



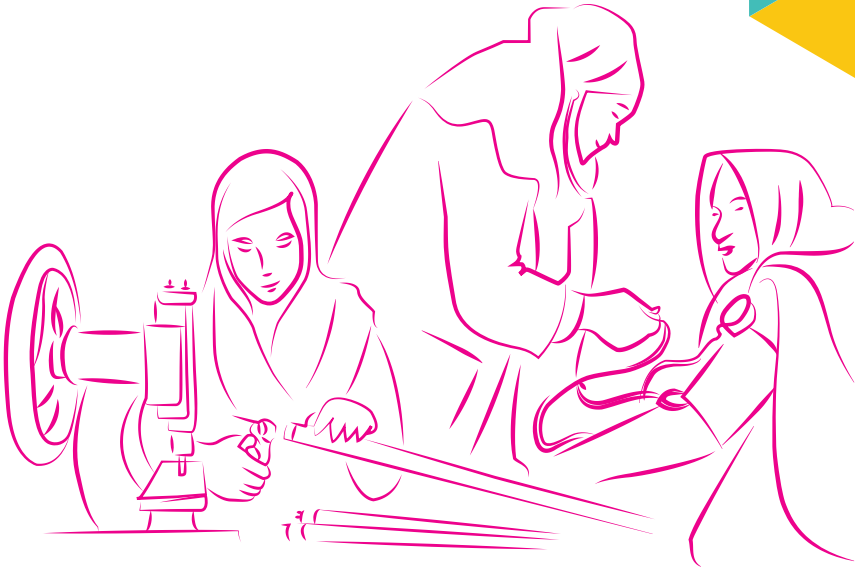
International  
Labour  
Organization



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Canada



# ▶ Operational manual on Gender equality guidelines for the employers and businesses



**Bangladesh Employers' Federation (BEF)**

Dhaka, Bangladesh

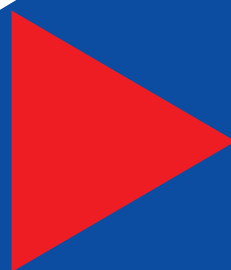
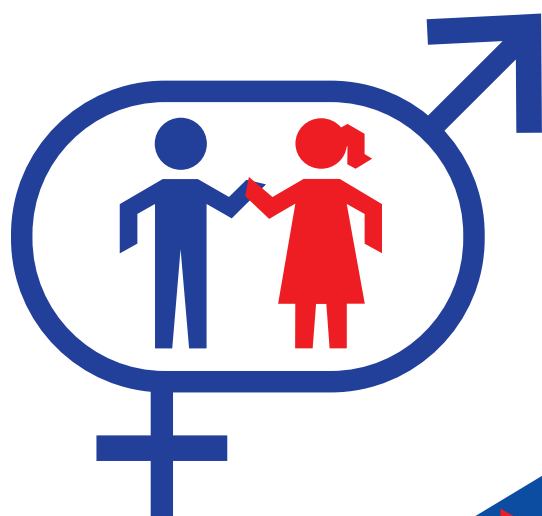
July 2026





# PART 1

## INTRODUCTION



# PART 1

## Introduction

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### 1.1 Purpose

This Operational Manual provides practical guidance to employers and businesses to implement gender-equality principles in-alignment with national laws, international standards, and the Gender Equality Guidelines.

### 1.2 Policy commitment

The organization is committed to:

- Promoting gender equality and non-discrimination
- Ensuring equal opportunity and treatment
- Preventing violence and harassment in the workplace
- Creating a safe, inclusive, and equitable work environment

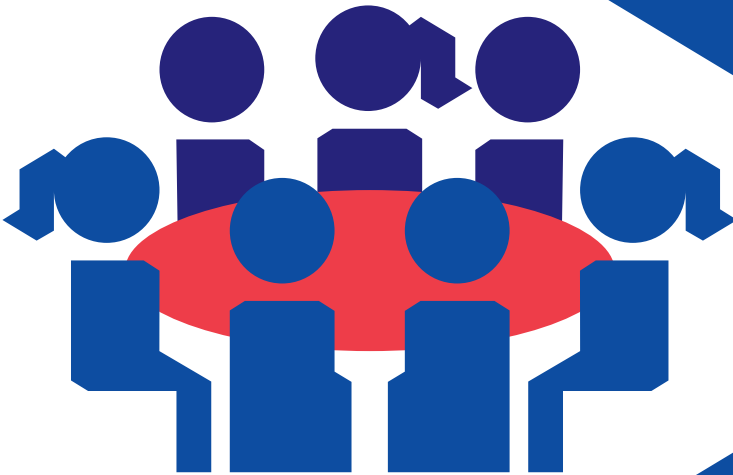
This commitment aligns with:

