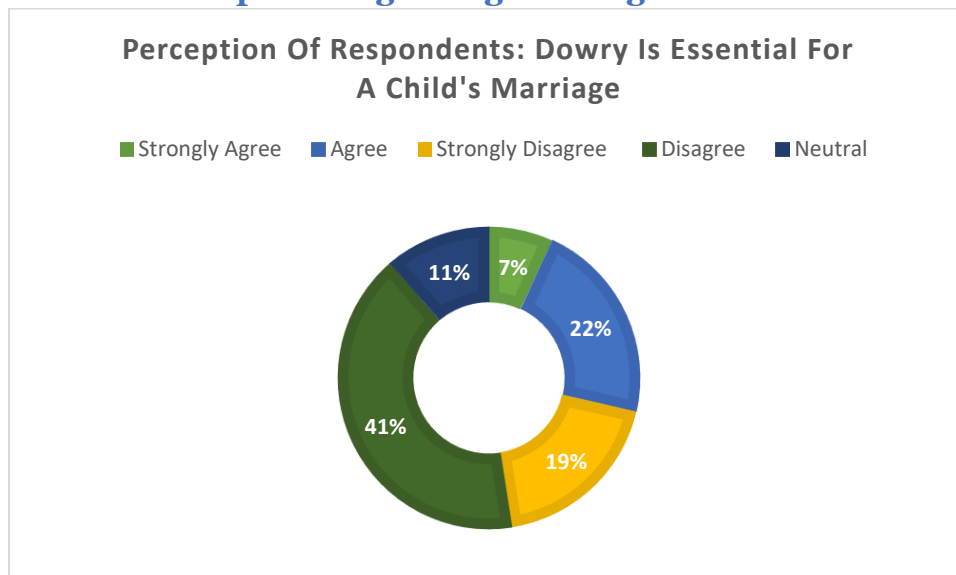


Figure 46 Perception Of Respondents: Dowry Is Essential For A Child's Marriage

As per the dowry prohibition act, it is a criminal offense in Bangladesh to get involved in dowry during marriage. However, the study finds 29% of total respondents still believing that dowry is essential for a child's marriage. On a WRO level, 46% respondents from NCDW and SWN agree with this statement.

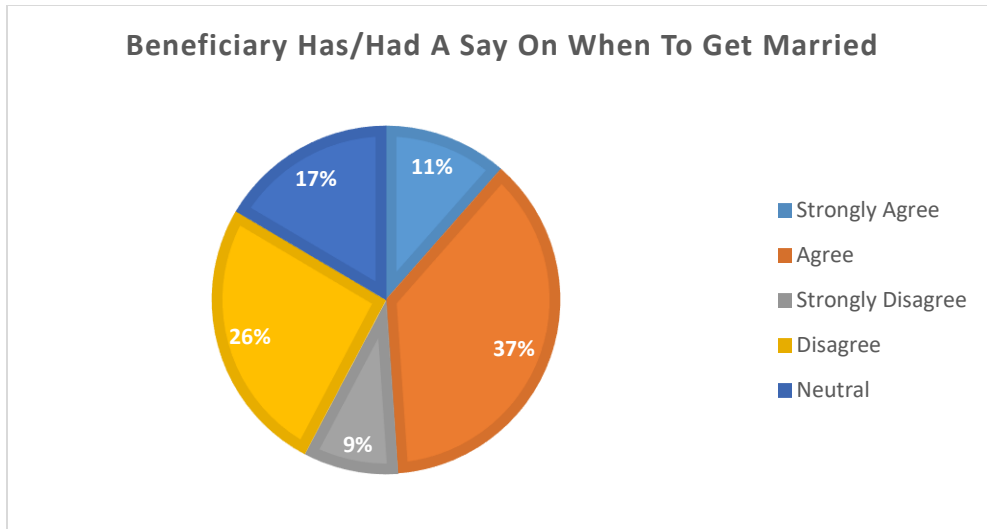


Figure 47 Beneficiary Has/Had a Say on When to Get Married

Only 48% respondents agree that they had a have or had a say on when to get married. 64% respondents of SWN and 58% respondents from BOMSA responded disagreed with this statement.

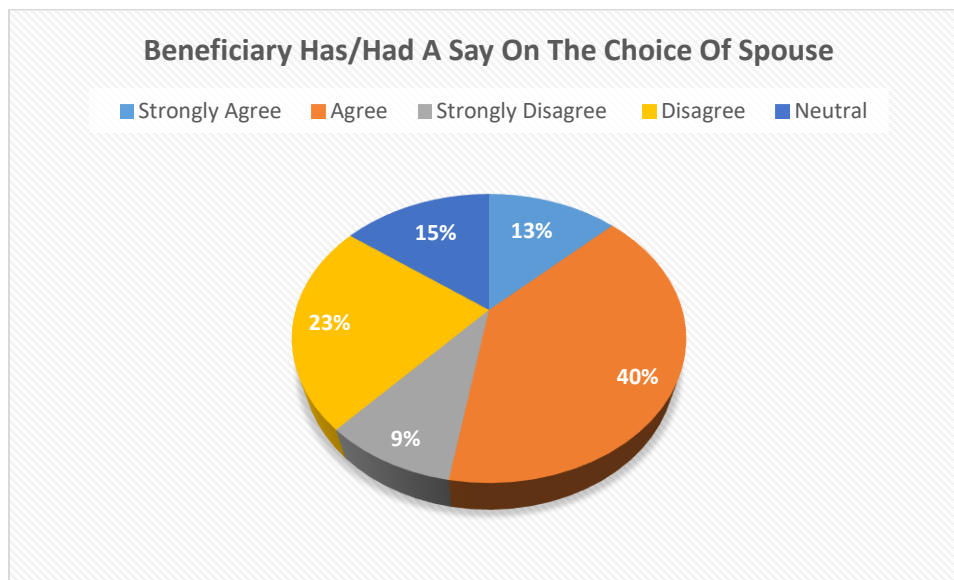


Figure 48 Beneficiary Has/Had a Say on the Choice of Spouse

53% respondents agree that they have/had a say on their choice of spouse. More than 50% of respondents from BOMSA and CWCS have disagreed with this statement.

### 7.2.5 Norms and Perception Regarding Conjugal Life (Only Married Respondents)

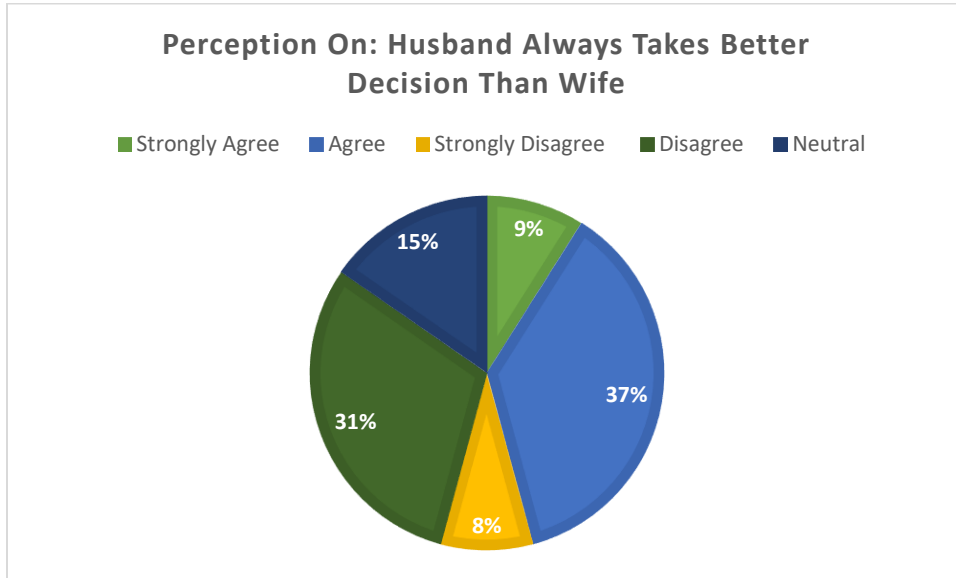


Figure 49 Perception On: Husband Always Takes Better Decision than Wife

46% respondents perceive that husband always takes better decision than wife. It is important for the WROs to raise awareness regarding the fact that decision making capacity is mutually exclusive of gender and this affirmation derives from the patriarchal society that the beneficiaries have been exposed to.

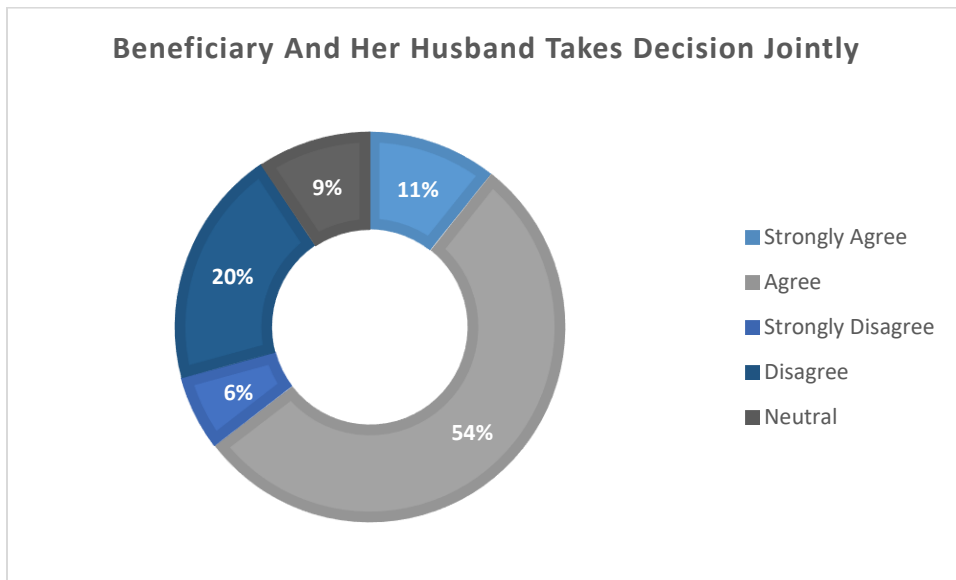
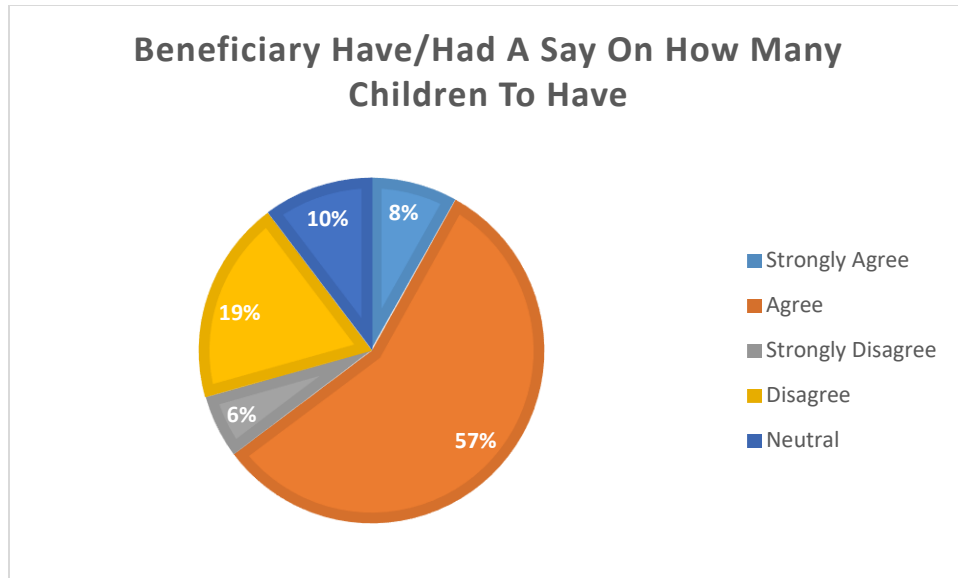


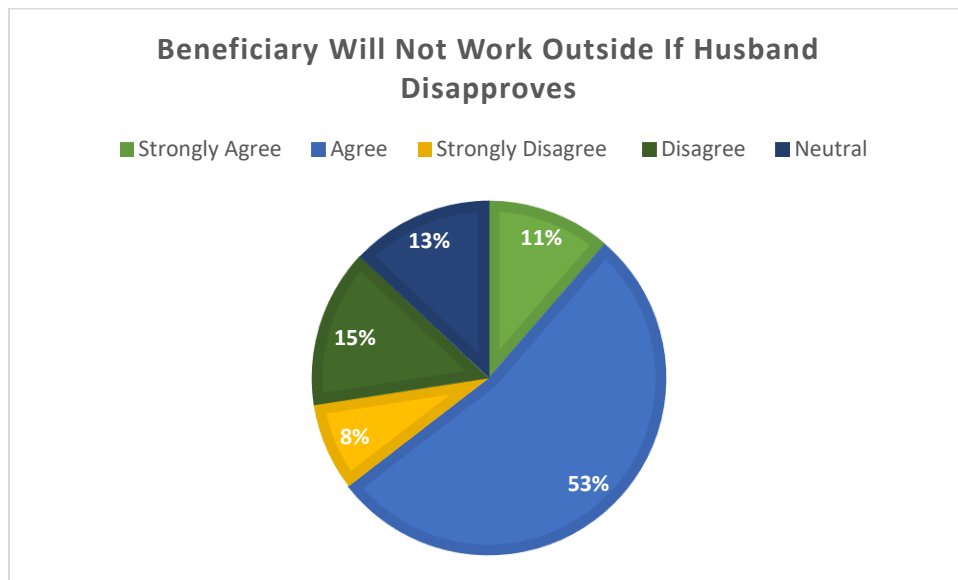
Figure 50 Beneficiary and Her Husband Takes Decision Jointly

65% of married respondents mentioned that their husband and they take decisions jointly. More than 50% respondents of CWCS, however, have disagreed with the statement.



*Figure 51 Beneficiary Have/Had a Say on How Many Children to Have*

63% respondents mentioned that they have/had a say on when and how many children to have. 22 respondents from NCDW, however, mentioned that they do not have a say on this.



*Figure 52 Beneficiary Will Not Work Outside If Husband Disapproves*

64% respondents have mentioned that they will not work outside if their husband disapproves. This once again shows the imbalance in power dynamics between the married beneficiaries and their husbands and WROs should focus raising awareness regarding right to economic activity of a beneficiary.

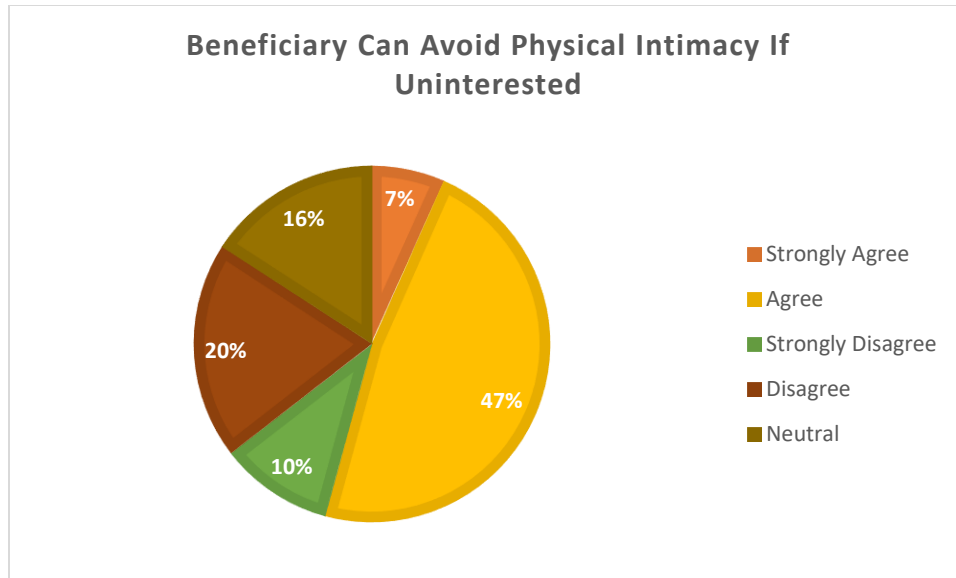


Figure 53 Beneficiary Can Avoid Physical Intimacy If Uninterested

Only 54% beneficiaries agreed that they can avoid physical intimacy with partner if uninterested. This in turn shows the lack of clarity among beneficiaries regarding consent and marital rape. Hence, WROs need to focus on developing the capacity of the beneficiaries regarding the right to refuse.

### 7.2.6 Norms and Perception Regarding Distribution of Food

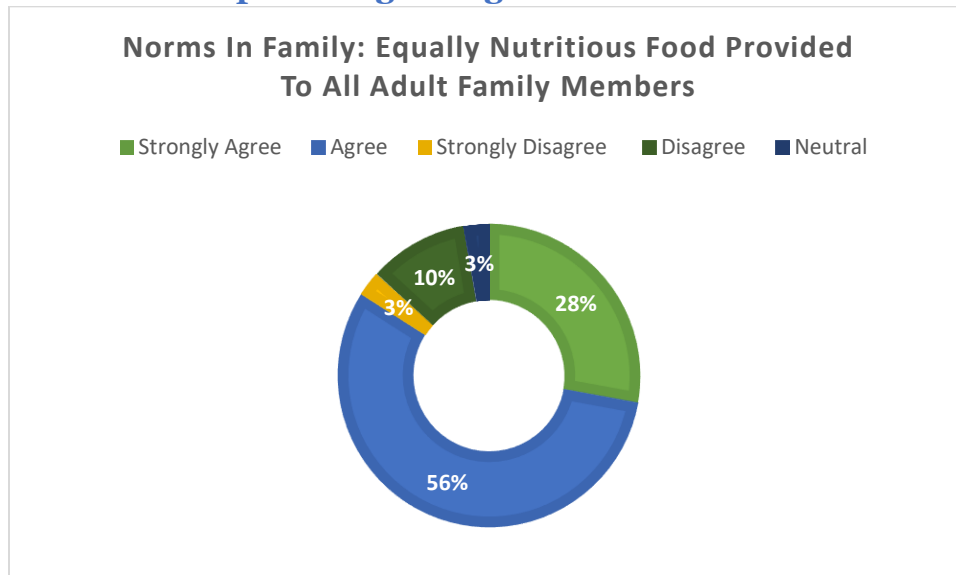


Figure 54 Norms in Family: Equally Nutritious Food Provided To All Adult Family Members

84% respondents believe that all adult family members are provided with equally nutritious food. A significant proportion of beneficiaries from CWCS and NCDW, however, have disagreed with this statement.

