

## Gender Justice and Diversity Division

Gender Justice and Diversity has made a significant contribution to promote gender equality. The department's recent organisational development efforts in 2012 include mainstreaming gender equality within different BRAC programmes and departments through the development and implementation of gender equality goal action plans. Also, it is successfully striving to increase the institutional capacity from a gender perspective.



*Standing outside her house, Kulsum and Rabiul play with their their neighbours child in Kharuaganjla village in Kayampur union of Shahjadpur upazila. Shirajganj district. They have been married since over 6 years now, but they don't have any children.*



Gender Justice and Diversity division (GJ&D) works to realise BRAC's vision to free the world from all forms of exploitation and discrimination, where women, men and youth have the opportunity to realise their potential. GJ&D facilitates services to achieve gender equality within BRAC. It also works for gender equality at local, national and international levels where everyone can have access to equal rights and opportunities, as well as act to realise their own choices and potentials in economic, social and cultural spheres.

After starting its official journey in 2005, the programme has a proven track record facilitating community movement on gender based discrimination

and violence. It helps to build a gender-friendly working environment and community platform. Each individual, as staff and community workers act as agents of change to establish a just society for women, men and children. It is acting as a catalyst to promote sensitivity on issues of gender based discrimination, violence and sexual harassment. In addition, GJ&D is actively involved in national and international level policy advocacy through different human rights organisations, networks and alliances of government organisations, non-governmental organisations, and civil society organisations.

### Main tasks of Gender Justice and Diversity:

1. Build capacity
2. Create gender friendly working environment
3. Strengthen gender knowledge
4. Strengthen networking communication
5. Publish gender awareness related documents.

## B. Programme Intervention/Programme Development

PROGRAMME	THEMETIC	COVERAGE
Gender Quality Action Learning (GQAL) 2012-2015	Addressing gender based discrimination and domestic violence against women, changing gender roles, increasing gender relations within families and society, empowering women, and increasing knowledge, attitude and practice (KAP).	GQAL: Eight districts 390,000 HH (40,000 per upazila) 47,000 gender equality promoter 770 SAMPRITI Centres Rural and semi-urban areas, targets all classes, working with women, men and boys
Meyeder Jonnyo Nirapod Nagorikotto (MEJNIN, or Safe citizenship for girls) 2011-2015	Building awareness and confidence of students and community members to protect and protest against incidents of sexual harassment, functioning through a network and alliance on issues involving government and non-government actors.	13 districts, 400 schools 120,000 students, 40 per cent boys and 60 per cent girls students, 6,000 teachers and school management committees, 36,000 parents, 6,000 other state and non-state actors media engagement
Economic Empowerment of Poor & Vulnerable Women in Bangladesh (EEP 2013-2015)	Strengthen social and economic empowerment of the poor and vulnerable women, enabling them to engage in economically productive activities, as well as entrepreneurship.	13,200 families, three upazillas and Narayanganj City Corporation (NCC), Bangladesh Women Chamber of Commerce, Financial Institutions, UPs
Edutainment and Ending Violence Against Women (EVAW) 2013-2014	Aims to contribute towards the prevention of sexual harassment in public places.	One district, 10 schools, 3,000 students, teachers, school management committees
Sexual and Reproductive Health Rights (SRHR) 2012-ongoing	Significant reduction avoidable maternal deaths and the prevention of other major sexual and reproductive health hazards.	Five districts, 300,000 adolescent girls and boys, parents, media, community leaders
Integrating Gender into BRAC programmes (IDP) 2013-2016	To reduce the consequences of gender discrimination by integrating gender with development practices.	Two upazilas, 70,000 programme participants, 700 staffs, UPs, govt. officials, media representatives, community leaders
Early Child Development (ECD) 2013-ongoing	To create an enabling environment for poor children to develop their cognitive, social and physical development in Dhaka city.	Different slums in Dhaka city, 0-4 years children, parents, elders, community peoples, 500 children, 114,000 slum people