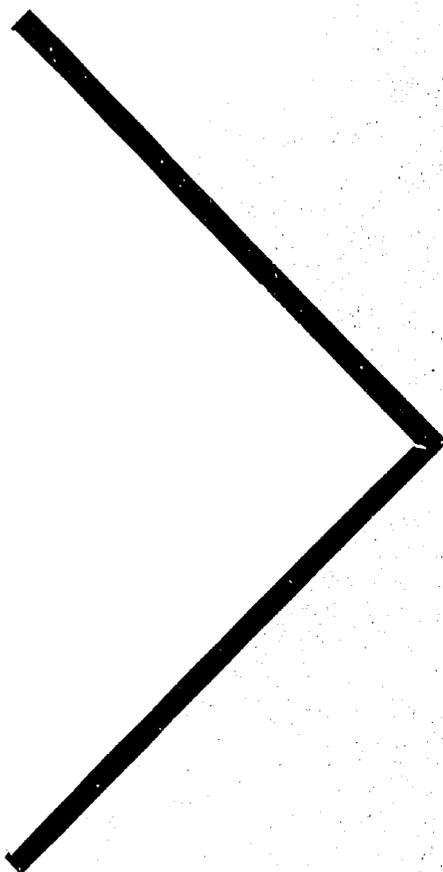


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GENESYS



THE
FUTURES
GROUP

PDABJ-232

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**Gender/WID Integration Report Update
USAID/Bangladesh**

Trip Report

Gretchen Bloom
Gender/WID Advisor
ANE/Asia Bureau
USAID

GENESYS Project
Contract No. PDC-0100-A-00-9044-00

5812.004J

USAID G/R&D/WID
U.S. Agency for International Development
Office of Women in Development
Department of State
Washington, DC 20523-1816

"Knowledge. Wisdom. Confidence. Initiative. Self-reliance...These are the words the women used to describe the changes in their attitudes." (188)

"They had been conditioned to depend on men in general and on the rich-and-powerful men in particular for what they call 'wisdom.' Before the women did not perceive their innate wisdom. Now, after attending classes, meetings, and workshops, their innate wisdom has begun to surface." (189)

"Before the village elders and union-council members abused and threatened us for joining the group; now they are silent...Before we did not understand our wages; now we understand profit and loss...Before we did not know our rights to rations or medical services; now we are conscious and exert pressure to receive our due...Before we did not go outside our homes; but now we work in the fields and go to the town...Before our minds were rusty; now they shine..." (165)

The Quiet Revolution: Women in
Transition in Rural Bangladesh - Marty
Chen

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Acronyms

ADAB	Association of Development Agencies in Bangladesh
ANE/Asia	Asia Near East Bureau / Asia Division
APWIP	Asian Pacific Women in Politics Network
BDG	Government of Bangladesh
BIDS	Bangladesh Institute of Development Studies
BKB	Bangladesh Krishi Bank
BRAC	Bangladesh Rural Advancement Committee
BS	Banchte Shekha
BSCIC	Bangladesh Small and Cottage Industries Corporation
CEDPA	Center for Development and Population Activities
COP	Chief of Party
CSA	Community Sales Agent
CSW	Community Sales Worker
CWFP	Concerned Women for Family Planning
DD	Deputy Director
FAP	Flood Action Plan
FHH	Female Headed Households
FPA	Family Planning Assistant
FPAB	Family Planning Association of Bangladesh
FPHSP	Family Planning and Health Services Project
FSRP	Financial Sector Reform Project
FWA	Family Welfare Assistant
GAD	Gender and Development
GAP	Gender Action Plan
GAPP	Gender and Political Participation
GENESYS	Gender in Economic and Social Systems
GIP	Gender Integrated Programming
GLP	Gender Led Programming
G/WID	Women in Development Office / Global Bureau
ICRW	International Center for Research on Women
IDI	International Development Intern
LCG	Local Consultative Group
LIP	Local Initiatives Project
LOP	Life of Project
MIDAS	Micro-Industries Development Assistance Society
NGO	Non Governmental Organization
OEE	Office of Economics and Enterprise
PRIP	Private Rural Initiatives Project
PRISM	Program Performance Information for Strategic Management
PSR	Project Status Report
PVO	Private Voluntary Organization
SMC	Social Marketing Company (for Contraception)

SME	Small and Medium Enterprises
SO	Strategic Objective
	Support Organization
SOW	Scope of Work
TA	Technical Assistance
TAF	The Asia Foundation
USAID	U.S. Agency for International Development
WEDP	Women's Enterprise Development Project Entrepreneurship
WID	Women in Development
WIP	Women in Politics

I. Introduction

A. Scope of Work

1. Mission Perspective (Annex A)

The major objective of my trip was to help USAID/Bangladesh update its WID Implementation Plan, updated annually. The purpose of the review was to incorporate both new and planned projects, as well as update targets and benchmarks of existing ones. I was expected to do this in the context of the new thinking coming out of USAID/Washington. The new USAID Administration has urged Mission staff to incorporate a set of themes into their programming, including sustainable development, participation, empowerment of women, customer service, partnership, integrated approaches and methods, gender analysis, and the family-in-development/household approach.

Part of the SOW involved an interface with the PRISM team, in country just prior to my arrival. The team was very gender-sensitive -- in fact, it was the Bangladesh Desk Officer himself, a team member, who proposed using income of female heads of household as a good proxy indicator of poverty. Nonetheless, I reinforced their concern for gender, particularly at the indicator level.

2. ANE Bureau Perspective (Annex G)

On the Bureau side, the ANE GAD Committee had been experimenting with the concept of "gender-led programming" for countries where gender plays a major constraining role in impeding development efforts. Missions are being asked to review their programs carefully and evaluate the extent to which gender is a critical variable. I was expected to propose to the Mission that Bangladesh be a candidate for very proactive programming which confronted gender relations and roles directly. The alternative is "gender-integrated programming."

3. G/WID Office Perspective (Annex E)

In addition, beyond the Mission's SOW, I collected information on behalf of the ANE Bureau and the G/WID Office for a case study of USAID/Bangladesh as a Mission which has successfully integrated gender into its portfolio. This will augment the series of case studies being prepared by the WID Office, with three completed already, two in Africa (Malawi and Uganda) and one in LAC (Honduras).

B. Background (Annexes C, F)

In 1983, USAID/Bangladesh produced its first WID-related document, a WID Strategy Paper, in response to the Agency's 1982 WID Policy Paper. It analyzed the Mission's portfolio and identified areas for intervention. The objectives of the WID Strategy were: (1) to expand

opportunities for women to participate more fully in the economy of Bangladesh; and (2) to improve the physical quality of life of Bangladeshi women.

The Mission's first WID Plan, based on the Strategy, was prepared in 1987 by the International Center for Research on Women (ICRW). The Implementation Plan developed by ICRW provided the Mission with a project-specific outline detailing actual and potential WID activities for each project. The Plan included a short summary of the project, WID concerns, recommended actions, and, in a matrix, a schematic diagram which included the following: (1) project goal and purpose; (2) WID concerns; (3) WID activities; and (4) monitoring and evaluation targets and means of verification. The piece was deemed good analytically by the Mission and started the Mission on its way to successful integration of WID into their portfolio.

In April 1989, a major update of the WID Plan was undertaken. At the same time, Mission management agreed to update the Plan each year so that progress against targets could be tracked and as part of the Mission's strategy to institutionalize WID. Every other year the services of an external consultant would be used, and it would be updated internally alternate years. The most recent external update was conducted in 1991; the Plan was updated by the WID Officer, Raka Rashid, in 1992. This Plan is the sixth update.

II. Activities (Annexes B.1, B.2)

A. Meeting with DD, Program Officer and WID Officer

Immediately upon arrival, I met with the Deputy Director, program Officer and WID Officer to discuss the Mission's view of my Scope of Work. It was at this time that I raised the Bureau's goals, i.e., to encourage the Mission to engage in "gender-led" programming, and the WID Office's hopes to feature Bangladesh as a Mission which could serve as a model of gender integration for a case study.

The Mission senior staff made it quite clear from the outset that neither was to prevail, but that I was to concentrate fully on the Mission's desire to update their WID Implementation Plan.

B. Presentations to Mission on Gender in USAID

Although the Mission was well enough versed on gender and WID issues for me to feel my standard overview presentation would be superfluous, the senior staff felt it would indeed be useful for me to brief the entire Mission on the Agency's current view of WID and gender. I did so enthusiastically, in two separate sessions to accommodate as many of the Mission staff as possible, and had a mixture of attendees, including senior staff, project officers and support staff, both USDH and FSN.

In order to make the sessions truly interesting, I advertized them as interactive and multi-media, and used GENESYS overheads, the Winrock video on Gender Analysis and a training exercise based on the Contextual Analysis format. The sessions were well received and engaged the participation of the audience, stirring some critical thinking.

At a later time, I also sponsored a brown bag lunch session to screen the three Mission-sponsored videos focussing on gender issues in Bangladesh.

C. Meetings with Contractors

Shortly after my arrival, the Mission convened all of its contractors for a full meeting. Because I was in country, I was able to attend, meet many of them and arrange for subsequent meetings with several. My work was facilitated by one Chief of Party (female) who raised "the gender question" before I could even open my mouth!

D. Meetings with Project Offices

Part of my assignment consisted of meeting with all project offices to discuss the particulars of their projects with regard to gender. Where possible, I had initial briefings with the offices, follow-on individual discussions, and final reviews of my recommendations.

E. External Meetings

I was encouraged to participate with the WID Officer in external meetings which she attended, such as the Local Consultative Group on WID, which met to discuss a number of issues, including the recent publication of the UNDP Annual Report for Bangladesh entitled "Empowerment of Women."

I also met formally and informally with a number of NGO leaders who focus on women's empowerment.

F. Field Visits

The Mission was very generous in arranging field visits for me to ensure that I had the opportunity to understand what is happening with women through the Mission's efforts.

My first trip was to visit four borrowers from the Women's Enterprise Development Project, near Dhaka. I was also able to witness the empowerment of women through the Local Initiatives Project, a family planning effort, and to brainstorm with Mission staff, especially the Program Officer, on possible synergies which might result from linking LIP and WEDP.

Another family planning and health project, which well demonstrated a variety of empowerment issues for women, was the Social Marketing of Contraceptives Project, where women, on a pilot basis, are beginning to serve as Community Sales Agents.

Finally, I spent the night with Banchte Shekha, a local women's organization based in Jessore, which is funded by the Asia Foundation.

G. Interface with PRISM Team

The PRISM team was finalizing its work when I arrived. I had the opportunity to participate in their debriefing to the Mission and to learn from them first-hand where there was still need to refine indicators to better reflect gender. The Mission agreed to gender-disaggregate its indicators where "feasible and necessary."

H. Preparation of Gender Integration Status Report and Action Plan (Annex D)

During the entire stay, I was converting the prior WID Implementation Plan Update to a new format, consistent with the PRISM strategic overview for the Mission. I also analyzed each project, adding new recommendations for improved impact based on gender observations. The report was circulated in draft, with the agreement that I would finalize it by the end of May.

(It was difficult to complete it fully while in country because the WID Officer was away for two weeks of my TDY. I extended my stay in order to overlap with her for at least one day prior to my departure to get her views on my draft.)

The final draft, returned to the Mission at the end of May, was thorough, nearly complete with a few minor facts missing, and long, due to the need to offer project level recommendations.

I. Debriefing with Mission

I was asked to present the basic parameters of my report to the entire Mission, which I did after speaking to the Mission Director about it. I had also circulated drafts to the technical offices prior to the meeting, as well as a summary draft to the senior staff. The meeting went well; the recommendations seemed to be generally well received.

III. Critical Assessment

During my 5 weeks in Bangladesh, I was able to meet with most Mission staff, either individually or in general Mission briefings, participate in an inter-agency donor WID Committee meeting, contact several NGOs, and interface with contractors. I was also able to travel out on five field visits to assess the Mission's impact on women in Bangladesh.

The Status Report described USAID/Bangladesh's strong commitment to sustainable development and to the participation of both men and women as customers in its people-level development strategy. The Mission demonstrates a specific understanding of the constraints to women's involvement in the development process in its project-level interventions and to

the empowerment of women, for equity and development impact reasons. In its partnership with other development actors, it engages in careful consideration of gender roles in Bangladesh to reach successful and sustainable development and is also aware of the benefits of a household approach.

USAID/Bangladesh "puts people first" with its poverty reduction strategy. It acknowledges and builds on the spontaneous synergy which exists between distinct development interventions. In this strategy, it consistently notes the particular roles of men and women. This strategy has been particularly impressive on the local level, through the creation of groups.

One of the outcomes of thoroughly integrating a specific focus on gender throughout the Mission's portfolio has been a startling impact on women, their families and the broader society. Women are no longer marginalized but increasingly empowered. USAID's role as facilitator of this process has been well demonstrated and continues to bear fruit.

Despite these achievements, however, the WID Officer noted in 1993: "WID must be viewed as a continuous process of sensitization and awareness building...Consciousness about WID opportunities and issues relevant to Bangladesh sometimes slips through the cracks."

In order for USAID/Bangladesh to remain at the forefront of sensitivity to gender issues, I made the following broad recommendations in my report. I also offered other recommendations at the strategic objective and program outcome levels as well as project-specific ones (Annex D).

- Continue to update the Gender/WID Status Report and Action Plan on an annual basis, incorporating its findings into the mainstream documents of the Mission.
- Discuss gender/WID at the Performance Working Group. Add WID Officer to the group.
- Organize periodic informal information-sharing sessions in the Mission on WID/gender issues.
- Appoint WID/GAD liaisons in each project office.
- Continue to add to the USAID library on WID/gender issues.
- Continue to seek synergy between USAID projects which empower women as well as looking for linkages outside.
- Add gender and development as well as WID information to consultant packets.

- Involve new IDIs in gender-related activities.
- Sex disaggregate PRISM indicators wherever appropriate and feasible.
- Incorporate WID/GAD project level recommendations into PSR format as appropriate so that they are mainstreamed.
- Seek training opportunities for women outside of the Government.
- Finalize the gender/WID integration case study.
- Continue to provide leadership locally as the 1995 U.N. Conference for Women approaches.
- Re-examine the Mission's status as a "gender-integrated" program based on the results of the LCG/WID study on a "WID integrationist" contrasted with a "WID agenda setting" approach to WID and gender issues in Bangladesh.
- Begin to prepare for the 1995 Consultative Group meeting in Paris at which the Finance Minister has promised to discuss the status of women and approaches to women in development in Bangladesh.

In addition, I offered specific programmatic recommendations, organized by Strategic Objective.

Although the Mission has systems and processes in place to ensure a continued gender-integrated programming focus, it is nonetheless healthy to have an outside perspective. I was able to bring a knowledge of the themes of USAID/Washington, the ANE Bureau, and the GENESYS Project to contribute to the enhancement of the Mission's gender literacy and its capacity to consider gender as critical variable in overall program and projects.

