



KHAN FOUNDATION

In Special Consultative Status with the Economic & Social Council of the United Nations

WOMEN IN PARLIAMENT: EMPOWERMENT AND EFFECTIVE PARTICIPATION

Jointly organized by

KHAN FOUNDATION & **BRITISH COUNCIL**

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&

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Preface

Khan Foundation was formed more than a decade ago primarily being motivated by the basic concept of "Democracy for development vis-a-vis development for democracy" espoused by the Foundation starting from national and international levels down to various grass root level action programmes at the remotest of our villages. The vision of the Khan Foundation for the next millennium is firm but yet quite flexible. It would like to see a future Bangladesh where liberal democracy flourishes and sustains along with the growth of Economic Development, where basic human rights and dignity are honored, where the millions of downtrodden Bangladeshis no longer suffer under the yoke of poverty, rather adapt to a lifestyle which is simple, yet not impoverished, which is peaceful, yet not extravagant and which is decent yet not too materialistic.

Khan Foundation programmes are conducted in an inter-disciplinary approach, through its various activities in the areas of democracy and development like strengthening of local government and cultivating bonds of friendship between Parliaments across the party lines, empowerment of women, realization of children's rights, reproductive health rights, as well as advocacy/mobilization efforts through training and reforms exercise.

With the conviction that democracy and development cannot be sustained without the empowerment of women who are the backbone of society, Khan Foundation initiated in 1993 a nation-wide training project entitled "Effective Involvement of Elected Women Members (EWM) in the Local Government Structure". This project is a unique combination of good governance, decentralization, gender equality (economic and political empowerment of women), the capacity building of the local level representatives. The foundation believes that the Union Parishads being the lowest tier of the local Government must be made stronger. In order to build the capacity of the Union Parishad members and chairmen, trainings have no other alternatives. If the UP members and chairmen are being trained on good governance and gender issues then they would become instrumental in establishing democracy and guaranteeing gender equality. Specially the women members, leaders and chairmen should be trained so that they can perform their duties properly along with equip themselves to contest from the general seats. The EWM project is specially designed for that purpose. Till date, it has provided training to over 20,000 local level elected women and members. The workshop is just a continuation of the process. The participants came to know of the following issues by attending the workshop:

- How to make women capable and skilled in the field of politics.
- How to lobby for an issue or interest.
- How to remove the obstacles from the political sphere for women.
- How to maintain relationship with all the stakeholders etc.

Khan Foundation not only emphasizes on providing training to the local level women leaders, members and chairmen but it also exerts its level best efforts for empowering women politicians at the national level through policy advocacy, training and dialogues with the Parliamentarians, leaders, bureaucrats, professionals and civil society to build up capacity. KF also organizes several brainstorming with prolific public figure about good governance and gender equality. It is a relentless promoter of women participating in the National Election from the general seats. Women would join the parliament via direct election; this has been the vision of the foundation from its very inception.

British Council is a like-minded organization, which also works for the political empowerment of women. British Council has been trying its very best to politically empower the women through participatory training programs. Last year a two day workshop was arranged titled, “ Political Empowerment of Women: Present Perspective and Ways Forward”. That is why, in continuation to that program, in this noble approach British Council has extended its hands of all out co-operation. Without their co-operation, co-organizing the workshop would not have been made possible. I offer my sincere gratitude to British Council for their support and co-operation.

Advocate Rokhsana Khondker
Executive Director

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INTRODUCTION

Women constitute almost half of the total population but have been denied of their access to each and every empowering sphere of life. Since time immemorial, it has rather become customary if not mandatory that women would have to sacrifice their claim from everything whenever the occasion calls for it.

But now a day the grave situation is improving. The women folk are now setting their firm and confident footsteps at every walk of life. Politics is no different. But like any other incumbents, women are facing the inertia as a new entrant into this aspect of activities. Owing to different social, religious and cultural impediments, women have historically been politically and economically marginalized and effectively precluded from participating in political life. This problem is reflected in the under-representation of women in the leadership of governing institutions and political parties.

Bangladesh has achieved its precious independence after profuse bloodsheds for months. After almost 33 years of independence, women still have frugal and limited access to politics. During the first 30 years, 10% of the total seats of the parliaments used to be occupied by women MPs through indirect election by the Electoral College. But this was not the proper way to ensure effective participation of women in the parliaments. As a result of this, the eligible women were deprived of their right to represent the people. This in a way also made the people, as a whole, under-represented in the parliament, which was detrimental to the interest of the nation. This 10% reservation continued for about 30 years. Presently the government has passed the legislation that the reserved seats for women will be increased from 10% to 15% of the total 300 seats (that is 45 in number).

The reserved seats provisions for women were formulated in 1972 when the first constitution of the country was written about 33 years ago. Back then, this was the demand of time to ensure the participation of women in the national parliament. This system seemed to be plausible as the country was newly liberated and political parties feared that women would not win against their male counterparts if they were nominated to contest from general seats. This provision was a temporary feature and would continue for the next five years. After that period was over, the number of the seats was increased along with the enhancement of time period to 10 years. This has continued till date but failed to increase the participation of women in the national parliament. They still play ornamental role in the reserved seats. The evaluation of the past elections shows that the political parties do not nominate women leaders to contest from the general seats with the male counterparts because the parties fear that they would fail. This is the height of injustice in the sense that the parties have not nominated them so that they could participate in the general elections. The parties confine them to the reserved seats only showing a nude disclosure of gender disparity.

Ever since, independence the system of reserved seats has not improved women participation in the national parliament rather than secluded them by converting them into mere paper tigers. So, the present legislation of reserving 45 seats for women is not proper to ensure women participation. This has also been practiced at the local

level but the women members and chairmen are being discriminated and mocked at by the male members and chairmen. The elected women representatives are not being treated in equality with their male counterparts even though their work area is thrice as big than that of a male. So, the foundation believes in giving a certain percentage of nomination to women by every political party.

In order to make the women capable to contest directly from their constituencies, Khan Foundation and British Council together took the noble step to equip the women members, leaders and chairmen with necessary mettle through three day long workshops conducted by internationally famous trainer Ms. Mary Ann Stephenson.

Background of Khan Foundation

Khan Foundation aims at poverty alleviation and productive employment generation through advocacy and training to promote the cause of 'Democracy for development and development for democracy'. Khan Foundation was established more than a decade ago. Towards these objectives, Khan Foundation is indeed facilitating rural women's, and all the local level elected members' access to local politics monitoring, providing novel credit facilities for disadvantaged women as well as supporting international and national dialogues on sustainable development involving public representatives, academicians, professionals, civil society leaders and administrators.

It rapidly earned reputation as one of the few private voluntary development organizations (PVDOs) in Bangladesh able to link different levels of government with various civil society groups from the level of academicians to the grass roots in its efforts to sustain the democratic process and achieve social and economic development goals. The Foundation is now respected as a dynamic PVDO working towards achieving good governance, poverty alleviation and as an active advocate for women and children's rights and development.

Khan Foundation's conviction is- without these basic premises, any development effort or even the democracy exercise itself would become futile and non-sustainable. Khan Foundation also believes that its hard work has already paid off. Its different activities and studies reveal that there are thousands of beneficiaries who have access to a better quality of life and more secure and brighter future by virtue of Khan Foundation's work. In implementing any activity the foundation gives major emphasis on the people centered approach and facilitate the empowerment of the underprivileged, especially women at all levels.



*Bird's Eye View of the Democracy Auditorium of Khan Foundation
Located at the heart of the Capital City of Dhaka*

With the conviction that democracy and development cannot be sustained without the empowerment of women who are the backbone of society, Khan Foundation initiated in 1993 a nationwide training project entitled "Effective Involvement of Elected Women Members (EWM) in the Local Government Structure". The aim of this project was to create strong and competent local bodies by ensuring effective participation of EWMs at all levels of administration governance and in the process

to promote good governance at the grass-root level. Several activities were undertaken like one-day workshops, in-depth trainings, publications, monitoring cells and forum to implement the following objectives:

- ➔ To increase EWMs awareness of their rights and responsibilities as members of the UP.
- ➔ To reinforce the leadership skills and confidence of UP members so that they take part in decision-making and development activities.
- ➔ To facilitate and build partnership and co-operation among female and male members of the UP.

The foundation believes that if women politicians cannot be empowered from the very grass roots level, then we cannot have proper women representation at the parliament. With this view in mind, they have trained about 20,000 women local level representatives so far. Utilizing the training, the women are now enlightened. They are aware of their roles and responsibilities. The women members and leaders have become confident and are now more motivated to interact with relevant people and authorities. These are the rare qualities, which are nurtured by Khan Foundation through the trainings provided to them.

We have to keep in our minds that the situation of political empowerment of women is grave in the context of our country. After almost 33 years of independence, women still have frugal and limited access to politics. During the first 30 years, 10% of the total seats of the parliaments used to be occupied by women MPs through indirect election by the Electoral College. But this was not the proper way to ensure effective participation of women in the parliaments. As a result of this, the eligible women were deprived of their right to represent the people. This in a way also made the people, as a whole, under-represented in the parliament, which was detrimental to the interest of the nation. This 10% reservation continued for about 30 years. Presently the government has passed the legislation that the reserved seats for women will be increased from 10% to 15% of the total 300 seats (that is 45 in number). Khan Foundation has taken several steps for the empowerment of women in the parliament.