- CEDAW
- SDG 5 and SDG 8
- ILO Conventions (C100, C111, C190)
- Constitution of Bangladesh
- National Women Development Policy, 2011
- High Court Directive of 2019 on Prevention of Sexual Harassment
- Bangladesh Labour Act 2006: Section 332
- Bangladesh Labour Rules 2015 (Amended in 2022), Section 361A
- Bangladesh Labour Act 2026 Section 52/Ka



## PART 2

International and national commitments for gender equality



## 2.1 International Policy Commitments

2.1.1	Elimination of All Forms of Discrimination Against Women (CEDAW)	<p>Bangladesh ratified the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in November 1984 with some reservations. The CEDAW Convention contains 30 articles. Article 11 of CEDAW is about women employment:</p> <p><b><i>“States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment to ensure, on a basis of equality of men and women”.</i></b></p>
2.1.2	The 2030 Agenda for Sustainable Development (SDG)	<p>(i) <b>Goal 5 “Gender Equality:</b> “Achieve gender equality and empower all women and girls”; and</p> <p>(ii) <b>Goal 8: “Decent work and economic growth:</b> Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.”</p>
2.1.3	ILO Conventions ratified by Bangladesh relating to gender equality	<p>a) <b>The ILO Equal Remuneration Convention, 1951 (No. 100)</b> is a fundamental international labor standard requiring equal pay for men and women for work of equal value. Adopted in 1951, it aims to eliminate gender-based wage disparities, covering wage determination, collective bargaining, and objective job appraisals.</p>
		<p>b) <b>Convention No. 111 Convention concerning Discrimination in Respect of Employment and Occupation, 1958</b> in its Article 2 states: “Each Member for which this Convention is in force undertakes to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof.”</p>
		<p>c) <b>Violence and Harassment Convention 2019 (C. 190)</b> adopted in June 2019, is the first international treaty recognizing the right to a world of work free from violence and harassment, including gender-based violence. It covers all sectors, protecting employees, interns, volunteers, and job applicants. The convention mandates member states to adopt laws and policies to prevent and address these abuses</p>

## 2.2 National laws, commitments relating to gender equality

2.2.1	Bangladesh Constitution	<ul style="list-style-type: none"> <li>(i) Article 28(4) of the Constitution provides for making specific laws for women’s emancipation.</li> <li>(ii) Article 27- All citizens are equal before the law and are entitled to equal protection of the law.</li> <li>(iii) Article 28- The State shall not discriminate against any citizen on grounds only of religion, race, caste, sex, or place of birth. Women shall have equal rights with men in all spheres of the State and of public life.</li> <li>(iv) Article 29- There shall be equality of opportunity for all citizens in respect of employment or office in the service of the Republic.</li> </ul>
2.2.2	National Women Development Policy, 2011	<p>Its main aim is to create equal opportunity for men and women. Out of its twenty-two targets, important ones are:</p> <ul style="list-style-type: none"> <li>(i) Equality between men and women in all spheres of life,</li> <li>(ii) Ensuring the safety of women and their equal participation in all sectors,</li> <li>(iii) Eliminating all forms of violence against women,</li> <li>(iv) Ensuring safe accommodation for them,</li> <li>(v) Taking appropriate measures for disabled women and women from the minority community, and</li> <li>(vi) Create an enabling environment for utilizing the potentials of talented and creative women.</li> </ul>
2.3.3	<p><b>Preventive Measures of Violence and Harassment at the Workplace</b></p> <p>Employers should aim at reaching ‘zero tolerance’ to sexual harassment and incorporate intolerance to sexual harassment in all their formal and informal channels of communication within the organization following the relevant provisions of the High Court Directives, Bangladesh Labour Act (amended on 10 April 2026), and Bangladesh Labour Rules (amended in 2022 and 2025).</p>	