I was not surprised to witness personally the impact of a Mission which has been able to address gender creatively, consistently and intensely. I was, however, startled at the vehemence with which the Mission wished to remain anonymous in its efforts, almost unwilling to serve as a role model for other Missions.

IV. Implications and Next Steps

The Status Report has described USAID/Bangladesh's strong commitment **sustainable development** and to the **participation** of both men and women as **customers** in its people-level development strategy. The Mission demonstrates a specific understanding of the constraints to women's involvement in the development process in its project-level interventions and to the **empowerment of women**, for equity and development impact reasons. In its **partnerships**

with other development actors, it engages in careful **consideration of gender roles in Bangladesh** to reach successful and sustainable development and is also aware of the benefits of a **household approach**.

One of the outcomes of thoroughly **integrating** a specific focus on women throughout the Mission's portfolio has been a startling synergy in the impact on women, their families and the broader society. Women are no longer marginalized but increasingly empowered.

This model has been particularly impressive on the local level, through the creation of groups. Women in Bangladesh can contribute to the reduction of poverty in the country if their participation is facilitated. They can become empowered through the group process and thus be viable producers as well as better and more rationaie reproducers.

Women in Bangladesh are demonstrating what their empowerment can mean. Once they are "shown the way to the road," according to one NGO leader (Rokeya Kabir, NPS), "women see the opportunities, to take a rickshaw, a taxi or a bus, and they will not turn back." They begin to understand a broader world and want what it has to offer. And they apply this awakening to their reproductive and productive responsibilities in a manner which is greatly appreciated by their families and communities.

USAID's role as facilitator of this process has been well demonstrated and continues to bear fruit. The Mission has systems and processes in place to ensure a continued **gender-integrated programming focus**. It is committed to a program focused at the people level. It perceives gender as a major obstacle to development and puts it at the forefront of its programming. Through gender analysis and proactive gender planning, USAID/Bangladesh is able to direct its assistance appropriately to men and/or women for the greatest development impact.

Gender is considered one critical development variable. But it is not the only variable. Poverty, class and administrative reform are considered equally strong impediments to the improvement of the quality of life for the majority of the citizens of Bangladesh.

The Bureau will continue to work with the Mission to reinforce its current focus and try to persuade it that other development specialists need to learn from its good example. In this capacity, the Mission is currently reviewing the draft report and reconsidering its willingness to serve as a role model for a case study on gender integration.

Annexes

- A: Scope of Work**
- B: 1) Contact List
2) Schedule**
- C: Mission Strategic Framework**
- D: Draft Gender/WID Integration Status Report and Action Plan: Executive Summary**
- E: Draft Gender Integration Case Study: Proposed Outlines**
- F: Statements on WID/Gender in Bangladesh**
- G: Definitions: GIP vs. GLP**
- H: Bibliography**

March 8, 1994

Women in Development (WID) Implementation Plan Update

Scope of Work

I. TASK

The task to be accomplished under this Scope of Work is updating of the USAID/Dhaka 1992 Women in Development Implementation Plan.

II. PURPOSE

The WID Implementation Plan needs updating as part of the Mission's annual review of the WID Plan. The purpose of the review is to incorporate both new and planned projects, as well as update targets and benchmarks of existing ones.

III. BACKGROUND

The Mission's WID Plan was first prepared in 1987 by the International Center for Research on Women (ICRW), a Washington D.C.-based organization. The Implementation Plan developed by ICRW provides the Mission with a project-specific outline detailing actual and potential WID activities for each project reviewed. The Plan includes a short summary of the project, WID concerns, recommended actions and, in a matrix, a schematic diagram which includes the following: (1) project goal and purpose; (2) WID concerns; (3) WID activities; and (4) monitoring and evaluation (target and means of verification). It was a good analytical piece, and started the Mission on its way to subsequent updates.

In April 1989, a major update of the WID Plan was undertaken. At the same time, Mission management agreed to update the Plan each year so that progress against (and constraints to) targets could be tracked. It was also agreed, as part of the Mission's strategy to institutionalize WID, to update the Plan every other year using the services of an external consultant, and to update it internally on other years. Thus the most recent external update was conducted in 1991 by external consultants Aruna Rao and Shamim Hamid. The 1992 Update was completed internally by the WID Officer. It is now time for the 1993 external Update. Pursuant to USAID/W G/R&D/WID offer, an individual from that office will perform the 1993 Update.

IV. STATEMENT OF WORK

The Update will:

- Access USAID/Dhaka progress in attaining WID project objectives;

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- Regroup projects listed in the WID Plan Update according to the Mission's strategic objectives these support;
- Update the 1992 WID Plan by project, following the existing format; suggest changes in the format if relevant;
- Incorporate new start-ups with WID components as well as identify practical interventions in existing projects not included in the '92 Plan;
- Address G/R&D/WID comments on the 1992 Update; and
- Identify actions to be taken by the Mission. In this regard:
 - The consultant will work with the WID Officer, the Office of Project Development and Engineering and senior management to develop a system which better integrates WID concerns and the results of the WID Implementation Plan into the Mission's semi-annual project status reports;
 - Work with the Program Office, the Mission Program Performance Working Group and the WID Officer to ensure that WID concerns are adequately reflected in the Mission Program Performance reporting system.

V. METHODOLOGY

The methodology will include:

- In-depth review of previous WID Plan Updates, particularly those of 1991 and 1992;
- Familiarization with the Mission's strategic objectives and regrouping projects listed in the WID Plan under pertinent strategic objectives;
- Discussions with relevant USAID project officers, managers, and if necessary, grantees, implementing agencies and contractors. All Office Directors will concur with the contents of the WID Plan pertaining to their respective offices. This may be done formally through memoranda, or informally during meetings;
- Following the existing format in the 1992 Update; recommending and incorporating improvements to the format (if necessary) to the WID Officer and the Monitoring and Evaluation Officer.
- The summary/introduction section will summarize major WID achievements and constraints of the prior year in the Mission as well as within the Bangladesh Government and the donor committee. The latter two components will be based on

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meetings with UNICEF (Chair, WID Local Consultative Committee) and DANIDA (Chair, South Asia, Beijing Conference).

VI. TEAM COMPOSITION, SKILLS AND LEVEL OF EFFORT

This task will be accomplished by an individual on temporary duty (TDY) from G/R&D/WID in USAID/W at no extra cost to USAID/Dhaka.

The effort visualizes a minimum of 21 days of effort based on a five-day work week spread over a total period of thirty days. The Mission observes a five-day work-week from Sunday to Thursday. The Bangladesh government and other local organizations have six-day work-weeks from Saturday to Thursday. Therefore, it may be necessary to attend/visit WID-related meetings or activities on Saturday.

VII. TIME FRAME

The activity will begin on or around April 1, 1994 and be completed on or around May 15, 1994.

VIII. REPORTING REQUIREMENTS

A draft Wid Plan Update will be submitted by April 21 for Mission comments and clearance by all technical offices. The final report will incorporate all Mission comments and be submitted by May 15, 1994.

IX. RELATIONSHIPS

The Update will be conducted under the direct supervision of the WID Officer. Periodic meetings will be held with the Monitoring and Evaluation Officer and the Program Officer.

X. LOGISTICS

The Mission will make available a desk and computer and provide access to a photo-copying machine, transport facilities and occasional secretarial support from one of the OEE secretaries during the period of the Update.

CONTACTS

USAID Mission

Richard Brown, Mission Director
 Frank Young, Deputy Director

Karl Schwartz, Program Office/ Democracy
 Emily McPhie, Program Office/ Democracy
 Gary Robbins, Program Office/ PACT/PRIP
 Syed Al-Muti, Program Office
 Siddiqui, Program Office/Training

Rosalie Fanale, Project Development office
 Julie Defler, PDE
 Winston McPhie, PDE
 Gil Haycock, PDE/ REP
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Helen Gunther, OFA
 David Atwood, OFA/ Food Policy
 Craig Peterson, OFA/ TRP/ FAP
 Peony Chaudaury, OFA/ FAP
 Larry Paulson, OFA/ ATDP

Stu Callison, OEE
 Peter Amato, OEE/ FSRF
 Ross Bigelow, OEE
 Raka Rashid, OEE/ WEDP
 Najmul Hossein, OEE/ IPP
 Naushak, OEE/ IPP
 Aziz, OEE/ IPP

Dave Piet, OPH
 John Thomas, OPH
 Linda Andrews, OPH
 Ali Noor, OPH
 Zareen Khair, OPH
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Donor Community

Shireen Huq, DANIDA
 Sophie de Caen, UNDP

NGOs

Richard Holloway, PACT/PRIP
Aroma Goon, PACT/PRIP
Rokeya Kabir, Nari Pragati Sangha

Nick Langdon, TAF
Kim Hunter, TAF
Kim McQuay, TAF
Kirsteen Lundeen, TAF

Angela Gomez, Banchte Shekha

Shawn Baker, Helen Keller Intl.

Kushi Kabir

Contactors/ Project Staff

WEDP - Rasheeda Kanam

LIP

OPH

JHU - Ed Whitney

PSI - Bob Karam (SMC)

IPP - Ron Black

FSRP - Patrick Vath

Schedule for Gretchen Bloom
ANE/ASIA/DR/TR
USAID/W

<u>Date</u>	<u>Time</u>	<u>Activity</u>
4/2/94	12:00 pm	Arrival by TG 321
4/3/94	8:30 pm	Meeting with Raka Rashid, OEE at USAID
4/3/94	3:30 pm	Entrance Meeting with DD, PRO
4/4/94	2:00 pm	PRISM Meeting at the ARA for USAID Mission
4/4/94	10:00 am	PRISM Team Debriefing
	12:30 pm	Lunch with Rosalie Fanale, PDE
	2:00 pm	Population Project Review Meeting
	3:30 pm	Mission Staff Meeting
	4:30 pm	Departure with Rosalie Fanale
	5:00 pm	Aerobics - AIS/D
4/6/94	9:00 am	Meeting with David Atwood, OFA
	11:00 am	Chiefs of Party Meeting - ARA
	12:30 pm	Chiefs of Party Luncheon - ARA
	4:00-5:30 pm	Welcome Coffee for Ambassador Merrill - DAWC
4/7/94	9:00 am	Meeting with Emily McPhie, Program
	9:30 am	Meeting with Raka Rashid, OEE
	1:30	Meeting with Karl Schwartz, Program
	2:30	Meeting with Gary Robbins, PRIP
4/8/94	10:00 am - 3:00 pm	AAFLI Workshop with Working Women - Terry Collingsworth
4/9/94	7:00 am - 12:30 pm	Outing with Najmul Hossain, OEE, to Savar
	5:00 pm	Hash Run

4/10/94		Hartal !
	3:00 pm	Meeting with Craig Anderson, OFA
	3:30 pm	Meeting with Rosalie Fanale and PDE Staff
4/11/94	9:00 am	Meeting with Jan Rockliffe-King, M&E
	10:00 am	Meeting with Helen Gunther, OFA
	11:00 am	Meeting with Mujib Siddiqui, Training and Syed Al-Muti, Program
	1:30 pm	Beijing Working Group / LCG /WID Meeting at DANIDA
	4:00 pm	WEDP - Ross Bigelow, Raka Rashid
4/12/94	8:00 am -	WEDP Field Trip - Savar
	2:00 pm	Ross Bigelow, Peter Amato, Raka Rashid
	5:00 pm	Aerobics with Rosalie Fanale
4/13/94	8:45 am	Meeting with PIAG Chief of Party, Ron Black, and PIAG OEE Staff
	9:30 am	Meeting with OPH - Dave Piet, Staff
	10:45 am	OPH - Women's Studies Project, Raka Rashid, staff
	11:30 am	PACT - Aroma Goon, Richard Holloway, Rokeya Kabir, with Gary Robbins
	1:00 pm	Local Consultative Group Meeting - DANIDA
	2:30 pm	IPP - Ross Bigelow, OEE staff
4/14/94	10:00 - 12:00	TAF - Nick Langton, Kim Hunter, Kim McQuade
	3:30 - 9:00	Linda Andrews, Boat Trip
4/15/94	10:00 am	Sonargaon with Linda Andrews
	7:00 pm	Dinner at Helen Gunther and Steve Haggblade's house
4/16/94	10:00 am	City Tour with Linda Andrews Lal Bagh Fort Pink Palace Old City Markets
	1:00 pm	Lunch Meeting with Raka Rashid 43 Eskaton Road

	5:00 pm	Hash - Australian High Commission
4/17/94	8:00 am	Meeting with Larry Poulson, ATDP
	9:30 am	Meeting with Peony Chaudhury, FAP, and Mustafa Alam, FAP Staff
	2:00 pm	Meeting with Rokeya Kabir, Nari Progati Sangha, Dhanmondi
	4:30 pm	Departure with Najmul for Arangs, Dhanmondi
4/18/94	8:30 am -	Field Trip with LIP Project, Karl Schwartz, Belayet Hossain to Bhaluka, Mymensingh
	5:00 pm	Aerobics
4/19/94	10:00 am -	Presentation to Mission
	11:30 am	"WID and Gender: USAID's Current Perspectives"
	3:30 pm	Mission Staff Meeting
	7:30 pm	Buffet Dinner at Rosalie Fanale's
4/20/94	9:00 am	Meeting on indicators with Farouk Chowdhury, OEE
	10:30 am -	Presentation to Mission
	12:00 noon	"WID and Gender: USAID's Current Perspectives"
	12:30	Lunch with Gil Haycock and REP COP
	2:30 pm	Meeting with Kushi Kabir, Njera Kori
	Evening	Reception hosted by Ambassador Merrill
4/21/94	All day	Field Trip to Jessore, TAF - Karl Schwartz
		Overnight in Jessore at Bankte Sheka
4/22/94	All day	Jessore
	9:30 am	Concerned Women for Family Planning
	6:00 pm	Dinner at Ron Black's, COP for PIAG/IPP
4/23/94	9:30 am	Nelo's
	12:30 pm	Lunch party for Linda Andrews

	5:00 pm	Hash - British Club
	7:00 pm	Dinner at Callisons' House
4/24/94	9:30 am	Working meeting with Rokeya Kabir, Nari Pragati Sangha
	11:30 am	Meeting with Ali Noor, OPH
	12:30 - 2:00	Brown bag lunch with WID/GAD videos - conference room
	2:30 - 5:00	BASC Workshop - "Business Management for Women Entrepreneurs"
	5:30 pm	Tea with Georgia Brown
4/25/94	All day	Field Trip with SMC/OPH, including visit to IDE project
4/26/94		Hartal ! In Mission meetings
4/27/94		Meetings with women leaders UNICEF ADAB WEDP
4/28/94	All day	Field Trip with CBD/OPH, Richard Brown - Jiggasha Approach
	Evening	Dinner at Browns
4/29/94		Finalizing report
	7:30 pm	Peace Corps Party - Bigelows
4/30/94		
5/1/94	8:30 am - 12:30 pm	Work with Raka Rashid on briefing
	2:00 pm - 3:30 pm	Mission briefing on Gender Status Report and Action Plan
		(May Day meeting - AAFLI)