So, the association of Khan Foundation and enabling women members and leaders with latent qualities has a strong bondage having a profound background. It is the very urge to make the women members and leaders more aware of their duties and responsibilities and democratize their process of being elected; Khan Foundation and British Council have undertaken the mammoth job of training the elected women representatives.

THE WORKSHOP

The workshop titled, “Women in Parliament: Empowerment and Effective Participation” commenced on the 13th September 2004 co-organized by Khan Foundation and British Council. Famous and noted international consultant on political empowerment of women, Ms. Mary Ann Stephenson, conducted the workshop. She is the former Director of Fawcett Society of the UK and a resource person of the workshop.

Objectives of the Workshop

The main objectives of the workshop was to train the women members, leaders and chairmen on different issues like advocacy, lobbying, public speaking, preparing press releases, gender budgeting etc. In that line, the objectives of this workshop could be discerned into the following two criteria:

- To assess what they have done for their constituencies in the last 14 years.
- To obtain an understanding of what they will be able to do after the implementation of the new legislation.

Goals of the Workshop

The goal of the study is to ensure the effective participation of women parliamentarians in the national parliament.

Activities of the Workshop

The activities of the workshop constituted of providing training on several issues including mock plays presented by the participants, open discussions and speeches delivered by some well acknowledged prolific figures in this respect.

Duration

13 September 2004 to 17 September 2004.

Press Conference:

A press conference was also held on 12 September 2004 to make the press aware of the workshop and reporters from renowned newspapers like The Daily Star, Daily Janakhantha, Ajker Kagaj, The Independent were present in the conference. Advocate Rokhsana Khondker, Executive Director, Khan Foundation chaired the conference. She assured that women leaders, members and chairmen irrespective of political belief would join the workshop. She stressed that half of the population of the world is women and development could not be achieved leaving them behind. She specially emphasized on women’s participation into the decision-making process. For that the women-folk need to equip themselves. This workshop would provide them training on how to lobby, prepare budget and overcome obstacles to

equip them politically, she hoped. She then explained the objectives of Khan Foundation and British Council in co-organizing a workshop as such and the expected outcome of the workshop. She reiterated that Gender Equality has always been the most prioritized agenda of her organization. Ms. Mary Ann Stephenson former Director of Fawcett Society of the UK and the international trainer of the workshop explained that the workshop has been organized to ensure the participation of women in the political and democratic process. Presenting different essays, group presentation and analyzing different case studies would be the main strategies to equip the women with proper development of leadership qualities and enhancement of skills. Another aim of the workshop is to flourish the latent talent of women as brilliant future leaders. To develop leadership qualities, enhance confidence and make the women politically aware British Council and Khan Foundation had co-organized the workshop. By analyzing the case studies of the women political leaders of different countries, the women in Bangladesh could implement a strategy to combat the challenges lying ahead.

“No country can afford to ignore the half of its population remaining out of its policy and decision making process. Such a case is similar to a man who has only one good eye, with which he can see but not as good as if he would have both of his eyes functioning”, added Ms. Stephenson in response to a query on the importance of women’s political empowerment.

DAY ONE

Identifying Barriers for Women Leaders and Sharing Experiences:

The journey or day one started amidst foul weather. Because of the ghastly winds and unprecedented non-stop rainfall the program had to start at the Shurma Hall, Pan-Pacific Sonargaon Hotel, instead of the Democracy Auditorium of Khan Foundation. On the arrival, all the participants registered their names. Welcoming everyone to the workshop, Ms. Shabnaz from British Council explained the goals of such a noble step.



Ms Mary-Anne Stephenson, Sr. Consultant and Trainer, Women Empowerment in Politics, and Dr June Rollinson, Director, British Council are surrounded by a Part of Participants

After the discussion, everyone introduced herself before everyone. The participants stated their names, areas and political parties. Ms. Mary-Ann Stephenson, a famous and experienced international consultant and the facilitator of the workshop conducted the introductory session skillfully and then she made all the participants write down the ground rules on a poster that they would be following for the rest of the workshop.

As their first group work, Ms. Mary Ann Stephenson divided all the participants into five groups and urged them to introduce one another to the group. She asked them to discuss what should be the ground rules, the dos and the don'ts through out the entire five days. The participants expressed themselves by dividing themselves into five groups and only 45 minutes were given for the purpose.

The ground rules are as follows:

1. Everyone should be present at 9 in the morning and stay till 4:30 in the evening.
2. No body is allowed to bring any guests along with them who would disturb and distract them.
3. No side talking is allowed.
4. The discussions should not be aimed at hurting someone personally
5. The discussion should be free from the influence of any political doctrine.
6. If not participating then one should listen to the discussions carefully.
7. Putting questions if some topics seem to be blurred.
8. Giving opportunities to others to put their opinions.
9. Facilitating each other.
10. Building up a friendly environment.
11. Helping the facilitators.
12. Not talking about impertinent issues.
13. Carry out the groups' works properly.
14. Not going out of the venue for nothing.
15. Not many people should talk at the same time.

After the recess for tea, the participants were given 45 minutes for group-work and after that they represented their thought provoking ideas about the topic in concern.

When the preliminary sessions were over, the participants were required to discuss their prospects and problems as candidates. The problems were mainly financial, religious, social, traditional problems, superstitions etc. But all the prospects seemed to be latent, which would flourish given the right environment.

Group Work

The opinions of all the groups are presented below.

Group : 1

Prospects

- The help and support of the family, local people, leaders and voters, specially the women voters.

Problems

- Economic insolvency.
- Lack of security.
- Superstitious social systems.
- Lack of support from the family members, local people.
- Negative attitudes of the society.

Group: 2

Prospects

- The help and support of the family, local people, leaders and voters specially the women voters, women entrepreneurs, political figures, civil society.
- Personal interest

Problems

- Negative attitude of the male voters.
- Lack of security.
- Internal disputes in the groups.
- Lack of support from the family members, local people.
- Negative attitudes of the society.
- Impeded free mobility.

Group: 3

Prospects

- The help and support of the family, local people, leaders and voters specially the women voters, women entrepreneurs, women leaders, political figures, civil society, different media, local NGOs and to top it all the support from women of every walk of life.

Problems

- Negative attitude of the male voters.
- Obstacles created by the supporters of the opposition.
- The attitude that women are not as much hard workers than the male counterparts.
- Voters think that women cannot be by their sides when they need the women members, leaders and chairmen.
- Voters think that women are better off confined into the kitchens.

Group: 4

Prospects

- The help and support of the family, local people, leaders and voters specially the women voters, women entrepreneurs, political figures, civil society.

Problems

- Lack of education and proper facilities for providing education to women.
- Lack of family support.
- Financial constraints.
- Internal disputes in the groups.

Group: 5

Prospects

- The help and support of the family, local people, leaders and voters specially the women voters.

Problems

- For not getting nomination from the political parties.
- Lack of opportunities to participate in the direct election.
- Lack of economic superfluity, security, education, family support, formal education and political awareness.
- Superstition, religious fundamentalism and negative social attitudes.

Recommendations

The following recommendations were put forward by the groups to ensure better participation of women into the political sphere and in the election.

- Women leaders have to build and sustain an amiable relationship with the local voters and influential people.
- They should integrate themselves into the local development activities, like construction of schools, culverts, renovation of different infrastructure etc.
- They should make provisions for the development of the youth like empowering them by providing different modern trainings and loans for their self employment purpose.
- They should provide scholarships to the poor but meritorious students.
- They could contribute in resolving the local disputes.
- They can take different steps for establishing the rights of the women like meeting, rallies etc.
- They should help the poor and the helpless.
- All the political parties should at least provide 10% of the nominations to the women.
- Women should be integrated in the policy making process.
- Women should be integrated in the mainstream political process.

After the lunch, the inaugural session got started. The chief guest was Dr. Abdul Moyeen Khan, Minister for Science, Information and Communication Technology. As special guests the session had Mr. Robert Gibson, Deputy High Commissioner and Commercial Counselor, British High Commission of Bangladesh, Mr. Charles Nuttall, Acting Director, British Council and Ms. Mary-Ann Stephenson, Facilitator and International Consultant. The Executive Director of Khan Foundation, Advocate Rokhsana Khondker, chaired the session.



A Part of the Participants

Welcoming Speech
Ms Mahmuda Khatun
 Program Officer
 Khan Foundation

She started off her speech by describing how Khan Foundation came into light and how it is still carrying activities to uphold the vision, “ Democracy for Development and Development for Democracy” through its several programs. Since the establishment of democracy in the country in 1991, Khan Foundation undertook several activities to strengthen the local government system and institutionalize democracy. To inspire the people about democracy and preserve their rights, it has organized Democracy Fair at different districts. Strengthening the local government, preventing women and children trafficking, forming forums with the members and elected representatives at the UP level, creating a strong network with other NGOs of the country and creating a network of women lawyers to preserve the rights of the oppressed women are within the ambit of it's activity. To propel the practice of democracy, it has played the role of an observer at the local and national level elections. Till date the foundation has provided training to over 20,000 elected UP members and chairmen. In 1993, Khan Foundation had organized an international conference with 250 parliamentarians coming from all across the globe. With this continuity, it organizes several meetings, roundtables, issue based seminars every year with elected representatives and parliamentarians, which help in enabling women to empower themselves politically, socially and economically. Thus, it is helping in nurturing the leadership qualities among women. She also added that British Council also has a rich background of providing training and empowering women on similar fields. In continuation of those programs carried out by both the

organization, this workshop was made possible. She hoped that this workshop would be of immense help to the participants and wished them all the very best.

