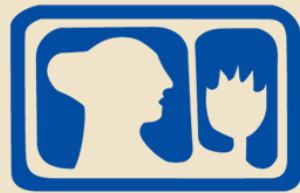


# Charter of Demand



বাংলাদেশ মহিলা পরিষদ







Women have long been pivotal in Bangladesh's social transformation from the liberation war and resisting authoritarianism to transnational feminist movements. Global milestones like the 1995 Beijing Conference and CEDAW shaped national commitments. Women's groups have since mobilized on issues such as SGBV, economic inclusion, disability rights, reproductive justice, and legal reforms.

Historic feminist surges in the 1980s, 1990s, and 2020 followed rising gender-based violence. Despite women holding top political roles since 1991, systemic inequality persists. The 2024 Supreme Court verdict abolished the 10% women's quota in government jobs, contradicting SDG goals and worsening gender vulnerability. While women led mass protests, only 5 out of 50 reform commission members are women, with minimal leadership roles. Without structural inclusion, true gender equality remains elusive.



Following these circumstances, Bangladesh Mahila Parishad and Bonhishikha, with support from UN Women Bangladesh, are jointly implementing the project "**Strengthening Intergenerational and Inclusive Women's Movement in Bangladesh.**"

The project engages women of all ages and marginalised communities through participatory methods to advance the women's movement.

A **Charter of Demands** was developed in consultation with over **100 individuals and organizations** across the country, identifying key issues and strategies for collective action.

It promotes open sharing of voices, encourages intergenerational leadership at all levels, and fosters a shared understanding of priorities and challenges in the women's movement.

# Our Stakeholders



Women Rights  
Workers



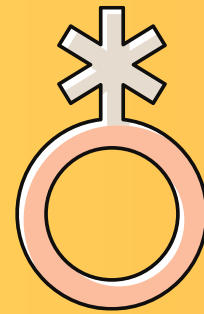
Women  
Leaders



Marginalised  
Communities



Yout  
h



Gender Diverse  
Community



Ingenious  
Community



Person with  
Disability



Sex  
Worker



Government  
Representatives



Cultural  
Organisation



Subject Matter  
Expert





A total of **98 demands** emerged from nationwide consultations, focusing on ensuring the rights of women and marginalized communities. Key areas include:

- Access to justice and legal protection
- Anti-violence interventions
- CEDAW implementation
- Economic empowerment
- Education and employment
- Ending violence against women and girls
- Environmental protection
- Gender equality
- Governance and national planning
- Health and human rights
- Leadership and political participation
- Women's rights

Today's focus: Women's Participation, Economic Empowerment and Decision-Making and Gender Budget demands from the Charter of Demands.

**Demands to be Prioritised for Immediate Action**



## Women's Participation, Economic Empowerment and Decision-Making

- Revise the July 2024 quota system to reintroduce separate quotas for women in public service, alongside distinct quotas for transgender individuals, people with disabilities, Indigenous communities, Dalits, ethnic and religious minorities, and highly vulnerable groups such as children of sex workers and tea workers.
- Establish policies providing incentives for women-led businesses and entrepreneurship; ensure minimum wage and equal pay in factories to enhance women's economic independence and social status.
- Promote women's political leadership, sensitize male counterparts, and create women-friendly spaces for increased participation.
- Ensure equal representation of men, women, Dalits, Hijras, Indigenous, and gender-diverse individuals in local governance (e.g., chairpersons, UP members), including Chittagong Hill Tracts and Indigenous areas; embed capacity-building mechanisms for grassroots leaders' active political engagement.
- Officially recognize unpaid care work at the state level, incorporate it into national GDP, increase investment in the care economy, and introduce early education programmes promoting equitable household labor division and caregiving skills for all genders.

## Gender Budget

- Fully implement, allocate, and monitor gender-responsive budgeting plans; state and development actors must coordinate sustainable programs beyond project cycles.
- Allocate adequate budget for education, health, and socio-economic development of indigenous communities in both hill tracts and plains; establish a monitoring committee for effective oversight.
- Involve women and communities in budget decision-making; raise awareness of allocated funds and ensure proper use.
- Reserve quotas for marginalized communities (Dalits, Hijras, Indigenous, gender-diverse) in decision-making bodies to ensure their voices and interests are represented.
- Align climate and gender budgets to support community- and women-led solutions, focusing on vulnerable groups.



**Demands to be Prioritised for Mid-Term Action**



## Women's Participation, Economic Empowerment and Decision-Making

- Implement policies to address workplace gender disparities, enforce equal pay, boost female workforce participation, and promote visible role models from diverse backgrounds to encourage career advancement and break gender barriers.
- Recognize that women's participation in agriculture is 76%; introduce more service-oriented programs targeting women in this sector.
- Ensure bank loans for women entrepreneurs are accessible and free from gender bias, discrimination based on marital status, and unfair favoritism.
- Empower women in the garment sector with digital banking services (e.g., Bkash, Nagad) to enable independent financial management.
- Demand government creation of a dedicated fund to mitigate adverse impacts on women as Bangladesh transitions to middle-income status

## Gender Budget

- Promote transparency in budget allocation and execution; disclose citizen charters and encourage active knowledge sharing.
- Improve coordination among ministries; allocate funds separately by issue and need.
- Empower the Anti-Corruption Commission to enhance police oversight, address corruption and political bias with neutrality and authority.



**Demands to be Prioritised for Long-Term Action**



## Women's Participation, Economic Empowerment and Decision-Making

- Advance gender equality through education and awareness campaigns challenging stereotypes and valuing women's participation across society.
- Enforce women's rights by implementing merit-based, non-discriminatory policies to ensure equal access to education and employment; ensure female-friendly, flexible, secure workplaces with fair treatment.
- Strengthen ties between education and industry to reduce skills gaps; involve industry professionals in curriculum development to upskill women, men, and marginalized groups (Dalits, Hijras, Indigenous, gender-diverse) in professional care work.
- Conduct comprehensive surveys to collect gender-segregated data on people with disabilities, identify those eligible for stipends, and revise stipend amounts to reflect current living costs, with special attention to women with disabilities.
- Develop institutional initiatives to support women over 30 working in unpaid sectors.
- Improve women's quality of life and safety by making the energy sector more accessible and women-friendly.
- Expand women's participation beyond the garment sector into all industries.

## Gender Budget

- Reform law enforcement by increasing women in leadership, improving working conditions and salaries, combating corruption, and emphasizing integrity, empathy, and community engagement in training; enhance community policing and public feedback mechanisms.
- Advocate for the government to allocate a sufficient budget for women's sports. Promote equal investment in women's sports to ensure they receive the same level of support and development as men's sports.
- Both governmental and non-governmental organizations must prioritize sustainable projects by fully mainstreaming gender considerations to ensure these initiatives continue effectively beyond the project period.
- Raise awareness among women about the budget allocated for them and ensure its proper implementation.
- Promote transparency and accountability in budget allocation and implementation.



# ধন্যবাদ