5/2/94

All day

Revisions of Report

8:55 pm

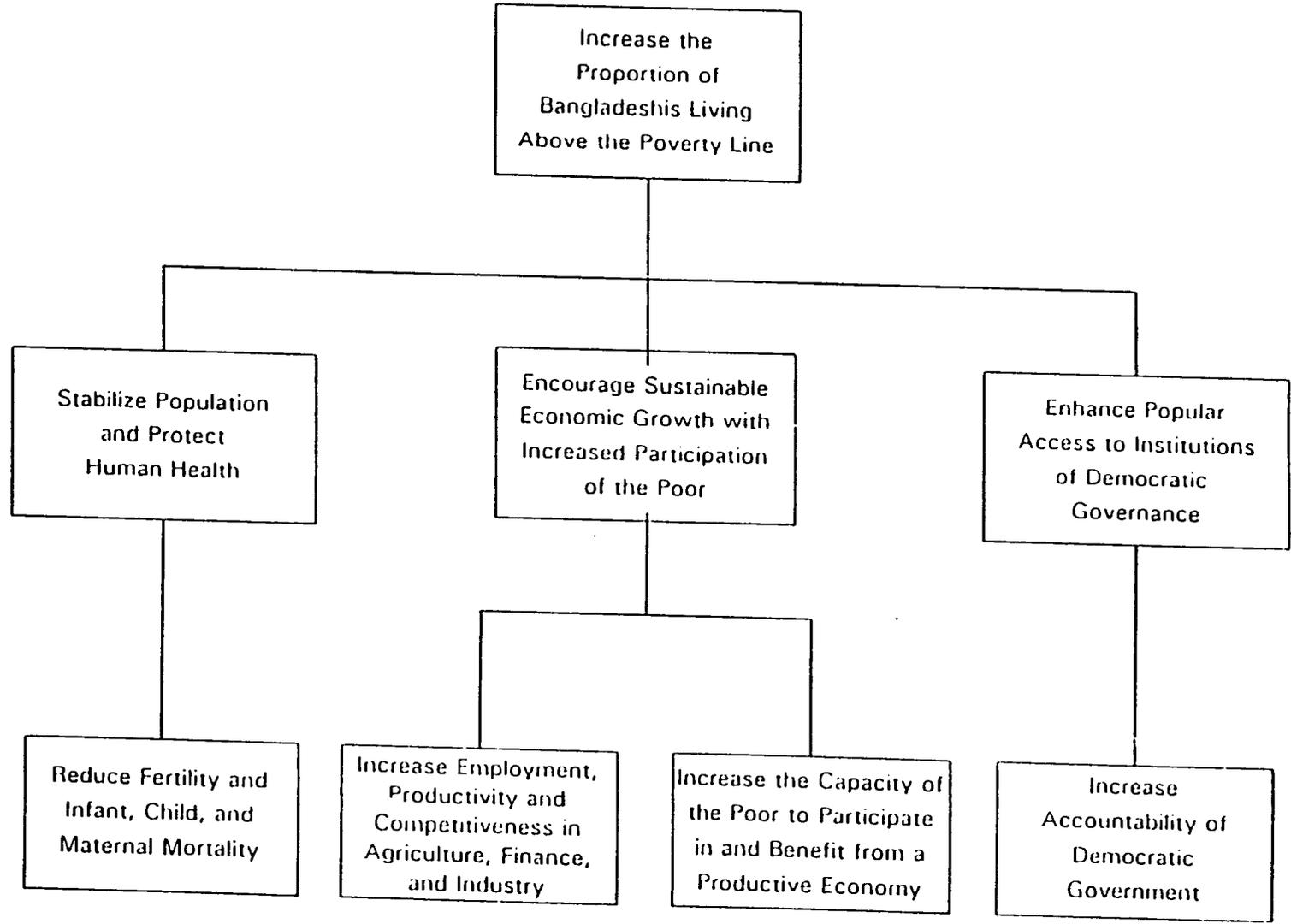
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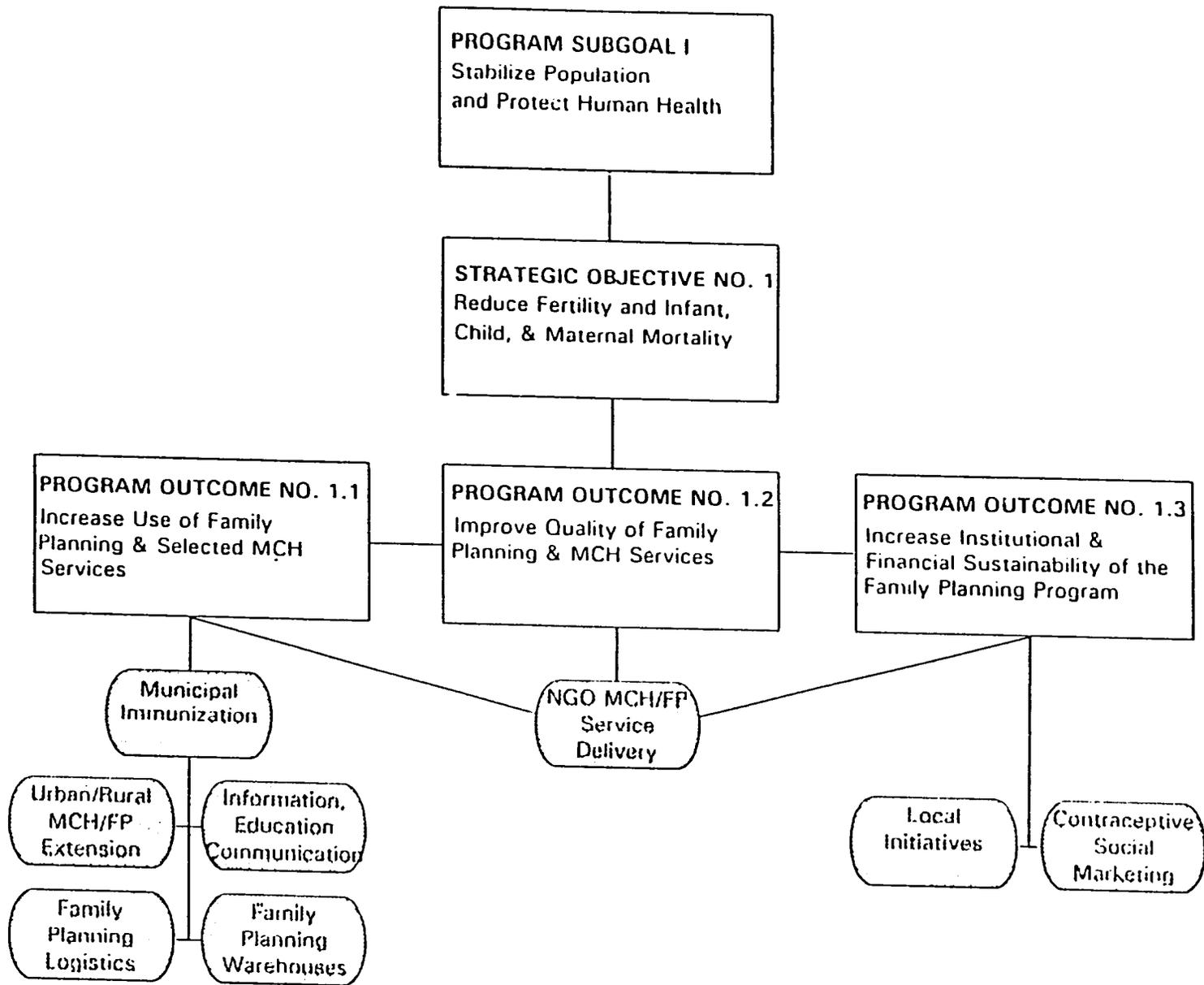
GOALS & OBJECTIVES

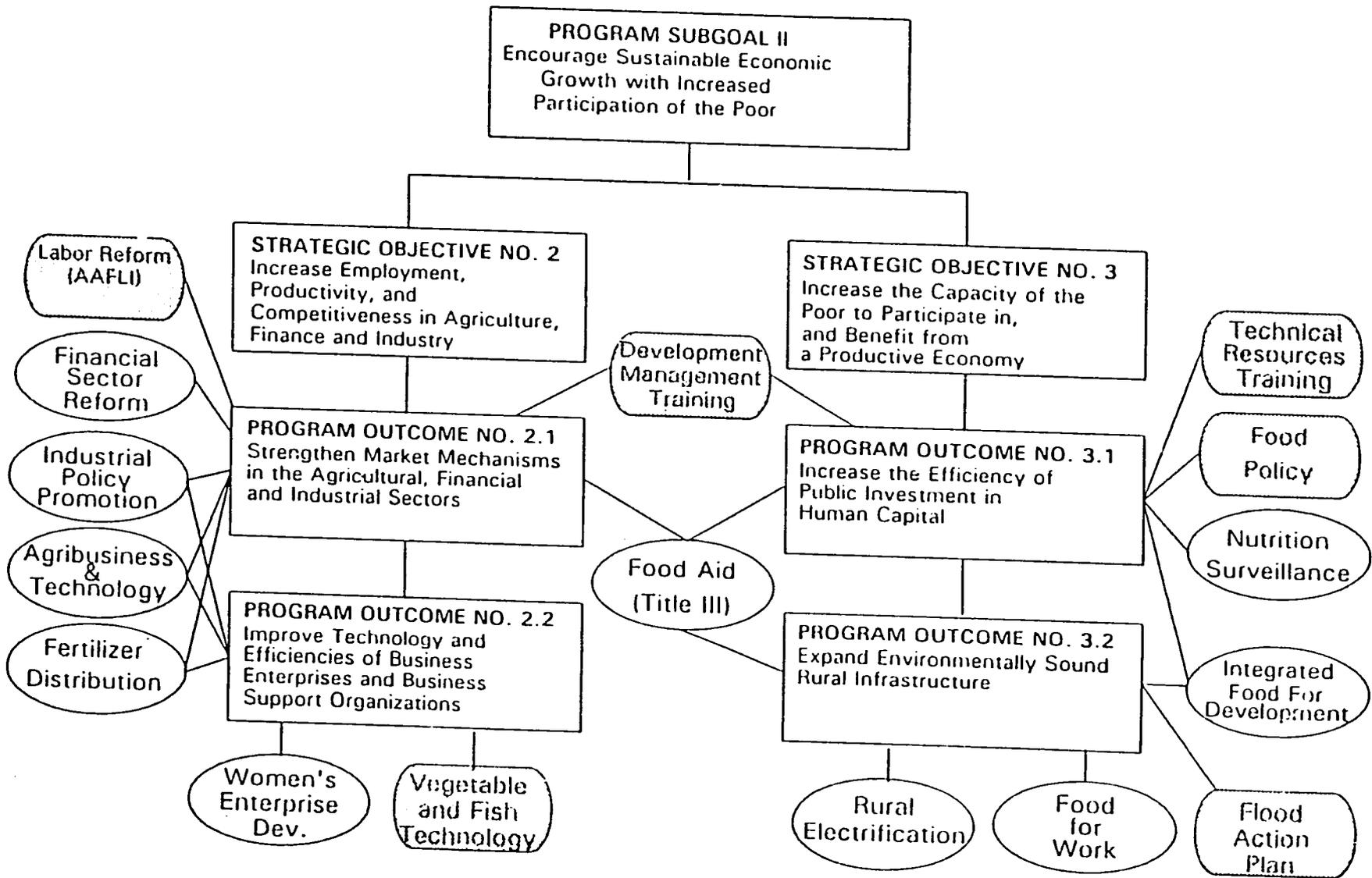
Goal

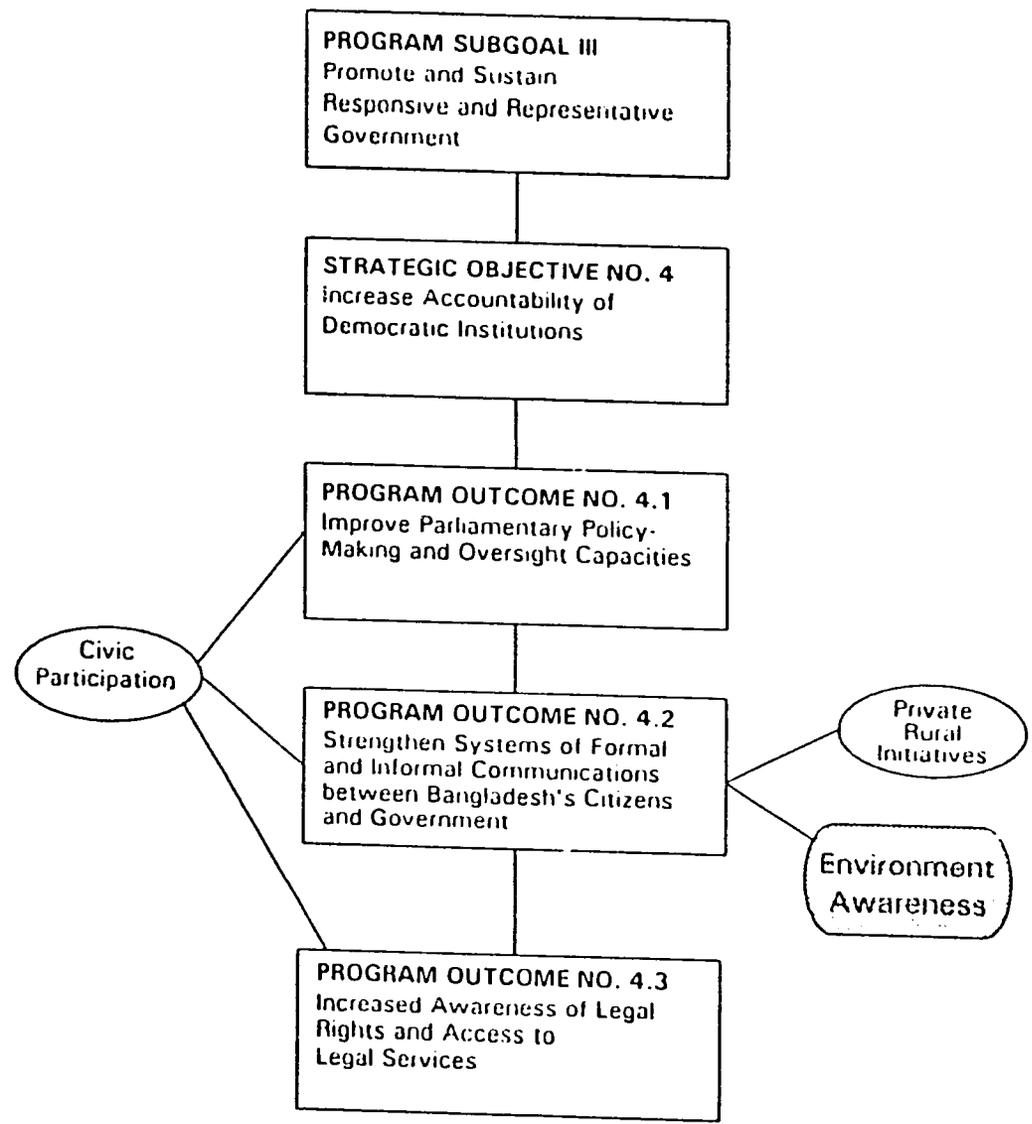
Sub-Goals

Strategic Objectives









DRAFT

GENDER/WID INTEGRATION STATUS REPORT
AND
ACTION PLAN

USAID/BANGLADESH

1994-95

Executive Summary

Gretchen Bloom
Gender/WID Advisor
ANE/Asia Bureau

May 1994

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I. OVERVIEW

"Poor people in a lush setting. The essential tension of life in a delta -- the rich soil attracts dense settlements of poor people. Some of us have heard about the poverty of Bangladesh. Some of us have seen the beauty of Bangladesh. I cannot forget either the poverty or the beauty."