Special Guest

Mr Charles Nuttall

Acting Director

British Council

Mr. Nuttall expressed his gratitude to the present participants and the guests on behalf of British Council. He said that such a workshop had been organized to ensure the participation of women in the political sphere and thus make them democratically active. British Council has been trying its very best to politically empower the women through participatory training programs. Last year, he added, a two day workshop was arranged titled, “ Political Empowerment of Women: Present Perspective and Ways Forward”. This workshop was just the continuation of it. To develop leadership qualities, enhance confidence and make the women politically aware British Council and Khan Foundation had co-organized the workshop. By analyzing the case studies of the women political leaders of different countries, the women in Bangladesh could implement a strategy to combat the challenges lying ahead. The civil society of the country can play an important role in preserving the rights of women. There should be parity among the male and the female. At the end, he wished the workshop every success.

Ms Mary-Ann Stephenson

Facilitator

Senior Consultant and Trainer

Empowerment of Women in Politics

She greeted everyone and said that this was her second visit to Bangladesh. She had learnt about the problems of the women here. Poverty, lacks of transparency and corruption have kept the women backward and traditional. Women here are being oppressed socially and domestically. There remains sever impediments in making women politically empowered. This is also hampering the overall development of the country, she added. She hoped that this workshop would increase the political awareness, participation in the national parliament, participation in the decision making process, skill and confidence level among women. She thanked Khan Foundation and British Council for organizing such a workshop.

Special Guest

Mr Robert Gibson

Deputy High Commissioner and Commercial Counselor

British High Commission, Bangladesh

He addressed everyone and offered his best wishes. He said that for the development of any country, it is necessary that the women should be empowered. This is also interlinked with the poverty eradication. He ensured of the uninterrupted British support for the empowerment of women in Bangladesh and then took everyone's leave.

Chief Guest**Dr. Abdul Moyeen Khan, MP****Honorable Minister**

Ministry of Science, Information and Communication Technology

Honorable Minister expressed his deepest hope that this kind of workshop would be proven extremely fruitful in flourishing women leadership in the country. He thanked both the organizers for their efforts. For the proper implementation of democracy education and empowerment are musts. Education can never be improved without democracy. The reserved seats for the women failed to make them politically, socially or economically empowered for the last 30 years. So, he added that even if this situation would continue for the next 10 years, no good would be yielded. He stressed that the women politician should exert pressure on their respective parties so that they get nominated to contest in the general election from the general seats. He said that women empowerment is possible only when all of the women would come forward naturally without facing any pressure from any vested interest groups. He exclaimed that in a country where two of the leaders, PM and the leader of the opposition are women, women empowerment has been impeded. So, we have to change our mindset. At the end, he again thanked everyone.

Chairperson**Advocate Rokhsana Khondker****Executive Director**

Khan Foundation

She greeted everyone present and officially announced the inauguration of the workshop. She said that the participants had already worked during the first session and spoken of the problems of women empowerment. She said that the foundation has been working for the empowerment of women for a long time. The women of our country suffer from all kinds of problems, be it their home or workplace. The housewives never get any recognition for their works. They have no access to decision making. Half of the population is women and development could not be achieved leaving them idle and underpowered. So, the women should be made more skilled so that they can integrate themselves into the main process of development. For that, political empowerment is a necessity. The Beijing+10 had the women empowerment as its top most agenda. She also supported women contesting from the general seats instead of reserved seats.

She urged the political parties to provide the women with such opportunities. She advised the women themselves to influence their respective parties in providing nominations to them. Media could carry out a great role in this regard, she opined. At the end she thanked British Council to assist them in conducting the workshop.

After the recession for tea, the participants were divided into 5 groups and each group was given case studies citing examples from different countries of the world. The case studies showed how government programs benefited men more skewed than women. Ms. Stephenson requested every member of the group to go through the case studies and make a presentation on that in the following day.

DAY: TWO

Developing Advocacy and Lobbying Strategies

The day started with greetings from the facilitator to the participants. She expressed her deep satisfaction for the ladies to turn up irrespective of the natural adversities. Then she took yesterday's feedback and asked all five of the groups to express their comments and understanding on the case studies given on the previous day.

- The first group enacted a short play on vote rigging (buying votes with money).
- The second group explained a case of oppression against women in Iran by her husband and showed how a religious leader came forward and made the people aware of the injustice going beyond the religious barriers.
- The third group represented a case of collecting one million women's signature as a manifestation of their resentment in Morocco for not making the women aware of their rights. They have shown how by moving petition, mass gathering and the media was proven to be fruitful in upholding women's rights.
- The fourth group enacted a short play of how a guilty was released due to lack of evidence.
- The fifth group presented a short play showing how the members of the women management committee have increased from 3% to 30% in Argentina during the last 11 years.

After the group presentation, Ms. Stephenson gave a brief speech on what is advocacy. According to her, advocacy is,

- Trying to persuade others to support oneself
- May mean persuading those with power to do something
- Or trying to win public support
- Or both

For that one needs to know:

- Knowing what he wants to happen
- Knowing who he wants to do it
- Knowing about them
- Knowing about himself
- Remaining calm
- Listening skills
- Communication skills

The facilitator illustrated an example of a successful popular campaign having the following elements:

- What do one wants to happen?
- What do we want to happen?
- What is the thing that is missing making one unhappy?
- From whom one is wanting this?
- How can one make them amiable and sensitive towards his needs?
- One has to know oneself.
- Remain calm.
- Listen to others carefully remaining calm.
- Must have good communication skills.

After the recess for tea there was a brain storming discussion on advocacy. Ms. Stephenson asked the participants about what they now understood about advocacy. The participants opined variedly. After listening to them, the facilitator told the participants that, advocacy means to persuade others to support oneself. It actually means some influential person to support the advocated cause or to provoke the mass people to support the cause. It is difficult to usher in behavioural changes among the mass people. For example, she continued, if one wants to take some people on a journey then one has to know,

- Where he wants them to be
- Where they are at the moment
- What might persuade them to move

Not only this, one also needs to think about what is the inspirational factor, which could provoke them to move there. She added that one of the most successful way of advocacy is commercial advertisement. The sellers use some simple messages to provoke the buyers to buy their products. To determine what the buyers want and their demands they spend a lot of money on Research and development (R&D).

She advised the participants that in advocacy,

- Know the objectives
- Know the audience

She continued that the person should also know the target group. The participants must ascertain whom are they trying to reach.

- A few key individuals?
- The general public?
- A particular section of the public?

The respective person must also know what does he want them to do:

- Vote a certain way?
- Change their behaviour?
- Change the law?
- Spend money on something?
- A clear idea about their reaction after they have heard the message.

Ms. Stephenson also discussed about the methods of reaching them. The person who is carrying out the advocacy must have a clear conception about the criteria of the people that he is trying to reach, like:

- Are they literate?
- What media do they read/watch/listen to?
- What sort of programmes/articles?
- Do they read long, detailed reports?
- Or short snappy articles?
- Can he meet them face-to-face?
- Will he have to use the media?

There also should be certain reasons that would suffice them to listen, which are:

- What do they care about?
- What are their beliefs and values?
- Can one link this with his campaign?

Being discussed all these, she explained how a simple message could be developed for any advocacy purpose. Her advices for developing a simple message were:

- Define what one wants them to do
- Decide who one is trying to influence
- Learn about their current beliefs
- Discover where they get ideas and information
- Find the right methods
- Be clear, brief and positive
- Test ideas first

The message sometimes fails, the reasons could be:

- One may have used the wrong method of communication
- People may not have understood the message
- It may conflict with what they have been taught or know

- The message may be too negative
- People may not know what to do about the message – no practical advice
- They may not change their behaviour for very long.

As usual, after the discussion the participants were divided into six groups to carry on advocacy on any topic of their choice.

After the lunch break, Ms. Stephenson discussed about lobbying. She wanted to know from the participants about their idea regarding lobbying. In actual terms, Lobbying comes from the term for a waiting room where people wait to meet those with power. When one lobbies, one tries to get a decision maker to change a policy or decision. Though, in the modern age lobbying could be done by letter, e-mail or telephone but normally lobbying implies meeting that influential personality in the flesh. Lobbying could be done by anyone, for example:

- By grass roots activists with little formal power
- By business people
- By members of parliament
- By ministers within a Government
- By one Government trying to gain support from another

The facilitator informed that the same rule as advocacy is also applicable for lobbying, that is to know the objective and the target people. One has to have a clear idea about what one wants to lobby for. One has to know the source from where all the decisions regarding the lobbying issue are being taken. May be the formal and informal person who takes the decision are different persons. Some decisions require many steps. If one wants to change a law then he has to take the matter to a high official in the judiciary or legal system that plays a role in implementation of the law. May be one has to lobby with the Minister of the Ministry, Parliamentarian or persons who take legal and judiciary decisions.

Ms. Stephenson stressed that one has to be:

- Be clear about one's goal
- If the goal is large or long term are there smaller changes he can aim for along the way?