(1)	High Court Directive	<p><b>In 2019, the High Court of Bangladesh</b> issued directives to prevent sexual harassment in the workplace. These directives aim to create a workplace free from sexual harassment and ensure that all employees feel safe and respected. Key points are:</p> <p><b>Formation of Committees:</b> Every workplace must form a committee to investigate and address sexual harassment complaints. A woman should head the committee, and it should consist of a majority of female members.</p> <p><b>Complaint Mechanism:</b> A clear and accessible mechanism for filing complaints should be established, ensuring confidentiality and protection for complainants.</p> <p><b>Investigation and Action:</b> The committee is responsible for investigating complaints</p> <p><b>Prevention Measures:</b> Workplaces must implement measures to prevent sexual harassment, such as training employees on appropriate behavior, creating a safe environment, and promoting awareness of sexual harassment policies.</p> <p><b>Remedial Measures:</b> If sexual harassment occurs, the workplace must take appropriate remedial measures to address the harm caused to the victim and prevent future incidents.</p>
(2)	Bangladesh Labour Act 2006: Section 332	332. Conduct towards women. Where any woman is employed in any work of any establishment, whatever her rank or status may be, no person of that establishment shall behave with her which may seem to be indecent or unmannerly or which is repugnant to the modesty or honour of that woman.
(3)	Bangladesh Labour Rules 2015 (Amended in 2022), Section 361A and related guidelines	<p>As per section 361A of the Bangladesh Labour Rules, 2015,</p> <p>(i) there shall be no sexual harassment, discourteous behavior, obscene or indecent behavior contrary to the decency and honor of women in any establishments where women are employed.</p>

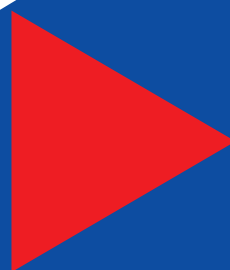
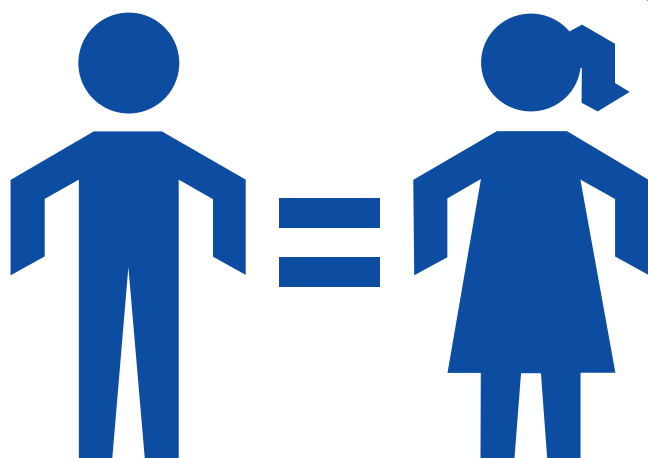
		<ul style="list-style-type: none"> <li>(ii) In each workplace, there shall be a Complaints Committee on sexual harassment prevention comprising of at least five members of which the Chairperson shall be a female and majority of the members in the committee shall be females from the same establishment.</li> <li>(iii) Each establishment shall prepare Guidelines for prevention of sexual harassment and it will be distributed among all the employees of the establishment.</li> <li>(iv) One complaint box should be kept in every workplace and complaints received should be recorded in the register and disposed of.</li> <li>(v) Female employees should have access to female counselors to be able to talk or report freely and frankly about any sexual harassment at the workplace.</li> <li>(vi) Develop a discrete system for incidence reporting, without fear of reprisal and further harassment.</li> <li>(vii) Ensure the safety, privacy, and confidentiality of the victim.</li> <li>(viii) Create and maintain awareness about the policy on sexual harassment among all workers of the organization and uphold the same in all channels of communication.</li> <li>(ix) Ensure the security of women employees within and around the organization.</li> <li>(x) Work towards reaching zero tolerance in sexual harassment in interpersonal relationships at the workplace and beyond</li> </ul>
(4)	<p>Bangladesh Labour Act (Amended) 2026 Act No. 43 of 2026 (Bangladesh Gazette, April 10, 2026)</p>	<p><b>Article 2:</b> Replacement of Bangla word “Mohila” (women) by “Naree” (mentioned in the Labour Act 2006 or Act No. 42 of 2006).</p> <p>ধারা ২। বাংলাদেশ শ্রম আইন ২০০৬ সনের উল্লেখিত সর্বত্র “মহিলা”, “মহিলাকে”, “মহিলার”, “মহিলাগণের”, ও “মহিলাদের” শব্দগুলির পরিবর্তে যথাক্রমে, “নারী”, “নারীকে”, “নারীর”, “নারীগণের” ও “নারীদের” শব্দগুলি প্রতিস্থাপিত হইবে।</p> <p><b>Section 52KA:</b> “Sexual harassment” meaning–</p>