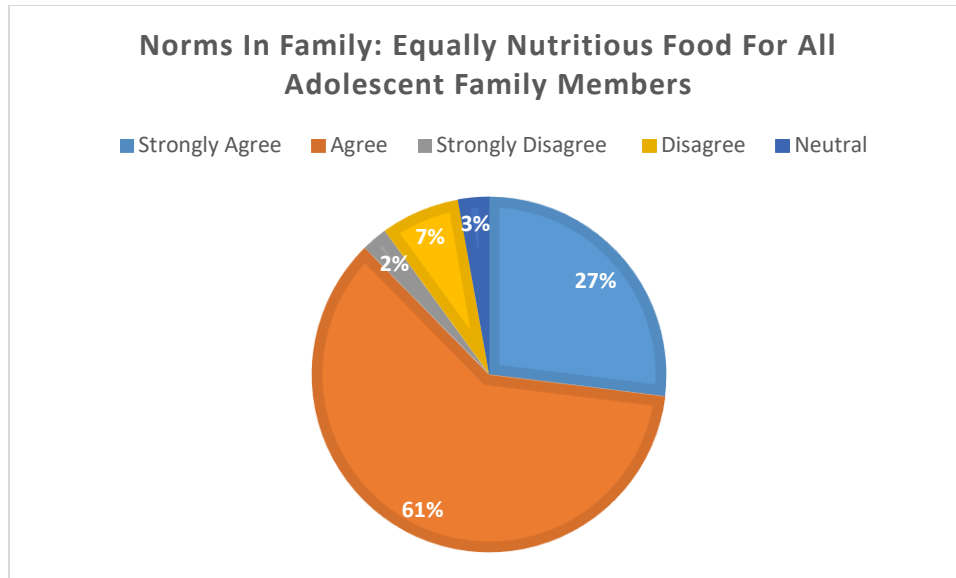


Figure 55 Norms in Family: Equally Nutritious Food for All Adolescent Family Members

88% of the respondents agree that all adolescent family members are provided with equally nutritious food.

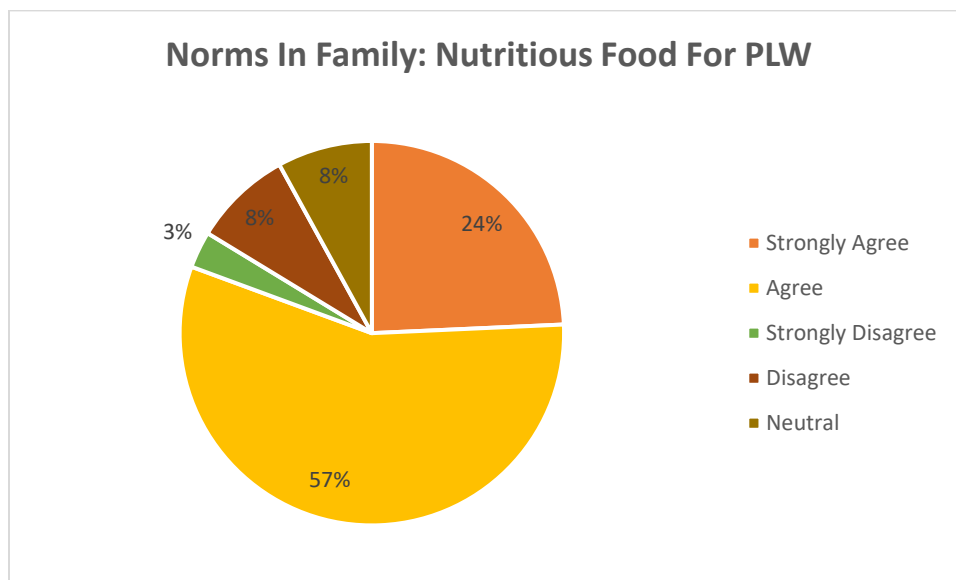


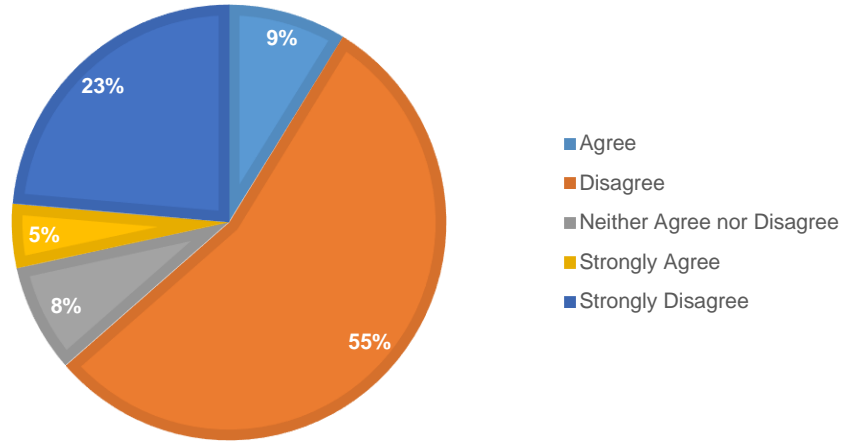
Figure 56 Norms in Family: Nutritious Food for PLW

81% respondents agreed that pregnant and lactating women are provided with more nutritious food. The degree of agreement regarding prioritizing the health of PLW is lesser than their provision of nutritious food. Thus, the study could infer that while families understand the importance of additional food for PLW, they still lack knowledge regarding the prioritization of health as well.

## 7.3 Perception on Gender Equality

### 7.3.1 General Perception on Gender Equality

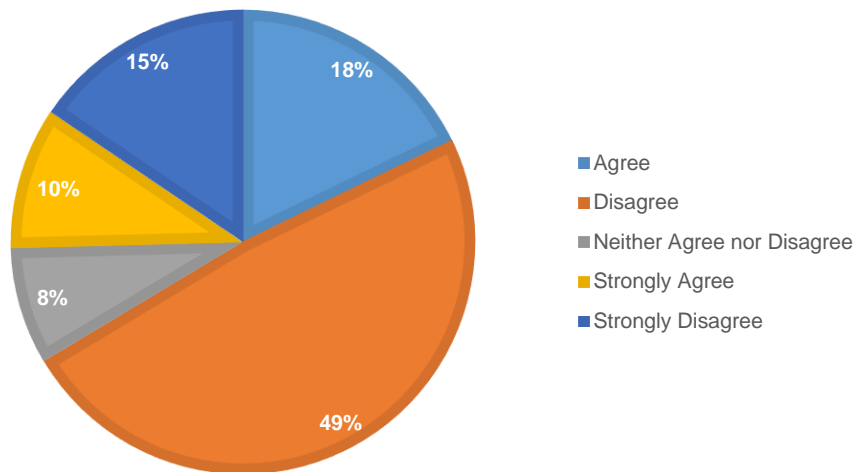
**Perception Of Respondents: When Women Get Rights, Are They Taking Rights Away From Men.**



*Figure 57 When women get rights, they are taking rights away from men*

Almost 55% of the total respondents disagree with the statement that when women get rights they take right away from men. There was a deviation in Protibandhi Narider Jatio Parishad (NCDW) with a majority of the beneficiaries agreeing with the statement, this shows that there is a male skewness.

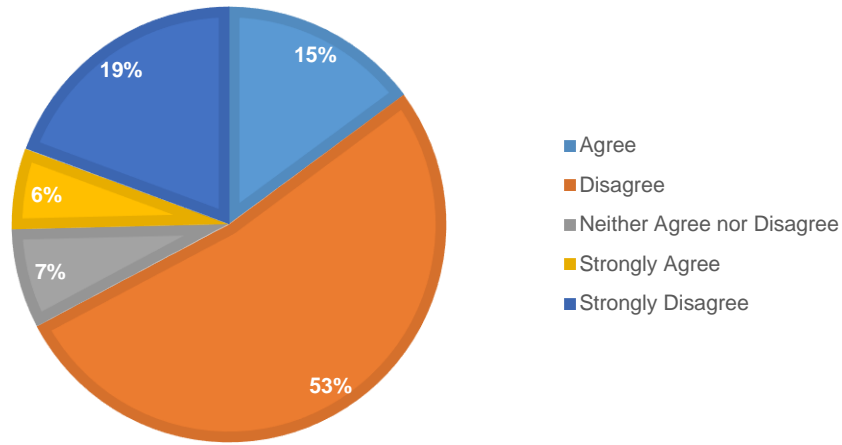
**Perception Of Respondents: Men Superior To Women.**



*Figure 58 Men are superior to women*

Almost half of all the respondents do not believe that men are superior to women. While 18% of the respondents agree with that statement, among them respondents from Concerned Women for Family Development (CWFD) and Family Income Development Association (FIDA) had the highest number of beneficiaries who agree with this statement. This clearly shows that much work is needed in terms of gender equality perception for these WRO.

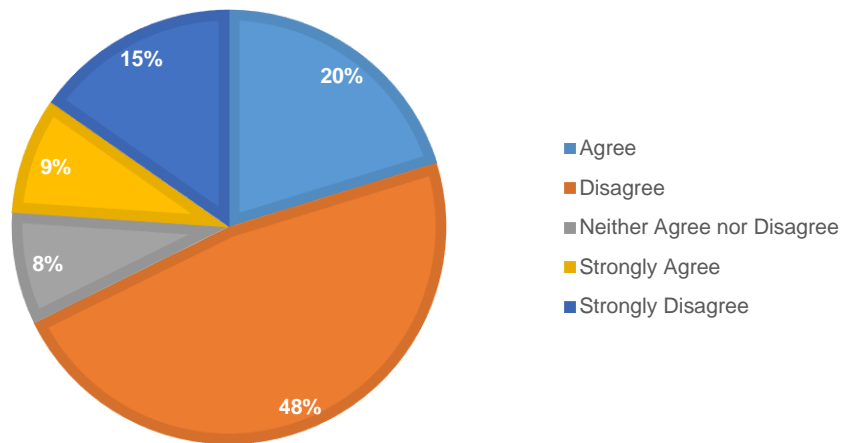
**Perception Of Respondents: Men Should Not Take Part In Household Chores.**



*Figure 59 Men should not take part in household chores*

More than half of the respondents believe that men should contribute to household work. While 15% believe that men do not need to contribute to household chores, respondents from Dinner Alo had the most beneficiaries who strongly agree with this statement which shows that they have this perception that only women should partake in household chores.

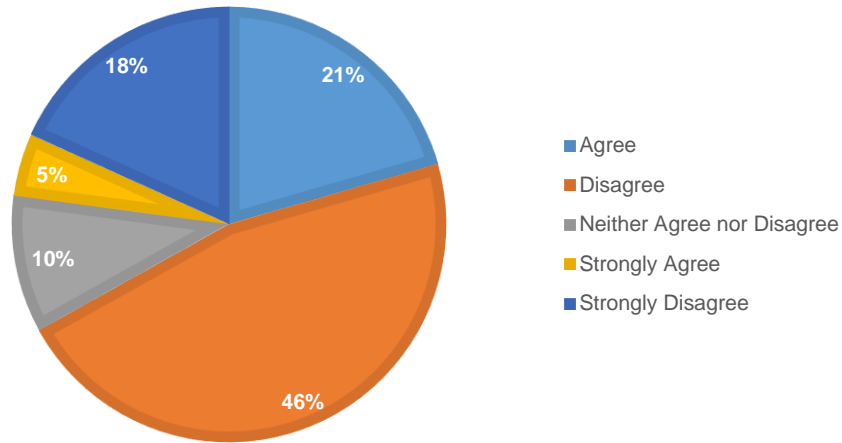
**Perception Of Respondents: Women Cannot Work As Diligently As Men.**



*Figure 60 Women cannot work as diligently as men*

Almost half of the respondents, with 48%, disagree with the statement that women cannot work as diligently as men. 20% of the respondent agree with this statement among which most beneficiaries from Mukti Mahila Samity and Progressive strongly agree with this statement. This shows that there is a lack of self-confidence among these beneficiaries.

**Perception Of Respondents: A Man Should Make Decisions And A Woman Should Abide By Them.**

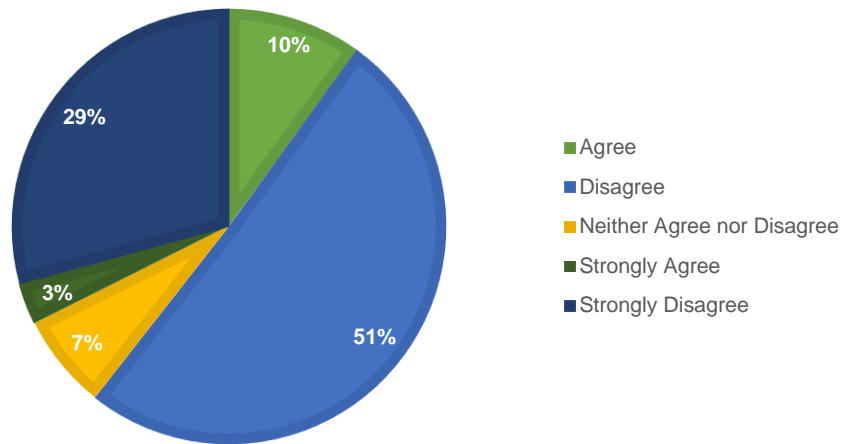


*Figure 61 A man should decide and a woman should abide by*

Nearly half of the respondent does not believe that men should decide while women abide by them. 21% of the respondent, however, do agree with that statement. Among those, beneficiaries from Sex Workers Network and Uddipto Mahila Unnayan Sangstha have a majority who agree with the statement, this shows that there is a lack of leadership and decision-making capability among these beneficiaries.

**7.3.2 Perception on Gender Based Violence or Discrimination in Household**

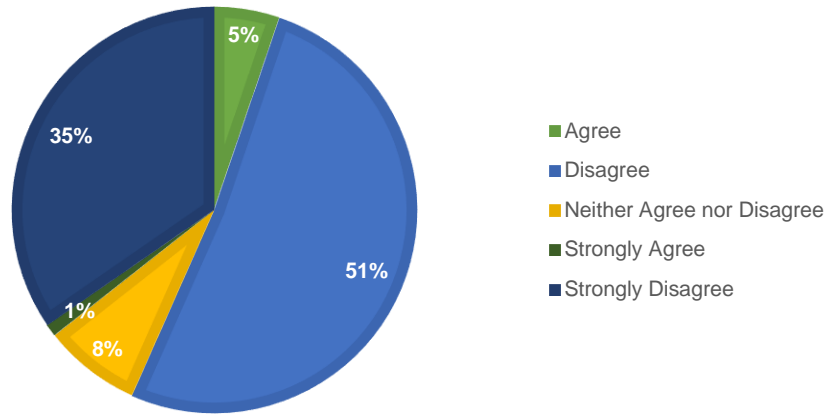
**Perception Of Respondents: A Man Can Use Physical Violence If A Female Family Member Talk To Other Man.**



*Figure 62 If a female member of the family talks to another man, then it is logical for the male member of the family to beat her*

More than half of the respondents disagree that a man can use physical force if the woman talks to another man. However, 10% of the respondents agree with that statement, however, 10% of the respondents agree with that statement, among them beneficiaries from Shustha Jibon and Uddipto Mahila Unnayan Sangstha had a significant number of beneficiaries who agree on the use of physical force.

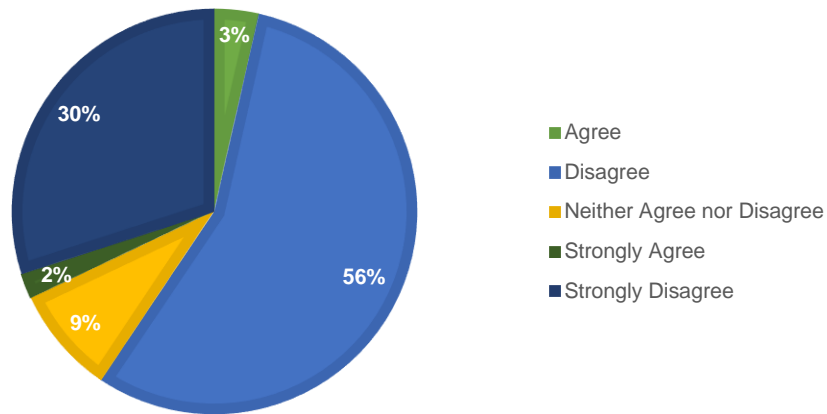
**Perception Of Respondents: A Man Can Use Physical Violence Upon Dissatisfaction With Female Member's Housework.**



*Figure 63 Upon dissatisfaction with housework, a man can beat the female member of the family*

A little more than half of the respondents disagree that a man can use physical force upon dissatisfaction with housework.

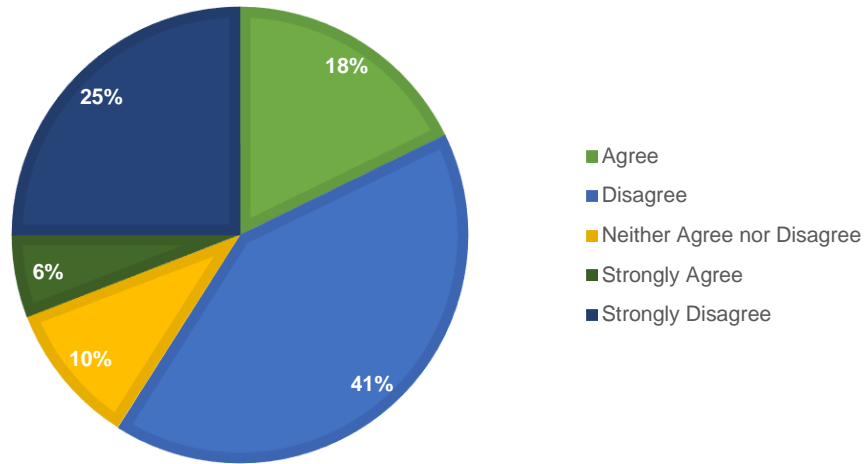
**Perception Of Respondents: Family Members Can Abuse & Torture A Female Member Due To Her Inability To Bear Children.**



*Figure 64 Family Members Can Mentally Torture a Female Member Due to Her Inability to Bear Children*

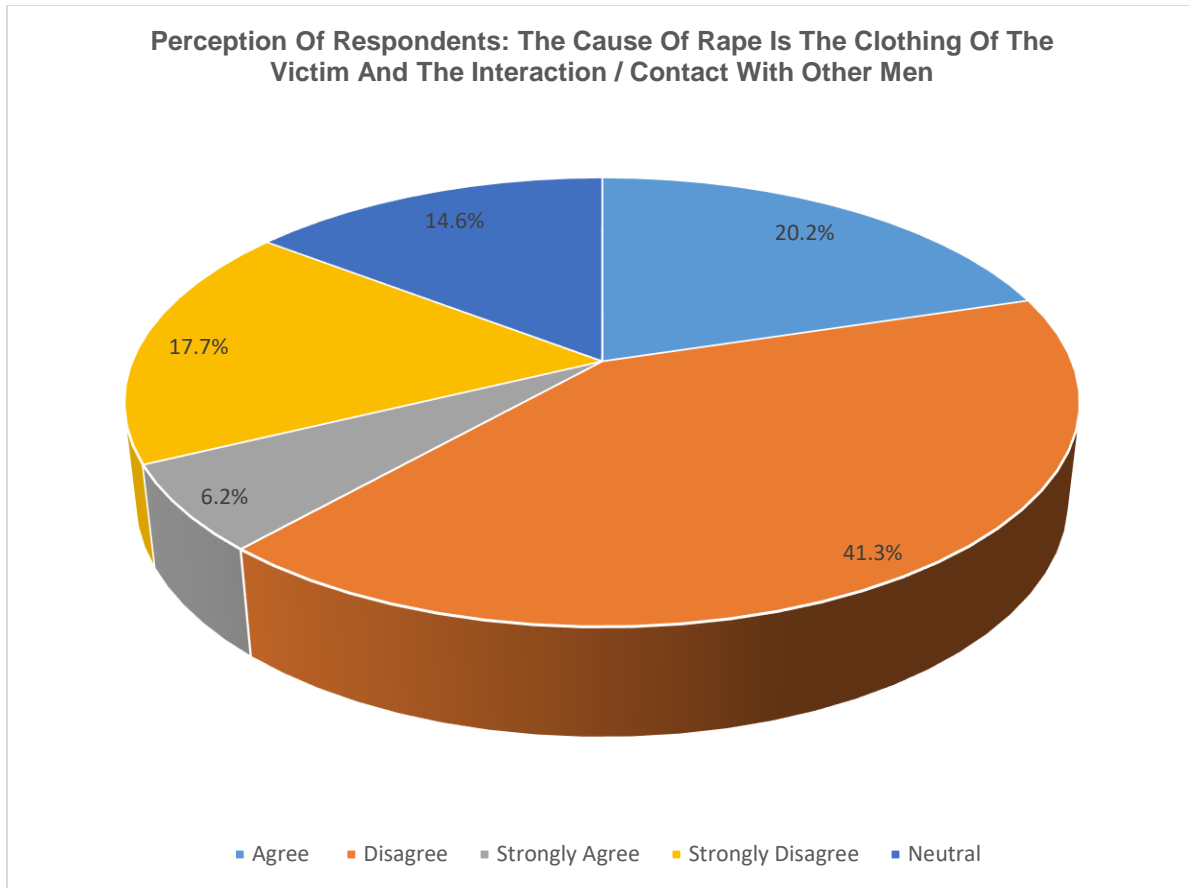
More than half of the respondents disagree that females should be tortured if they are unable to bear children.