How to contact the person one wants to lobby with is also very important. In this regard she advised the participants that:

- Mass lobbying by letter or email can work
- Face to face meetings have more impact
- Use the available and reachable networks to fix a meeting
- If the target is distant, find someone who can influence them who one can contact. For example, one targets the minister, but he is unreachable by him. Then he can contact the local level elected representative who can fix a meeting of the person with the Minister.

Sometimes one group might ask for other groups' help to satisfy their aim at a higher level lobbying. In this case the supporting group can also add some conditions that the original group must fulfil. If a group of parliamentarians support the Government at one issue then might ask for his support in another issue of their own interest. One must always keep in mind the interest of the common people and the pressure of the media while lobbying for anything.

One has to be clear about the target's needs, such as:

- To do good?
- To be seen to do good?
- Media coverage?
- Support on another issue?
- What are they worried or concerned about?
- What are their beliefs and values?

Ms. Stephenson also explained the necessities of the allies, which are listed below:

- A network of allies shows that one has support and can help put pressure on the target
- Allies who have influence over the target are particularly useful
- One doesn't have to agree with the allies on everything, just form a coalition on this issue.

Some causes like the listed ones might work against the person conducting a lobbying:

- A controversial or unpopular cause
- Powerful opponents
- Lack of media interest
- Negative media coverage

To fight the threats one needs to carry out intense research to come up with the answers of the following questions:

- What are the facts and figures that will support the argument?
- Does one have all the information needed?
- Are there any facts, which undermine the person?
- How will one deal with these?
- What questions are the target likely to ask?

So, the bottom line is:

- Alliances with others may involve negotiation and compromise

- One's target may agree to some, but not all of what one wants, or may offer something else
- Think about where one can compromise.

While lobbying in person one must be careful of the following facts:

- Who is going to the meeting?
- Who is the most persuasive person, for the target (NB. This may not be the best speaker)
- Keep the group small
- But show that there is a range of support
- Brief everyone carefully
- Think about how the person will respond if the target does any of these things
- Make sure one has the information to support the case
- Make sure all members of the group can remain calm and focused
- Chose a chair to keep the group focused in the meeting

After the discussion the facilitator divided the participants into six groups and asked them to lobby on any of the topic of their choice. The topics that the participants chose were:

- Lobbying with the MP for the participation of women in the election.
- Lobbying with the Minister for the appointment of a headmistress at a local primary school.
- Lobbying with the law Minister to implement legislations against dowry.
- Lobbying with the Social Welfare ministry, Law Ministry and Ministry for Women and children to build up homes for rootless children.
- Lobbying with Ministry of Women and Children Affairs (MOWCA) to build a rehabilitation center for widows and women abandoned by their husbands.
- Lobbying with the Law Minister to implement legislations against acid crime.

Soon after the presentation was over, the facilitator divided the six groups into two large groups where one group would present and the others would listen to them. This made the participants more committed to the issue. Lastly, Ms. Stephenson took that day's feedback and thus day two came to an end.

On that day, twenty of the participants were taken to the Parliament to view the real life sessions.

DAY THREE

Relationship with the Media and Public Speaking

At the beginning, Ms. Stephenson exchanged greetings with the participants. She started off with the feedback from yesterday like:

- What was most interesting / useful?
- What was least interesting / useful?
- Reflections/thoughts?
- Questions?

She then presented the topics, which would be discussed that day which are:

- Why media coverage is important
- Getting started
- The press
- Radio
- Television
- Problems (and how to deal with them)
- Developing a media strategy

She pointed out to the following two questions as the crucial ones:

- How do the media portray women politicians?
- How can women working in the media and women politicians work together effectively?

The Senior Reporter of Dainik Dinkal, Ms. Mahmuda Chowdhury was present to answer several questions pertaining to the relationship of the journalists with women politicians. Several issues came out of the discussion like:

- Women journalists are being urged upon to highlight women politicians.
- The partisan politicians must visit the press regularly and come to the central committee as well.
- Normally the authority of a medium does not want to cover a woman leader's activities. One has to acquire a platform in order to snatch away the coverage.
- There should be a good synergy and relationship cum interaction with the women leaders and women journalists.
- Women leaders/politicians must conduct some issue-based activities.

After the recess for tea, Editor of the Fortnightly Anannya, Ex-Parliamentarian, Mrs. Taslima Hossain was kind enough to share her experience with the participants. She said that though she came into the sphere of politics holding her husband's hand but she was capable enough to make a space for herself. She expressed that she

accidentally got the opportunity to be elected from a general seat. Very few are so lucky. But, now women are getting more opportunities and coverage to enter this world. The two main leaders of our country are women. So, we have to be able to take the chance for the own benefit. She supported women being directly elected from the general seat. She stated that she tried to highlight women parliamentarians and politicians through her magazine and the magazine also awards an exceptional personality every year. She assured that if any apt women politician asks for coverage for her activities, her magazine would definitely help her. She thanked everyone and wished the workshop every success.

After thanking Mrs. Hossain, Ms. Stephenson explained why media coverage is important. This is so because:

- Fast, effective way to reach a wide audience
- Keeps an issue in the public eye
- Keeps up the pressure on decision makers
- Helps increase the profile of your group more generally

Though it is bitter but true that a journalist would not cover a leader's activities if it holds no media value even-though the journalist might be very sensitive to the leader.

Journalists like stories which:

- Are topical – happening now, or linked to something that is happening now
- Involve conflict or controversy
- Have a human interest

She also advised the participants to minimize the risk of negative media they should:

- Not talk about something they don't want to talk about
- Not give personal opinions when representing a group
- Not say anything that they wouldn't be happy to read in the paper
- Check the facts before you comment
- Beware of leading questions

The role of the Press Officer is very important whose duty is to maintain a good relationship with the media specially newspapers. His main duties include:

- To be first point of contact with the media
- To develop relationships with journalists
- To ensure that anyone who speaks for the group is able to do so effectively.

Getting to know media is also an important issue that is often missed out at. In doing so one should follow the listed rules:

- Make a list of newspaper, radio and TV contacts

- Monitor the media to get an idea of their different styles and interests
- Look for the names of reporters who focus on the issues and make contact
- Use the internet to find contact details
- Find out their deadlines
- Not to forget the specialist press

While preparing a press release, she continued, one must follow the listed rules:

- Write it like a newspaper article.
- Keep it short and snappy
- Use a headline to grab attention
- Who, what, where, when and why in the first sentence or two
- Stick to facts in the main release, use a quote to give opinions
- Use case studies to give a human interest
- Remember to include contact details.

After briefing the participants about the press release, Ms. Stephenson then showed a real life example of a press release relating to land rights for the landless. Then she gave a group work to all the groups to prepare a press release on different topics. The topics were women representation at the international level, 30% nomination for women from all political parties, vocational training for the higher secondary level girls, research on the impact of the recent flood on women, victims of a garment factory massacre, association of women to protest against wife battering. Later on, they also presented it before everyone, which was also very enjoyable.

Lunch was served just after the presentation. Then, Ms. Stephenson briefed the participants about how to prepare for a radio interview. One has to have an idea about what he would be interviewed on. One must presume the question in advance and also think about the answers. Using a real life anecdote or a funny story would make the interview enjoyable. But fore mostly one needs to check up on some issues like:

- What they want one to comment on
- Who else will be interviewed
- How long it will be
- Is it live or pre-recorded
- One probably knows more about the issue than the journalist, so be prepared to explain it. Most interviews are short, think about the main points in advance
- Think about difficult questions and how one will answer them
- Think about real life examples one could use
- Practice with a friend to build confidence

When the Radio Interview starts one has to be aware of several things like:

- Get the main point across as soon as possible
- Give short answers
- Speak slowly
- Use everyday language
- Use stories about real people rather than numbers
- Avoid jargon
- Not to shuffle papers or tap pens

For a television interview, the preparation would be a little different but the same to some extent. One should keep in mind the following concerns:

- The interview may be even shorter
- How one looks can be as important as what one says
- Keep the eyes on the interviewer
- Try to look lively, confident and relaxed, even when one is not.

However, several problems might occur in this occasion. Everyone gets nervous before the camera but the following procedure could help to ease up one's nerve:

- Experience and preparation helps
- Remember everyone feels nervous
- Try to have a few moments alone to breathe deeply
- Make sure one has water in case the mouth goes dry
- Nerves make people speak quickly – slow down

One might face hostile questions but the problem could be solved in the following ways:

- Remember the interviewer is probably not after one personally – she or he just thinks she will get a better story
- Not to lose one's cool
- Calmly make the points one had prepared
- Before the interview think of the worst questions one could be asked and prepare for them
- If someone comes with some question that one is not comfortable with then he might drift off the point answering that quickly and then say something like 'while we are on this subject it is important to remember...' then make your point. This way one makes his point without looking like he is avoiding the question.

Mistakes are quite common and could be dealt with easily, like:

- If one makes a mistake in a recorded interview, stop and ask to do it again.
- If one is live, forget it and move on. Most people will not have noticed.

If one has forgotten his point then:

- If it is being pre-recorded ask to stop until he can remember what he wanted to say
- If one is live it is often best to stop talking completely and let the interviewer move on than keep waffling in the hope that he will remember.

After the briefing the facilitator asked the participants to get divided into six groups and then enact a role-play of a TV/ Radio interview amongst the group members while others acted as the audience.