The Quiet Revolution:
Women in Transition in
Rural Bangladesh - Marty
Chen

This is USAID/Bangladesh's sixth update of the status of integration of women and gender in development considerations into the Mission's strategic framework, policy dialogue, program activities, projects, and systems. It has been conducted with the assistance of the Gender Advisor from USAID/Washington's ANE/Asia Bureau to capture the themes of a new Administration, including empowerment of women, the importance of gender issues in development, participation, customer service, and a household/family in development approach. It follows two rounds of the PRISM (Program Performance Information for Strategic Management) exercise, in 1993 and 1994. It has been prepared collaboratively as well, from a gender in development perspective rather than just a WID viewpoint.

II. GENDER/WID INTEGRATION IN USAID/BANGLADESH

USAID Strategic Framework

USAID/Bangladesh's overall development goal, in correspondence with the Government's themes, is **poverty reduction by increasing the proportion of Bangladeshis living above the poverty line**. The rationale for this goal is based on Bangladesh's status among the poorest of the least developed countries. Poverty is widespread and pervasive with approximately 44% of the population living below the absolute poverty line. (Rahman, 1994)

To support its overarching goal, the USAID Mission has developed three sub-goals and four strategic objectives:

- SG I: Stabilize population and protect human health.**
- SO 1: Reduce fertility and infant, child and maternal mortality.**
- SG II: Encourage sustainable economic growth with increased participation of the poor.**
- SO 2: Increase employment, productivity, and competitiveness in agriculture, finance and industry.**
- SO 3: Increase the capacity of the poor to participate in and benefit from a productive economy.**
- SG III: Enhance popular access to institutions of democratic governance.**
- SO 4: Increase accountability of democratic government.**

In order for these sub-goals and strategic objectives to be achieved, the Mission recognizes the importance of ensuring that all human resources are brought into the mainstream of development. The Mission is committed to a program focused at the people level. Through gender analysis and proactive gender planning, USAID will be able to direct its assistance appropriately to men and/or women for the greatest development impact.

This status report reviews the current status of gender integration into the Mission's strategic framework and project portfolio and presents the Mission's plan for enhancing this integration over the next year.

Mainstreaming WID/Gender

The mainstreaming of, first, women in development (WID) concerns, and now, gender concerns, evolved over a period of time, involving documents, management decisions, and processes. For USAID/Bangladesh, "institutionalizing the WID mandate," or, in contemporary terms, "institutionalizing a consideration for gender issues in development," means integrating these concerns into SOWs, RFPs, program and project documents, project review reports and discussions, summary tracking documents, data collection, policy dialogue, training for USAID staff and colleagues, relevant research and donor coordination efforts.

The clearest indication of the Mission's willingness and ability to integrate gender considerations throughout its program and portfolio was demonstrated in the dialogue and results of the second PRISM exercise (March 1994). With reference to impact indicators, where gender differentials are clearly demonstrated, Mission staff agreed with the plan to disaggregate them by sex where relevant and where feasible.

These activities and processes demonstrate an awareness and acceptance of the fact that gender issues are an important development variable and indicate ways in which WID/gender as a cross-cutting theme has become an integral part of the Mission's conceptual approach and management style.

Factors Contributing to Gender/WID Integration

The WID Officer, a strong and highly respected professional, is seen as an advocate, promoting WID and gender issues within the context of projects. Mission professionals other than the WID Officer also often raise comments on gender issues in programs and projects under discussions. However, there is no longer a formal WID/GAD Committee in the Mission: due to the Mission's ten-year history of dealing increasingly effectively with WID/gender issues, there is no felt need for a formal committee. There has also been strong leadership from the top historically in USAID/Bangladesh on gender issues.

Outside the Mission, over the past few years, major donors in Bangladesh have incorporated WID concerns into their country programs. Strategy papers on WID have been sponsored by several donors. A Joint Government and Foreign Development Partners Task Force on WID was set up in September 1990 to promote dialogue on the issues. The Task Force initiated the assignment of WID focal points in sectoral ministries. The Local Consultative Group for WID has created several working groups. The UNDP is also proactively addressing gender issues. The Dhaka Office has just published its 1994 Human Development Report for Bangladesh, choosing the theme Empowerment of Women.

Thus the community concerned about women in Bangladesh is lobbying now for **equity** by bringing women into the process more effectively, for **efficiency** noting that the development impact will be enhanced if women are development partners, and now **empowerment**, where women challenge the system.

III. GENDER/WID STATUS REPORT AND ACTION PLAN

This section of the report is written using the Mission's PRISM format. The Mission's Goal is described first, then the three Sub-Goals are listed with their respective Strategic Objectives. Project components are outlined under appropriate Program Outcomes. The identified PRISM Impact Indicators are also listed, to be disaggregated by sex as already agreed or recommended.

Where appropriate, WID/GAD (gender and development) objectives are identified, usually at the project level, with a stated rationale for these objectives, status in achieving them to date, planned WID/GAD activities for 1994-95, and recommendations.

The 1993 WID Implementation Plan Update did specify an overall WID Goal for the Mission's program, as follows:

WID Goal: To improve the physical quality of life of Bangladeshi women by creating, through Mission projects, an environment which facilitates women's access to resources and provides opportunities for them to participate more fully in the economy of the country.

Separate WID/GAD objectives are not specifically stated in this Plan at the Goal and Sub-Goal level. However, the Mission has discussed gender implications at those levels, both during the PRISM exercise and at the time of the completion of this Status Report/Action Plan. These implications are noted, to the extent possible, in the brief discussion of the Goal and Sub-Goals.

USAID/B
GOAL

INCREASE THE PROPORTION OF BANGLADESHIS
LIVING ABOVE THE POVERTY LINE

USAID/Bangladesh supports the Bangladesh Government's overriding goal, that of reducing the number of people living in poverty, with its strategic framework. Because poverty remains so widespread, USAID/Bangladesh has chosen poverty reduction as the principle long-term focus of its program.

USAID/Bangladesh's major concerns within this framework are people, people suffering from poverty, ignorance and ill health. The Mission acknowledges the negative impact on growth of the increasing feminization of poverty.

Impact Indicators:

1. Percentage of population above absolute poverty.
2. Percentage incidence of extreme poverty.

SUB-GOAL I STABILIZE POPULATION AND PROTECT HUMAN HEALTH

Faced with an enormous and growing imbalance between its population size and resource base, the Government of Bangladesh has identified population growth as the country's greatest development constraint and the family planning program as its highest development priority.

For these reasons, coupled with USAID's comparative advantage due to a strong track record in family planning and child survival, USAID/Bangladesh has chosen a sub-goal of stabilizing population and protecting human health.

The WID/GAD objectives for this sub-goal are:

1. To enable women to meet one of the conditions to enter the labor market, controlling their own fertility.
2. To complement and encourage massive ongoing social changes in Bangladesh that are beginning to improve women's status and personal empowerment.

Impact Indicators:

1. Population growth rate reduced to zero by 2015.
2. Life expectancy at birth increased to 67 years (males) and 65 years (females) by 2010.

**STRATEGIC
OBJECTIVE 1 REDUCE FERTILITY AND INFANT, CHILD AND
 MATERNAL MORTALITY**

In order to achieve its strategic objective of reduced fertility and infant, child and maternal mortality, USAID/Bangladesh aims to increase access to high quality and efficient family planning and related health services provided by the Ministry of Health and Family Welfare (MOHFW), the Social Marketing Company (SMC) and NGOs in Bangladesh. This will be done under the extended umbrella project called the Family Planning and Health Services Project (FPHSP) with a PACD of 8/97.

Components include: 1) support for government family planning services; 2) social marketing of contraceptives and ORS; 3) support for NGO family planning activities; and 4) other activities, such as contraceptive commodity support; research, evaluation and monitoring; and information, education and communication.

Integrated throughout is a sensitivity to gender issues in development, as related to the project goal, purpose and implementation strategy.

There are three Program Outcomes:

**PROGRAM
OUTCOME 1.1 INCREASE USE OF FAMILY PLANNING AND
 SELECTED MCH SERVICES**

**PROGRAM
OUTCOME 1.2 IMPROVE QUALITY OF FAMILY PLANNING AND
 MCH SERVICES**

**PROGRAM
OUTCOME 1.3 INCREASE INSTITUTIONAL & FINANCIAL
 SUSTAINABILITY OF THE FAMILY PLANNING
 PROGRAM**

There are two **Program Outcomes** for this SO:

PROGRAM

**OUTCOME 2.1 STRENGTHEN MARKET MECHANISMS IN THE
AGRICULTURAL, FINANCIAL AND INDUSTRIAL
SECTORS**

PROGRAM

**OUTCOME 2.2 IMPROVE TECHNOLOGY AND EFFICIENCIES OF
BUSINESS ENTERPRISES AND BUSINESS
SUPPORT ORGANIZATIONS**

STRATEGIC

**OBJECTIVE 3 INCREASE THE CAPACITY OF THE POOR TO
PARTICIPATE IN AND BENEFIT FROM A
PRODUCTIVE ECONOMY**

The intent of this strategic objective is to increase the human capital of the poor through investments in basic social sectors, and to protect these investments through disaster preparedness and relief. Two forces underlie this intent: persistent poverty and risk of natural disaster. Bangladesh is at a critical point in its economic development, with an unprecedented "window of opportunity" to accelerate economic growth. But economic growth is not enough. It is equally compelling that all members of society, especially the poor and disadvantaged, be able to experience the fortunes of a growing economy. At the same time, they will be supplying the human capital essential to sustaining growth.

There are two **Program Outcomes** here:

PROGRAM

**OUTCOME 3.1 INCREASE THE EFFICIENCY OF PUBLIC
INVESTMENT IN HUMAN CAPITAL**

PROGRAM

**OUTCOME 3.2 EXPAND ENVIRONMENTALLY SOUND RURAL
INFRASTRUCTURE**

SUB GOAL III PROMOTE AND SUSTAIN RESPONSIVE AND REPRESENTATIVE GOVERNMENT

In 1991 Bangladesh returned to a multi-party democracy. This strategy recognizes democracy-building programs as part of an integrated assistance program for sustainable development in Bangladesh.

Impact Indicator:

1. Percentage of public perceiving Government as effective and responsive to public concerns.
Disaggregated by sex.

STRATEGIC OBJECTIVE 4 INCREASE ACCOUNTABILITY OF DEMOCRATIC INSTITUTIONS

The strategic objective for democracy is to increase accountability of democratic institutions, including parliament and its committees, the judicial and other dispute resolution processes, and press coverage of public policy issues.

There are three Program Outcomes for this SO:

PROGRAM OUTCOME 4.1 IMPROVE PARLIAMENTARY POLICY-MAKING AND OVERSIGHT CAPACITIES

PROGRAM OUTCOME 4.2 STRENGTHEN SYSTEMS OF FORMAL AND INFORMAL COMMUNICATIONS BETWEEN BANGLADESH'S CITIZENS AND GOVERNMENT

PROGRAM OUTCOME 4.3 INCREASE AWARENESS OF LEGAL RIGHTS AND ACCESS TO LEGAL SERVICES

IV. RECOMMENDATIONS FOR CONTINUED AND IMPROVED INTEGRATION OF GENDER/WID

USAID/Bangladesh "puts people first" with its poverty reduction strategy. It acknowledges and builds on the spontaneous synergy which exists between distinct development interventions. In this strategy, it consistently notes the particular roles of men and women.

One of the outcomes of thoroughly integrating a specific focus on gender throughout the Mission's portfolio has been a startling impact on women, their families and the broader society. Women are no longer marginalized but increasingly empowered.

Despite these achievements, however, the WID Officer noted in 1993: "WID must be viewed as a continuous process of sensitization and awareness building....Consciousness about WID opportunities and issues relevant to Bangladesh sometimes slips through the cracks."

In order for USAID/Bangladesh to remain at the forefront of sensitivity to gender issues, the following broad recommendations are offered:

BROAD RECOMMENDATIONS

1. Continue to update the Gender/WID Status Report and Action Plan on an annual basis, incorporating its findings into the mainstream documents of the Mission, i.e., PRISM indicators, PSRs, workplans for contractors and a Mission Action Plan, if one is written. (The Mission has already taken a strong lead in doing so.)
2. Discuss gender/WID integration at the Performance Working Group. Add the WID Officer to the group to facilitate this process.
3. Organize periodic informal information-sharing sessions in the Mission on WID/gender issues, e.g., videos, speakers, and so on.
4. Appoint WID/GAD liaisons in each project office (e.g., Larry Paulson, Farouk Chowdhury, Zareen Khair, Louisa Gomes...) who can speak to gender/WID issues as necessary and institutionally support the WID Officer within the Mission on the routine business of continuing to integrate WID

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and gender sensitivity into the Mission's activities.

5. Continue to add to the USAID resource library on WID/gender issues.
6. Continue to seek synergy between USAID projects which empower women, e.g., FSRP/WEDP, REP/WEDP, LIP/WEDP, LIP/ARP-II, as well as looking for linkages outside, e.g., BRAC, Grameen.
7. Add gender and development as well as WID information to existing consultant packets.
8. Involve new IDIs in gender-related activities.
9. Sex disaggregate PRISM indicators wherever appropriate and feasible (already done).
10. Incorporate WID/GAD project level recommendations from this report into PSR format as appropriate so that they are mainstreamed.
11. Seek training opportunities for women outside of the Government.
12. Finalize the gender/WID integration case study.
13. Continue to provide leadership as the 1995 U.N. Conference for Women, to be held in Beijing, approaches.
14. Re-examine the Mission's status as a "gender-integrated" program based on the results of the LCG/WID study on a "WID integrationist" contrasted with a "WID agenda setting" approach to WID and gender issues in Bangladesh.
15. Begin now to prepare for next year's Consultative Group meeting at which Saifar Rahman, Minister of Finance, has promised to have the status of women in Bangladesh and approaches to women in development on the agenda!

In addition, the following specific programmatic recommendations are offered, organized by Strategic Objective.