**Perception Of Respondents: Woman Should Tolerate  
Violence To Keep The Family Together.**



*Figure 65 Women should tolerate violence to keep the family together*

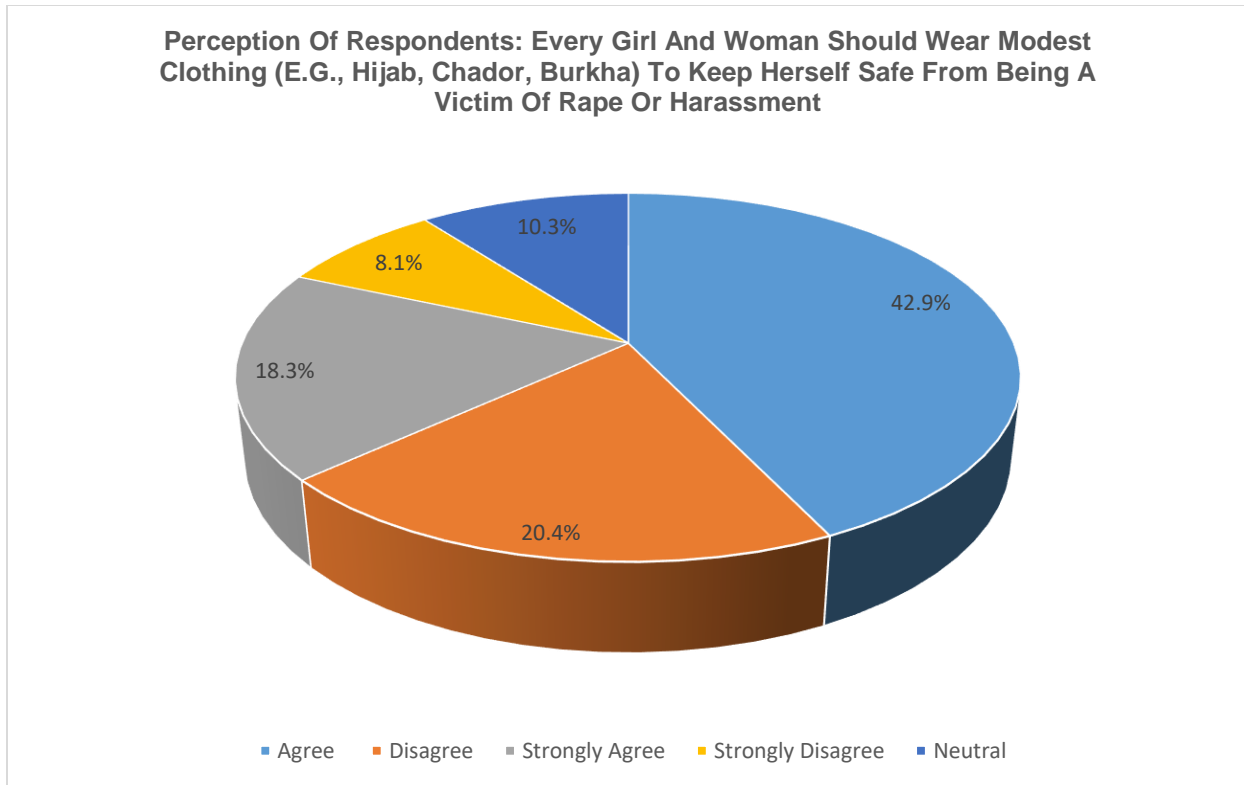
More than 40% of the respondents disagree with the statement that women should tolerate physical abuse to keep the family together, while a further 25% of the respondent strongly disagree with that statement. 18% of the respondent do agree with the statement, among which beneficiaries from Uddipto Mahila Unnayan Sangstha and Center for Women & Children Studies have a majority who believe that it is normal to tolerate physical abuse.



*Figure 66 Perception of Respondents: The cause of rape is the clothing of the victim and the interaction / contact with other men*

26.4% or around a quarter of all the respondents had the belief that the “clothing of the victim and/or the interaction/contact with other men” were to blame for rape. This belief was particularly strong among the beneficiaries of Diner Alo Hijra Unnayan Mohila Sangtha – with 42% respondents agreeing to the statement.

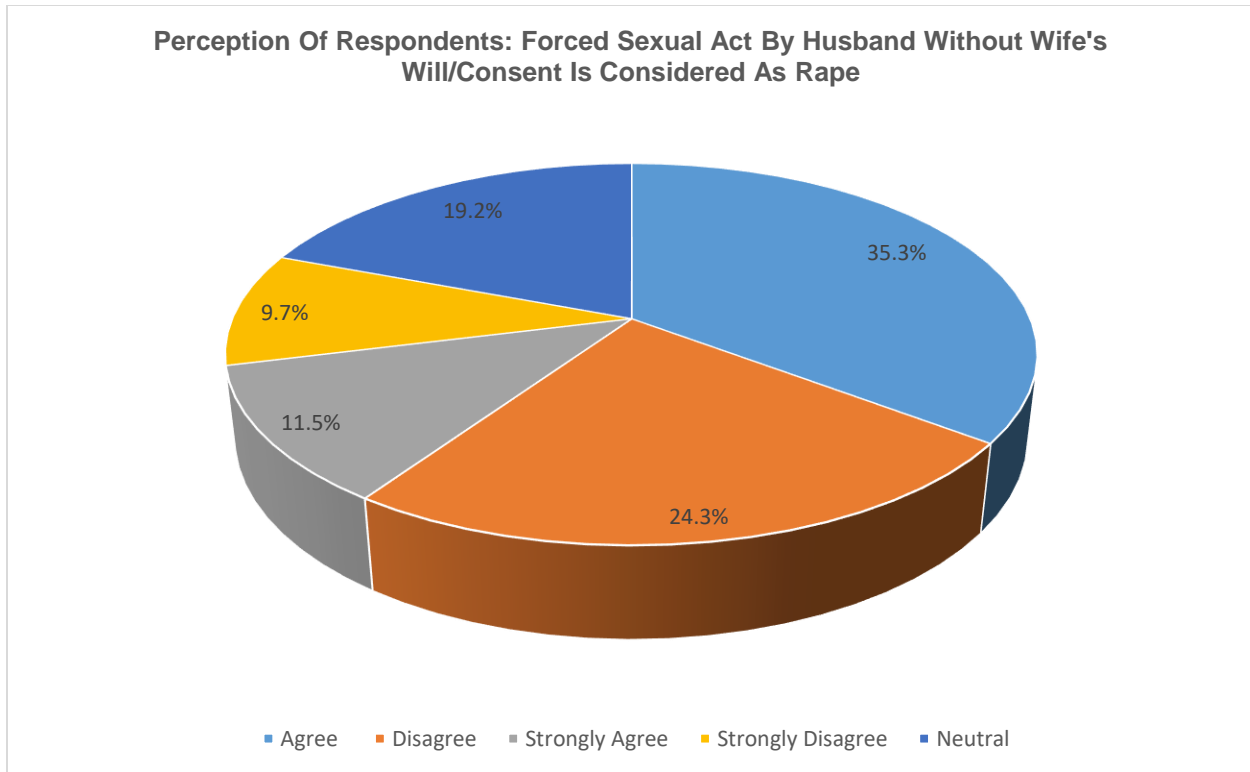
Adding to that, the following WROs also had more than 30% of their respondents agreeing with the statement that “The cause of rape is the clothing of the victim and the interaction / contact with other men” - Sex Workers Network, Shustha Jibon, Mukti Mahila Samity (MMS), Protibandhi Narider Jatio Parishad (NCDW), Centre for Women and Children Studies (CWCS), Bangladeshi Ovibashi Mohila Sramik Association (BOMSA) and Concerned Women for Family Development (CWFD).



*Figure 67 Perception of Respondents: Every girl and woman should wear modest clothing (e.g., hijab, chador, burkha) to keep herself safe from being a victim of rape or harassment*

Surprisingly, whopping 61.2% of all respondents think that in order to keep themselves safe from being victims of rape or sexual harassment, every girl or woman should be wearing modest clothing. This kind of thought eventually leads to victim-blaming in the event of most such unfortunate incidents. This thought may also evoke an understanding that it is in fact okay for men to sexually harass or rape a girl/woman if she is wearing revealing clothes.

However, such ideas may also stem from strong religious beliefs present among the respondents. Interestingly, out of the only 5 WROs where less than 50% beneficiaries held this perception, 4 were located in the CHT (Chittagong Hill Tracts) area, namely - Ananya Kallyan Sangathon (AKS), Khagrapur Mahila Kalyan Samity, Women's Education for Advancement and Empowerment (WEAVE) and Progressive. Sex Worker's Network was the other WRO with 48% of its beneficiaries believing that wearing modest clothes keeps women and girls safe from sexual harassment. On the other side, 90% respondents from Sabujer Jatra felt that every girl and woman should wear modest clothing (e.g., hijab, chador, burkha) to keep herself safe from being a victim of rape or harassment.



*Figure 68 Perception of Respondents: Forced sexual act by husband without wife's will/consent is considered as rape*

It is apparent that the concept of 'marital rape' is unclear among most of the respondents. Around 34% of all the respondents reached out did not consider forced sexual act by husband without the wife's consent as rape. The percentage of respondents garnering the belief that it is not rape even if the husband indulges in sexual activity with the wife without her consent, was more than 50% among the beneficiaries of 4 WROs, namely - Dalit Empowerment Foundation (DEF), Mukti Mahila Samity (MMS), Sex Workers Network and Uddipto Mahila Unnayan Sangstha (UMUS). Again, it was observed that the WROs situated in the CHT area (Ananya Kallyan Sangathon, Khagrapur Mahila Kalyan Samity, Women's Education for Advancement and Empowerment and Progressive) had the greatest number of respondents agreeing with the statement that forced sexual act by husband without wife's will/consent is considered as rape, with 13%, 12%, 18% and 18% representation respectively.

## 7.4 Gender Equality and Decision-Making Practices at Household

### 7.4.1 General Gender Equality Practices and Perceptions in Household

Table 4 Daily Household Activities and Average Time Spent

	<b>Cooking, Cleaning and Washing</b>	<b>Caring Older/ Ill/Disabled People of Your Family</b>	<b>Taking Care of Children</b>	<b>Cultivating and Farming</b>
<b>Percentage of Beneficiaries</b>	98%	59%	47%	14%
<b>Average Hours Spent per Day</b>	3.75	3.21	3.88	2.30

It can be seen that almost 98% of the respondents cook, clean, and wash for an average of 3.75 hours per day. A majority are also involved in taking care of the elderly and children, spending 3.21 and 3.88 hours per day.

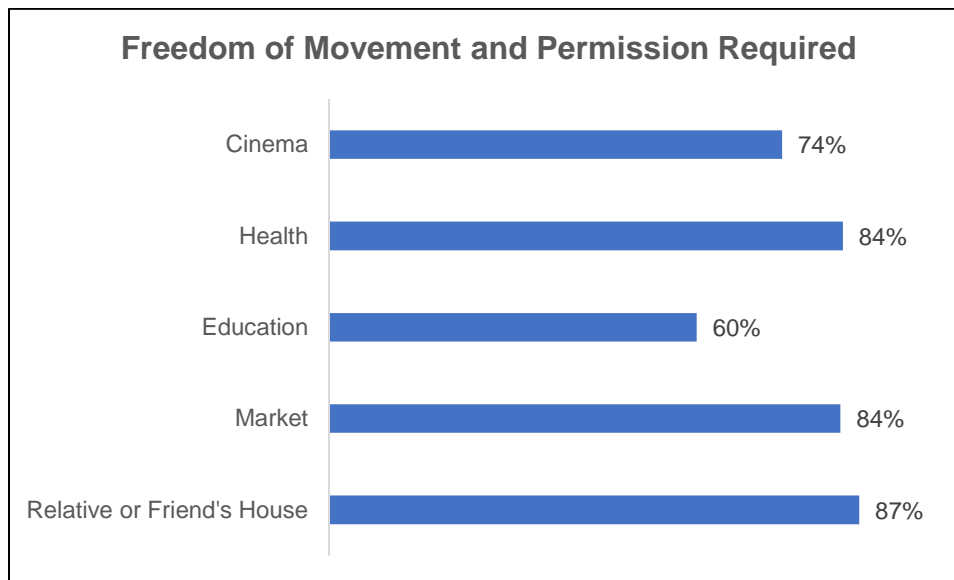


Figure 69 Women freedom of movement

Most of the respondents require permission to move around, they are particularly monitored when they visit a friend or relatives' household.

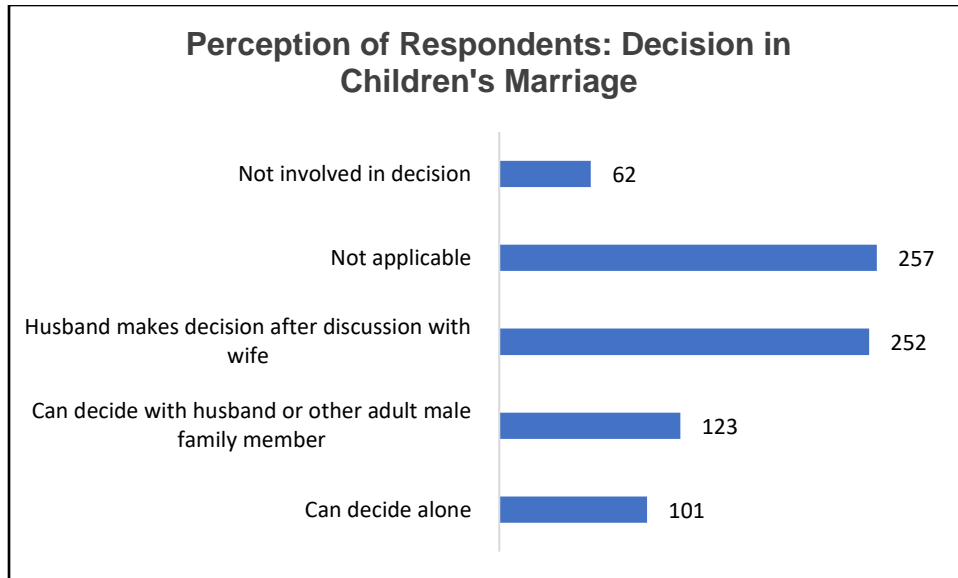


Figure 70 Decision in Children's Marriage

Another important decision such as the marriage of a child is taken jointly, however, in most cases, the male member of the family has the final say even though they consult with their wives. In a minority of cases, the female members are not involved at all, such as in the case of Ananya Kallyan Sangathon (AKS) beneficiaries. This again shows the patriarchal nature of family dynamics among the beneficiaries' household.

