

# **Women's Participation in Decision Making Process of Local Government in Bangladesh: A Study of Nine Union Parishads**

**Md. Nazmul Alom Tipu<sup>1\*</sup>**

<sup>1</sup>*Department of Rural Sociology and Development (Political Studies and Public Administration), Sylhet Agricultural University, Sylhet-3100, Bangladesh.*

## **Author's contribution**

*The sole author designed, analyzed and interpreted and prepared the manuscript.*

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## **ABSTRACT**

Participation of women in the smooth and proper development process is indispensable especially a country like Bangladesh which has huge numbers of women as a human resource. But regrettably, women in Bangladesh are in many ways inferior to and hooked on men from early childhood and branded as domestic life through male domination particularly in politics. The social structure of Bangladesh still works pessimistically about political participation. The recent local government reform initiates to allow women at the grassroots level and created reserved quotas and direct election through adult franchise for women in the Union Parishad. However, there are some serious lacunae in gender balancing both in terms of the government policy and reform agenda. The article tried to find problems of women's participation in the decision-making, factors are responsible to keep them away and suggest that there would be possible solutions to unravel problems.

*Keywords: Women; participation; decision making; local government; politics.*

\*Corresponding author: Email: [alom.tipu@gmail.com](mailto:alom.tipu@gmail.com), [nazmul.ard@sau.ac.bd](mailto:nazmul.ard@sau.ac.bd);

## 1. BACKGROUND OF THE STUDY

Discriminating women in Bangladesh is not a new experience. It is the result of the bad implication of government rules and regulations. Women are being suppressed in our society from the beginning as the half of the population belongs to women. They are always lagging behind from family to the state activities. Women participation in the national election process is not satisfactory. In the socialization process in the family, women are not encouraged to gather knowledge of politics, [1]. Women always deprived of male domination likewise in Union Parishad (UP) activities, they face so many problems about their duties, such as lack of support from the UP chairman, ignorance in appointing women as chairman of the standing committees, participating in the development activities (taking part in structural activities like construction of bridge, community health, sanitation etc.), social activities (taking part in distributing VGD<sup>1</sup> and VGF<sup>2</sup> card) and other related activities of the Union Parishad. The Local Government (Union Parishad) Second Amendment Act 1997 [2] of Bangladesh can be seen as a landmark towards ensuring women equal access and increased participation in the political power structure. But, still elected women members are marginalized in the UP functions in local government and service delivery in such areas as, law and order maintenance, infrastructure building, citizenship certification, birth and death registration etc mentioned in the report of Bangladesh Mahila Parishad, [3]. Regional Gender Program in South-East Asia – Stage II<sup>3</sup> reported that in political parties, national priorities are analyzed from a male perspective and women needs are often ignored and not reflected in the policies of the parties or in the budget designed to implement political projects. According to [4], stated that “*Religious Personal Law*” is opposite of the others directives. Because most of the people of Bangladesh are Muslims and follow religious (Muslim) laws on several issues like property ownership, marriage, public participation. These two things are incompatible because when constitution and state apparatus providing equal rights, Muslim laws directing anti-equal rights such as property

ownership. Hindu women’s right to inheritance is restricted; on the other hand, Christians give equal inheritance between sons and daughters. The new National Women Development Policy [5], initiate equal rights of men and women in the property but the religious law (Muslim) said a male heir will enjoy two-thirds of property against female will enjoy one-third. A wife receives one-eighth of the deceased husband’s property, whereas the husband receives one-fourth of his deceased wife’s property when there is a child, [6]. Unfortunately, in reality, the legal system almost in all countries over the world is dominated by men. In third world south Asian countries, the legal system is highly male based, that is, it favors men and economically powerful classes, [7]. In the political arena women are always subjugated by the patriarchal psychology, pattern of political parties, structure of political parties and political system all the time favored by men. Bangladeshi women are playing a very important role in both at home and outside but still disparities exist between men and women in education, health, employment and income opportunities, control over assets, personal security, and participation in political activities, [8]. According to this practice, man is the earner and woman is the server of man. Being the server of man, a woman should be kept in the house and movement outside the house is restricted, [9]. The purpose of the article is to emphasize problems faced by the women in the decision-making process, executing their duties in local government of Bangladesh, and key factors keep them away from their activities of UPs. Beside this, sketches a way to look forward to better future of women in politics.