SPECIFIC PROGRAMMATIC RECOMMENDATIONS

- SG I: Stabilize population and protect human health.**
- SO 1: Reduce fertility and infant, child and maternal mortality.**
1. Increase the number of women in mid-level management positions in order to be able to incorporate women's perspectives in project design and implementation.
 2. Work toward synergy between interventions through a holistic approach for increased indirect impact in CPR, e.g. through other empowerment activities for women.
 - e.g. income generation - link with other projects, add credit component (CWFP)
 - e.g. legal services (TAF)
 3. Increase involvement of men in family planning (e.g. CWFP field workers try to talk to men, 'jiggasha' approach). Without men involved as decision makers, the CPR will not change. Men should be encouraged to become family planning volunteers.
 4. Use village group leaders as family planning/health volunteers (e.g., LIP volunteers). Reward them with access to other opportunities to enhance their lives.
 5. Continue to work toward improved service delivery to meet unmet demand, high quality of care, and sustainability.
 6. Work with adolescents and newly married couples.
 7. Work with mothers-in-law, who are important decision-makers.
 8. Support group formation which has a clearly demonstrated impact on women's empowerment (see Marty Chen, The Quiet Revolution).
 9. Continue to expand the jiggasha (inquiry) approach.

10. Teach basic health in primary and secondary schools.

SG II: Encourage sustainable economic growth with increased participation of the poor.

SO 2: Increase employment, productivity and competitiveness in agriculture, finance and industry.

1. Continue to exploit the mid-level niche to offer women graduates of poverty-lending projects greater opportunities through growth-facilitating lending. The goal should be to help them become employers of others and well enough established to enter the commercial banking world. (One WEDP borrower in Savar has already done so.)
2. Document these cases by preparing a video on WEDP borrowers. Use a local firm (AVCOM or CDL - check with PACT/PRIP).
3. Concretize the initial linkage made with Agrani Bank under the FSRP. This opening should lead to greater sustainability since WEDP will have a local source of revenues to finance its borrowers. The Agrani Bank will benefit from a source of repaying clients.
4. A comparable linkage may also be possible through the Rural Electrification Project. A study is being planned under the new Strategic Plan of the REP to examine the socio-economic impacts of electricity on communities. Although earlier work indicated that electricity was not the primary factor in stimulating economic growth -- other infrastructure inputs are required -- it is important to understand what is achieved and how these achievements can be enhanced. The REB is already talking of making PBS "one stop shops" including advice on enterprise development.
5. The PIAG, with its policy studies, will examine impact of policy changes on women differentially from men. It will begin with case studies of 11 companies, including two managed/owned by women.
6. PIAG should carry out regular data analysis of the industrial sector, like the World Bank, on employment levels.

7. Continue to support review of economic conditions for women participants in the industrial sector and to assist them with the pursuit of their legal rights (e.g., through AAFLI).

SG II: Encourage sustainable economic growth with increased participation of the poor.

SO 3: Increase the capacity of the poor to participate in and benefit from a productive economy.

1. Gender analysis of macro-economic data should become a continuing basis of evaluation of the impact of development on women and men in Bangladesh and of the constraints to development caused by rigid roles.

Is gender a major constraining variable in Bangladesh's development?

Is gender the major constraining variable?

2. USAID's training projects have not been successful in developing a pool of trained women. The BDG lacks women as potential trainees. Even the NGO sector has very few women leaders at mid- and upper levels; and the family planning sector has very few women at the supervisor level. Yet, there is great leadership potential amongst the women of Bangladesh, if the evidence from grassroots groups is typical. USAID thus needs to re-examine its training objectives and seek areas where women's leadership talents can be strengthened.
3. Cultural biases work against the lives of women. In only six countries in the world do women live shorter lives than men. Bangladesh is one of those countries. From birth girls are unwanted and thus disadvantaged. They are given less nutritional food and lower quality care. They are not educated as frequently as boys. Thus, as mothers, they bear weaker children and frequently die in childbirth. They are also often beaten by their husbands. If women are to reach their potential as the backbone of the nation, they need adequate nutrition and education. USAID should continue to support greater gender equity as it engages in policy dialogue with the Government.

SG III: Promote and sustain responsive and representative government.

SO 4: Increase accountability of democratic institutions.

1. With regard to Parliament, USAID is encouraging reform. One desperately needed area of reform concerns the 30 electoral seats held by women on a reservation basis. Because the women are all appointed, they have no constituency and owe their only allegiance to the men in the Parliament who appointed them. They have no clout with them. USAID should thus support the recent UNDP recommendation for reservation for seats for women on an elected, rather than an appointed, basis.
2. TAF is engaged in a study under its WIP of the women who sought election for the Parliament. This will help women in the future understand the processes they need to follow. TAF is also beginning to train those women who contested unsuccessfully in the most recent Parliamentary elections.
3. USAID has also agreed to support Nari Pragati Sangha's Development for Women Forum, as an NGO which is trying to develop leadership amongst women at the grassroots.
4. The Gender and Political Participation (GAPP) Study should be published, as a shortened version for full public consumption. Its ideas are important as USAID crafts its democracy strategy. (All three of its constraints are being dealt with in some way already by USAID projects in Bangladesh.)
5. There is considerable synergy between projects. By increasing linkages, women are further empowered (e.g., between LIP and WEDP).
6. USAID may be able to enhance the growth of civic participation by going beyond the traditional development NGOs with which it is comfortable working. It should explore involvement with membership organizations for peasants, youth, women and culture, cooperatives, religious societies, trade organizations, professional organizations, as well as non-membership NGOs,

service clubs and non-profit companies. The growth of a vibrant and active network of these organizations will encourage horizontal relationships, rather than traditional vertical patron-client ones, and enable Bangladesh to look after its own interests better, rather than needing outside assistance to do so.

7. Union parishads represent an opportunity for grassroots political empowerment for women. The Mission should study those parishads where women actually sit and encourage both TAF and NPS to work with them.

V. CONCLUSIONS

"Knowledge. Wisdom. Confidence. Initiative. Self-reliance...These are the words the women used to describe the changes in their attitudes."
(188)

"They had been conditioned to depend on men in general and on the rich-and-powerful men in particular for what they call 'wisdom.' Before the women did not perceive their innate wisdom. Now, after attending classes, meetings, and workshops, their innate wisdom has begun to surface." (189)

The Quiet Revolution:
Women in Transition in
Rural Bangladesh - Marty
Chen

This status report has demonstrated USAID/Bangladesh's strong commitment **sustainable development** and to the **participation** of both men and women as **customers** in its people-level development strategy. The Mission demonstrates a specific understanding of the constraints to women's involvement in the development process in its project-level interventions and to the **empowerment of women**, for equity and development impact reasons. In its **partnerships** with other development actors, it engages in careful **consideration of gender roles** in Bangladesh to reach successful and sustainable development and is also aware of the benefits of a **household approach**.

One of the outcomes of thoroughly **integrating** a specific focus on women throughout the Mission's portfolio has been a startling synergy in the impact on women, their families and the broader society. Women are no longer marginalized but increasingly empowered.

This model has been particularly impressive on the local level, through the creation of groups. Women in Bangladesh can contribute to the reduction of poverty in the country if their participation is facilitated. They can become empowered through the group process and thus be viable producers as well as better and more rationale reproducers.

Women in Bangladesh are demonstrating what their empowerment can mean. Once they are "shown the way to the road," according to one NGO leader (Rokeya Kabir, NPS), "women see the opportunities, to take a rickshaw, a taxi or a bus, and they will not turn back." They begin to understand a broader world and want what it has to offer. And they apply this awakening to their reproductive and productive responsibilities in a manner which is greatly appreciated by their families and communities.

USAID's role as facilitator of this process has been well demonstrated and continues to bear fruit. The Mission has systems and processes in place to ensure a continued **gender-integrated programming focus**. It is committed to a program focused at the people level. It perceives gender as a major obstacle to development and puts it at the forefront of its programming. Through gender analysis and proactive gender planning, USAID/Bangladesh is able to direct its assistance appropriately to men and/or women for the greatest development impact.

Gender is considered one critical development variable. But it is not the only variable. Poverty, class and administrative reform are considered equally strong impediments to the improvement of the quality of life for the majority of the citizens of Bangladesh.

A MODEL OF GENDER INTEGRATION

CASE STUDY

USAID/BANGLADESH

1994

DRAFT

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Raka Rashid
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USAID/Bangladesh
Dhaka

PRELIMINARY DRAFT
May 1994

PROPOSED CONTENTS
(following G/WID model)

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- II. Country Context
 - A. Major Development Problems
 - B. Key Issues on Status of Women
 - C. USAID Strategic Framework
- III. Portrait of a Successful Program
 - A. Impacts on Women's Lives
 - B. Integration of Gender in Strategic Framework
 - C. Gender in Reporting
 - D. Mission Orders / Policies on Gender/WID
 - E. Allocation of WID Responsibilities in Mission
 - F. WID Donor Coordination
 - G. Collaboration with Women's Organizations / Ministries
- IV. Development of a Gender Integrated Program
 - A. Factors
 - 1. Internal
 - 2. External
 - B. Key Events and Actors
- V. Institutionalization and Sustainability of Gender Integration
 - A. Vision for a Gender Responsive Mission

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II. Country Context

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D. WID/Gender in Mission Projects

- SO I - Family Planning and Health Services Project
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- SO II - Women's Entrepreneurship Development Project
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Annexes

- 1. Acronyms
- 2. PRISM Overview
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STATEMENTS ON WID/GENDER IN BANGLADESH

"Bangladesh women bear the brunt of many of the country's problems. Frequent childbirth from puberty to menopause, hard work and a poor diet mean that many women suffer ill health. With the stresses of a patriarchal society and, in rural areas, taboos from much older cultures, it is not surprising that the rates of mental illness and suicide among women were high. In superstitious communities anyone behaving 'oddly' is liable to find themselves suspected of dabbling in the supernatural... The problems women face and the attitudes toward them are summed up in the heading to a small newspaper story: 'Two Village Damsels Kidnapped.'" (Murray, 27)

"Women workers are the worst paid, and with reproductive technology being such big business for drug companies, the unethical testing of drugs and devices is a danger for the desperately poor. This is accentuated in a country which must lower its birth rate and must depend on international charity to do so." (Murray, 27)

"If we consider the social characteristics that mark out different societies..., one that stands out very clearly for Bangladesh is prescribed gender roles. The socialization for this occurs in all childhood stages, and leads to a society in which there are few jobs or behaviors thought appropriate equally for men and women." (Aziz, 76)

"All respondents in the study area viewed man's work as outside the homestead, and women's work as inside. Women are responsible for child care, cooking, processing rice, pulse, vegetable, and other foods, cattle feeding, kitchen gardening, maybe goat and chicken raising, and maybe work in certain jobs in cottage industries. If a family needs more labor for these jobs than it has available, poor women are hired, for which they get food plus a small quantity of the goods processed. Men's work is agriculture, office, tending to business matters, going to shops or bazaar, and going to the mosque or to public meetings...Men do all the agriculture, with a few exceptions, such as weeding or occasionally other work done by very poor women or tribal women, or old women. Shopping is not women's work at all, except for modern educated females in the cities. Many rural women never have occasion in their whole life to handle money." (Aziz, 76)

"Thus, women in most families earn nothing and they usually have no control over the earnings of the husband. However, it is believed...that by tending to household duties and to the personal needs of family members, a woman keeps her husband fit for earning, and helps her sons become earners." (Aziz, 76)

"The perception that gender roles lead to one-sided repression of the female is far too simplistic...It is true that early in marriage there is unequal division of power: the young wife is under her husband and his family, and has hardly any access to public activities and events, or to cultural stimulation. Some observers view this...as a set of strategies designed to maintain a system, implying male dominance. This is truth, but not the whole truth. The system is not just one of power, but of complex male-female role difference: the essence is gender roles, not power of one gender over another. A woman often acquires a subtle dominance, and in later life even more so." (Aziz, 77)

"The complex of male-female relationships goes back to the mother-child relationships...The mother is beloved...but also this leads her son in particular to a dependency, to a fear of being devoured by her sexual and emotional needs...So when the male grows up, he devises stratagems to keep woman's power at a distance. These stratagems include: difference in age of marriage; insisted on sexual prerogatives; traumatic socialization of the young wife into the household of her husband; attribution of men's social status by women's chastity and behavior; belief that sexuality is in some way evil and that women have more desire for it than men do; and belief that in case of childlessness the woman is responsible....Therefore, males grow up feeling able to deal with the power of males, but not with the power of females. These are some of the complexities behind gender role expectations and the importance of 'purdah' in Bangladesh." (Aziz, 77)

"Dhaka today is a city of migrants.. These people largely have low social, particularly educational, attainments... There are considerably more males than females in Dhaka. The sex ration was 141 in 1981, and possibly 130 today (1989) due to the coming of large number of unmarried female garment factory workers in the city during the last few years. The male dominance may continue into the 21st century but will be less pronounced by 2025. More and more single women of lower socio-economic status are expected to move into the city in the future....Most of the recent migrants are the poor, and this pattern will persist, in spite of rural development programmes, rural poverty alleviation strategies and alleged improvement in the rural poverty situation." (Ahmed, 576-77)

"By 2025, in Dhaka, there will possibly be more export-oriented and high technology production activities, but the small-scale and informal employments will still dominate...More and more women will join the active labour force within production and service sector activities." (Ahmed, 577)

"New social patterns are emerging as economic opportunities appear, particularly in the cities. One example is the garment industry which employs approximately one million women. The

industry offers an alternative to 'purdah' and marriage, constituting in effect indirect population control, thus breaking a thousand years of threatened. For other women, those who have been widowed or abandoned, it offers deliverance from a lifetime of begging or prostitution." (Bigelow, 22-23)

"Bangladesh families are patriarchal. It is the male who is the head of the household and manages family affairs outside. The wife is responsible for the atmosphere within the house and its general management, the education of the children, and harmony within the home." (Bigelow, 23-24)

"The status of women is the subject of much concern...in Bangladesh...The ties between daughters and parents are very important... Traditionally a girl is taught from early childhood that virtue lies in sacrifice. She is expected to submit to the will of her seniors and to hold back not only her desires but her needs in favor of the males and elders in the family." (Bigelow, 24)

"Marriage is both an exciting and a traumatic time for the bride. While she is the center of attention for perhaps the first and only time in her life, at the same time she faces imminent separation from her parents and must adjust to life with her husband's family. In the traditional joint family she will spend relatively little time with her husband during the first years of the marriage, both for reasons of convention and because of the demands of household chores. It is her mother-in-law and sisters-in-law who are the source of companionship and instruction in her new roles. The mother-in-law is often the most important single factor in the success or failure of her son's marriage." (Bigelow, 24-25)

"The question addressed here is related to the impact of urban wage employment on the lives of women.... (Hossain, 1)

"During 1992-93, the proportion of earning members within rural households marginally increased by 2%. The proportion of male earning members increased from 61% to 64% while that of female earning members increased from 6% to 7%." (Rahman, H., Exec Sum)

"Overall literacy increased from 57% to 62% during 1992-93 while male literacy increased from 64% and female literacy from 50% to 53%. The change in literacy rate occurred mainly through improved enrollment rates of children but no diminution in adult literacy." (Rahman, H., Exec Sum)