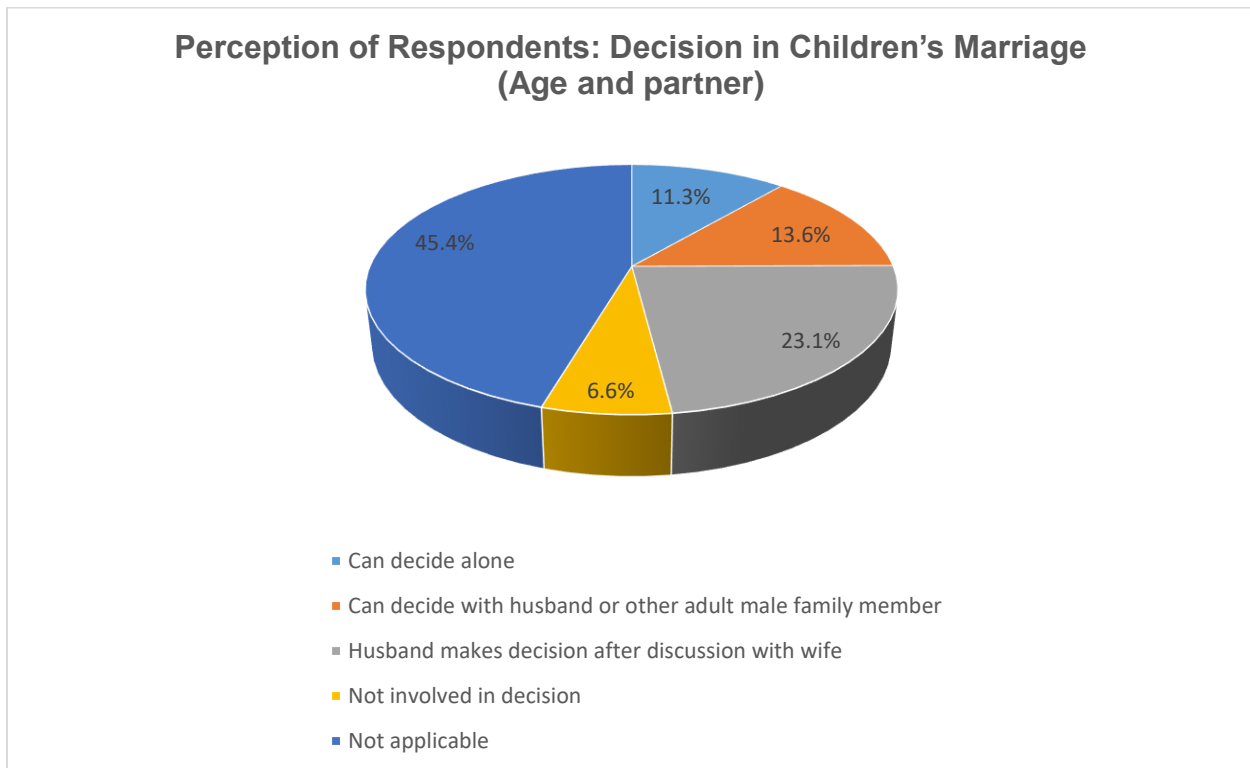
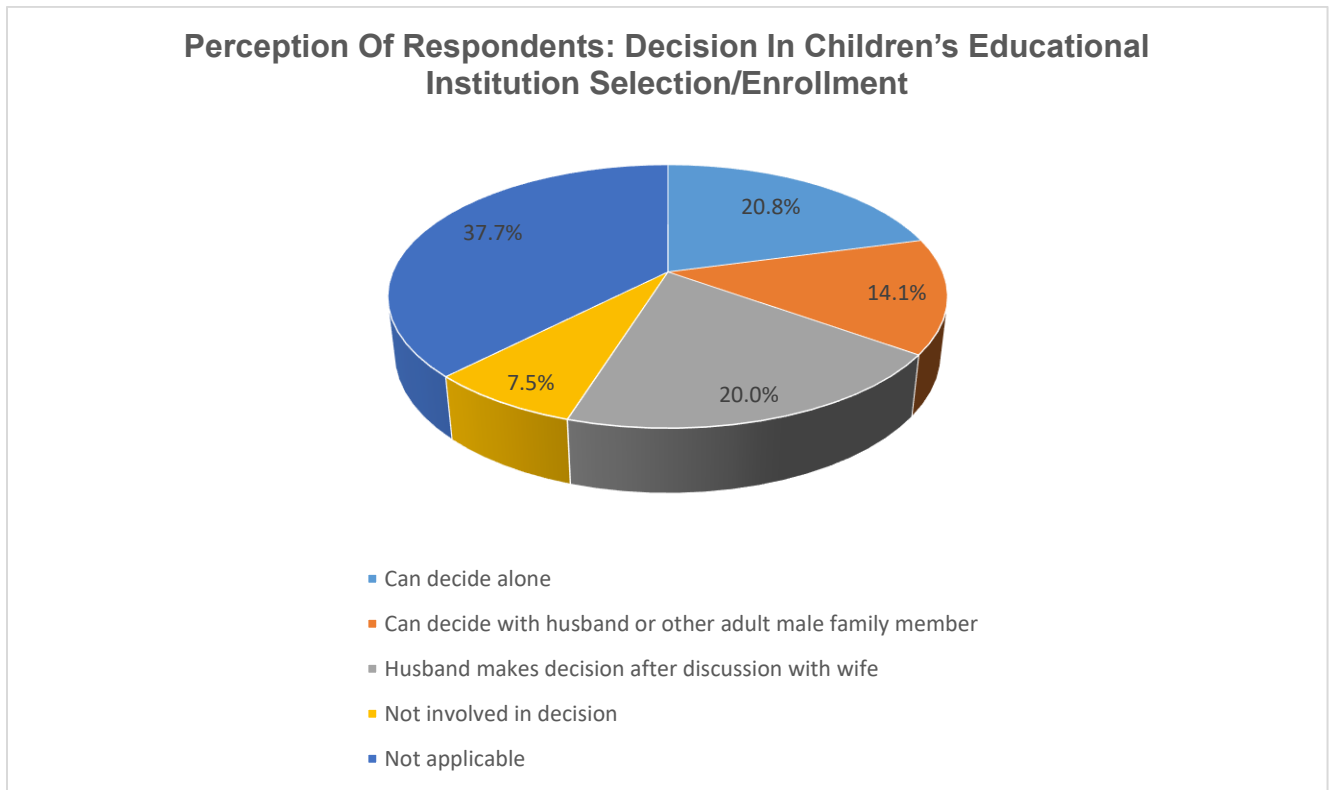


Figure 71 Perception of Respondents: Decision in Children's Marriage (Age and partner)

Regarding the beneficiaries' participation in the decision-making of their children's marriage (age and partner), it is seen that only 11.3% had the liberty to decide alone. 6.6% are not involved in the decision-making at all, while 23.1% mentioned that the decisions are made by the husbands after discussing with the wives.

Particularly in the case of Protibandhi Narider Jatio Parishad (NCDW), 25% of its beneficiaries are not involved in the decision-making regarding this matter, which is much higher than all the other WROs.



*Figure 72 Perception of Respondents: Decision in Children's Educational Institution Selection/Enrollment*

When it comes to selecting the children's educational institution selection/enrollment, husbands seem to make the decisions after discussing with wives on 1 out of every 5 occasions (20%). 7.5% respondents said that they were not even involved in the decision-making process regarding the matter. Again, the number is alarmingly higher in the case of NCDW beneficiaries (30.8% are not involved in the decision). Therefore, a lesser participation of disabled women can be seen in terms household-level decision-making.

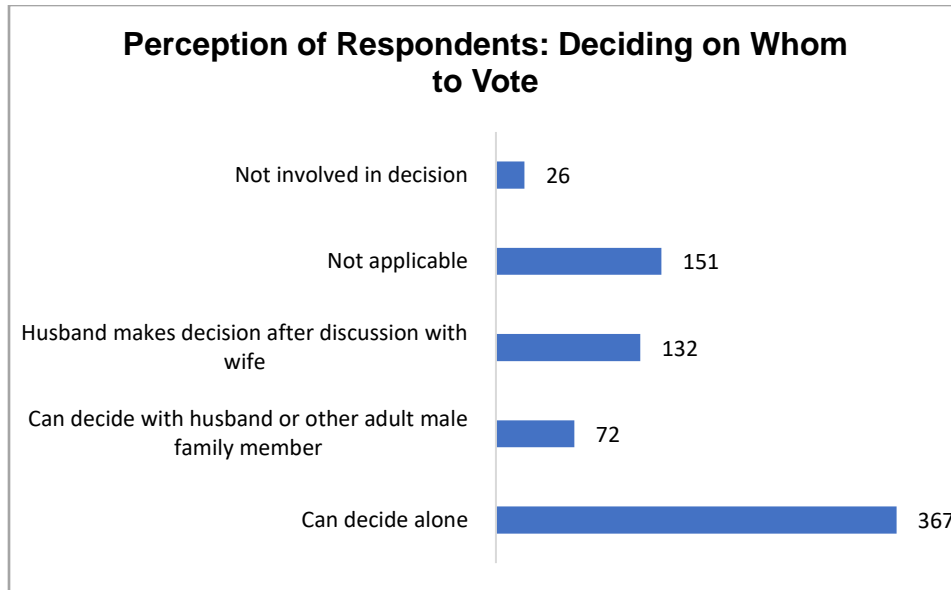


Figure 73 Deciding on whom to vote

In most cases, the respondents mentioned they can choose to vote for their choice of candidate. However, in some cases they do discuss with the male family members before voting.

### 7.4.2 Control Over Assets

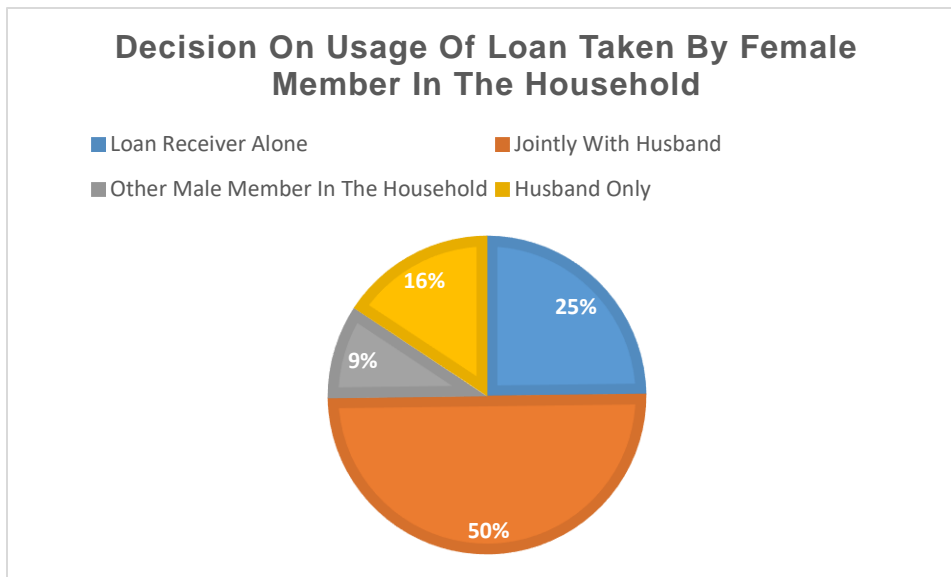


Figure 74 Decision on usage of loan taken by female member in the household

Only 25% beneficiaries believe that female members in their family can decide on their own on how to use the loans taken by themselves. 50% take the decision jointly with their husband, which shows that when important decisions are taken the voice of the female members are taken into consideration. However, 1 in every 4 beneficiary mentioned that female members in their family have no control on the decision regarding the usage of loans taken under their name. This shows the lack of economic empowerment that female family members face in a familial level. The marginalization could derive from the intrinsic notion

that female members are incapable of making good financial management due to limited exposure in the outside world. The study found that beneficiaries of Concerned Women for Family Development (CWFD) are the only ones who do not take the decision alone.

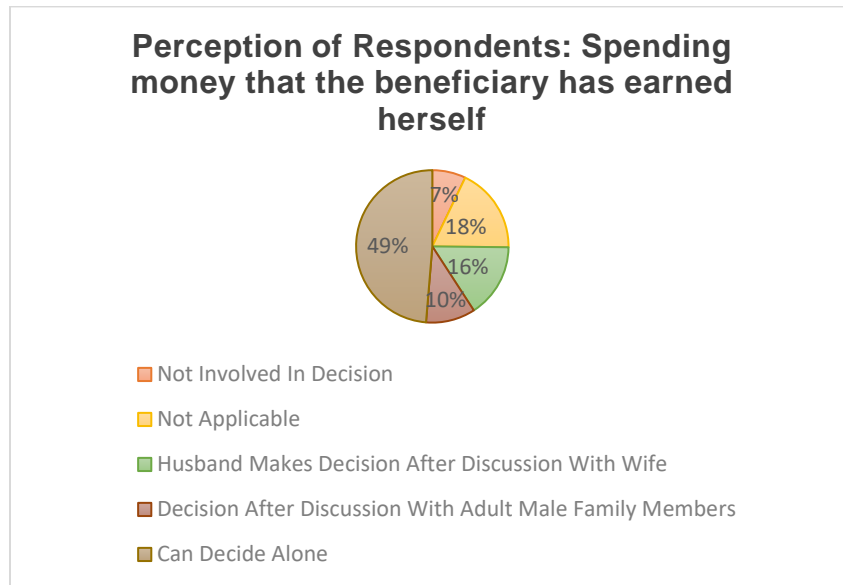


Figure 75 Spending money that the beneficiary has earned herself

Only 49% beneficiaries can themselves decide on how to spend the money that they have earned. 65 beneficiaries mentioned that they do not have any control over the income that they generate while 26% respondents mentioned that male members in the family decide on how the money should be spent. This again emphasizes on the lack of economic empowerment which derives of male members thinking that they are better at financial management in comparison to female counterparts.

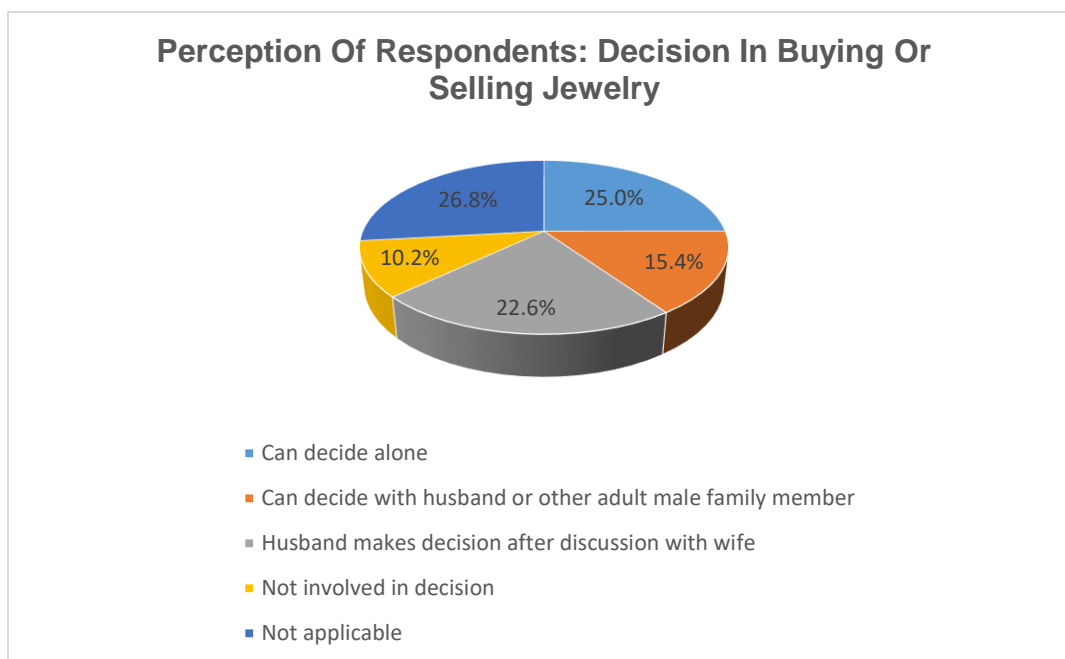


Figure 76 Perception of Respondents: Decision in Buying or selling jewelry

A quarter of all the respondents seem to enjoy the freedom of deciding by themselves on how or when they can buy or sell jewelry. 10.2% stated that they were not involved in the decision-making regarding this matter. Adding to that, 15.4% respondents stated that they can decide after discussing with husband or other adult male family member(s), with another 22.6% mentioning that the husband makes the final call after discussion with wife.

## 7.5 Women's Leadership and Participation

Types of formal groups and level of participation

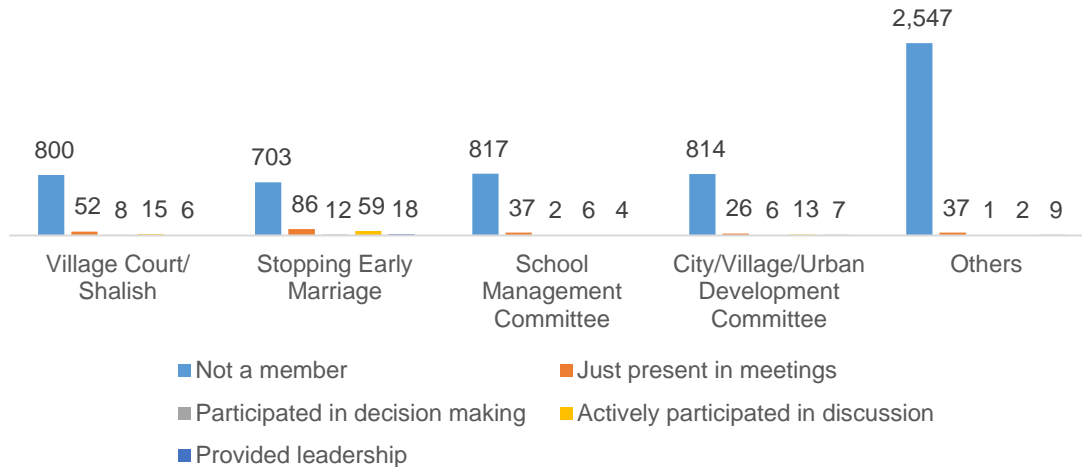


Figure 77 Types of formal groups and level of participation

Participation in formal groups is low among the beneficiaries. This is low participation indicates social exclusion, particularly among the marginalized communities. There is very low participation in leadership roles as well.

Types of informal groups and level of participation

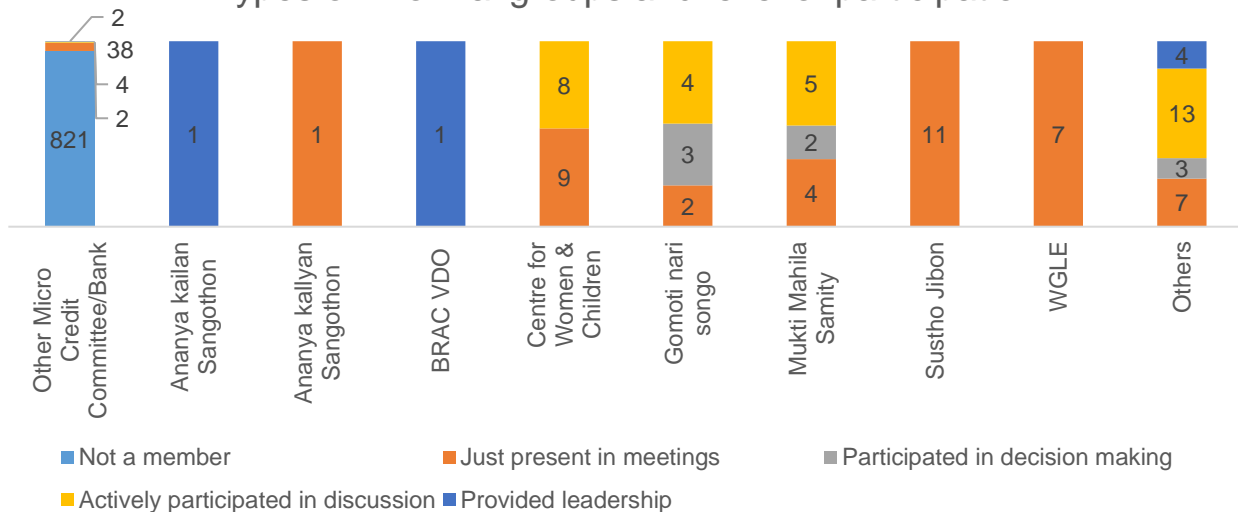


Figure 78 Types of informal groups and level of participation

Unlike the formal groups, in the informal groups, the WROs have greater control, and the barrier to enter the group is lower. Informal groups could be formed in marginalized communities so that they have some social inclusion.

## 7.6 Access to Service Provisions

Table 5 Access to service provision

	Percentage of Beneficiaries seeking service	Percentage of Beneficiaries who received service upon seeking
<b>Gov. Healthcare</b>	40%	93%
<b>Pvt. Healthcare</b>	19%	86%
<b>Gov. Education</b>	21%	86%
<b>Pvt. Education</b>	21%	78%
<b>Law Enforcement</b>	7%	82%
<b>Court</b>	4%	100%

The table shows the access to various service provisions for the marginalized communities. It shows that they lack proper access to the services, however, once they do gain access, they are able to receive the service. The marginalized community particularly lacks access to law enforcement and the judicial system while they have received government healthcare access the most.