### 1.1 Significance of the Study

Precisely, in a patriarchal society like ours, women are always celebrated with domestic life while politics is viewed as a male-dominated public activity. Even after the completion of the UN declared Women Decade (1976-85), politics in Bangladesh remains male-dominated with respect to number, position in the party hierarchy, presence, and effectiveness in the national legislature and other political structures or doesn’t matter what other criteria are set for measuring the extent of participation in this particular activity, [10]. The presence of women in the national parliament does not really clichés the level of political perception of the women of the country. Women’s attachment in the political process at the local level is needed to make them familiar with the problems of the local

<sup>1</sup> VGD: Vulnerable Group Development

<sup>2</sup> VGF: Vulnerable Group Feeding

<sup>3</sup> Adapted from Regional Gender Programme in South-East Asia – Stage II,

[http://www.wikigender.org/images/ff9/Gender\\_analysis\\_of\\_women's\\_political\\_participation\\_in\\_7\\_South-East\\_Asian\\_countries.pdf](http://www.wikigender.org/images/ff9/Gender_analysis_of_women's_political_participation_in_7_South-East_Asian_countries.pdf)

community, identify women need of the local community and decision-making power that helps them to empower through their own way. Desired development of the country is not possible if half of the citizens are excluded from the mainstream of the politics, [1]. The presence of women in the decision-making levels not only enhances their social, political and economic status but also strengthens democratic institutions by making them more inclusive and meaningful. Women role in decision-making is one of the most important questions for consideration in the movement for their empowerment, [11]. Without the active participation of women and incorporation of women perspective at all levels of decision-making, the goals of equality, development, and peace cannot be achieved [12]. To pledge development it needs to think about women more seriously. If in a society where women are mainly concerned with the domestic affairs and raising children not only the economic development of that society would be retarded but its fertility would also be high, [13]. Women participation in the political process of development is of crucial importance for the consideration of both equity and development, [14]. This statement assumes that if government guaranteed equity between men and women than development will continue as expected. Participation is one of the most fundamental elements of governance and a key indicator for assessing fairness and quality of the government, [15]. The policies and laws of the state provide opportunities but due to wicked performance, every attempt going failed. Currently, very few Bangladeshi women can be found in positions of political leadership in both central and local government structures and even in the administrative hierarchy, [13]. Because of that woman issues never came to a hub that government can make an imperative decision about their needs. Report of [16], said that women participation in decision making has implications for promoting gender equality. Gender equality in the distribution of economic and financial resources has positive multiplier effects for a range of key development goals including poverty reduction and the welfare of children, [17]. Women can play a key role in formulating and implementing gender equality policies and mainstreaming gender perspectives, particularly through alliances between national policy machinery, women movement groups, and women in public office or through the triangle of empowerment. Elected directly by voters and equipped with an insight into women issues and with experience of the operation of women-

oriented development programs, the women representatives will be in a better position to actively participate in the decision-making process, [1]. Thus, it is very important to explore the problems of women's participation in the decision-making process of local government in Bangladesh, especially in the Union Parishads (UP).

## 2. METHODOLOGY

A methodology refers to the choices made about the cases to study methods of data gathering, forms of data analysis etc. in planning and executing a research design study. The decision to choose a particular methodological approach is a philosophical question. The logic of which approach to choose depends on the nature of the research activity, the type of information needed and the availability of resources. The study conducted qualitative data as nature of the research and ability to provide rich data. The study conducted through secondary and primary data. Most of the data are collected from primary sources and for authentic and reliable literature review, theoretical framework and analysis of the primary data secondary sources of data such as books, journals, articles, documents, files, government reports, internet, websites etc. are used. The population of the study is selected from five Upazilas (Sub-District) of Bangladesh. From Sunamganj District, Sunamgonj Sadar Upazila one of them and three Union Parishads have selected for study and one from South Sunamganj Upazila. Others two UPs from Sylhet Sadar Upazila; two UPs from Savar Upazila and one from Palash of Narshindi District (Details in Table 2). From the Nine UPs all male members, women members, and chairman are unit of analysis of the research. To bring diversification in the study, the opinion of the civil society, political experts have been taken regarding women participation in the decision-making process of UPs. The study is purposive to select sample and study area.

The collected data has been accumulated, categorized and analyzed keeping in relation to the objectives of the study. Moreover, in some cases, charts and tabulation presentation have also been used to present the findings of the data in a graphic manner by using Microsoft Office Excel. Collected data from the respondents rated in percentage. Qualitative methods are used to explain the significant phenomenon, social realities, and experiences.

**Table 1. Number of respondents interviewed**

Sl. no.	Category	Total number
01	Chairman (Male)	06
02	UP members (Female)	27
03	UP members (Male)	61
04	Civil Society	26
Total		120

## 2.1 Findings

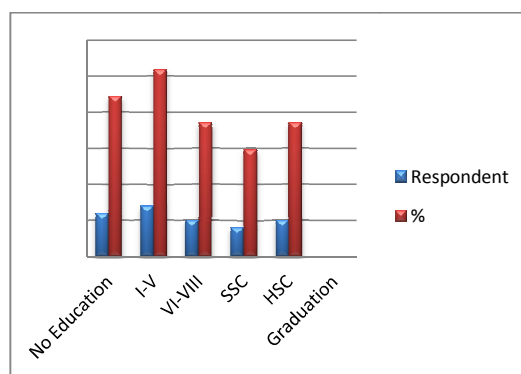
The research conducted to find out the place of women and draw attention to the causes which affect their duty negatively and make analysis through using primary data that how their colleagues and civil society assess women participation in the local level decision-making process. The purpose of this research is to highlight problems which work as hindrance regarding women participation and decision making the process at UP level by using a set of questionnaire. To collect information, the questionnaire focused on women-related issues. The article tried to find out stakeholders perception of women participation in politics. How much are they able to execute their duties as a representative? Which problems did they face regularly?