"Food intake is seem to be unequally distributed within the household itself, being biased against female members in general. ...male per capita food consumption exceeds that of females in each of the 62 villages surveyed. ...this bias in food intake against females occurs at all ages except for the 1-3 year age

group... particularly the females of all poor households suffer from malnutrition." (Rahman, A., 34)

"Recently there has been increasing concern for female-headed households as an identified poverty group. It is expected that the factors underlying poverty and its propagation may be particularly intense in the case of FHH, so that the incidence of poverty would be higher in a FHH than in a male-headed household in a comparable land-owning group...The average household size is seen to be smaller...the proportion of children higher...but the proportion of elderly lower. The percentage of earning members is higher...and economic dependency ration consequently lower. However, the monthly income per household is much lower for female-headed households than the average for all households. Given the extremely low average earning, it would appear that most of the female-headed households would be below the absolute poverty level." (Rahman, A., 72)

"The low average monthly earnings of female-headed households point to an occupation pattern that is largely wage labour based...at the bottom end of the spectrum. The situation for FHH in these categories is worsened by the fact that female wage rates are about 40-44% of male wage rates." (Rahman, A., 72-73)

"Considering asset ownership...on average female-headed households own less livestock and other assets than all households in general. FHH were also seen to be worse off even in the ownership of basic clothing. With respect to housing, about 53% of FHH were seen to occupy the lowest category...Poverty is more prevalent in female-headed households than male-headed households...It appears, therefore, that by all indicators, female-headed households are at a comparative disadvantage compared to male-headed households, and consequently exhibit a higher incidence of poverty for each landholding group." (Rahman, A., 73)

"Oh, sister, I have so many troubles. Look at my hair -- it's dry and brittle like the hair of an old woman. And I am young! My husband never brings me oil to put on it. He doesn't care. Life with a man like my husband is only misery. Look how old he is! His hair has turned grey and so has his heart. Other husbands joke and laugh with their wives, but my husband can't even smile. He only beats me and calls me a whore." (Hartmann, 76)

"I knew my chances were ruined if I went back to the village, but there was no choice. Just think, if I had been given that job in the hospital, I wouldn't be married like this today. I wouldn't need a husband to buy me rice." (Hartmann, 78)

"Don't talk to me like that, you useless woman!" Korim shouts as he glares at her. He throws his 'bidi' on the mud floor stamping

it out with his sandal, then pauses, trying to think of other ways Rashana has betrayed him. The light of the kerosene lamp strikes the weathered, leathery skin of his face, exposing his age and fatigue. Repeating word he has said many times before, he tells the foreigner: 'Village women don't know how to work. They don't know how to do anything. They're stupid. Even if a man is not educated, he can travel ten different places and learn ten different things. But women are always inside, so they have no intelligence. They don't know how to travel the right path. That's why we have to teach them.' Korim picks up the iron pipe. 'Sometimes we have to teach them with this.'" (Hartmann, 80)

"In the bamboo and straw house of Katni, many women share Anis's ma's nightly ritual of, eating in silence what remains after their husbands and children have had their fill. Eating last and often least if only one of the many hardships they share in common, for whether they are rich or poor, Hindu or Muslim, the women of Katni live in a society dominated by men. Their subordinate role begins in childhood, but it is only with puberty and marriage that it attains its full dimensions. Knowing no other reality and dependent on men for economic security, most women accept their position, but they also assert themselves in subtle ways and find in each other an important source of strength." (Hartmann, 82)

"Although the work of Katni's women is essential for their family's survival, it does not earn them equal status with the men. Work in the home, no matter how arduous and time-consuming, is not valued as highly as work in the field. Excluded from the market-place by purdah, women must rely on their husbands to handle the family's business transactions. In the real of personal relations, women's dependence on their husbands for food, shelter and clothing often means submission to cruel and arbitrary behavior." (Hartmann, 87-88)

"A woman's heaven lies under her husband's feet." Village proverb, Katni. (Hartmann, 88)

"Wife beatings were frequently an outlet for men's sense of powerlessness and frustration in the face of grinding poverty. The wife of a sharecropper confided, 'When my husband's stomach is empty, he beats me, but when it's full, there is peace.'" (Hartmann, 89)

"Though heaven may not lie at their husband's feet, security does. For most women, submission to physical beating and verbal abuse, or to the emotional pain of polygamy, is not too high a price to pay for social approval and physical survival." (Hartmann, 92)

"For poorer women this decision is more difficult, for their present need for cash or land may outweigh thoughts of future security. More and more of these women are deciding to claim

their inheritance at the risk of alienating their brothers... In deciding whether to take her inheritance and in facing the day-to-day trials of marriage, a woman's key concern is economic security. The contours of her life are shaped by her relationships with men -- her husband, father, brothers and sons -- who are supposed to provide for her. Her obedience to them can win their protection, but an element of uncertainty remains. Before her eyes she has living examples of women who, for one reason or another, have been left alone without the support of men. Their quest for security drives them outside the traditional roles of daughter, sister, wife and mother." (Hartmann, 93-94)

"With independence something to fear rather than strive for, it is little wonder that most of Katni's women accept their subordinate role and rarely challenge the authority of their fathers, brothers husbands and sons. Yet many women harbor deep feelings of discontent. Whether a woman expresses these feelings or stifles them depends not only on her personality but also on the circumstances of her life. With less to lose, poor women are often more willing to break with tradition. Economic necessity forces, poor, single women ..to move beyond the village, and the resulting knowledge that they can operate without the protection of men gives them a strength with other women lack." (Hartmann, 95)

"Although purdah constricts the lives of Katni's women, it seems to increase rather than dampen their curiosity about the outside world. Although politics is traditionally a male domain, many women questioned Betsy about national events..." (Hartmann, 97)

"Desperation drives some women to the tragic revenge of suicide. This list of suicides in Katni...is a long and exclusively female one, spanning both the rich and the poor." (Hartmann, 97)

"As long as they lack an independent means of livelihood and a broader social movement to act them, Katni's women are likely to reason to male domination only with small acts of self-assertion or in extreme cases, by recourse to the ultimate weapon of suicide. Yet the women are united through their shared experience and informal support networks. Some day, they could use their unity to change their lives." (Hartmann, 98)

"Women who work for wages earn substantially less than men: daily wage rates for women in agriculture are less than half those of men. Educational levels are much lower for women, and only 18 percent of those aged 15 and over are literate, compared to 40 % of males. Unlike many other countries, life expectancy is lower for women...Nutritional status of girls is inferior to boys..There is also a higher incidence of infant mortality among girls than boys..." (ICRW, 2)

"Lack of access to productive resources, worsening as landlessness increases, is forcing more women to seek income-earning work. Landless rural women face the least cultural and social restraints in participating in development activities. Household poverty act as a change agent by enforcing more public economic participation of these women." (ICRW, 3)

"Changes in women's work in recent years in Bangladesh can be related to two separate trends: an increase in poverty and the penetration of capitalist investment. The use of cheap labour has been justified as a means of providing employment and on the assumption that their entry into the industrial space will inevitably lead towards their emancipation and development." (Hossain, et al, cover)

"The question addressed here is related to the impact of urban wage employment on the lives of women....Underlying this is a concern with the persistence of gender differentials, notwithstanding changes in the formal conditions of work. Such differentials need to be traced in occupational distribution and options, scale of wages, prevailing structure of laws and their applicability to labour in general and female labour in particular, the role of trade unions and their capacity to represent interests of working class, both men and women. The enquiry is carried further into the household to identify the difference made by the contribution of women workers to the economy as well as to the distribution of power and authority in the family." (Hossain, et al, 1)

"The purpose is not merely to catalogue forms of gender exploitation in Bangladesh. Such an exercise may not bear repetition, for there is sufficient evidence to suggest a gender bias in economic and social policy which consolidates patriarchal controls; accentuates women's unequal or non-existent access to resources; deprives them of economic power and mobility; creates differentials in social and family relations; perpetuates subordination to patriarchal norms of inheritance, work, marriage and divorce." (Hossain, et al, 1-2)

'Even though over a million young women in Asia have met the demand for a flexible labour force created by export oriented industries, it remains to be seen how far such an industrialization strategy is conducive to women's development, emancipation or empowerment. An elastic supply may facilitate the international division of labour, but what does it expose the women workers to? Unbearable pressure of work; long hours; unhealthy environment exposes them to wastage, illness, malnutrition; harassment depreciates their work potential and degrades their status; fragmented production relegates their work potential and degrades their status. Fragmented production relegates their world women to the lowest form of manual labour. It offers little scope for acquisition of skills or upward

mobility." (Hossain, et al, 6)

"...in a recent publication that ranked the relative status of women in 99 nations (Population Crisis Committee, 1988), of the 99 countries studied, Sweden was ranked first and Bangladesh last on data derived from five areas: health, marriage and children, education, employment, and social equality. The report revealed the following facts regarding the status of women in Bangladesh:

- * Although women live longer worldwide than men, the average Bangladeshi woman lives to be 49, two years less than the average man in a culture where from birth males get better care than females.

- * One girl in five fail to see her fifth birthday.

- * One 15-yr-old girl out of six will not survive her childbearing years. The average Bangladeshi woman bears 5-6 children but has an average of 11 pregnancies. Contraception is practiced by one 25% of Bangladeshi women.

- * Two-thirds of school-age girls are not in school, and female university enrollment is less than 2%.

- * Seven percent of Bangladeshi women work for pay, comprising only 14% of the formal work force.

- * In all the nations surveyed, the study found substantially more women than men who were widowed, divorced or separated. In B. the ratio is 927 women to every 100 men. (Lovell, BRAC, 15)

"The long-established son preference does affect the self-esteem of girls, and also their longevity. Boys are given more food than girls, and older boys eat with the men while older girls eat later with the women. Boys are often given more clothes, more education, and more encouragement, for their are the future heirs, and supporter of the family, while girls are given away in marriage and often require a burdensome dowry,." (Aziz, 43)

"Any change in the status of women (and the corollary status of men) has deep effect on the social order. In this sense, the Islamic belief that the threat to 'purdah' (widely defined) is a threat to the society as a whole. ..And any change in relations among people of different life stages also has a deep effect on the social order..." (Aziz, 209)

"The existing gender roles are clear and strong because they provide a bulwark against feared inner sensitivities; people are deeply socialized into them. They fear that breaching them may destroy the social order. So fertility needs to be brought down without overall expectation of quick structural change in gender

roles." (Aziz, 211)

"Involvement of men. More population control work and family life education needs to be done with males. Consensus on need at the micro-community level, both for development and for population control, requires the commitment of men, and their organization and leadership. Withdrawal and condoms are convenient contraceptive means, but they require that the women have confidence in the men at the critical time. But it is often the women rather than the men who wish to contracept. The false ideas presented about reproduction are held as much by men as by women." (Aziz, 211)

"Abortion and menstrual regulation. These are in favor more with young women and their use should be geared to the age group that demands them most. The traditional Islamic support for abortion within the first 17 weeks should be publicized. The Bangladesh belief that a soul is not given until about the 4th month is also important, and should be utilized in the population control program." (Aziz, 211)

"...we should note the great force and tenacity of gender role expectations in the society, even contrary to other pressing and powerful trends. For example, in the midst of gripping poverty, 'purdah' prevents most women from earning anything, or contributing to the economic productivity of the country in any work outside the home. Moreover, the burden of 'purdah' in causing the isolation of women and small children is heavy, because of ignorance of basic information such as vitamin needs and diarrhoeal remedies. Ignorance of the real outside world is perpetuated by the women on their children. Gender roles, indeed, are a stronger cultural force than many of these socio-economic needs." (Aziz, 79)

"And the people of the study area admit that 'purdah' leads to high fertility. The women who observe 'purdah' think that to accept family planning methods, a woman has to receive the help of men, which is against 'purdah' rules. Contact with unrelated males is sinful...Some respondents said that 'purdah'-observing women learn about birth control methods from husbands or female relatives, and sometimes express opinions nowadays about the benefits of having a small family. But, in general, it may be observed that very few women who are destined to spend virtually their whole life within or around the house, would be willing to stop with two children." (Aziz, 79)

"Women have gained some mobility in the market place because they can now leave their homes to work in their restaurants. However, there is no change in terms of sexual division of labor. In fact the restaurant business has increased the workload of women as they are cooking for longer periods..This follows the traditional notion of gender division of labour, that women should be

involved in household-based reproductive activities...It will take time to change this behavior.. (Khan, ii)

The community's reaction to these female-run restaurants is very positive. However, people of the neighborhood do excuse the unconventional nature of the work by saying that these women are poor, so they do not have any other alternatives to earn their livelihoods. " (Khan, ii)

"Although the owners of Shuruchi gained social acceptability, the male members of the family have not viewed it as women's entrepreneurship; rather, they have looked upon it as a means of access to a loan. In each case, it is a man who continues to be in charge of the restaurant. The main role of the woman in this enterprise is that of cook. Exceptions are those women who are already heads of their household. It is not apparent that these enterprises have increased their entrepreneurial spirit." (Khan, ii)

"Although BRAC has been successful in bringing women physically from the homestead to the market place, it has not necessarily changed her positions within the family or community. Until we address means attitude towards women at the household and social level, we cannot expect any social change in the lives of women." (Khan, ii)

"Bangladesh has some features that exist in many developing countries and other features that are somewhat uncommon. Like several other developing countries, B. has few natural resources, a rural economy, a high population growth rate, a culture that favors boys over girls, frequent natural disasters, and a weak social service delivery system for areas other than disaster relief. particularly with respect to education. On the other hand, the linguistic, ethnic, and cultural homogeneity, the high proportion of educated Bangladeshis who are under- or unemployed and live in densely populated rural villages, the absence of civil conflict, an extensive governing system that has local units functioning throughout the country, and the presence of a large, relatively sophisticated NGO community give Bangladesh an edge among poor developing countries." (BRAC: ABEL, 17)

"In societies where women are systematically discriminated against in income-generating activities, access to health and educational facilities, and other basic services, female-headed households face far greater obstacles in every day activities than those headed by men...By all indications, the general nutritional status of children in female headed households is worse than that of male-headed households....Although this group is often ignored by macro level analysis, it is time that policy makers focus attention and inputs toward female-headed households." (HKI, FHH)

"Gender-based behavior, and especially gender disparities in undernutrition are important features in B. society. This has serious implications for the health of girls and may jeopardize their ability to fulfill their future roles as mothers, workers and members of society. The increasing gender gap with improving socio-economic status indicates that poverty alleviation programs ...might actually be of little benefit for girls....it seems that fundamental changes in the role of women will be required along with poverty alleviation to reduce sex-based discrimination."
(HKI, gender)

"...Islam may also have had mass appeal to women. For it condemned the Hindus' widow-burning practices and was more lenient to women than was Hinduism...Bangladeshi women play a much more active, open role in society than do their Muslim sisters in Pakistan or the Middle East. In addition, Islam provides for daughters to inherit and places a high value on women in society, compared to Hinduism, with its rites of child exposure to females and burning of widows on their husbands' funeral pyres." (Novak, 73-74)