## 7.7 Understanding on Gender Based Violence

### Understanding Regarding Violence Against Women And Children

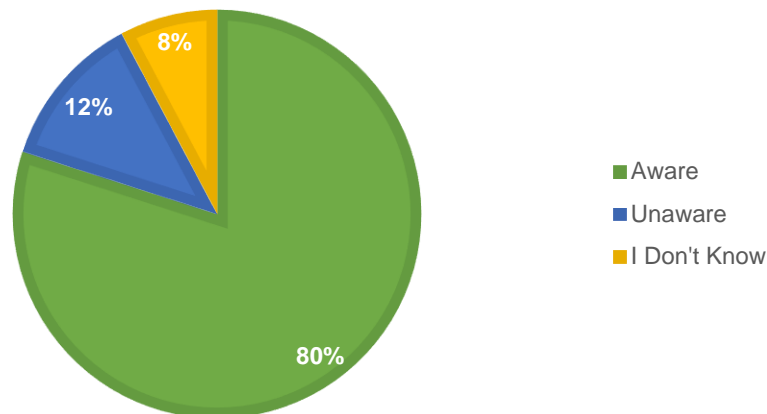


Figure 79 Awareness about Violence against Women and Children

Around 80% of the respondents are aware of the various violence against women and children, while only 12% of them are not aware.

### Type Of Violence Against Women And Children As Per Beneficiaries

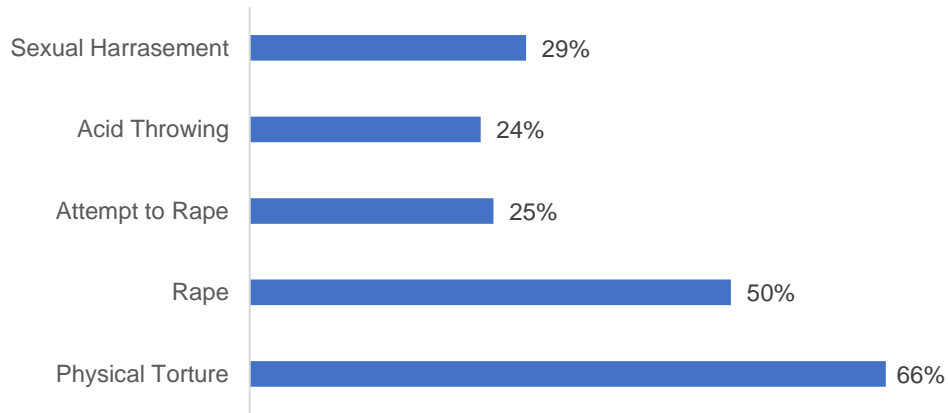
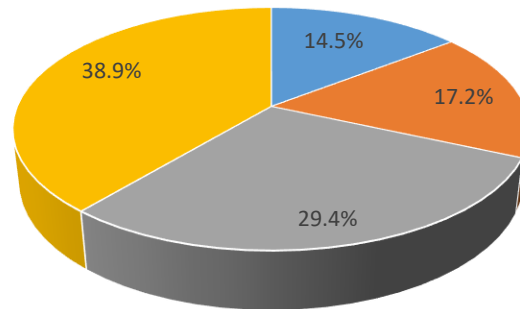


Figure 80 Type of Violence against Women and Children as per Beneficiaries

Physical torture is the most common form of violence identified by beneficiaries followed by rape and sexual harassment.

### Beneficiaries' Knowledge About The Various Laws, Rules, And Provisions Of The High Court Regarding Sexual Harassment Or Abuse Of Women

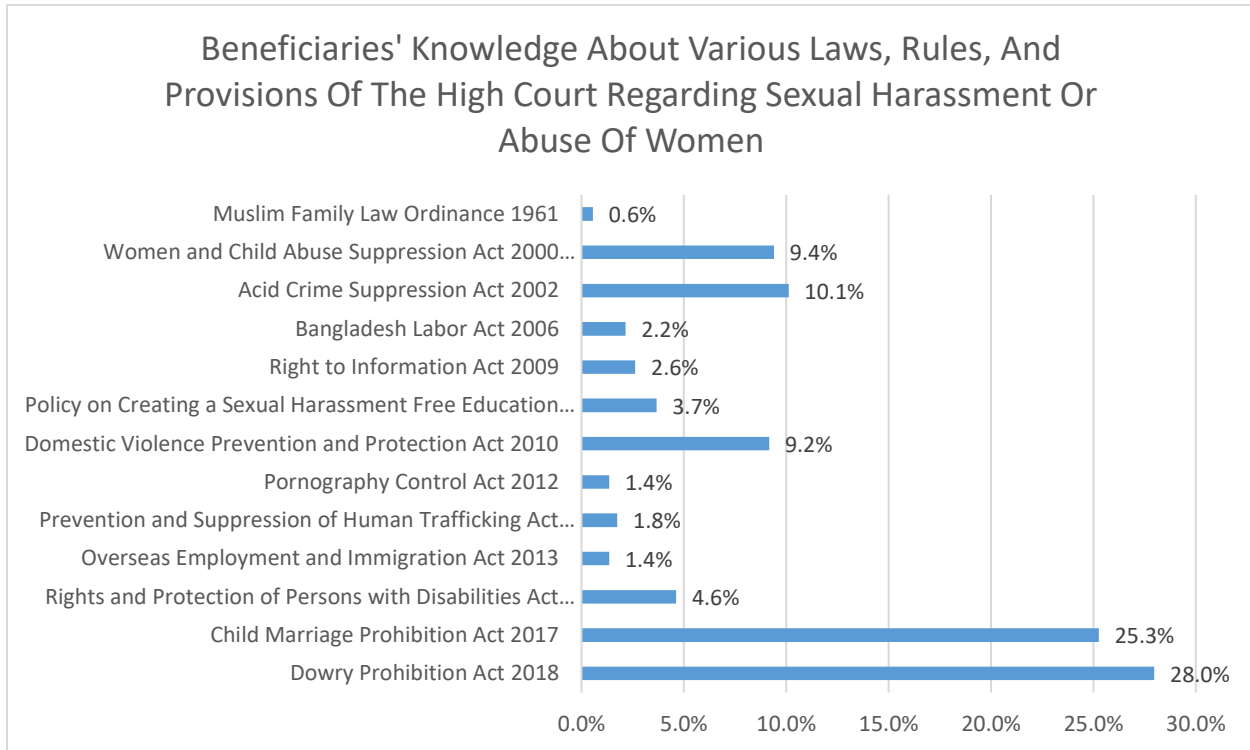


■ Heard but don't Remember ■ Know a little ■ No ■ Yes

Figure 81 Beneficiaries' Knowledge about the various laws, rules, and provisions of the High Court regarding sexual harassment or abuse of women

29.4% respondents stated that they were not aware of the various laws, rules, and provisions regarding sexual harassment or abuse of women. Progressive worked with highest number of beneficiaries aged less

than 18, which explains why the WRO had more than 75% respondents who were unaware of the various laws, rules, and provisions.



*Figure 82 Beneficiary's knowledge about various laws, rules, and provisions of the High Court regarding sexual harassment or abuse of women*

Regarding the beneficiaries' knowledge about various laws, rules, and provisions of the high court regarding sexual harassment or abuse of women, the Dowry Prohibition Act and the Child Marriage Prohibition Act were identified the most by the respondents.

### Type of Domestic Abuses Identified by Beneficiaries

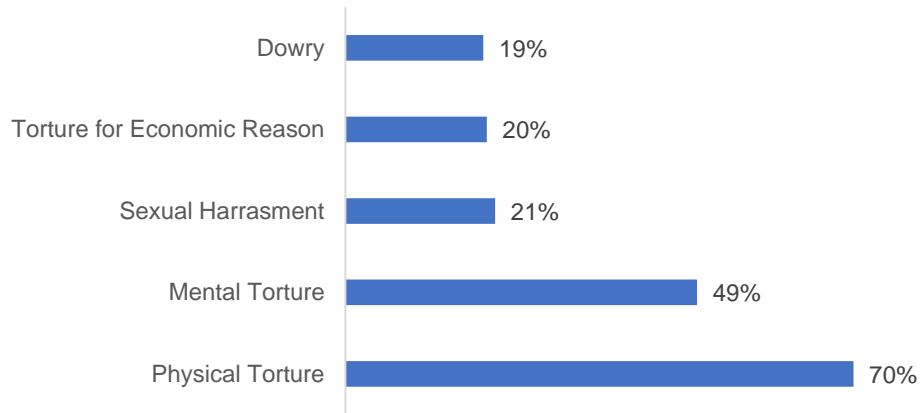


Figure 83 Type of Domestic Abuses Identified By Beneficiaries

In terms of domestic abuse, physical torture was the most identified form of domestic violence followed by mental/psychological torture and sexual harassment.

### Perception Of Respondents: Places In Which Women Are Most Frequently Abused

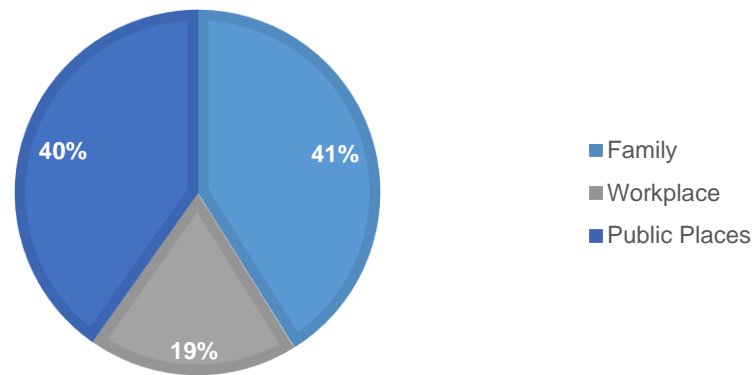
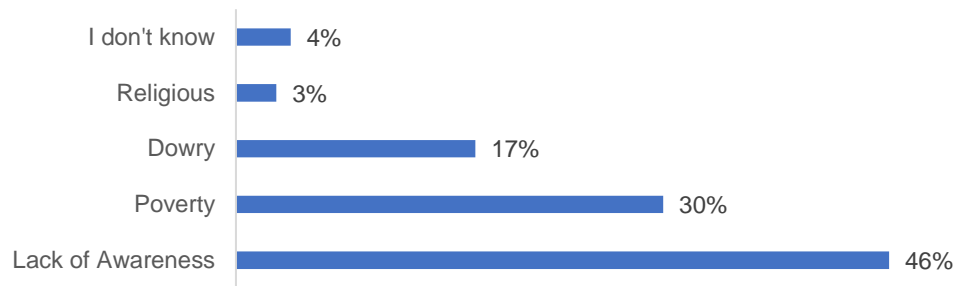


Figure 84 Places in which women are most frequently abused

Almost 40% of the respondents believe that women are most frequently abused inside household while 41% of the respondent believes that the most frequent abuse takes place in a public place. When asked about reasons for violence against women, the respondents identified the following reasons:

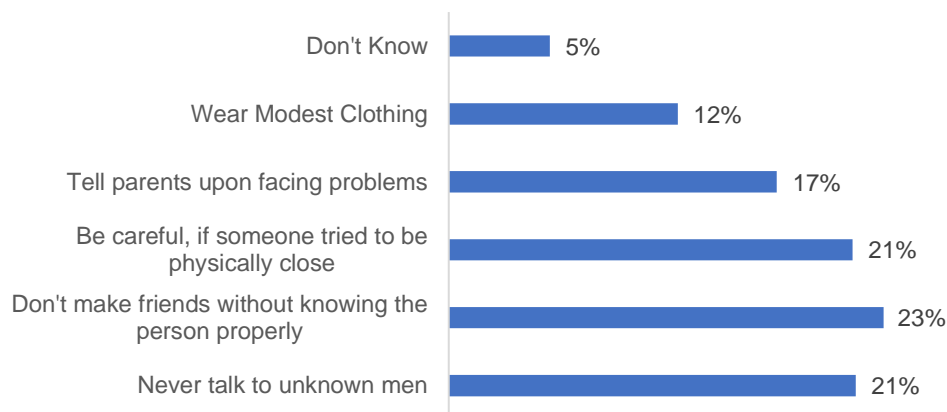
## Reasons For Violence Against Women As Per Beneficiaries



*Figure 85 Reasons for Violence against Women*

Upon understanding the reasons for violence against women, the beneficiaries were asked to choose effective ways of protecting themselves from the violence. The top answers are provided in the figure below:

## Perception of Respondents: Most Effective Way Of Protecting Oneself From Violence



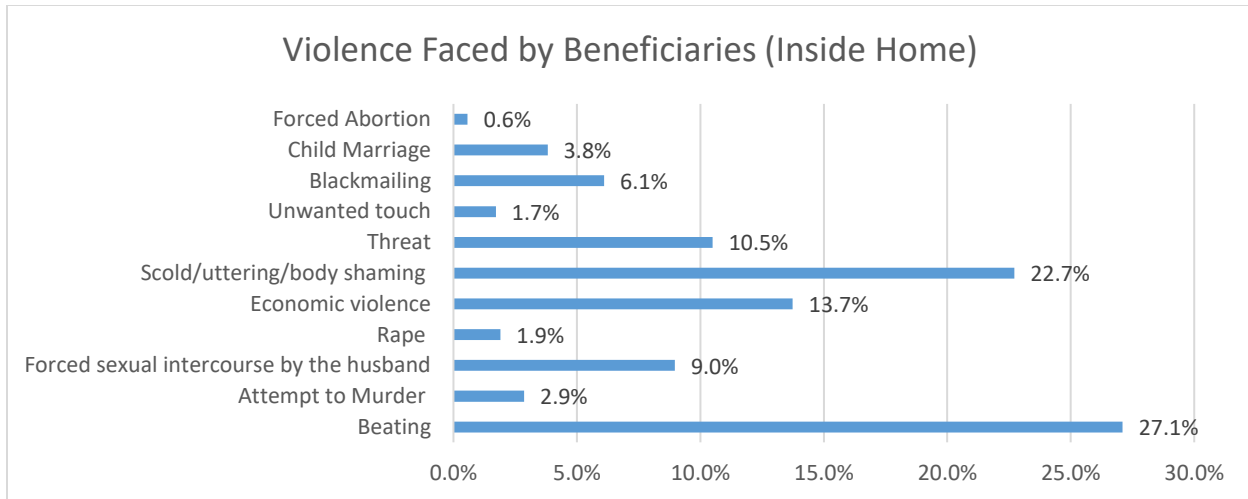
*Figure 86 Most Effective Way of Protecting Oneself from Violence*

Upon facing violence, 12% of respondents suggested wearing more modest clothing, 21% mentioned not talk with an unknown male, and 21% mentioned not being careful of people who are physically close.

## 7.8 Experiences of Gender-Based Violence

The study has analyzed all the responses gathered from all 18 WROs and has found that most of the beneficiaries are subject to a plethora of violence, be it inside or outside their homes.

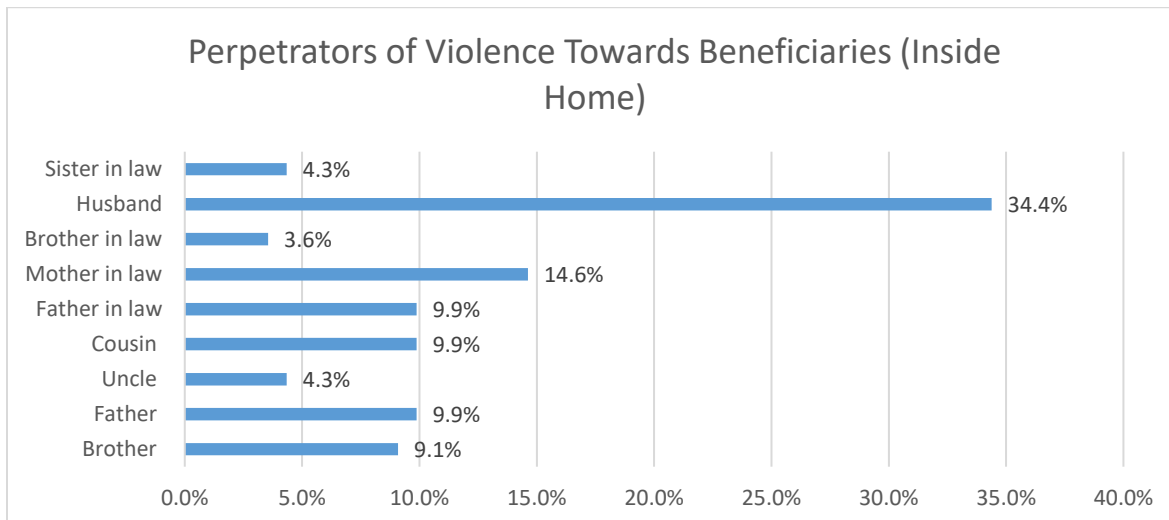
The figure below illustrates the different types of violence that the beneficiaries of the WROs go through or have to go through inside their own homes.



*Figure 87 Violence Faced by Beneficiaries (Inside Home)*

This goes to show that often, these women are not safe even inside their own homes, with violence such as beating, scolding/body shaming, blackmailing etc., being common occurrences. 27% of all the beneficiaries across all the WROs who have admitted to facing violence at home, stated that they were subject to beating by a family member. Another 10.5% were subject to threats, 9% had to endure forced sexual intercourse by husbands, and 6.1% faced blackmailing.