The day came to an end after the remaining twenty participants went to visit the National Parliament.

DAY: FOUR

Women Making a Difference Once Elected

Day four started with exchanging pleasantries between the facilitator and the participants. She firstly took the feed back of the last day. Specially what the participants thought of to be most useful, which they think would not be useful, what attracted them the most, what was it that they could not get at all etc. She invited all the queries and questions from the participants and the participants also openly expressed themselves.

Then Ms. Stephenson gave a brief presentation on how to build up confidence and deliver a public speech. She explained different steps of public speaking like having an objective (what goals to achieve), the audience (the people who are to be reached) and the content (a detailed research should be conducted on the topic and later on those should be articulated into an ordered format).

The participants were later on divided into six groups. They opined about what should be the qualities of a good public speaker.

Group: 1

- Determining the goal or objective.
- Give attention to the creativity of the presentation.
- Having a detailed knowledge about the topic.
- Presenting the main idea in the beginning or at the end of the presentation.
- Summarizing the speech at the end.
- Explaining the details of every technicality introduced.
- Assuring about the future steps to be taken or already is underway.
- Using different jargons or flowery languages.

Group: 2

- Determining the goal or objective.
- Keeping an eye on the time.
- Speaking in a prodigious voice.
- Providing attention to the audience.
- Making the presentation attractive.

- Making jokes or lighten the audience up in between the speech.
- Presenting the main idea in the beginning of the presentation as a one liner.
- Making questions, queries, repetition and imagery during the speech delivery.
- Using flipcharts, power point and OHP in the presentation.
- Summarizing the speech at the end.
- Assuring about the future steps to be taken or already is underway.

Group: 3

- Having a good idea about the audience.
- Providing an idea about the goal.
- Stammering is strictly prohibited on stage.
- Speaking clearly.
- Having a proper format for the speech.
- Presenting the main idea in the beginning of the presentation.
- Using additional anecdotes, stories and case studies as references.
- Explaining the entire speech at the end and assuring about the future steps to be taken.
- Making questions, queries, repetition and imagery during the speech delivery to make the presentation lively.
- Making the presentation lively through different ways.

Group: 4

- Having a good idea about the mentality of the audience.
- Having a good idea about the goal and the topic.
- Presenting the main idea in the beginning of the presentation as a one liner.
- Strengthening the points by imagery.
- Summarizing the speech at the end.
- Explaining the details of every technicality introduced.
- Assuring about the future steps to be taken or already is underway.
- The presentation should be eloquently presented.
- Body language should be palatable.

Group: 5

- Having a good idea about the goal and the topic.
- Having faith on oneself.

- Having a good idea about the mentality of the audience.
- Presenting the speech slowly making the points more clear.
- Presenting the main idea in the beginning of the presentation as a one liner.
- Having a good idea about the goal and the topic.
- Using different jargons or flowery languages.

Group: 6

- Having a good idea about the goal and the topic.
- Having a good idea about the audience.
- Making oneself presentable and speak lucidly and eloquently.
- Speaking clearly.
- Presenting the main idea in the beginning of the presentation as a one liner.
- Summarizing the speech at the end.
- Explaining the details of every technicality introduced.
- Assuring about the future steps to be taken.

Confidence is the foundation of public speaking. Ms. Stephenson also explained different ways to build up ones confidence. Like:

- Practicing alone, all by one, the inspiration and support should come from the family.
- Using different properties that are audience friendly.
- The main body parts should be full of life.
- Greeting everyone after entering any greeting hall.
- Discerning what is to be heard and seen.
- Telling what is on ones mind.
- Coordinating between mental and physical strength.
- Having a clear idea about the topic to deliver a public speech on.
- Practicing the tuning of the voice.
- Speaking with proper strength and reiteration.
- Try to speak clearly.
- Keeping an eye on the audience.
- Greeting everyone with a smiling face.
- Speaking slowly.
- Taking a mental preparation before delivering a speech.
- Having a prior knowledge about the topic.
- Taking steps while keeping an eye on what is being said and seen.

- Speaking without stammering.
- Having faith on oneself.
- Keeping the body straight while speaking.
- Prior delivering a speech one should listen to famous public speakers.
- Being aware of the body language.
- Giving proper attention to pronunciation and punctuation.
- Trying to manage the situation if ugly consequences arise.
- Being patient.
- Having a clear idea about and faith in oneself.

Then Advocate Rokhsana Khondker, the Executive Director of Khan Foundation, the co-organizer attended to the queries and questions of the audience and also delivered her invaluable speech derived from her own experience.

Advocate Rokhsana Khondker
Executive Director
Khan Foundation

The Executive Director of Khan Foundation, Advocate Rokhsana Khondker was kind enough to be present and deliver her invaluable speech on the direct election for women. She answered several questions posed by the participants. Her opinions are being listed below:

- This workshop is specially fruitful just before the participation of women in the national parliament.
- NGOs not only work for the development of women but also for other different constructive purposes.
- Men also need workshops like this.

Ms. Khondker explained how tiresome and difficult it was to collect the names and the addresses of all the women leaders irrespective of the political beliefs. She regretted that a certain political party did not co-operate. Today there are numerous NGOs working in the health, education etc. After the independence, the NGOs of our country have been working for poverty alleviation, health, education etc. They have been working on policy advocacy just after the election of 1991. Sometimes they work as pressure groups to steer the policy determination in the favor of the poor people. She stressed that the peoples' representatives can work even more fruitfully than the NGOs. The NGOs need resources for which they are dependent on the development partners. Almost 60% of the foreign funds are returned from Bangladesh. NGOs could be put into action in this context. But the NGOs must have the transparency regarding the allocation and expenditure. There should be a proper synergy between the NGO activities and the activities of the local level elected representatives. Not only this, the NGOs can also set bolstering contribution in increasing the participation of women into politics. For establishing parity between men and women, women need to educate themselves and make them apt for the

equal participation at the local and national level. NGOs can contribute a lot in ensuring women education. In the developed countries, all women MPs have skilled and highly educated women as their secretaries. But that is not the practice here. Such workshops would be useful for the empowerment of women. At the end, she wished the success of the workshop.

Gender Analysis into the Budget:

Gender Evaluation in the Budget: A Briefing for the Preachers and the Parliamentarians

Women constitute a large proportion of the poor population of the world. The male owns all most 99% of the total property. Wealth is precious. But since women constitute a frugal proportion of the Government hierarchical positions specially in the policy formation and planning department, so gender impact is almost invisible in the policies and planning.

Gender budgeting does not include allocation only for men or women rather it means allocating funds for gender-neutral projects like building infrastructures, schools, colleges, hospital etc. rather than providing loan to women for their empowerment. But even in the gender-neutral budgeting cases the benefit gets skewed in the favor of men. So, the whole process of gender budgeting needs to be scrutinized and assessed critically.

So, the main aim of the exercise is to discern how the government spending exerts impact on men and women differently. When the women, civil societies and the people would be aware of gender budgeting then they could create pressure on the government in case of any discrimination of disparity.

Several discrepancies arise in this case. For example, may be the authority is not at all sincere about disseminating the correct information or the data collection process is altered with the change in the ruling party. So, we can consider the case from the point of view of a family. It has been seen that most of the money that a mother receives is spent on her children.

Even though there is the Finance Ministry for the budgeting process but there should be a women unit inside the process to take care of the feminine issues or gender issues.

After giving a brief discussion, Ms. Stephenson pointed out several issues related to gender budgeting. First she asked the participants to describe what they understood by the term. The participants expressed their opinion. Then she started her crucial presentation on gender budgeting. She pointed out to some questions like:

- What is gender budgeting?
- Why is it useful?
- Tools for gender budgeting
- Key elements for success

- Problems
- Ways forward

She explained that gender budgeting is not any different budgeting system, rather it is a beneficiary assessment between men and women of the total government spending, what is the source of income, how skewed is the distribution of income, wage differentials etc.

So, gender budgeting is:

- Not a special budget for women
- Does not focus on spending aimed at women
- An analysis of how all areas of spending impact differently on men and women
- Who is able to access services?
- Who pays for what?

After the explaining, the participants were again mixed up into six groups and given six case studies. Before introducing the intricacies of gender budgeting Ms. Stephenson distributed six gender budget case studies among the participants splitting them into six groups like the usual way. The case studies depicted how the government policies showed nude representation of gender disparity. The inequality created by the Government by prioritizing between genders provokes negative or positive after effects at times.

Then Ms. Stephenson suggested each of the groups to discuss the given case among the members and also some questions in the context such as:

- What kind of information would make the government conscious enough to include the gender concerns into the economic activities?
- What should be the method of assessing the differentiated impact of government policies on men and women and also how to use this process into fruitful programs?
- What types of questions can the civil societies and the parliamentarians come up with to prevent gender discrimination in the proposed budget. (Government usually reiterates that they have conducted several actions to prevent gender discrimination but it might be possible that some of the intricate and subtle issues have been missed out at or may be its programs or experiments have been confined into the health concerns for the mothers. It thinks that this should be enough to preserve women's rights)?
- Do you want to discuss the case studies from your country with your group members?
- Is there any gender issue prevails in your country proving that different policies for men and women impart different impact on the society?
- Can you think of any other such gender case studies of your country that you would want to talk with your group members?

- What are the gender issues of our country that prove that government's differentiated programs impacts differently between men and women?