		<p>(a) Following behavior:</p> <ol style="list-style-type: none"> <li>(1) unwelcome sexually appealing conduct (directly or through gestures) – for example physical touch or similar attempts;</li> <li>(2) Attempt to have sexual relations using institutional or professional authority;</li> <li>(3) Sexual harassment-related utterances;</li> <li>(4) Illicit advances for sexual gains;</li> <li>(5) Displaying or disseminating pornography;</li> <li>(6) Sexually appealing comments or postures;</li> <li>(7) (i) Irritate someone through indecent postures, indecent words or comments or (ii) go nearer to a person or follow someone (without the person’s knowledge) for fulfilling unwelcome desire or (iii) cut jokes or belittle someone through use of sexually-oriented language;</li> <li>(8) Sexually-oriented derogatory words or indecent pictures such as through letters, telephone, sms, picture, cartoon, bench, chair-table, notice board, office, factory wall etc.</li> <li>(9) Taking photographs or videos for the purpose of blackmail or character assassination;</li> <li>(10) Forcibly prevent someone from participating in organizational or training activities due to rejection of sexual gestures or sexual harassment;</li> <li>(11) Make threats or exert pressures due to rejection of love proposal;</li> <li>(12) Establish or attempt to establish sexual relationships through intimidation, false promise or deception;</li> <li>(13) “Quid pro quo harassment” which means any kind of sexually-oriented physical, verbal or non-verbal behavior and other gender-based behavior which hurts the dignity of males and females and which is undesirable, illogical and objectionable to the recipient and acceptance or rejection of such behavior is used implicitly or explicitly for decisions on job offer.</li> </ol> <p>(b) Sexually-oriented physical, verbal and non-verbal, and discriminatory behavior based on gender, gender identity, gender expressions or gender-responsiveness which hurts the dignity of male and female workers and which creates a fearful, unfriendly, disrespectful, disagreeable and undignified working environment.</p>
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## PART 3

Checklist for in-house  
practice by the employers and  
businesses on gender equality



### Checklist for in-house practice by the employers and businesses on gender equality

Questions		Answers/ Comments						
<b>3.1. Human Resource Policy</b>		<b>Answers/ Comments (Convert into a scoring tool) (YES PARTIAL NO)</b>						
<b>3.1.1 - Questions relating to recruitment and placement</b>								
(a)	Do you adopt and implement affirmative actions towards females?  For example, adopting some affirmative actions towards females while recruiting new employees at entry, junior, mid to senior levels?	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
(b)	During advertisement of new positions and recruitment of new staff/employees, do you have specific policy statements to encourage women to apply?  For example, statements like “women are encouraged to apply”.	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
(c)	Do you explicitly advertise as equal opportunity employer through specific policy statements?  Examples of such policy statements: (i) “X” is an equal opportunity employer; (ii) socially excluded, special needs and marginalized people are highly encouraged to apply; and (iii) qualified candidates with a positive mindset and attitude towards gender equality are also particularly encouraged to apply?	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
(d)	To ensure better gender balance, do you try to recruit the maximum number of qualified female employees?	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
(e)	Do you have plans to conduct periodic gender audits?							
(f)	Do you ensure gender balance in your Recruitment Board/Selection Committee?  <i>Note: As a matter of policy, the employer will form Recruitment Board/Committee comprising of both women and men.</i>	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						