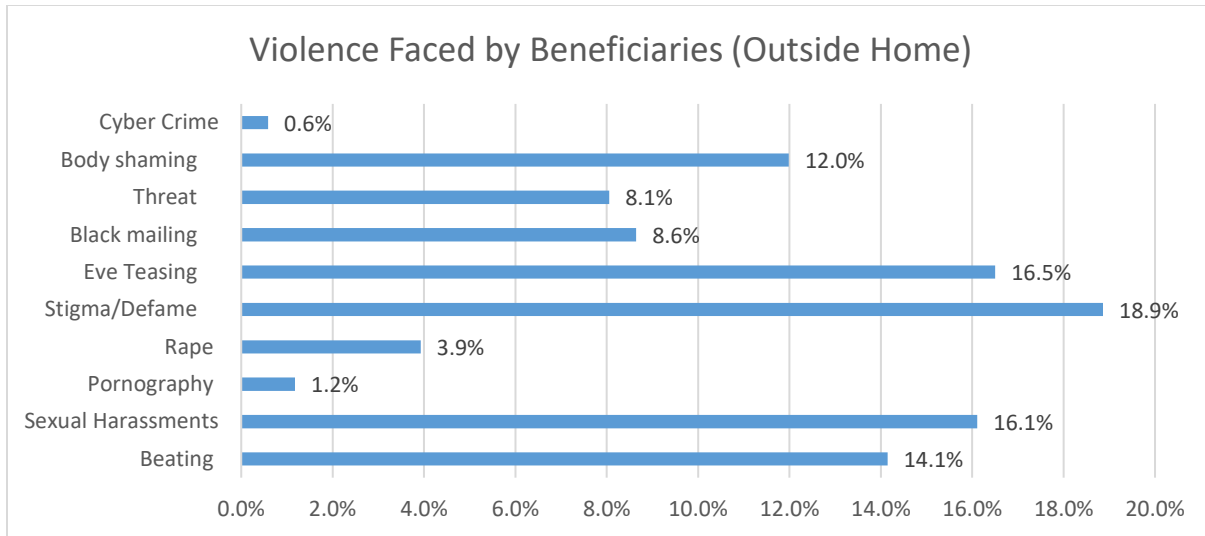
The figure below shows the perpetrators who were responsible for causing such violence according to the beneficiaries themselves:



*Figure 88 Perpetrators of Violence (Inside Home)*

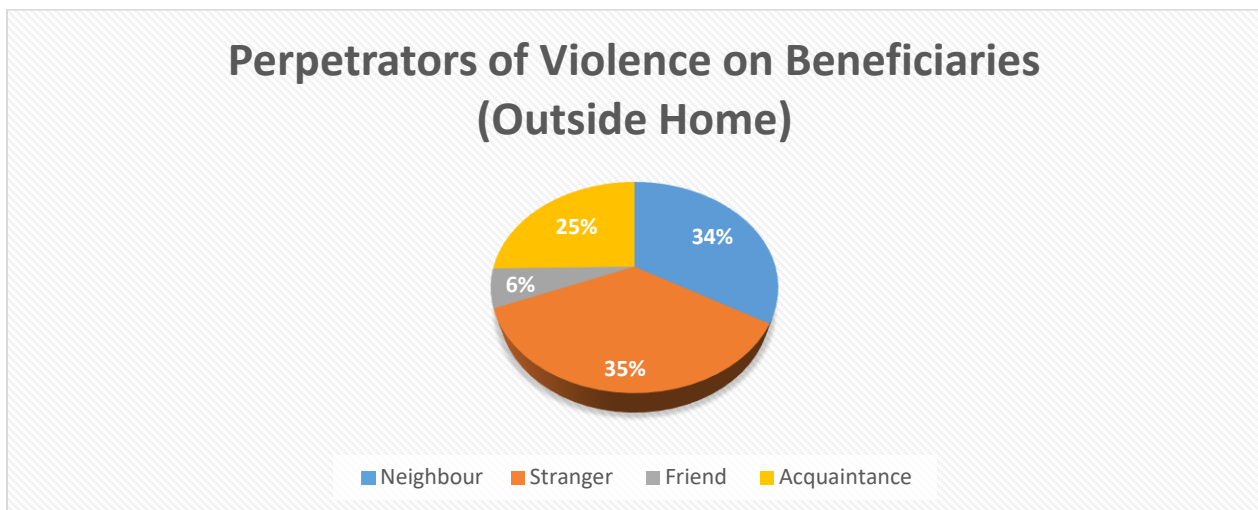
As it is clearly apparent from the figure above, husbands are the prime culprits when it comes to violence against women inside households, with a 34.4% representation, followed by mothers-in-law (14.6%). The findings prove that women are prone to more violence after getting married, which can be further corroborated by the study findings where it is seen that unmarried and young beneficiaries have faced much less gender-induced domestic violence compared to their married counterparts.

The following figure depicts the various types of violence these beneficiaries have gone through outside their homes.



*Figure 89 Violence Faced by Beneficiaries (Outside Home)*

Defaming, as can be seen on the figure above, has been the major type of violence that these beneficiaries have to endure when they step out of their homes. Apart from stigma/defaming, other notable gender-based violence taking place in public are – sexual harassments, beatings, eve-teasing, body shaming and so on. More severe kinds of violence have been represented as well such as – rape (3.9%) and pornography (1.2%). In the following figure, the perpetrators are shown:



*Figure 90 Perpetrators of Violence on Beneficiaries (Outside Home)*

As the figure clearly portrays, neighbors and strangers compete for the top spot of perpetrators of violence against the beneficiaries on the streets. Other than that, friends (6%) and acquaintances (25%) have also been stated to be common violence committers by the beneficiaries.

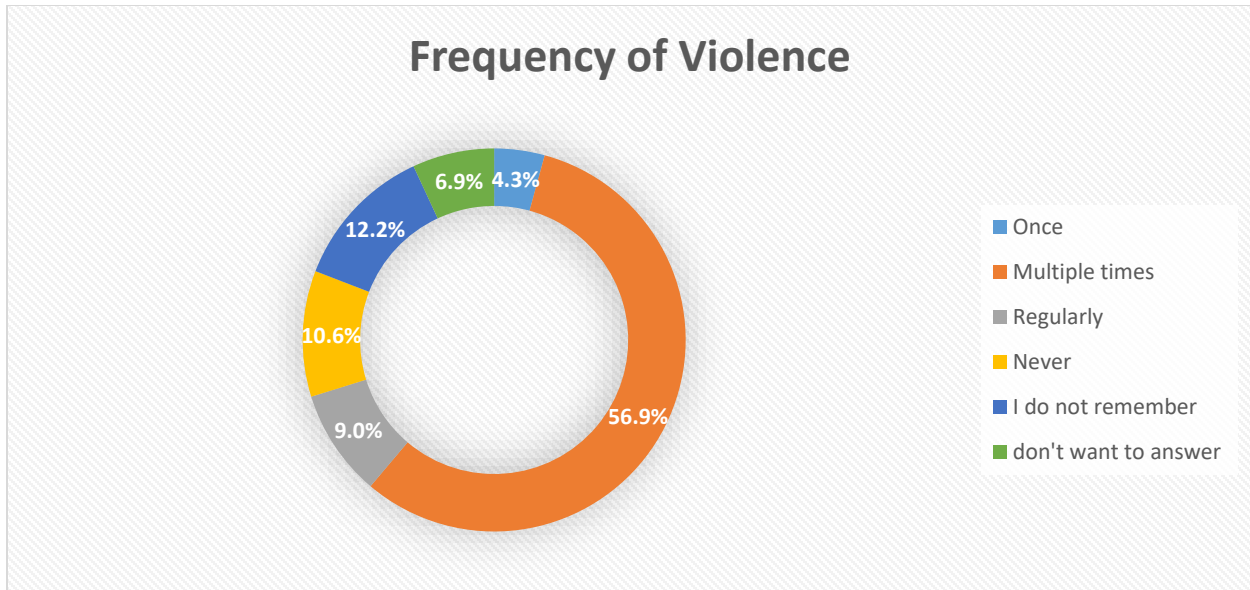


Figure 91 Frequency of Violence on Beneficiaries

56.9% beneficiaries mentioned that acts of such violence can occur multiple times in their lifetime, while another 9% mentioning that such occurrences are a regular phenomenon.

When the beneficiaries were asked about the various steps they had taken upon facing such violence, the following responses were tabulated:

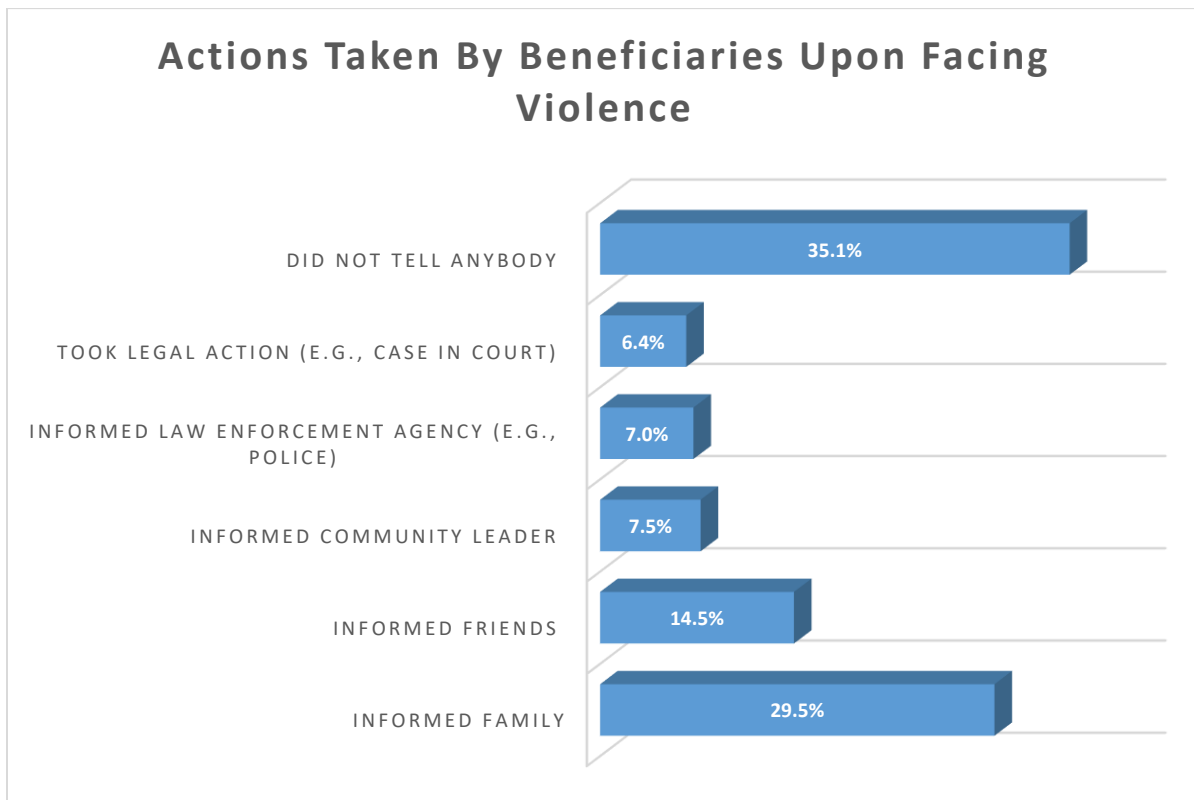


Figure 92 Actions Taken by Beneficiaries Upon Facing Violence

Surprisingly, more than one third of such cases of violence go unreported as the victims choose not to tell anybody of their experience. This unwillingness to report the crimes by the victims may stem from a number of reasons. One of which, could be the fact that oftentimes, the victims are blamed themselves instead by the society and therefore it results in them losing respect and dignity.

29.5% chose to inform family members, as shown in the figure.

### 7.9 Perception of Beneficiaries on Male Members Role in the Society

The study wanted to know from a beneficiary perspective, about the role male members of the society could play in order to prevent violence against women and children from happening. The responses which came up have been shown in the figure below:

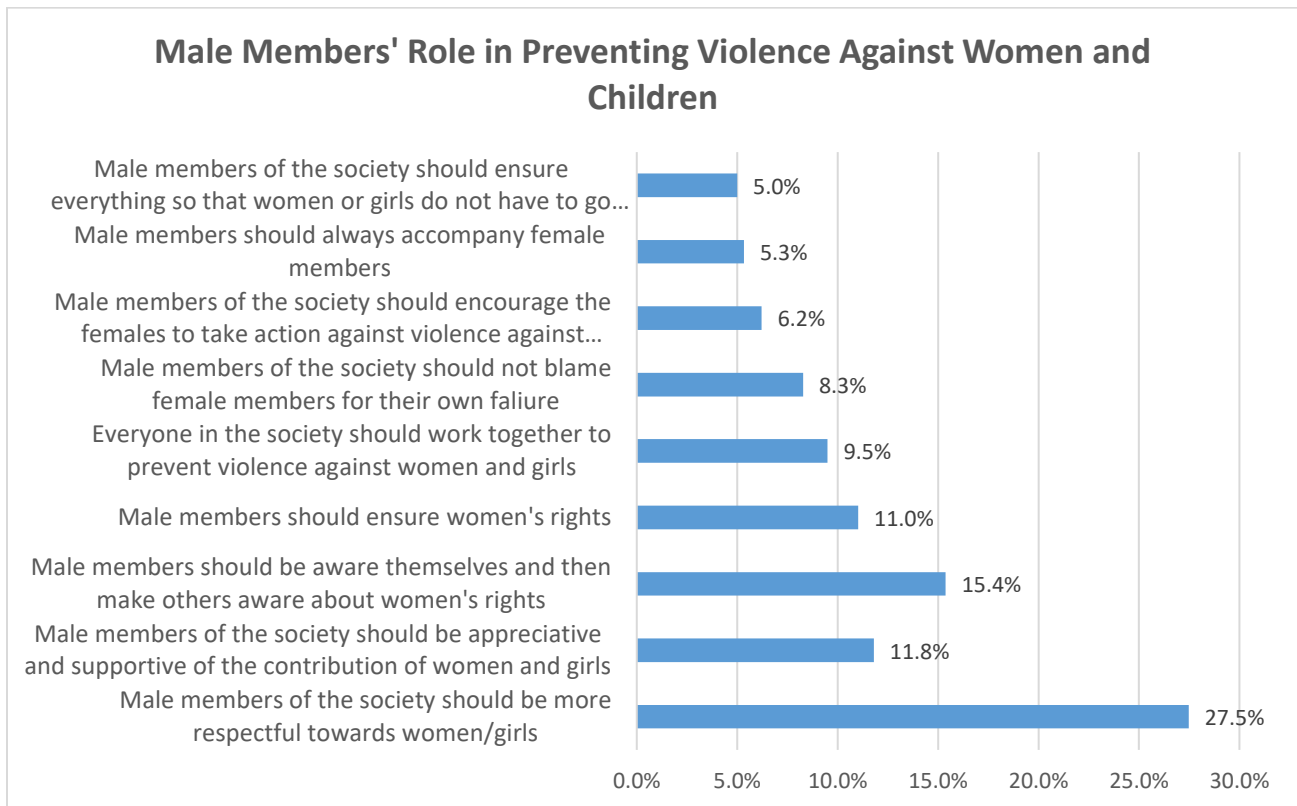


Figure 93 Male Members' Role in Preventing Violence Against Women and Children

An overwhelming 27.5% suggested that male members of the society should be more respectful towards women/girls in order to prevent violence against them. This goes to show the apparent lack of respect that exists at the moment towards women in general. Another response which closely followed was that men should be more appreciative and supportive of the contribution of women in the society.

## Chapter 8: Status of the Marginalized Beneficiary Communities

### 8.1 Challenges faced by the Marginalized (e.g., Dalit, Transgender, Sex workers, Disabled, Ethnic minority)

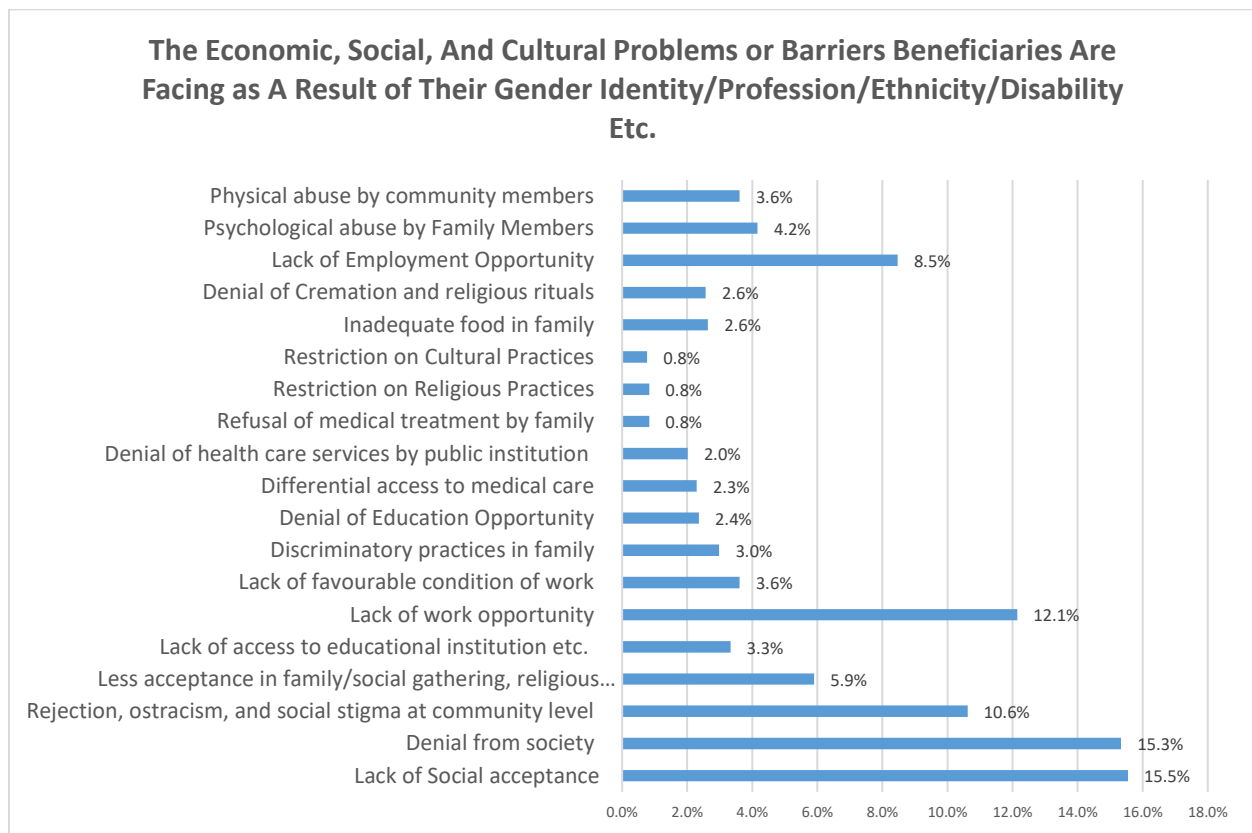


Figure 94 The Economic, Social, And Cultural Problems or Barriers Beneficiaries Are Facing as A Result of Their Gender Identity/Profession/Ethnicity/Disability Etc.

The study wanted to find out the various challenges being faced by the marginalized beneficiaries. The figure above depicts the various economic, social and cultural problems that the marginalized have to face due to their identity/profession/ethnicity/disability. 'Lack of social acceptance' tops the list, closely followed by 'denial from society', 'lack of work opportunity', 'rejection, social stigma' etc.

The following figure then shows the different civil and political challenges faced by the same beneficiaries who are categorized as marginalized based on their identity.



Figure 95 The Civil and Political Problems or Barriers Beneficiaries Are Facing as A Result of Their Gender Identity/Profession/Ethnicity/Disability Etc.

The number one challenge faced in this aspect by the beneficiaries is that their free movement gets restricted, along with the restriction of speech. Discriminatory laws and practices existent within the country often overlooks the plight of such people and it does not help them in the cause of achieving empowerment.