"It is true that Islam does not treat women as well as men. But it is well not to judge too harshly, especially when Islam is compared to some neighboring religious practices. Thus, Islam never demanded that a wife join her husband's funeral pyre..Nor did Islam ever forbid widows to remarry.....A Muslim woman [in Bangladesh] may divorce her husband and a widow may remarry. Moreover, few Bangladeshi women cover their faces and bodies with a 'burkha'...most do not even use the 'chador'...Moreover, in the cities, women have basically the same freedoms as do their Western counterparts..." (Novak, 93-94)

"Widows in villages are kept alive by provision of jobs or community charity...each household seems to make sure that a widowed neighbor is cared for..." (Novak, 93)

"A macho male image exists and there is no doubt that male privileges are abused constantly. Mothers cater far more to their sons than to their daughters; male children are treated better and get more education, as most of those in schools, especially in the villages, are boys; men are fed before women; and men have the power to divorce and the right to have up to four wives simultaneously." (Novak, 94-95)

"...there is a touching centrality to the role of the mother in B. ..in terms of the respect and love tendered to her, especially by sons. To love someone...as one loves one's mother is the highest love one can suggest to a Bangladeshi...." (Novak, 94)

"...behind the screen of 'purdah'...women play a far more powerful role than outward appearances indicate...Bangladeshi women are powerful in economic life...and women have a role in

all professions.." (Novak, 94)

"...there is no other Muslim nation that so encourages young women to go for higher education..., allows wives greater access to contraceptive services, is more respectful of women working, or has more openly active women in politics." (Novak, 94)

"NGOs looking for change in the social situation for women have hung high expectations on credit. They hypothesize that, through women's cash contribution to the household, they will gain higher status and more clout in decision making. And involvement in economic activities will give the women confidence and a sense of self worth.." (Khan, N., 1)

"Unfortunately,..credit has not made any significant changes in the place of the poor in society, most particularly of poor rural women. Despite having tacked additional work onto their already heavy schedules and contributed regular income into the household economy, women still remain very poor and very vulnerable to the vagaries of economy, politics and household abuse." (Khan, N., 1)

"We expect that gainful employment opportunities provides them with increased economic independence and their greater contribution to family income will give them power in household decision-making including fertility decision...Multivariate analysis indicates...the higher the participation of women in development projects the higher is their bargaining power in household decision matters including desired fertility." (DRA, xxiii)

"Women's participation in development projects and availability of credit, experiences and skills...significantly affect women's position and their household decision-making capability." (DRA, xxiii-xxiv)

"On the broader issue of increases in female status and autonomy, there is some evidence of change...a gradual erosion of traditional subordination and seclusion of women. At the same time it is difficult to claim that the position of women in B. has been transformed. Their lives are still severely restricted, spent largely within their dwelling and immediate vicinity." (DRA, xxiv)

"It is difficult to draw emphatic conclusions about the possible contribution to fertility decline of broad changes in female status and autonomy....B. still remains in many fundamental ways a patriarchal society and any improvement in the position of women have been slow and gradual. Women who are engage in income generating activities are mostly traditional and home based...Their activities can accommodate child care activities..." (DRA, xxiv)

"The growing impoverishment in real B. has been explained in terms of a high degree of land alienation, displacement of labor by mechanization and steady population growth. The increasing poverty is thus associated with the gradual decline of the asset base of the rural population. Offsetting factors such as technological changes in agricultural extension, improved terms of trade, increased opportunities for employment in the off-farm sector and the rise of wages have not been able to check the erosion of this asset base. Measures to alleviate the level of poverty revolve primarily around two strategies. The first relates to ownership of income-generating assets like land, capital and labor power. The second includes measures which can influence access to income, goods and services without bringing about any change in the ownership of assets." (Chowdury, 33)

"Rural poverty in Bangladesh has been aptly described as a poverty trap, where the social structure is characterized by exploitative class relations. ...To combat this, structural reforms inland distribution and tenancy laws are necessary to usher in measures for resource mobilization and employment generation." (Chowdury, 44)

"The existing socio-economic problems are further aggravated by certain basic contradictions between the elites in the urban and rural sectors. Bangladesh society is primarily an elitist society with a nascent middle class, and overwhelming numbers of rural poor. " (Chowdury, 44)

"Unfortunately, credit has not made any significant changes in the place of the poor in society, most particularly of poor rural women. Despite having tacked additional work onto their already heavy schedules and contributed regular income to the household economy, women still remain very poor and very vulnerable to the vagaries of economy, politics and household abuse." (Khan, N., 1)

"...women's involvement in traditional activities...has had very limited impact on both women's income and social situation. Participation in these activities has not linked women directly with the mainstream market for formal financial system. Meanwhile continued reliance on credit programs has become a means of perpetuating the marginalization of women's economic activities." (Khan, N., 15)

"...on the side of the non-traditional, we see many innovative schemes and high income returns. These programmes recognize the fact that women's situation is rapidly changing: on the one hand, women's long participation with credit programmes...have given them some foundation on which more ambitious and effective plans may be based. On the other hand,..woman's social situation is not much improved, with increasing numbers unmarried women due to high dowry demands, divorced / deserted / widowed women who eke out miserable lives...TO change their social situation means to

utilize credit in conjunction with innovative schemes to earn high incomes and own things of economic value. Only then can there be redistribution of power institute." (Khan, N., 15-16)

"My hypothesis is that women were overlooked and that if women's work had been valued and supported the tragic dilemma of increasing poverty despite mounting development efforts might not have been as great. At is not only the impact of development on women but also the potential impact of women on development. Women can make a tremendous contribution not only to family well-being but also to notional production and development. Therefore, the quiet revolution should spread not only to rural women everywhere but also in the thinking of all development planners and practitioners." (Chen, 241)

"Poor people in a lush setting. The essential tension of life in a delta -- the rich soil attracts dense settlements of poor people. Some of us have heard about the poverty of Bangladesh. Some of us have seen to beauty of Bangladesh. I cannot forget either the poverty or the beauty." (Chen, Forward)

"Before the village elders and union-council members abused and threatened us for joining the group; now they are silent...Before we did not understand our wages; now we understand profit and loss...Before we did not know our rights to rations or medical services; now we are conscious and exert pressure to receive our due...Before we did not go outside our homes; but now we work in the fields and go to the town...Before our minds were rusty; now they shine..." (Chen, 165)

"Knowledge. Wisdom. Confidence. Initiative. Self-reliance...These are the words the women used to describe the changes in their attitudes." (Chen, 188)

"They had been conditioned to depend on men in general and on the rich-and-powerful men in particular for what they call 'wisdom.' Before the women did not perceive their innate wisdom. Now, after attending classes, meetings, and workshops, their innate wisdom has begun to surface." (Chen, 189)

DEFINITIONS

GENDER-INTEGRATED PROGRAMMING

Gender integration is the approach now followed by all donors including USAID, the World Bank, the African Development Bank, the Asian Development Bank, and the OECD/DAC. This approach moves beyond the old Women in Development (WID) approach, which focused either on women-specific projects, or a women's component added to projects. Gender integration means the weaving of gender considerations into all stages of the project and programming cycle. It starts with an analysis of the different roles that men and women play, of how those roles need to be considered in order for particular development objectives to be achieved.

This approach rests on two assumptions: 1) that both women and men play important roles in development which must be taken into account, lest strategies fail; and 2) that opening opportunities for women, who have often been excluded from the development process, will have a multiplier effect that will contribute both to their improved status and to enhanced development progress.

GENDER-LED PROGRAMMING

Gender-led programming is a strategic and explicit focus of Mission resources on critical constraints to women's access and participation in development. It moves beyond building gender sensitivity into country programs and establishes gender-based strategic objectives, policy dialogue and development activities. It is an explicit programmatic focus on issues relating to women's access, participation and empowerment, either across the board or in a significant arena where change is felt possible. It differs from women-specific programming in that it considers the relationships between men and women and tilts the balance in favor of women. It is a structural, not a piecemeal, approach.

The rationale behind this approach is that the prospects for, and sustainability of, socio-economic development and advancement are undermined where women's full participation and potential are not engaged in the process.

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adjunct to an overextended public school system. In so doing, the study also outlines implications for countries with similar educational challenges.

Ahmed, Sharif Uddin, ed. Dhaka: Past, Present and Future. International Symposium sponsored by the Asiatic Society of Bangladesh, November 16-19, 1989. Dhaka: BRAC, 1991.

This is a collection of articles tracing the progress of urbanization in Bangladesh through a case study of Dhaka. The anthology, by shedding light on some of the successes and failures of urban planning in the past and near contemporary periods, is intended to contribute constructively to the debate on Dhaka's future.

Aziz, K.M. Ashraful and Clarence Maloney. Life Stages, Gender and Fertility in Bangladesh. Dhaka: ICDDR/B, 1985.

The principal idea of this book is to set forth scientific information as follows: to identify the various life stages of an individual in Bangladeshi culture; to describe the psychosexual development and gender role expectations in the different life stages; to relate these to sexual and reproductive behavior; and to suggest implications for policy.

Bangladesh Agricultural Research Council (BARC). Farming Systems Research Methodology Training and Resource Manual. Dhaka: BARC, 1993.

"Gender Issues in Farming Systems."

There is a growing realization by development planners of the need to address gender issues with regard to unequal distribution of resources, power and authority in national development. This is also true in farming systems. More conceptual clarity and research is needed in terms of cultural, social and economic realities in farming systems, beginning at the household level.

"Women's Participation in Systems Research with Special Reference to Participation of Women in Homestead Production and Utilization Systems."

Women play a crucial role in the agricultural production and management system in Bangladesh at various levels. Yet, women perform most of these roles as a natural process on the family farm where their contributions are not perceived to be a significant feature in either the household or the national economy. This failure to recognize women's

Chowdury, Aditee Nag. Let Grassroots Speak: People's Participation Self-Help Groups and NGO's in Bangladesh. Dhaka: University Press Limited, 1989.

The limitations of macro-policy variables and sectoral approaches to reach the rural poor has led to a search for new initiatives designed for organizing the deprived into homogeneous groups where employment generation through alternative strategies and programs could take place. This pioneering research, based on participatory and action research methodologies, breaks new ground by analyzing the subtle mechanisms; the constraints and successes; and the stages of conflict and cooperation used by people at the grassroots to improve their lives, within a complex socio-economic setting of vested interests and conflicting kinship values.

Costa, Rosaline. "Child Prostitution in Bangladesh." Paper presented at seminar in Bangalore, India on April 9, 1994. Dhaka: Asian-American Free Labor Institute (AAFLI), April 1994.

Prostitution in Bangladesh is on the increase. Although there are no statistics kept by the Government or any social or human rights organization nationwide, the 1993 Human Rights Report estimated that about 60,000 women and children are engaged in prostitution. Trafficking in women and children is also on the increase.

Firoze, Fawzia Karim. "Working Conditions of Women Garment Workers in Bangladesh." Dhaka: AAFLI, 1993.

AAFLI conducted this study in response to media coverage of violations of basic human and workers' rights in the rapidly developing garment industry in Bangladesh. The data collected, although from only a small sample of the 800,000 workers employed in 1,600 export-oriented factories, confirmed the media reports and provided the basis for the development of a comprehensive program for garment workers, especially females.

Flood Action Plan (FAP). "Economic and Social Significance of Flood for the Rural Household: Findings of the Gender Study." Ch. 7 in FAP 14, Draft Final Report. Dhaka: USAID, September 1993.

A family's flood experience is significantly influenced by the social and economic resources available to it. The purpose of this chapter is to provide insights into the ways in which flood affects the rural household in its village context and to consider any specific gender issues in flood or its mitigation.

Hajnoczy, Rozsa. Fire of Bengal. Dhaka: University Press Ltd., 1993.

The author has presented us with her impressions of life in Bengal in the 1920's when she stayed at Shanti Niketan Ashram during Rabindranath Tagore's era. Her journal depicts the renowned 'haven of peace' as it was torn apart by tensions shaking the foundations of the Raj and by subversion and riots among students and staff. Her dramatic descriptions are set in a background of "temples, palaces, harems and hovels, of mountain, jungle and plain, of princes and beggars, of holy men and revolutionaries."

Hartmann, Betsy and James K. Boyce. A Quiet Violence: View from a Bangladesh Village. Dhaka: University Press Ltd, 1983.

This book gives names and faces to some of the world's poorest people, the inhabitants of a Bangladesh village. The authors lived at Katni, in a hut they built themselves, to find out what life at the margin in the Third World meant. This book is a record of that experience: their environment, the people they met, social relations, land distribution and agriculture, family planning, trade, linkages from the village to the city, politics, and attitudes to change.

Helen Keller International (HKI). Nutritional Surveillance Reports. Dhaka: HKI, 1993.

"Nutritional Status of Children in Female-Headed Households."

The few descriptive studies looking at female-headed households point to the extremely hard circumstances in which they live. This study, using data from a longitudinal surveillance system, finds that children in female-headed households, are nutritionally far more compromised than children in male-headed households.

"Seasonality of Birth in Bangladesh: Implications for Family Planning."

The seasonality of birth in Bangladesh is documented in this study, showing nearly twice as many babies born in November as in June. This affects programs aimed at providing contraceptive and delivery services for women.

"Summary Report on Gender Differentials in Undernutrition."

Gender-based behavior, and especially gender disparities in undernutrition, are important features

of Bangladesh society. This has serious implications for the health of girls and may even jeopardize their ability to fulfill their future roles as mothers, workers and members of society. The study notes an increasing gender gap with improving socioeconomic status, indicating that poverty alleviation programs, a key issue in development activities in Bangladesh, might actually be of little benefit for girls. It seems likely, according to the report, that fundamental changes in the role of women will be required along with poverty alleviation to reduce sex-based discrimination.

Holloway, Richard. "Civil Society -- The Non-Profit Private Sector: Trying to Categorize [It] in Bangladesh." Dhaka: Private Rural Initiatives Project (PRIP) and UNICEF, June 1993.

Civil society is that part of society which is neither part of government nor part of the business sector. It is characterized by citizens working together for something that reflects their shared values. This important sector of society has never been characterized or investigated adequately in Bangladesh. This paper is a start.

Hossain, Hameeda, Roushan Jahan and Selma Subhan. No Better Option? Industrial Women Workers in Bangladesh. Dhaka: University Press Ltd., 1990.

Changes in women's work in recent years in Bangladesh can be related to two separate trends: an increase in poverty and the penetration of capitalist investment. The use of women's cheap labor has been justified: 1) as a means of providing employment; and 2) on the assumption that women's entry into the industrial space will inevitably lead towards their emancipation and development. This study focuses on significant economic, legal and social indicators in an attempt to measure the level of emancipation vs. exploitation for women, with an emphasis on gender differentials in both the workplace and the household.

Huq, Mujibul, ed. Near Miracle in Bangladesh. Dhaka: University Press Ltd., 1991.

This book documents the implementation and impact of one of the most successful social programs in the history of Bangladesh, the Expanded Program of Immunization (EPI). It carries a message of success in an atmosphere where, despite generous development investments, targets have fallen short in all sectors, with the exception of the EPI.