<b>3.1.2 Equal Opportunity for Career Development</b>			
(a)	Do you provide equitable access to training and development for all employees/staff ?	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No
(b)	Do you have written instructions and in-house practices to ensure equal access to job-related and career development training?	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No
(c)	Do you organize awareness-raising training for the employees and staff on gender equality issues at workplace or within your company premises?	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No
(d)	Is there any system of reviewing and evaluating your company's policies and practices relating to gender equality? If yes, at what intervals?	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No
<b>3.1.3 Promotion and Transfer</b>			
(a)	In support of gender equality, do you give preference to a woman employee/ staff, if found competent, to promote to the next higher position?	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No
(b)	Do you take into account the practical gender needs of women employees/staff while promoting or transferring them?	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No
(c)	While new recruitment is made, do you give privilege to the existing employees/staff to apply for the higher position?	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No
(d)	Do you encourage female employees to pursue additional training and professional development opportunities alongside males?	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No
(e)	Do you rotate women employees (if possible) in job assignments so that they can acquire career-building skills.?	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No
(f)	Do you have policies and practices to promote women gradually from the lower ranks, i.e., from worker to supervisor, and supervisor to manager?	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No

(g)	Do you allow lateral and vertical mobility of employees within the organization.?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial	No
(h)	Do you have affirmative actions for the female employees and staff like allowing them to move into non-traditional jobs and managerial positions?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial	No
<b>3.1.4 Remuneration</b>				
(a)	Do you ensure equal payment is given to equal value of work done by men women and other person with special needs?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial	No
(b)	Do you make efforts to rectify existing gender-based anomalies (if there is any) in the wages of employees in manual labor and subcontracting?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial	No
<b>3.1.5 Mandatory Gender Training</b>				
<i>(Note: it should be induction and annual refresher training on gender equality for all staff [as a priority action item])</i>				
<b>3.2. Communications</b>				
(a)	What type of messages or communication methods you apply so that your organization is considered or recognized as an equal opportunity employer?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial	No
(b)	Do you use gender neutral languages and images in your internal and external organizational communications? For example, in promotional campaigns, advertisements, and public relations events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial	No
<b>3.3. Work Environment</b>				
(a)	Do you ensure equitable distribution of workload applicable to both male and female staff?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial	No
(b)	Are the job descriptions for the same positions same for both male and female staff?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial	No
(c)	Do you have flexible office timing for lactating mothers?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial	No

(d)	<p>Do you have adequate safety measures at your workplace and for the employees including female employees and employees with special needs?</p> <p>For example, these safety measures should include prevention of sexual harassment and safe working conditions like adequate lighting arrangements in corridors, stairs, washrooms, passages, and departure points after leaving work in the dark.</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
<b>3.4. Work-Life Balance</b>								
(a)	<p>Do you have provisions and in-house practice of flexible timing for workers/employees with family responsibilities?</p> <p>For example, allowing flexible timing to avoid long or night working hours for those who have family obligations.</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
(b)	<p>Do you have arrangement for crèche facilities for the employees' children?</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
(c)	<p>Do you have in-house policies to allow the employees who return after long absence (approved by the management) to return to the same posts or positions?</p> <p>Note: such long absence may be due to pregnancy, sickness, and family responsibilities.</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
<b>3.5. Inclusion and Accessibility</b>								
(a)	<p>Do you have accessible entrances and exits for the employees/staff with mobility impairments, including ramps, automatic doors, and wide doorways?</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
(b)	<p>Do you have accessible and separate restrooms with appropriate fixtures and grab bars for special needs persons?</p> <p>Note: As per BLA, a separate washroom is required when there are female employees. BEF suggests that wherever possible, there be a separate washroom for women regardless of the number of female employees</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
(c)	<p>Is there designated accessible parking spaces near the entrance of the building?</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						

(d)	Are there accessible workstations such as: adjustable workstations, ergonomic chairs, and assistive technology to accommodate individuals with various disabilities?			
		Yes	Partial	No
(e)	Are there accessible communication systems? Note: Ensure that communication systems, such as telephones and computers, are accessible to individuals with hearing or visual impairments.			
		Yes	Partial	No
<b>3.6. Gender friendly policies and practices at workplace</b>				
What is the gender friendly policies and practices at workplace? Following is the list of such policies which include provisions from the BLA and BLR				
(a)	Separate rest/sick/prayer room: A Separate rest/sick/prayer/breast feeding room may be provided.			
		Yes	Partial	No
(b)	Childcare facility: As per BLA and BLR, in every establishment, where 40 or more female workers are employed, one or more suitable rooms shall be provided and maintained for the use of their children who are under the age of 6 years. The said rooms shall be adequately furnished and shall be under the charge of an experienced or trained woman for the care of children. BEF recommends that employers take necessary steps to implement the legal obligation.			
		Yes	Partial	No
(c)	Transportation facility: Organizations should ensure that transportation options are available for women in need, including pregnant women, night shift workers, and individuals with special needs.			
		Yes	Partial	No
(d)	Flexibility for performing family roles: Male and female workers with family roles often find it a challenge to balance the responsibilities at home and work, resulting in missed career opportunities and reduced performance. Women are more likely to face work-family conflicts. BEF suggests that employers comply with the requirements of paid maternity leave, avoid long working hours and night hours for female employees.			
		Yes	Partial	No