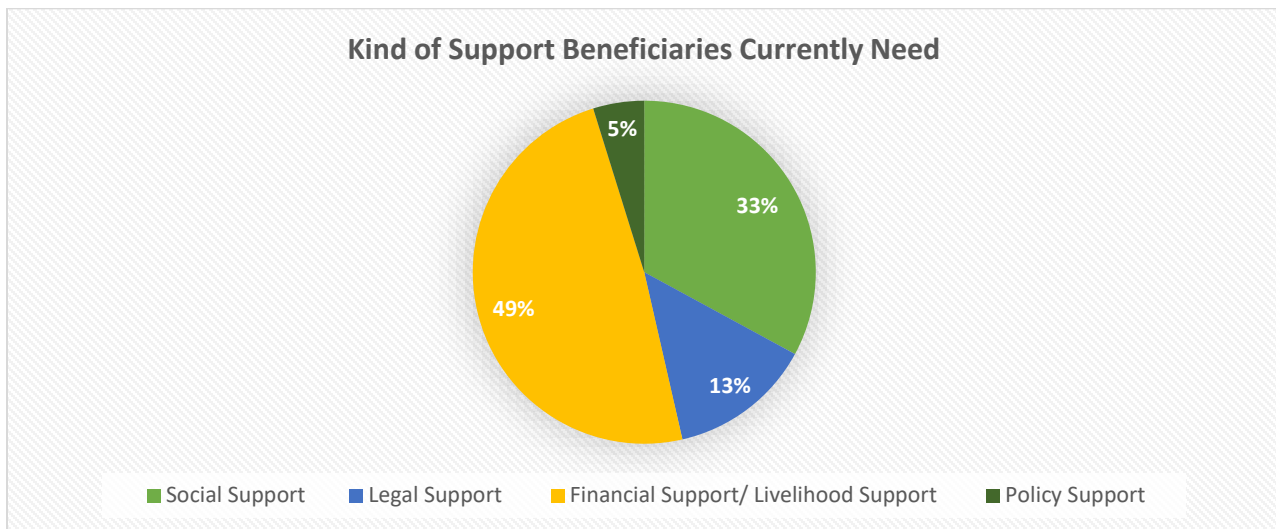
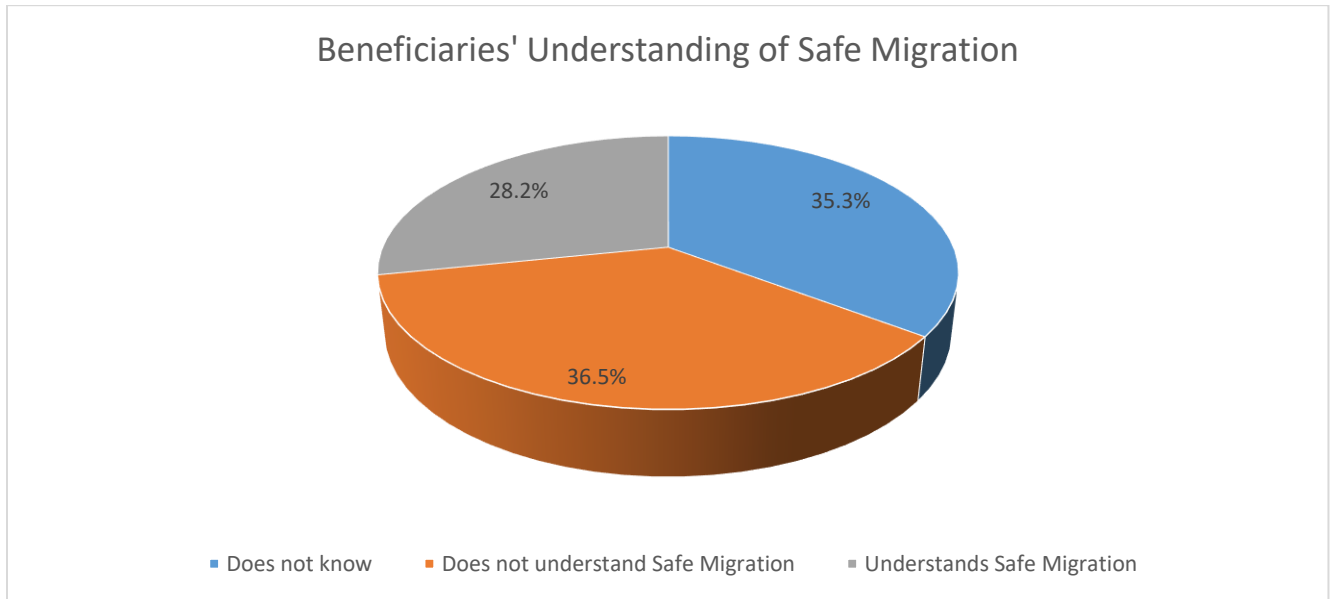


Figure 96 Kind of Support Beneficiaries Currently Need

When asked about the type of services or support that the beneficiaries could be benefitted from, their responses were dominated by the wish to get financial/livelihood support (49%). 33% beneficiaries mentioned about social support while 13% wanted legal support and only 5% thinking that support from a policy-making perspective can help them the most.

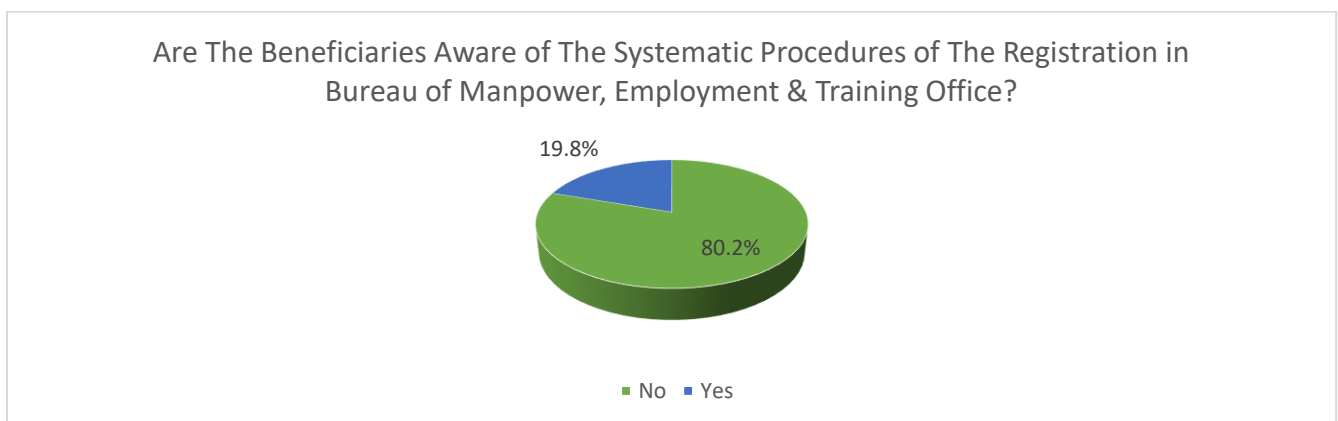
## Chapter 9: Status of the Migrant/Returnee Migrant Workers

Two WROs - Center for Women & Children Studies (CWCS) and Bangladeshi Ovibashi Mohila Sramik Association (BOMSA) reached out for the study works for upholding the rights of migrant/returnee migrant women. The findings from these two organizations were cumulatively analyzed for the purpose of a holistic view on the current status of development in terms of protecting and safeguarding the rights of migrant/returnee migrant women. The following figures in this section highlight some key findings from the analysis.



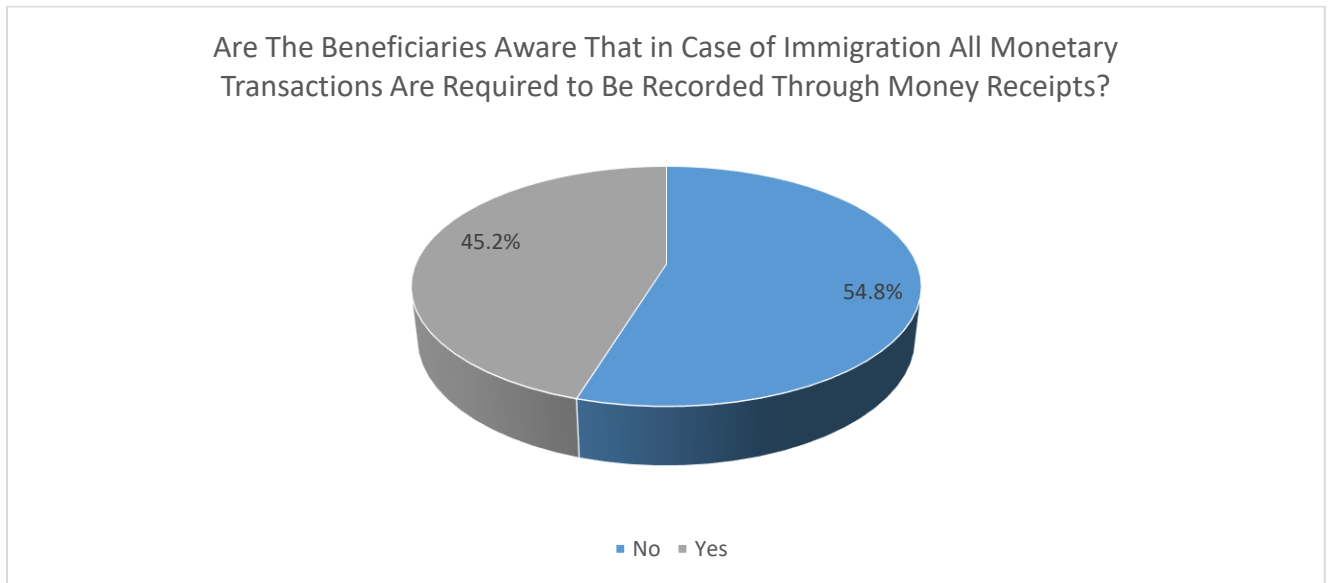
*Figure 97 Beneficiaries' Understanding of Safe Migration*

As seen on the figure above, a significant number of women reached out did not understand the concept of safe migration. Only 28.2% stated that they understood what 'safe migration' meant.



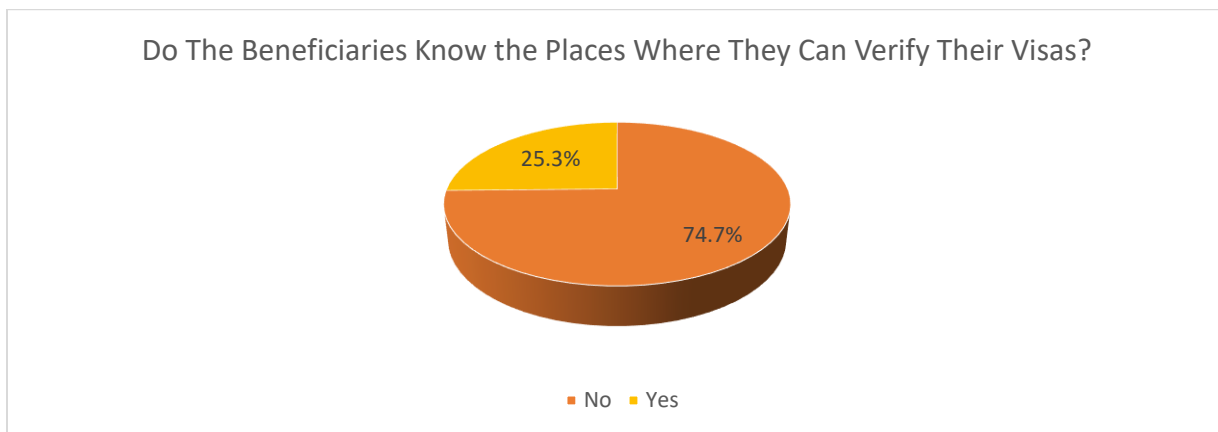
*Figure 98 Awareness of the Systematic Procedures of Registration in Bureau of Manpower, Employment & Training Office*

Furthermore, only 19.8% migrant/returnee migrant/potential migrant women mentioned that they were aware of the systematic procedures of the registration in Bureau of Manpower, Employment & Training Office.



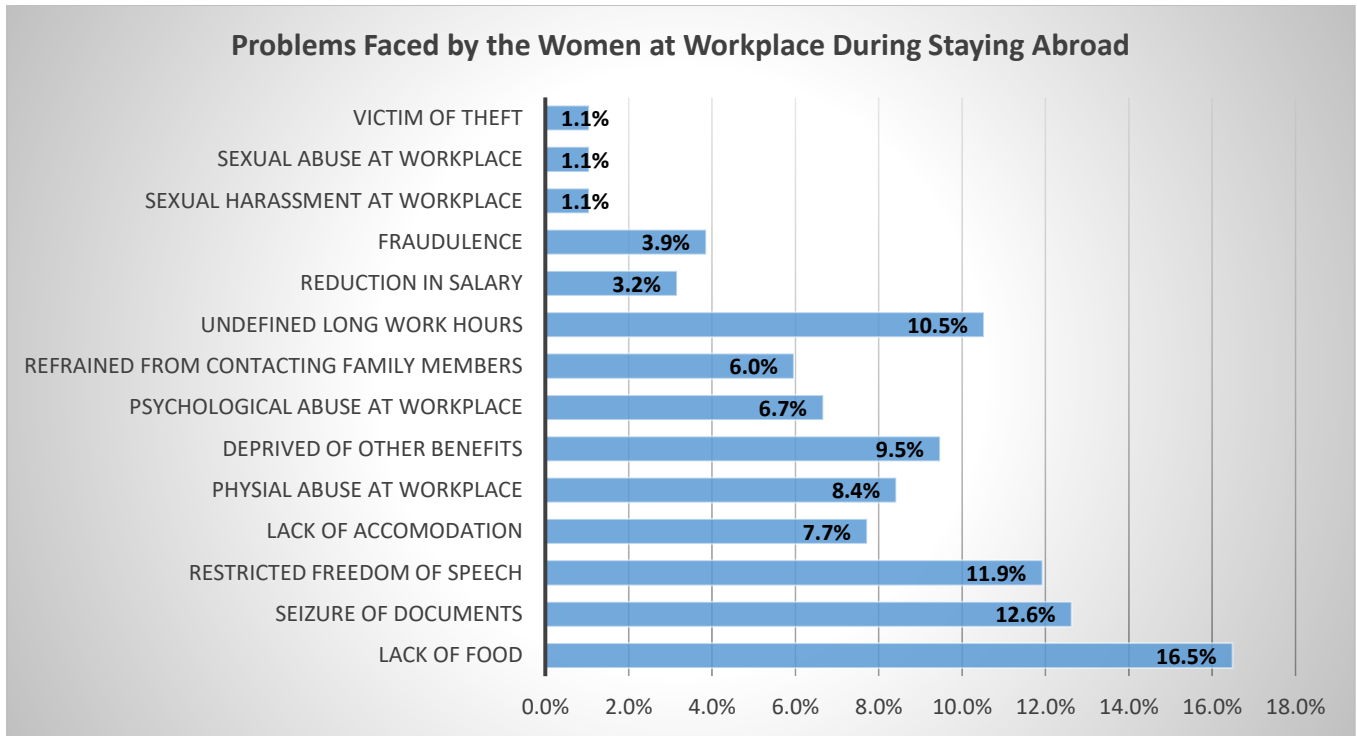
*Figure 99 Awareness about money receipts in case of monetary transactions*

In the case of immigration, all monetary transactions are required to be recorded through money receipts. This fact is known by only 45.2% of these women. This type of unawareness about basic procedural issues may explain why sometimes the women have to go through many hassles on and during their journey abroad for work.



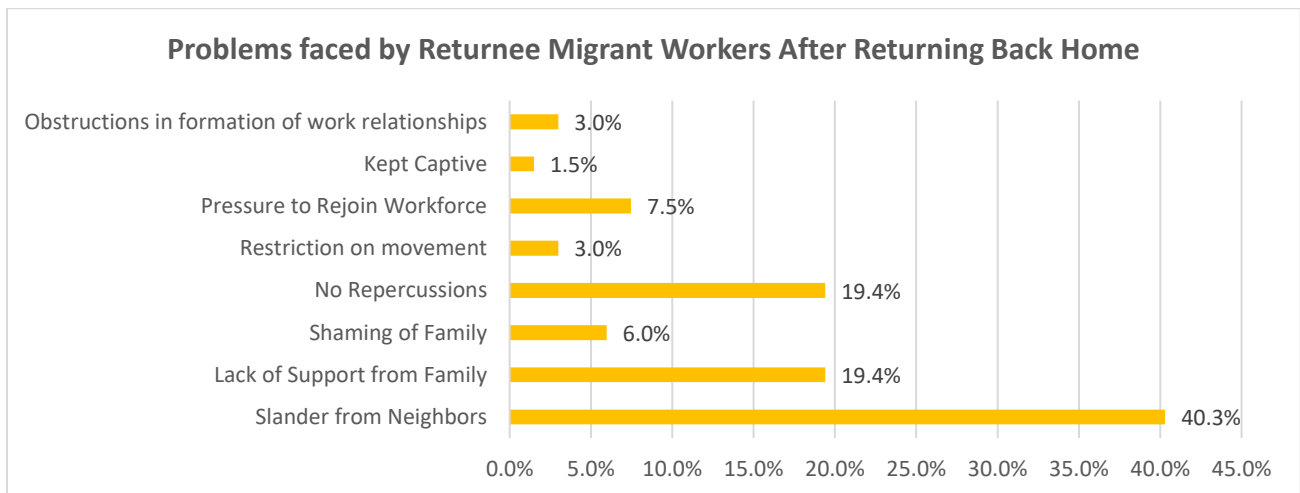
*Figure 100 Awareness about Visa Verification*

When asked if they were aware about the places in which they could verify their visas, only about a quarter of the respondents responded positively.



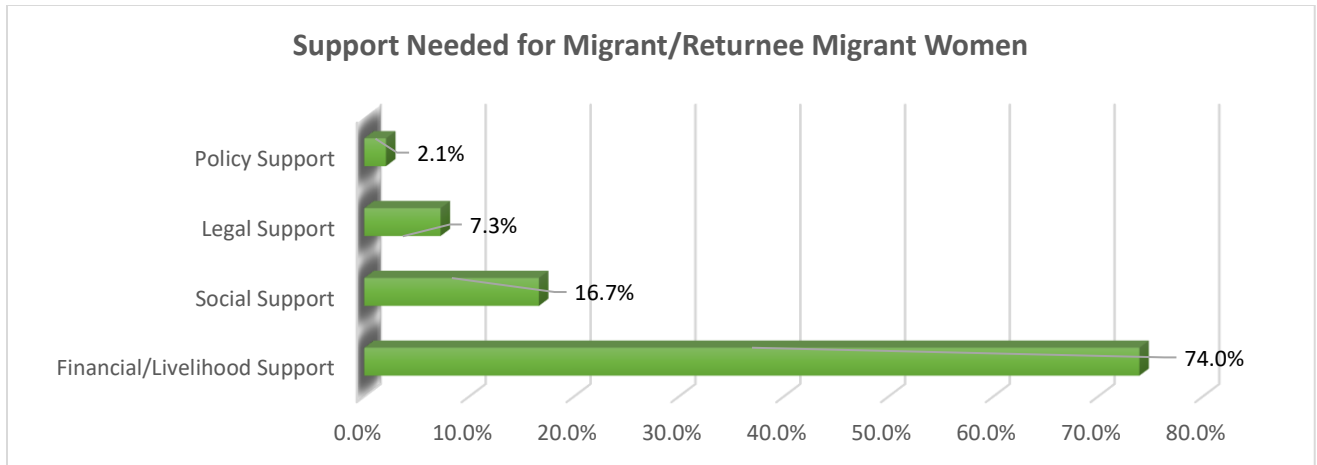
*Figure 101 Problems Faced by the Women at Workplace During Stay Abroad*

As seen on the figure above, 16.5% of the women who had gone abroad for work faced lack of food, 12.6% had their documents seized, 7.7% faced a lack of accommodation, 8.4% were subject to physical abuse at the workplace, and 10.5% women complained that the working hours were much longer than promised. Overall, the working conditions were very harsh for most of these women to say the least, with some of them even facing much severe acts of discrimination and violence such as sexual harassments, salary reductions, fraudulence and so on.