Kabir, M., Rokeya Khatun, and Israt Ahmed. Impact of Women in Development Projects on Women's Status and Fertility in Bangladesh. Dhaka: Development Researchers and Associates (DRA), 1993.

Over the last two decades, a large number of WID projects have been introduced in Bangladesh to improve the socio-economic conditions of poor rural women. This study was designed to investigate the impact of these projects on women's status and fertility. Unfortunately, it is difficult to draw emphatic conclusions about the possible correlation. Bangladesh still remains a patriarchal society and any improvement in the position of women is slow and gradual.

Khan, Mahmuda Rahman. "Women's Entrepreneurship in the Restaurant Business: Case of Shuruchi." Dhaka: BRAC, Research and Evaluation Division, April 1993.

This is the first study on the Shuruchi Restaurant run by female group members organized by BRAC. The restaurant project was initiated on an experimental basis in 1990 by the Rural Enterprise Project of BRAC. Six restaurants were selected for the study. Rapid Rural Appraisal (RRA) and Participatory Rural Appraisal (PRA) techniques were used as tools for data collection. The main focus of the study was to look at: (1) how far women's entrepreneurship has developed; (2) how the income generated from the business is being used; and (3) whether women have control over the business.

Khan, Naveeda. "How Empowerment of Women Succeeds: The Path of the Non-Traditional." Dhaka: Community Development Library (CDL), in collaboration with PACT/PRIP, August 1993.

Some NGO development practitioners say that economic improvement in women's lives leads directly to greater control of resources, a greater say in the management of the family, and greater respect from men. Others have said that this does not happen unless women break out of the pattern of their traditional occupations, because traditional occupations are always accompanied by a traditional position in society. This paper looks at some of these questions and at some of the non-traditional occupations that NGOs have helped women to enter to empower women more fully.

Local Consultative Group/WID. Bangladesh Country Paper on Women in Development: Equality in Development and Empowerment. Draft. Dhaka: LCG/WID, Beijing Subcommittee, 1994.

The purpose of this country paper is to present a description of the status and role of women in development

in Bangladesh; to review the national policies, strategies, programs, and machineries for the advancement of women; and to analyze progress made since the 1985 U.N. Conference for Women held in Nairobi. The paper is being prepared for the 1995 Beijing U.N. Conference for Women.

Luche, Jenna. Gender and Political Participation (GAPP). Draft. Washington DC: USAID, Asia Bureau, 1993.

The purpose of the GAPP Study, conducted in Bangladesh, Nepal and Thailand, was to provide information on the following questions:

- 1) What have women done to foster democracies?
- 2) What have democracies done to foster women?
- 3) Do women who have been empowered through a development activity become more politically empowered and/or active?

It was discovered that women contribute greatly to the fostering of democratic political systems and principles through informal means. However, women in formal political roles remain institutionally weak, few in number and lacking in resources to promote a 'women's agenda.' Grassroots women are constrained from participating in the political process primarily by lack of personal income, little access to information and domestic violence. A foundation for political activism for women can be built by NGOs, however, that mobilize around development issues and also provide legal awareness.

Maloney, Clarence. Behavior and Poverty in Bangladesh. Dhaka: University Press Ltd., 1988.

There have been many explanations of the economic and social situation of Bangladesh from the viewpoints of economics, resources, population growth, and history. This author tries instead to identify specific qualities of behavior that cause persisting poverty in so large a part of the population. The author has been bold in his observations but also sympathetic to the Bengali tradition and to Bangladeshis as a people, seeing the inherent strengths of the society as well as its failure to develop solid 20th century institutions.

Murray, Jon. Bangladesh: A Travel Survival Kit. Berkeley, CA: Lonely Planet Publications, 1991.

Bangladesh's countryside is lush and beautiful, the air is clean, and the people are genuinely friendly. This comprehensive guide reveals the incredible variety of attractions of this often neglected country.

Novak, James J. Bangladesh: Reflections on the Water.
Bloomington: Indiana University Press, 1993.

This book is a personal and penetrating overview of Bangladesh and its people. The author examines the economy, geography, history, music, art, poetry, ways of thinking, and political life as well as the importance of seasonal fluctuations on the lifestyle and psychology of the Bangladeshis. He also offers a novel interpretation of the Bangladesh independence movement. The nationalism expressed in this movement is used to illustrate the interaction between religion and secular thought, cultural expression, poetry and art, as well as the transformation of culture into political thought. Novak expresses his strong affection for Bangladesh in this book; but he is critical of aid professionals -- and misses the boat on women!

Osman, Shaukat. Janani. Translated by Osman Jamal. Great Britain: Heinemann Press, Asian Writers Series, 1993.

At the center of this literary depiction of life in the archetypal colonial Bengali village of Moheshdanga is Dariabibi, the poverty-stricken "janani" (mother), who is crushed between the conflicting claims of her devotion to her children and her honor, enduring the burden of responsibility.

Rahman, Atiqur and Farouk Akhter Chowdhury. "Poverty and the Poor under Structural Adjustment in Bangladesh." Rome: International Fund for Agricultural Development (IFAD), May 1992.

Governmental policies in Bangladesh have always emphasized the achievement of higher growth with greater income equality and the removal of poverty. Yet, structural adjustment programs adopted in Bangladesh do not have a poverty alleviation focus. The thesis of this article is that structural adjustment programs must build in innovative approaches to reach the poor to help them permanently break out of poverty. Devising ways of reaching the poor and letting them participate meaningfully in the development process through provision of equitable opportunities constitutes the challenge of the nineties.

Rahman, Hossain Zillur. "Rural Poverty Update, 1992-93." Dhaka: Bangladesh Institute of Development Studies (BIDS), March 1994.

This analysis outlines the progress toward poverty alleviation in Bangladesh, noting divergent trends along various poverty indicators, and presents priority issues in the poverty agenda.

Rahman, Nadeem. Poems of Expiation. Dhaka: Academic Publishers, 1992.

The subjects of Rahman's poetry vary vastly, from the intimate to international issues, from history to media, art, politics, and even children. This collection spans life and death, and includes love.

Tagore, Rabindranath. I Won't Let You Go: Selected Poems. Calcutta: UBS Publishers' Distributors Ltd., 1992.

Tagore was India's greatest modern poet and the Bengali language attains great power and beauty in his hands. Tagore's poetry has an impressive wholeness: a magnificent loving warmth, a compassionate humanity, a delicate sensuousness, an intense sense of kinship with nature and a burning awareness of man's place in the universe. To him the earth was a vulnerable mother who clings to all her offspring, saying "I won't let you go."

UNDP. UNDP's Report on Human Development in Bangladesh: Empowerment of Women. Dhaka: UNDP, March 1994.

This report is the third in the annual series of reports by UNDP/Dhaka on human development in Bangladesh, intended to contribute to a better understanding of the processes of change underlying sustainable human development. This year the report focuses on the empowerment of women, recognizing the need for collective efforts on the part of the government, donors and others to take affirmative action to fix existing imbalances and inequities between men and women in Bangladesh.

UNICEF. Asha: Situation Analysis of Children and Women in Bangladesh 1992. Dhaka: UNICEF, 1992.

Although Bangladesh is one of the world's poorest and most densely populated countries, its story is one of both failures and successes. Repeatedly ravaged by floods and cyclones, the country is able to respond far more quickly and effectively to natural disaster than in the past. Great strides have also been made in providing the population with improved health conditions. But there is still a long way to go. The situation of women and children is so critical, for example, that Bangladesh cannot wait for significant economic and social changes to occur before tackling the problems that influence child survival.

USAID. Bangladesh Country Development Strategy Statement (FY 91-95) and Program Performance Indicators. Dhaka: USAID, June 1990.

This document presents USAID's five-year strategy for development assistance to Bangladesh, one of the poorest of the least developed countries. It outlines the principal constraints to development in Bangladesh -- one major constraint identified is the isolation of women from the mainstream of economic growth -- and, at the same time, acknowledges some very significant accomplishments. It then proposes an assistance strategy for USAID to increase sustainable economic growth and to reduce poverty in Bangladesh through an "open markets" and "open society" development path, under the four sub-goals of increased agricultural output, increased economic participation, increased non-agricultural output, and increased political participation.

World Bank. Bangladesh: Strategies for Enhancing the Role of Women in Economic Development. Washington, D.C.: The World Bank, 1990.

This World Bank Country Study was the Bank's third study focusing on women in development. It was intended to serve as the basis of IDA support to the Government of Bangladesh to enhance the participation of women in the economic development process. The study is presented in nine sections, defining women's dilemma, summarizing the Government's position on development and the role of women, covering the situation of women, analyzing the need for programs to enhance women's access to the development process, and formulating strategic considerations and directions. The main focus of the paper is on the majority of women in Bangladesh who are poor and in need of urgent support to improve their extremely difficult living conditions.

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- I. Berger, Marguerite (ICRW) and Martin Greeley (IDS, University of Sussex). A Women in Development Implementation Plan for USAID/Bangladesh. July, 1987.
- II. Calavan, Kay M. USAID/Bangladesh Women in Development Updated Implementation Plan and Portfolio Review. 1989.
- III. Rashid, Raka. USAID/ Bangladesh Women in Development Implementation Plan Update. 1990.
- IV. Rao, Aruna and Shamin Hamid. USAID/Bangladesh Women in Development Implementation Plan Update. May, 1991.
- V. Rashid, Raka. USAID/Bangladesh Women in Development Implementation Plan Update. February 1993.

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Agribusiness and Technology Development Project (ATDP) Paper.

Agricultural Research Project, Phase II.

Farming Systems Research Methodology Training Course:
Resource Manual. Bangladesh Agricultural Research Council
(BARC), Farmgate, Dhaka.

Final Report. 1993.

Homestead Vegetables Production Technology Transfer Project.
DAE/BARI/BARC. 1992-93.

National Coordinated Farming Systems Research and
Development Plan: 1991-96. BARC, 1991.

Family Planning and Health Services Project (FPHSP) Paper (1987)
and Project Paper Supplement (1992).

Flood Action Plan (FAP) Documents. ISPAN.

Flood Response Study (FAP 14). Draft Final Report.
September, 1992.

Guidelines for People's Participation. March, 1993.

Food Policy Project. Working Papers and Manuscripts. Summary of
Research Output. IFPRI, Nov. 1993.

Helen Keller International.

Home Gardening in Bangladesh: Evaluation Report.

Nutritional Surveillance for Disaster Preparedness and Prevention of Nutritional Blindness: Handbook. 1992.

Industrial Promotion Project (IPP) Paper. 1989.

Industrial Promotion Project. "Systems and Procedures for Policy Implementation in the Ministry of Industries." MOI/Policy Implementation and Analysis Group (PIAG), February 1994.

Integrated Food for Development (IFFD) Project Paper. 1993.

IFFD Scope of Work. "Preliminary Analysis of the Bangladesh PL-480 Title II Project."

Private Rural Initiatives Project (PRIP) Mid-Term Evaluation. 1993.

Private Rural Initiatives Project (PRIP) Disaster Handbooks. 1993.

Rural Electrification III (REP) Evaluation Report. 1994.

The Asia Foundation. "Legal Services/Human Rights Programming in Bangladesh: Evaluation." September 1993.

Women's Enterprise Development Project (WEDP) Paper. 1992.

Women in Local Markets and Commercial Areas: A Report and Handbook. PACT, 1990.

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"Empowerment of Women; Survival of Daughters." Worldview International Foundation.

"Jiggasha: A Community Network Approach to Family Planning." FPHSP.

"Women and Men: Unequal Partners." PACT/PRIP.

"Women in Markets and Commercial Areas in Bangladesh." PACT/PRIP.

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Begum, Najmir Nur. Pay or Purdah: Women and Income Earning in Rural Bangladesh. Dhaka: Winrock and BARC, 1987.

This study reveals that, to cope with the burgeoning problems of everyday life, women and their guardians are obliged to seek compromise with the ideals of 'purdah.' Because of financial hardship, women are choosing 'pay' rather than 'purdah.' The study also reveals that women's money earning alone cannot change their social status.

BRAC. Intervention and Change in the Lives of Rural Poor Women in Bangladesh. Dhaka: BRAC, 1983.

This paper evaluates BRAC's Manikanj Integrated Project for its impacts on women and their families.

Burch, Carmen and Yasmeen Rahman. Women in Rural Development: Bangladesh. Dhaka: Agricultural Research Project II, BARC//USAID, August 1990.

This study was undertaken by USAID under ARP-II to understand the role of women in agriculture; estimate the monetary value of women's contribution in post-harvest and value-added activities; identify projects which address women's constraints; assess opportunities for increasing women's participation in the agricultural sector; assess training needs of staff; develop curricula and syllabi; and suggest monitoring, evaluation and follow-up systems for women's programs.

FAO. The Role, Contribution and Participation of Women in Agricultural and Rural Development in Bangladesh. Dhaka: Bangladesh National Women's Cooperative Society Ltd., 1979.

This is the final report from a two-day national workshop on women in agricultural and rural development in Bangladesh.

Islam, Shamima, ed. Exploring the Other Half: Field Research with Rural Women in Bangladesh. Dhaka: BRAC, 1982.

This volume records the experiences of researchers from diverse backgrounds who studied rural women in Bangladesh in varied situations and tried to identify changes in their lives. It is dedicated to the 'millions of village women who endure the world's quest for knowledge but remain unheard."

Jahan, Rounaq. Women and Development in Bangladesh: Challenges and Opportunities. Dhaka: Ford Foundation, March 1989.

In Bangladesh, women's roles are changing fast under economic pressure. Poverty, landlessness and male out-migration have increased women's responsibilities as sole, primary or secondary income earners of their households. Women's participation in remunerative employment and export-oriented production is expanding. But their enhanced economic role has not gone hand in hand with substantial improvement in education, training, health and nutrition as well as access to productive resources and services. Achieving women's equal participation in development in Bangladesh requires changing priorities in resource allocations and reorienting existing policies, programs and projects.

Jahan, Selim. Female Employment Opportunities and Job Entry Qualifications in Bangladesh: An In-Depth Study. Dhaka: ILO/UNDP, 1991.

This study was prepared by ILO/UNDP as a background report for the World Bank's Secondary School Assistance Project in Bangladesh.

Jatiyo Mahila Ainjibi Samity (National Women Lawyers' Association). Rural Women as Labour Force: Realities of Law in Bangladesh. Dhaka: Legal Literacy, Research and Legal Aid Project, July 1985.

No satisfactory legislation had been introduced, at the time of this report, to cover the hard manual labor performed by women in the agricultural sector. This study attempted to evaluate the role women workers engaged in as a labor force in agriculture.

Kabir, Khushi, Ayesha Abed, and Marty Chen. Rural Women in Bangladesh: Exploding Some Myths. Dhaka: Ford Foundation, May 1976.

According to this publication, formal legal barriers to women's participation in economic and social development are less formidable than certain ingrained, pervasive attitudes toward women. These 'myths' are stereotyped ways of conceptualizing about women in Bangladesh which either are not true, according to the authors, or must be revised and updated. What is needed is a fuller evaluation of what women do and create, rather than stereotyped thinking, about what women can do in rural Bangladesh.