Ms. Stephenson afterwards distributed a case study disclosing the economic value of gender discrimination. Sometimes steps taken to retain the infrastructural balance do not yield expected results because of not taking gender concerns into consideration. Like, economists would like to induce more production by the farmers when the price is high. But if the money reaches the male farmers only then that would be a major disincentive for the female farmers. Even if some miniscule amount reaches their hands they remain too busy with farming, gathering water, firewood and taking care of the children to enjoy the extra riches.

The groups went through the case studies, understood it thoroughly, assessed the sensitiveness of the cases and then shared the conclusion with all the groups. They also discussed some case studies from our country as well.

She explained that Gender Budgeting is just a tool. **Error!**

Long term aim should be to move from a gender analysis of budgets to ensuring that all budgets are gender sensitive

The rationales for gender budgeting are:

- **Error!** Men and women lead different lives
- Experiences, needs and priorities are different
- Impact of policy will be different too
- But most economic decisions are made by men
- Economic theories are based on men's lives not women's lives

She also cited some examples from all across the world. These are presented below:

- **Error!** Crop prices rise; economists expect farmers to produce more
- Women working on farms may not receive the money, so have no incentive to do more
- Women may not have the time to produce more because of other responsibilities
- If fees are charged for education, fewer girls than boys may be educated
- Families on low incomes prioritise educating sons over educating girls.

Then she explained the benefit of the Government for gender budgeting. These can be listed like below:

- Improve accountability and transparency through proper monitoring
- Show commitment to gender equality
- Way of reporting on progress on gender equality commitments

- More balanced and sustainable development goals
- Prevent losses to the nation from policy failure due to unexpected gender impact.

Gender budgeting is a complex procedure, which can work several ways in practice, like:

- Probably as many approaches as there are projects
- In some countries process is carried out by Government
- In others it is carried out by civil society
- Some projects focus on specific areas
- Others look at the budget as a whole
- Some are national, some are local.

There are several ways of assessing the gender neutrality or biasness of a policy, for example:

- How do policies increase or decrease inequalities between women and men
- South African analysis of land reform programme showed women were losing out because legislation and customary law deprived them of the right to own property.

She also explained some methods of gender disaggregated beneficiary assessments that are as follows:

- Ask people who use services whether they meet their priorities
- Even policies that appear gender sensitive may not be what people want or need
- One anti poverty programme in Mexico relied heavily on the unpaid work of women. When asked, these women felt benefits of the programme were not worth the investment of time they had to make.

There are different tools for gender disaggregated public expenditure analysis, she continued with those methods presented in the following list:

- Compare what is spent on programme with information about how it is distributed between women and men.
- For example in Ghana spending on education programmes benefited women and girls less than men and boys, but spending on health benefited poor women as much as poor men.

Gender disaggregation could also be included into tax incidence analysis in the following way:

- Look at direct and indirect taxes to see how much is paid by men and women

- A move from income tax to sales taxes may impact on women who are responsible for the family budget
- Also look at user fees, which can have a negative impact on poor women in particular .

Gender disaggregated analysis of the impact of budget on time use could be analysed in the following ways:

- Examine impact of budget on how men and women spend time, including unpaid work.
- In Ecuador structural adjustment policies increased women's paid and unpaid work. Women spent more time shopping for cheaper food and preparing food. As mothers took on more paid work girls in family took on more family responsibilities, reducing time available for school work.

Gender aware medium term economic framework & Gender aware budget statement require many pre-requisites, for example:

- Ensure Government economic models include a gender analysis
- Ensure that the budget is gender sensitive.

Ms. Stephenson agreed upon the fact that information is power and the data base should be as flawless as possible. Gender analysis requires the following data:

- Gender analysis requires information broken down by gender.
- Facts and figures give force to an argument.
- The right information gives confidence.
- Women are often accused of being emotional – numbers show that there is a logical base to the argument.

But getting the right information may not be easy because of the following reasons:

- The information may not exist
- It may exist but be difficult to get hold of
- The people who hold it may be difficult to access
- It may not be a priority for them to give it to anyone.
- One may not understand how to use it

At the end she necessitated the involvement of all the stakeholders like Government, civil society and to top it to generate mass awareness.

- If gender budgeting is an internal government process it can lose force with a change of government (e.g. as in Australia)
- Parliamentarians can keep up the pressure to prevent governments simply paying lip service

- Civil society can provide expertise and information about actual experience at the grass roots
- Gender budgeting requires an investment of time and money
- Governments need to believe that this is worthwhile
- Timing can be crucial – a new government, a return to democracy, an end to conflict all offer opportunities for change.

But however there are some problems relating gender budgeting like:

- Lack of data
- Government pays lip service to gender budgeting but takes no action.
- Civil society lacks the information needed to monitor
- Gender budgeting is seen as a short term fashion

She also proposed some solutions like:

- Capacity building so that budgets can be understood and analysed
- Civil society groups linked with academia
- Sensitisation of finance officials and Ministers
- Share experience from around the world

Mr Zakir Ahmed Khan
Secretary
The Finance Ministry of Bangladesh

For further discussion on gender budget, Secretary to the Finance Ministry, Mr. Zakir Ahmed Khan was also present. Answering several questions asked by the participants, he explained that the budgetary process is not what it was before currently. Now, budget is prepared targeting the poorer section of the country. So, they are also getting positive results. Presently, the rate of primary education is 97%, women's participation has increased. The last three years have been a burning example of how budget has been successful in reducing poverty, which was also observed by the donors. Government has allocated 315 crore taka as micro-credits for the women for their empowerment. There is also a provision for creating micro-credit deposition. A mechanism has also been developed to assess how much benefit is actually accruing to the women. At the end, he thanked the organizer for holding such a unique and fruitful workshop.

Thus the fourth day of the workshop ended successfully. Ms. Stephenson urged everyone to come on time the next day and took everyone's leave.

DAY: FIVE

Taking it forward

The facilitator Ms. Mary-Ann Stephenson greeted everyone and started off the last session. As usual, she took yesterday's feedback from the participants and asked for what they thought of to be useful, what wasn't that useful etc. She also invited further queries and recommendations. The participants participated spontaneously and opined that these types of workshops should often take place.

No new presentation was introduced in this session. However handouts were distributed among the participants for their own benefits to take home with themselves. All of the handouts are being attached as Annexure.

Ms. Stephenson divided the participants into six groups as usual and asked them to think and write down what are they going to do individually (which might vary) and unanimously group-wise after the ending of the workshop.



From Left Ms Mary-Anne Stephenson, Sr. Consultant and Trainer, Women Empowerment in Politics, Advocate Rokhsana Khondker Executive Director, Khan Foundation, Chairperson, Shoishab Bangladesh and BSAF, Mr Md Akhter Hamid Siddiqui, Honourable Deputy Speaker, Bangladesh Parliament and Dr June Rollinson, Director, British Council

First group

Group-wise

- We would come forward for the help of acid burnt women

Individually

- I would take part in the next election.
- I would talk about the gender discrimination.

- I would provide legal help to the poor women.
- I would work for the development the women-folk with NGO's association.
- I would provide legal help for the garment workers.

Second group

Group-wise

- We would invite Khan Foundation and British Council to organize workshops like this in every district regarding women empowerment.

Individually

- I would participate in the next election for the empowerment of women.
- I would lobby for the nomination to contest from a general seat.
- I would work for the poor and underprivileged.
- I would like to work with the general people.

Third group

Group-wise

- We want direct election for the women in the National Parliament.

Individually

- I would like to be politically established.
- I would like to work for the poor and deprived women.
- I would like to work for the mentally disabled.
- I would like to work with the journalists.

Fourth group

Group-wise

- We want workshops on the election carried out in other countries.

Individually

- I would like to know about the women politicians of different countries.
- I would work for the emancipation of women.
- I would like to conduct workshops on women.
- I would like to conduct workshops with leaders and workers.
- I would like to do workshops with the lawyers.

Fifth group

Group-wise

- We would lobby for women obtaining 20% seats in the National Parliament.

Individually

- I would campaign for the direct election for the women.
- I would work for the under-privileged children.
- I would work for establishing the rights of women.

Sixth group

Group-wise

- Khan Foundation and British Council should come forward for the preparation of the budget.

Individually

- I would establish the rights of the women members at the UP level.
- I would work for increasing the seats for women by more than 10% than the prevalent rate at the National Parliament.
- I would like to work for women empowerment.
- I would like to work for the development of women.
- I would work to eradicate corruption from the country.

The facilitator Ms. Mary-Ann Stephenson expected that everyone would keep their promises and help to build a society free from gender discrimination, where male and female would work hand in hand and make the society an Eldora do.

At the end of the session, the five day long workshop came to a closure and everyone was evaluated.

Evaluation

At the end of the training, there was an evaluation where all the participants were given a form to fill up. The opinions that have come from that evaluation are being presented here:

What is your opinion about this five daylong workshop?

- It was very good.
- It is very important in the current context. The trainer could very well make us understand.
- This workshop would help the women politicians in determining their goals.

- The training would help to build up skilled politicians.
- Everyone was stoic to their opposition.
- Everyone has gathered a good lesson of punctuality and discipline.

Which part of the workshop did you like the most and why?