(e)	<p>Female Counselors for women: To provide a safe and supportive environment, organizations should consider offering female counselors to female employees. This can help women discuss workplace challenges, including those related to male colleagues or supervisors, without feeling uncomfortable or judged.</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
(f)	<p>Development Support: Professional development opportunities may be provided to female staff through well-designed and focused training initiatives that help women gain mobility to higher positions and/or to non-traditional fields.</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
(g)	<p>Alternative Career Paths: Employers may consider developing alternative career paths that have stable work hours and do not require extensive travel, but not less in status, remuneration and benefits, compared to the existing career path, for employees with family obligations, particularly women.</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
(h)	<p>Performance Appraisal: While conducting performance appraisals for men and women within the organization supervisors may be trained to recognize the additional social burden on employees with family obligations. The performance appraisal rating may include work-life balance considerations of employees. Additionally, the text and method of the performance appraisal process should be gender neutral.</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						
(i)	<p>Maternity Benefits/Parental Leave: It should be noted that men and women attain parenthood not only for themselves but also as a part of biological and social imperatives. BEF strongly recommends that employers comply with the legal requirements (BLA), allowing pregnant women employees to take leave with pay during prenatal and postnatal periods (8+8 weeks);</p> <p>In addition to that employers may offer flexible timing and an easier workload to pregnant mothers;</p> <p>The employer may introduce parental leave in the organization to help women.</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td>Yes</td> <td>Partial</td> <td>No</td> </tr> </table>				Yes	Partial	No
Yes	Partial	No						

<b>3.7 Prevention of violence and sexual harassment at workplace</b>			
(a)	Do you have organization wide policy of prevention of violence and sexual harassment?	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No
(b)	If yes, in what form? Note: Both BLA and BLR provides guidance against prevention of violence and harassment against women.	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No
<b>3.8 Monitoring and reporting</b>			
(a)	Gender indicators – do you track or review the indicators mentioned below?	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No
	Organization must track: <ul style="list-style-type: none"> <li>• % of female employees</li> <li>• % of women in leadership</li> <li>• Gender pay gap</li> <li>• Participation in training</li> <li>• Number of complaints resolved</li> </ul>		
(b)	Reporting system – do you have a regular reporting system? If yes, what types of reports (see the list below)?	<input type="checkbox"/>	<input type="checkbox"/>
		Yes	Partial No
	<ul style="list-style-type: none"> <li>• Quarterly reporting?</li> <li>• Annual gender audit?</li> <li>• Review by GEC?</li> </ul>		



# A BRIEF PROFILE OF BEF

Bangladesh Employers' Federation (BEF) is the national organization of employers. It represents all associations representing major industries in the country as well as established individual enterprises.

The objectives of the Federation are to promote, encourage and protect the interests of employers in industrial relations and, through such efforts, to establish good relations among employers and workers, which play a vital supporting role in the country's economic development.

BEF is well known as a progressive body, having a proactive approach on social issues. It is the only body of the employers recognized by the Ministry of Labour and Employment, and accordingly enjoys the sole representative capacity in the Tripartite Consultative Council, Labour Courts, Minimum Wages

Board, National Wages and Productivity Commission, etc. It closely interacts with the Ministry of Labour and Employment on all policy issues. Similarly, it maintains close touch with other relevant Ministries of the Government on issues concerning industrial relations, enterprise efficiency, competitiveness, etc.

BEF's activities cover a wide range of issues besides industrial relations. Training and skill development is a major activity along with enterprise level programs for productivity improvement, safety and health, good management practices, etc.

BEF has taken major initiatives to foster close relationship with the trade unions and it enjoys their goodwill and confidence on many issues.



**Bangladesh Employers' Federation**