*Figure 102 Problems faced by Returnee Migrant Workers after Returning Back Home*

40.3% returnee migrant women admitted to facing slander from their neighbors after deciding to come back home from abroad. 19.4% stated that they did not receive any meaningful support from their family upon returning.



*Figure 103 Support Needed for Migrant/Returnee Migrant Women*

These beneficiaries highlighted the types of support that they thought could help better their positions in the society. Out of these, ‘financial/livelihood support’ was the most popular kind of support sought by them at 74%, followed by social support, legal support and policy support, sought by 16.7%, 7.3% and 2.1% beneficiaries respectively.

## Chapter 10: Recommendations

### *Concerned Women for Family Development (CWFD)*

The beneficiaries of **CWFD** are mostly adult female population who are married. Most respondents play an active role in household decision making. However, there are still few beneficiaries who requires more knowledge about their rights. While there has been clarity among the respondents regarding significant violation of rights and violence against women, the respondents still lack clarity in the gender defined roles and gender equality in a household level and is unaware of violation of rights that takes place at a smaller scale e.g. beneficiaries identified lot of violence, but majority didn't take an action against it or disclose the matter to anyone. The study also found that almost half the beneficiaries are unclear about whether they can pursue a career of their choice and if husband disapproves, they don't pursue the career. Almost half the respondents believed that men are superior to women. Furthermore, at household level decision making, not a single beneficiary can decide alone the usage of loan taken by them, decision regarding their children's marriage and decision regarding buying and selling of major assets. They either have to consult with husband or decide with other male members of the family. In addition, around **64%** beneficiaries believe that their husband takes better decision than them. Therefore, MJF and CWFD could focus on developing knowledge on individual rights of a beneficiary at a household level in the preliminary phase and build the confidence and self-esteem of the beneficiaries accordingly.

### *Family Income Development Association (FIDA)*

The beneficiaries of FIDA are severely lagging behind in terms of formal education and life skills, which is restricting their ability to contribute to the household decision-making. The male-controlled society has instilled a belief among the women that they are not as capable as the male members are in the society to contribute financially or get involved in meaningful income generating activities. However, it is apparent through the study findings that the beneficiaries of FIDA are well aware of their rights as women, but they might be facing difficulties in realizing their full potential due to increased male domination within the household. Here, FIDA should work in increasing awareness among the male members of the society as to why women empowerment is important and how it can help in developing the economic status of the households. Education is equally important and for long-lasting, sustainable impact to be created, the WRO and MJF may prioritize on minimizing school dropouts and promote women education at all levels through policy advocacy, awareness campaigns involving schools and parents. A large number of the married beneficiaries are homemakers and spend most of their time in unproductive household chores. This means that there is scope of developing skills and providing trainings to these women who can then take part in different income generating activities, bolstering the economic output of the households, which are mostly poor. Above all, the age-old beliefs and prejudices existing in the society that men are superior to women in every aspect of life should be abolished for good and the beneficiaries should be shown ways in which they can utilize their skills and live a life with dignity.

### *Jagorani Sangstha (JS)*

The beneficiaries of JS are mostly adult female population who are married. While there has been clarity among the respondents regarding significant violation of rights and violence against women, the respondents still lack clarity in the gender defined roles and gender equality in a household level and is unaware of violation of rights that takes place at a smaller scale e.g. beneficiaries identified rape and physical torture as violence but could not identify economic violence as a violation of rights. The beneficiaries are also aware of gender equality and women rights; however, they are still very dependent on male members especially their husbands. This is understandable as most of the women have no source of income generation, due to their lack of education. MJF and JS could focus on capacity development of the beneficiaries regarding rights and work towards economic empowerment of the population.

### *Pragroshor Shamajik Unnayan Kendra*

The beneficiaries of Pragroshor are mostly well educated, well aware women who have made it a mission to protest any kind of violence against women in the society. The WRO provides them mental health support and makes them more aware of how to protect their rights and gain more respect in the society. However, to bring about meaningful changes in the society, the WRO and MJF needs to think about empowering the women in a more effective way where they will be able to come out of the confines of their homes and take part in diverse income generating activities. Moreover, Pragroshor could focus on providing linkage building support to the beneficiaries, through which these strong and capable women would be able to be involved in formal groups, be a part of the decision-making process and practice leadership.

### *Sabujer Jatra*

The beneficiaries of Sabujer Jatra seemed to be lagging behind in terms of education and being involved in income generating activities within or outside the households. As a result, their decision-making capacities within the household and freedom of movement is very restricted – which is detrimental to their overall empowerment. The beneficiaries also seem to be less aware of their rights as women and this causes them to give in to the pressure created upon them by the male members of the family. The beneficiaries' lack of knowledge about their own rights have enabled others to exploit them and make them victims of gender-based violence. Sabujer Jatra is working on many individual cases where they are providing the victims with legal support. It is observed that Sabujer Jatra has been proving to be very helpful for the beneficiaries as they think getting involved in the WRO has made them more aware of their surroundings and educated them about how to live a life with dignity. However, to establish a sustainable women development framework, the WRO and MJF should focus more on promoting institutional education among the girls in the area and additionally, provide skill development trainings so that the womenfolk can contribute to the society economically as well.

### *Bangladeshi Ovivashi Mohila Sramik Association (BOMSA)*

The beneficiaries of **Bangladeshi Ovivashi Mohila Sramik Association (BOMSA)** are mostly adult female population with a median age of 32. Most respondents play an active role in household decision making. However, there are still few beneficiaries who requires more knowledge about their women rights. They could identify the basic human rights like right to education, food, shelter, clothing, security but when they were asked to identify women rights, there were unclarity among the beneficiaries. BOMSA may focus on increasing awareness regarding women rights since empowering women and raising awareness on rights contributes to limiting the power of gender stereotypes that prevents women from participating fully in the social, professional and public life and deprives them from their full citizenship. There has been clarity among the respondents regarding significant violation of rights and violence against women, the respondents still lack clarity in the gender defined roles and gender equality in a household level and is unaware of violation of rights that takes place at a smaller scale. **53%** beneficiaries believed that it is better to marry off girls than spending money on their education. Subsequently, **23%** of the beneficiaries don't/didn't have a say regarding the choice of their partner and around **40%** beneficiaries were unclear or agrees that they should tolerate violence in order to keep their family together. In addition, around **27%** beneficiaries believe that their husband takes better decision than them. Therefore, BOMSA and MJF could focus on developing knowledge on individual & women rights of the beneficiaries at a household level in the preliminary phase and build the confidence and self-esteem of the beneficiaries accordingly.

### *Center for Women & Children Studies (CWCS)*

CWCS is catering towards developing the lives of returnee migrant women who have not only faced violence in the foreign land, but have also been victims of abuse in their own motherland both in the domestic and public sphere. Most beneficiaries seek financial support in order to gain economic freedom and while CWCS is focused on providing any financial mean necessary, however, the WRO and MJF should also focus on developing the capacity of beneficiaries regarding rights and gender equality as many

beneficiaries have a distorted idea of equity. Furthermore, CWCS should raise awareness among the family members of beneficiaries in order to facilitate the beneficiaries' economic sustenance. 75% of the beneficiaries' female family members did not pursue formal schooling while similar number of female family members are only involved in unpaid domestic care. Hence, in order to economically support their beneficiaries, CWCS should ensure that the family members of beneficiaries are also in support of the decisions taken by the beneficiaries' themselves. Lastly, it was observed that many beneficiaries were deprived of access to government services. CWCS should ensure advocacy with government health service providers, law enforcement agencies and education institutes in order to facilitate proper access to these services.

### ***Ananya Kallayan Sangathon (AKS)***

The beneficiaries of AKS are mostly adolescent and young adult female population, hence, most respondents do not yet play an active role in household decision making. While there has been clarity among the respondents regarding significant violation of rights and violence against women, the respondents still lack clarity in the gender defined roles and gender equality in a household level and is unaware of violation of rights that takes place at a smaller scale e.g. beneficiaries identified rape and physical torture as violence but could not identify economic violence as a violation of rights. The study also found that almost half the beneficiaries are unclear about whether they can pursue a career of their choice, choose at what age they want to get married, whom to get married to and if they can do the same tasks as a man can. MJF and AKS could focus on developing knowledge on individual rights of a beneficiary at a household level in the preliminary phase and build the confidence and self-esteem of the beneficiaries accordingly.

### ***National Council of Disabled Women (NCDW)***

NCDW beneficiaries have a long way to go before establishing an empowered society for themselves where there are equal opportunities to earn, educate and maintain a respectful life. It is apparent that the women in question lack confidence within themselves and may sometimes seek refuge in blaming themselves for the troubles they face in the society, rather than addressing the root causes of gender-based violence in their localities. The male members in the family have a huge role to play in this regard and they have to be aware of the importance of empowering women in the household. As these beneficiaries are physically challenged, it may be difficult for them to get employment in traditional jobs and hence, it is imperative that NCDW tries to increase the skills of their beneficiaries with well-planned training programs. The access to social safety nets is also very low. Therefore, NCDW staff and MJF could also work towards identifying the women who are left out, and bring them under the network. Along with that, creating credible and sustainable linkage-building opportunities and making the women aware about how they can truly contribute to the society can be an avenue worth exploring more by NCDW.

### ***Khagrapur Mahila Kalyan Samity (KMKS)***

The beneficiaries of KMKS are mostly adolescent and young adult female population, hence, most respondents do not yet play an active role in household decision making. While there has been clarity among the respondents regarding significant violation of rights and violence against women, the respondents still lack clarity in the gender defined roles and gender equality in a household level and is unaware of violation of rights that takes place at a smaller scale e.g. beneficiaries identified rape and physical torture as violence but could not identify economic violence as a violation of rights. They also lack leadership skills and have trouble conveying their opinion on household matters. Though they do show signs of wanting to be more independent but are held back by lack of opportunities and the societal perception that women do not need to leave their house for work.

The study also found that almost half the beneficiaries are unclear about whether they can pursue a career of their choice, choose at what age they want to get married, whom to get married to and if they can do the same tasks as a man can. MJF and KMKS could focus on developing knowledge on individual rights of a beneficiary at a household level in the preliminary phase and build the confidence and self-esteem of the beneficiaries accordingly.

### *Women's Education for Advancement and Empowerment (WEAVE)*

According to the beneficiaries of **Women's Education for Advancement and Empowerment (WEAVE)** violence against women performed by male members of the society is relatively low in Rangamati area in comparison to other parts of the country.

This is also reflected in most of the findings of the study where it can be seen that cases of severe violence of women are few and far in between. However, the major challenges regarding women empowerment in the areas include a low level of literacy among the beneficiaries and the lack of access to income generating activities for them. WEAVE could focus their work on building stronger networks for these women through which they can find suitable work and practice financial freedom. In this regard, skill development programs can also be very helpful as a large portion of the women population are found to be lacking formal education.

Additionally, the study findings show that most young girls who are beneficiaries of the WRO lack basic to advanced level understanding about gender-based violence and woman rights. WEAVE could intervene in this matter and start creating mass-level awareness about such crucial issues among the young minds and prepare them for the future so that they can enjoy a life full of dignity and meaningful empowerment. Furthermore, majority of adult beneficiaries claimed that they aren't aware about the human and women rights. MJF and WEAVE may focus on increasing awareness regarding human and women rights since empowering women and raising awareness on rights contributes to limiting the power of gender stereotypes that prevents women from participating fully in the social, professional, and public life and deprives them from their full citizenship.

### *Progressive*

The beneficiaries of Progressive believe that violence against women perpetrated by male members of the society is relatively low in the CHT area in comparison to other parts of the country. This is also portrayed in most of the findings of the study where it can be seen that cases of severe violence of women are few and far in between. However, the major challenges regarding women empowerment in the areas include a low level of literacy among the womenfolk and the lack of access to income generating activities for them. Progressive could focus their work in building stronger networks for these women through which they can find suitable work and practice financial freedom. In this regard, skill development programs can also be very helpful as a large portion of the women population are found to be lacking formal education. This is where the need for effective education of the current generation comes to the fore as they can be employed in respected positions in the formal sector once they graduate, given that there is freedom of movement existing for women. It is found in the study that most young girls who are beneficiaries of the WRO lack basic to advanced level understanding about gender-based violence and woman rights. Progressive could get involved in this matter and start creating mass-level awareness about such crucial issues among the young minds and prepare them for the future so that they can enjoy a life full of dignity and meaningful empowerment.

### *Dalit Empowerment Foundation (DEF)*

The beneficiaries of Dalit Empowerment Foundation DEF have been marginalized for decades now. They fear and face rejection across all societal and institutional level. Side by side, they could identify the basic human rights like right to education, food, shelter, clothing, security but when they were asked to identify women rights, there were unclarity among the beneficiaries. DEF may focus on increasing awareness regarding women rights since empowering women and raising awareness on rights contributes to limiting the power of gender stereotypes that prevents women from participating fully in the social, professional, and public life and deprives them from their full citizenship. There has been clarity among the respondents regarding significant violation of rights and violence against women, but the respondents still lack clarity in the gender defined roles and gender equality in a household level and is unaware of violation of rights that takes place at a smaller scale. **54%** beneficiaries believe that it is better to marry off girls than spending money on their education. It's important that they recognize the value of girl's economic contribution to the household is important today and there is a sense that with better education a girl can better manage a household and the finances. In order to empower the beneficiaries of DEF, the WRO and MJF should focus on inclusiveness across all social levels through acceptance and recognition

and access to basic human rights through advocacy with government institutes and civil society organizations.

### *Diner Alo Hijra Sangha*

Despite being involved with the activities of Diner Alo have ensured that the beneficiaries are now more aware about their right than ever, they are still a long way to go in terms of enabling a respectful life for themselves. The study found that most beneficiaries have faced multiple severe accounts of violence, mainly due to them being transgenders. However, the access to law enforcement agencies and legal support have remained astoundingly low. Moreover, the lack of appropriate work opportunities in the mainstream sector has led the beneficiaries into resorting to begging and other types of less respected professions, which has in turn gave the society opportunity to demean and shame them. Firstly, support should come from the families themselves, as it is found that banishment from the family has made life more difficult for the Diner Alo beneficiaries. The efforts to bring them into the mainstream society should begin at the grassroots level. In other words, people should be made well aware that transgender people also have the right to live like any other human beings, and they should be granted equal opportunity to get educated and find employment. Government service departments, community groups, law enforcement agencies and development/welfare organizations like Diner Alo should all be on the same page regarding upholding of transgender rights.

### *Mukti Mahila Samity (MMS)*

The beneficiaries of Mukti Mahila Samity are mostly adult female population who are divorced. Most respondents play an active role in household decision making. However, there are still few beneficiaries who requires more knowledge about their rights. They could identify the basic human rights like right to education, food, shelter, clothing, security but when they were asked to identify women rights, there were lack of clarity among the beneficiaries. MMS may focus on increasing awareness regarding women rights since empowering women and raising awareness on rights contributes to limiting the power of gender stereotypes that prevents women from participating fully in the social, professional, and public life and deprives them from their full citizenship. There has been clarity among the respondents regarding significant violation of rights and violence against women, the respondents still lack clarity in the gender defined roles and gender equality in a household level and is unaware of violation of rights that takes place at a smaller scale. **52%** beneficiaries disregarded the statement that both male and female members can pursue highest education after SSC exam. Furthermore, **46%** beneficiaries didn't have the privilege to schooling at all. In addition, **61%** beneficiaries believe that dowry is essential for a good marriage which is quite alarming. Therefore, MMS could focus on developing knowledge on individual & women rights of the beneficiaries at a household level in the preliminary phase and build the confidence and self-esteem of the beneficiaries accordingly.

### *Shustho Jibon*

The beneficiaries of Shustho Jibon have been marginalized for decades now. They fear and face rejection across all societal and institutional level. 76% of the beneficiaries are still dependent on collection of money from public places in order to meet their basic necessities. 38.7% reside alone due to banishment from family and neighbors. In order to empower the beneficiaries of Shustho Jibon, the WRO and MJF should focus on three key aspects: Inclusiveness across all social levels through acceptance and recognition, access to basic human rights through advocacy with government institutes and civil society organizations and lastly access to improved economic opportunity through collaboration with private sectors players and social businesses.

### *Sex Workers Network (SWN)*

The beneficiaries of SWN are mostly sex workers, and hence face exclusion from society. Most of them have face some form of sexual or physical violence and hence can identify most. The beneficiaries are very independent and do not want any support from men. They do face the issue of social excursion and one area where SWN can intervene. Most of the beneficiaries want to work in other areas but lack the skills and knowledge as they have no formal education. SWN and MJF will need to include local government

and police with regards to attaining justice for the beneficiaries.

### *Uddipto Mahila Unnayon Sangstha (UMUS)*

UMUS aims to reduce discrimination and rebuild the society by promoting legal rights of marginalized women & children and it is actively catering to the needs of the beneficiaries. However, the respondents could identify the basic human rights like right to education, food, shelter, clothing, security but when they were asked to identify women rights, there were unclarity among the beneficiaries. Furthermore, majority of beneficiaries claimed that they aren't aware about the human and women rights. UMUS may focus on increasing awareness regarding human and women rights since empowering women and raising awareness on rights contributes to limiting the power of gender stereotypes that prevents women from participating fully in the social, professional, and public life and deprives them from their full citizenship.

There has been unclarity among the respondents regarding gender defined roles and gender equality in a household level and is unaware of violation of rights that takes place at a smaller scale. **44%** respondents believes that dowry is essential for a good marriage and **55%** beneficiaries believe that they should torture violence in order to keep their family together. Furthermore, **59%** beneficiaries can't decide independently regarding whom to vote in elections.

Subsequently, FGD findings indicate that the beneficiaries are harassed regularly in public places. According to them, they think their vulnerability makes them 'easy prey' for such incidents. They said they cannot protest as no one bats an eye. They do not get support from their surroundings. Additionally, they believe that they get paid less than the males even after doing the same or more work.

In order to empower the beneficiaries of UMUS, the WRO and MJF should focus on inclusiveness across all social levels through acceptance and recognition and access to basic human rights through advocacy with government institutes and civil society organizations.