- The knowledge of how to conduct advocacy was very useful.
- The narrowing of gap between men and women.
- The knowledge of public speaking was very useful.
- The press-release preparation was useful.
- The lobbying lesson was good as well.
- The spontaneous speaking of the trainers.
- Gender budgeting.

What is your opinion about the organizers of the workshop?

- Everyone opined that the organizer did an excellent job.

Would you again participate in a workshop like this again?

- Everyone responded in the affirmative.

What should be your role in the political empowerment of women?

- Women should be well educated.
- Everyone should be made aware of the empowerment.
- We would establish good relationship with the mass.
- We would try to eliminate the gender discrimination.
- We would make the people aware of the rights of women.
- We would help the women in becoming self-reliant.

What is your Opinion about the reserved seats for women?

- In the reserves seats, women just serve the purpose of an ornament.
- There should be a quota of 10% in the general seats and 20% in the reserved seats for the women.
- If the women were elected directly then their skill and capability would be evaluated properly.
- There should be direct election for women.
- Reserved seats undermine the women. There remains no neutrality in nomination.

What is your opinion about Khan Foundation?

- Everyone applauded the foundation for doing an excellent job by organizing such a workshop. They also requested to host such workshops in future.

Other Opinions

- Both men and women need this kind of workshops.
- These kinds of workshops should be organized internationally.
- Such workshops are also needed at the grass-roots level.

Distribution of Certificates and Closing Ceremony

The five day long workshop titled, “ Women in Parliament: Empowerment and Effective participation” co-organized by Khan Foundation and British council had the pleasure of having the Deputy Speaker of the National Parliament, Md. Akhter Hamid Siddiqui as the chief guest in the closing and certificate giving ceremony. Other prolific personalities of the society like Dr. June Rollinson, Director of British Council, trainer Ms. Mary-Ann Stephenson and Ms. Rokhsana Khondker, Executive Director of Khan Foundation. The opening speech was delivered by Mr. Bahauddin Bhuyan, the Public Relation Officer of Khan Foundation. The session was chair by Ms. Rokhsana Khondker and the whole occasion took place at the Democracy Auditorium, Khan Foundation.

The workshop co-organized by Khan Foundation and British Council lasted for five days, from 13 September 2004 to 17 September 2004. The participants came to know of the following issues by attending the workshop:

- How to make women capable and skilled in the field of politics.
- How to lobby for an issue or interest.
- How to remove the obstacles from the political sphere for women.
- How to maintain relationship with all the stakeholders etc.



A Participant is receiving her certificate after the training from the Chief Guest

Welcoming Speech
Mr Bahauddin Bhuyan
 Public Relation Officer
 Khan Foundation.

He started off his speech by describing how Khan Foundation came into light and how it is still carrying the vision, “ Democracy for Development and Development for Democracy” through its several activities. Since the establishment of democracy in the country in 1991, Khan Foundation undertook several activities to strengthen the local government system and institutionalize democracy. To inspire the people about democracy and reserve their rights, it has organized Democracy Fair at different districts. Strengthening the local government, prevent women and children trafficking, forming forums with the members and elected representatives at the UP level, creating a strong network with other NGOs of the country and creating a network of women lawyers to preserve the rights of the oppressed women are within the ambit of it’s activity. To propel the practice of democracy, it has played the role of a monitor at the local and national level elections. Till date the foundation has provided training to over 20,000 UP elected members and chairmen. In 1993, Khan Foundation had organized an international conference with 250 parliamentarians coming from all across the globe. With this continuity, it organizes several meetings,

roundtables, issue based seminars every year with elected representatives and parliamentarians, which help in enabling women to empower themselves politically, socially and economically. Thus it is helping in nurturing the leadership qualities among women. He hoped that this workshop would be of immense help to the participants and wished them all the very best.

**Ms Nur Afroz Ali
Trainee.**

She thanked Khan Foundation and British Council for organizing such a workshop. She expressed that now she had understood all the intricacies of how to make herself politically capable and skilled. She also stated that now she would be able to pursue lobbying, communicate with others etc. that would help them in their every step politically. She also demanded direct election for the women candidates. Atleast 10% seats should be contested by the women from the general category. At last she thanked all.

**Ms Bilkis Islam
Trainee**

She greeted everyone and stated that whatever they have learnt from the workshop would help them in their life because the topics covered are the issues that every woman faces in her political life everyday. She thanked the trainer for conducting such a spontaneous training program for five day long without making them suffer from boredom. She demanded one seat for woman at all districts. At the end she again thanked the organizers for such a wonderful workshop.

**Ms Farida Moni
Trainee**

She greeted everyone and congratulated the organizers for conducting such a workshop that dealt with contemporary issues. She expressed now she could conduct better lobbying, communicate with people, provoke more media coverage, understand the procedure of gender budgeting etc. She also offered her gratitude to the trainers.

**Ms. Mary-Ann Stephenson,
Senior Consultant and Trainer
Empowerment of Women in Politics**

She firstly exchanged greetings with everyone present and also thanked Khan Foundation and British Council to invite her to conduct the workshop on such a large basis. She thanked all the participants who dared to show up at the venue irrespective of the hostile climate and server transportation hazards. She explained that training does not mean that the participants did not have any skills, rather it is a more focus and articulated discussions on a particular issue. She thanked everyone for offering her honest and thought provoking opinion. She hoped to see the participants as the leaders when she would visit Bangladesh next time. At the end she again thanked everyone.

Dr. June Rollinson
Director
British Council

She started off by congratulating all the participants on their completion. She hoped that this experience would prove to be quintessentially important in their political life. She stated that British Council has also organized several programs for the empowerment of women and the process would continue. She again thanked everyone and took everyone's leave.



(From the Top- Left Sitting) Ms Mary-Anne Stephenson, Sr. Consultant and Trainer, Women Empowerment in Politics, Advocate Rokhsana Khondker Executive Director, Khan Foundation, Chairperson, Shoishab Bangladesh and BSAF, Mr Md Akhter Hamid Siddiqui, Honourable Deputy Speaker, Bangladesh Parliament and Dr June Rollinson, Director, British Council surrounded by the Participants

Chief Guest
Md. Akhter Hamid Siddiqui
Deputy Speaker
Parliament of Bangladesh

He fore mostly greeted all the participants, trainers and the organizers for such a successful workshop. He said that once there was a time when women could not come out of the carapace of their home. They had no access to decision making. Begum Rokeya was the pioneer of women's revolution. Today, women have gone a long way carrying out the tradition and proven their mettle on many an occasion. He said that when every party distributes nominations, it expects that the candidate would win. Today, as per the demand, 5% seats would be contested by the women through direct election. That would be a reality. Currently, the bill for the reserved

seats for the women has been placed. The bill would be passed and nominations would be declared within the next 45 days. Which implies women would be seen at the parliament just after 4 months from then. He stressed that women are no way less capable than their male counterparts. Government has also taken several steps in this regard. In the education sector, it has been giving subsidies uptill the HSC level for the girls. The women themselves could steer them ahead. He hoped that their relentless effort would continue. He also explained that since half of the population is women, so no country could develop while keeping such a huge population behind the curtain. He expressed his hope that our point of view about women would change for the better and with this note of hope he ended his speech.

Chairperson
Advocate Rokhsana Khondker
Executive Director
Khan Foundation

She thanked all the participants firstly and specially Ms. Stephenson who had made the workshop a success. She also offered her gratitude to British Council for helping Khan Foundation in organizing the workshop. She said that they have been working for the empowerment of women for a long time. The women of our country suffer from all kinds of problems, be it their home or workplace. The housewives never get any recognition for their works. They have no access to decision making. They still do not obtain nominations to contest from the general seats rather being ornamented at the reserved seats. The women have to obtain the power to take decisions themselves. For that political empowerment is a must. She expressed her hope that women could prove themselves given a chance. For that the association of everyone is required. One would speak for women standing from one's position.

At the end she again thanked everyone and announced the closing of the ceremony after distributing the certificates of achievement among the participants.

GENERAL RECOMMENDATIONS

- A certain percentage of the nominations of all political parties should constitute of women. There should be one elected woman representative from every district, therefore, 64 women representatives/MPs in the parliament.
- The women MPs should themselves evaluate their activities during their terms, identify the flaws and try to rectify them.
- There should be a proper co-ordination with the native as well as other parties.
- The women MPs should resolve the internal disputes through proper co-ordination and compassion.
- A committee should be formed among the parties to uphold the women issues and their interests.
- There should be small committees working for the benefit of women in every locality.
- The persecuted and oppressed, victims of violence should get proper legal help. So, women leaders and elected representatives should make the necessary arrangements for that.
- Different issues like women rights, legal provisions, job opportunities, other facilities like education, health, allowances, sanitary provisions, maternity leaves (at least two), prevention of polygamy, adolescent marriage, adult education for women etc. should be discussed at the parliament.
- Acid crimes should be prevented. The prevalent legislations are not stringent enough. So, tougher bills should be passed to eradicate acid crimes. The authorities should take care so that the perpetrators do not sleek through the loopholes of the law.
- More stringent legislations and their implementation are required to prevent all sorts of violence against women.
- There should be proper provisions to provide fast-aid to the victims of acid burn at the thana and district level so that they do not lose any limbs or organs as a result. The family should provide the necessary support to save their lives.
- All necessary measures should be taken and awareness should be generated to prevent women and children trafficking. Exemplary punishments should be given to the perpetrators.
- Women should be given value as human beings and their contributions should be properly acknowledged.
- Women should be made aware and educated enough for not only their economic or political emancipation but also their social emancipation as a whole. Thus they could be empowered in the truest term.
- Equal opportunity policy should be implemented to reduce and ultimately eradicate the discrimination between men and women. Media should preach the intricacies of the policy among the mass people.

- Since the lifestyle of a male and female is different, so different types of employment should be provided to the person suiting the lifestyle.
- Women should be given privileges in IT(Information Technology) training.
- Any budget should be prepared through the coordinated efforts of men and women.
- Women should be integrated in the policy making level.
- Though women have significant importance in the agricultural sector but their contribution is not acknowledged properly. That is why, they do not get proper access to the credit system. Proper provisions should be made so that they can get equal access to agricultural loan.
- In the workplace women are often violated and taken advantages of by the men co-workers. Though, the men and women perform the same duties, there pay scales show significant disparities. This situation and wage discriminations should be eliminated.
- Many economic policies fail because the policy makers do not analyze the gender aspects of the policies. So, before taking any policy, the gender aspects should be accounted for by gender specialists.
- Most of the women spent their time in economically unproductive works like rearing up children and taking care other household duties without any recognition or remuneration. This situation should improve, their household works should be recognized and valued accordingly.
- In appointing teachers for the primary level, the women are provided with a quota of 60%. These kinds of positive steps should be welcomed.
- There are frugal opportunities for women to participate in the direct election. Even for the elected women members the block allocation for development is miniscule. These kinds of discrepancies should be strictly eradicated.

CONCLUSION

With little social and institutional support for women's participation in politics, women who become politically active must do so with limited guidance or resources. Consequently, many women who enter politics lack the basic political skills and preparation to run successful campaigns or to perform their duties effectively in office, which in turn perpetuates social or religious norms that women are unqualified to serve in public offices. The workshop envisages to prove that greater support from political parties, particularly skills development, would provide women with the necessary leverage to enter politics in a more permanent and prominent way. Enhancing the capacity of women to represent their parties and serve the public as elected officials would allow women to participate in and more effectively influence legislative and policy-making process.


KHAN FOUNDATION -


WOMEN IN PARLIAMENT :
EMPOWERMENT AND EFFECTIVE PARTICIPATION

13 September 2004 Day one

IDENTIFYING SHARED EXPERIENCES AND BARRIERS FOR WOMEN LEADERS

Session I

Venue **Democracy Auditorium, Khan Foundation, Momenbagh, Dhaka 1217**
TIME - 8:30- 12:30

8.30-9.00	Registration
9.00-9.15	Welcome and aims of the Programme
9.15-10.00	Introductions and Ground rules
10:00-10:15	Opening Remark
10:15-11:00	Experience Sharing Small Group work inspiration to stand as candidate, barriers and sources of support
11:00-11:15	Tea Break
11:15-12:00	Experience Sharing feedback on Small Group work
12:00-12:30	Key themes from feedback – full group discussion
12:30	Departure from Khan Foundation to Hotel Pen Pacific Sonargaon, Dhaka

SESSION II **VENUE- SURMA ROOM, HOTEL PEN PACIFIC SONARGAON, DHAKA**
Time- 01:00-04:00

01:00 Arrival Hotel Pen Pacific Sonargaon, Dhaka

01:00-02:00 Lunch

02:00-03:30 Inaugural Session

 Welcome Address by Khan Foundation

 Address by Special Guest

Mr Charles Nuttall

 Deputy Director

 British Council

 Address by

Ms Maryann Stephenson

 Sr. Consultant and Trainers

 Women Empowerment in Politics

 Address by Special Guest

Mr Robert Gibson

 Deputy High Commissioner & Commercial Councilor

 British High Commission in Bangladesh

 Address by Chief Guest

Dr Abdul Moyeen Khan, MP

 Honourable Minister for

 Science and Information & Communication Technology

 Address by Chairperson

Advocate Rokhsana Khondker

 Executive Director, Khan Foundation

 Chairperson, Shoishab Bangladesh and BSAF

03:30-04:00 Tea Break

SESSION III **VENUE- SURMA ROOM, HOTEL PEN PACIFIC SONARGAON, DHAKA**
TIME- 04:00-05:00

04:00-04:30 Analysis of case studies-small group work

04:30-05.00 Presentation feedback from case studies

5.00 Close

14 September, 2004. DAY TWO- DEVELOPING ADVOCACY AND LOBBYING STRATEGY
Venue- Democracy Auditorium, Khan Foundation, Momenbagh, Dhaka 1217

Session IV : Time - 9:00- 11:30

- 9.00-9.30 Feedback from day one
- 9.30-10.00 Introduction to themes of the day Short Presentation
- 10.00-11.00 Developing advocacy messages for popular audience- Presentation and Discussion
- 11:00-11:30 Tea Break

Session V : Time- 11:30-01:30

- 11:30-12:15 Developing advocacy messages small group work
- 12:15-12:30 Sharing advocacy messages
- 12.30-01:30 Lunch

SESSION VI : TIME- 01:30-03:30

- 01:30-02:45 Introduction to lobbying- presentation with group activities
 - Goals and targets
 - Allies
 - Opponents and arguments against you
- 02:45-03:15 Developing lobbying strategies-small group works
- 03:15-03:30 Tea Break

SESSION VII : TIME- 03:30-04:45

- 03:30-04:00 Face to face meeting- Presentation
- 04:00-04:30 Face to face meeting- Role play
- 04:30-04:45 Feedback
- 04:45 Close

15 September 2004 : Day Three- DEALING WITH THE MEDIA AND PUBLIC SPEAKING
Venue- Democracy Auditorium, Khan Foundation, Momenbagh, Dhaka 1217

Session VIII : Time 9:00-11:15

9.00-9.30 Feedback from day two

9.30-9.40 Key theme of the day

9.40-10.45 Relation between women politicians and journalists – Presentation by Women Politician and Women Journalist

MS TASMIMA HOSSAIN

Ex MP Jatiya Party and Editor Annanna

MS MAHAMUDA CHOWDHURY

Sr Reporter, The Daily Dinkal

10.45-11.15 Tea Break

SESSION IX : TIME 11:15-02:00

11.15-12.00 Dealing with the media – Training Session

12.00-12.30 Press releases – Group Exercises

12.30-1.00 Media interviews-Role Play

1.00-2.00 Lunch

SESSION X : TIME 2:00-03:15

2.00-2.30 Confidence Building Exercises

2.30-3.00 Preparing to Present : Content and structure

3.00-3.15 Tea Break

SESSION XI : TIME 03:15-04:30

3.15-3.45 Preparing to Present Imagery and example

3.45-4.30 Preparing to Present : Body language

4.30 Close

16 September 2004 : DAY FOUR : WOMEN MAKING A DIFFERENCE ONCE ELECTED
Venue- Democracy Auditorium, Khan Foundation, Momenbagh, Dhaka 1217

Session XII : Time 09:00-11:00

- 9.00-9.30 Feedback from day three
- 9.30-9.45 Giving feedback
- 9.45-10.15 Speeches and feedback small group work
- 10.15-10.30 Feedback on speeches -feedback from small group work
- 10.30-11.00 Tea Break

SESSION XIII : TIME 11.00-02:00

- 11.00-11.45 Supporting women once elected
Advocate Rokhsana Khondker
Executive Director, Khan Foundation
Chairperson, Shoishab Bangladesh and BSAF
- 11.45-12.30 How can we improve the relationship?
- 12.30-1.00 Feedback on improving relationship
- 1.00-2.00 Lunch

Session XIV : Time 02.00-03:15

- 2.00-3.00 Introduction to Gender budgeting
MR ZAKIR AHMED KHAN
Secretary, Ministry of Finance
- 3.00-3.15 Tea Break

SESSION XV : TIME : 03:15-04:30

- 3.15-4.00 Gender budgeting in practice
- 4.00-4.30 Feedback on exercises
- 4.30 Close

17 September 2004 : DAY FIVE : TAKING IT FORWARD

Venue- Democracy Auditorium, Khan Foundation, Momenbagh, Dhaka 1217

Session XVI : Time : 09:00-11:40

- 9.00-9.30 Feedback from day Four with Tea
- 9.30-10.00 Taking it forward-identifying key internal and external challenges
- 10.00-10.20 Key strategic questions
- 10.20-10.40 Strategies to take forward
- 10:40-11:00 Feedback on strategies

Session XVII : Time : 11:00- 12:30

CERTIFICATES CEREMONY AND CONCLUDING SESSION

Address by

Welcome Address

Khan Foundation

Address by Participants

- 1. Ms Noor Afroz Ali**
- 2. Ms Bilkis Islam**
- 3. Ms Farida Moni**

Address by

MS MARY-ANNE STEPHENSON

Sr. Consultant and Trainers

Women Empowerment in Politics

Address by

DR JUNE ROLLINSON

Director, British Council

Address by Chief Guest

MR MD AKHTER HAMID SIDDIQUI

Honourable Deputy Speaker, Bangladesh Parliament

Address by the Chairperson

ADVOCATE ROKHSANA KHONDKER

Executive Director, Khan Foundation

Chairperson, Shoishab Bangladesh and BSAF

01:00-02:00 Lunch

02:00 Close

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