## 2.2 Education and Income Level of Female Representatives

Education is one of the important criteria for a human being to understand all matters which make one's life more peaceful and helps to understand their needs. The primary data about education and economic

condition of the women in UPs are quite disappointing.

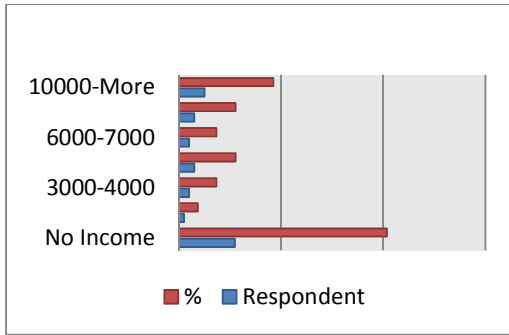
Graph 1 shows that most of the representatives occupying primary level (25.9%) of education. More precarious information found is that 22.2% female has no educational status and no one has completed graduation level of education. On the other hand economic condition of females in our country is not well. Women always depend on the income of her husband or father in the family. That's why economic circumstances of women are like that which shown in Graph 2. The Graph 2 shows that 40.7% female representatives have no income because most of the women play the character as 'housewife' in-house and signatory role in the UPs to maintain policy or needs of the mechanism of the government, not willingly engaged in the political process.



**Graph 1. Education level of FRs**

**Table 2. Sample size**

Name of the District	Name of the Upazila (Sub-District)	Name of the UP	Male Representatives	Female Representatives
Sylhet	Sylhet Sadar	Tuker Bazaar	10	3
		Kandigaon	7	3
Narshingdi	Palash	Dang-ga	1	3
Dhaka	Savar	Swanirvor	9	3
		Dhamsona	5	3
		Pathaliya	5	3
Sunamganj	Sunamganj Sadar	Kurban Nagar	10	3
		Surma	5	3
		Gaurarang	10	3
	South Sunamganj	Pashcim Pagla	10	3
	Total		67	27
Civil Society			26	
Total Respondents			120	



**Graph 2. Income distribution of FRs**

### 2.3 Participation Representatives in UPs Meeting

Participation and voice of female representatives in UP meeting is important to represent their own terrain and particularly women demands and desires. Equal and effective participation can ensure women empowerment in the local political decision-making process. Graph 3 shows that 65.7% of female representative have reply women participation as 'Good' and 28.4% as 'Satisfactory'. Women participation increasing but the problem is in their acceptance of opinion. Their opinion does not take into account properly or with the importance which necessary to ensure their development and to fulfill constitutional mandates. On the other hand, there is a dubious opinion about women influence over meeting that their opinion does not take properly in any decision making agenda though most of the male representatives said that their participation almost 45% in any kind of decision.

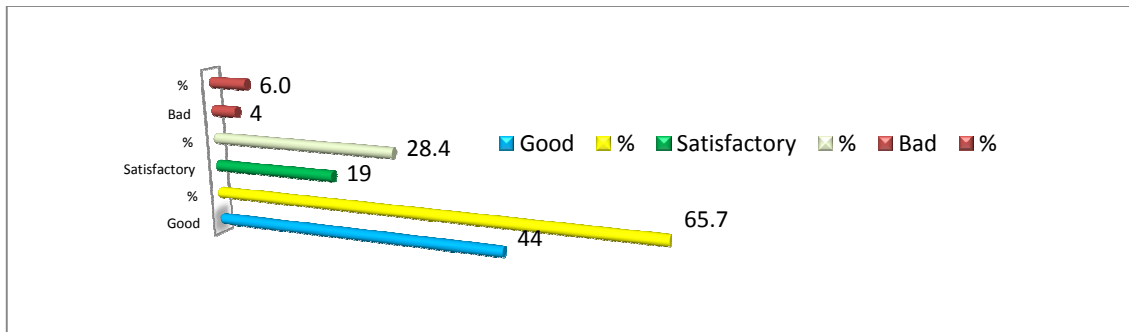
### 2.4 Women in Standing Committee and Consideration of Their Opinion in Meeting

Purposes of a standing committee are to decentralize task and connect common people

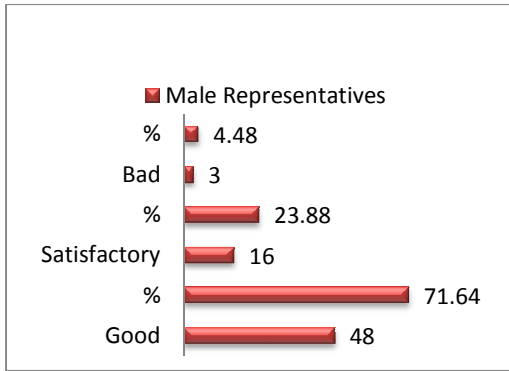
in UPs activities. It is one of the important ways to empower women more independent by providing the power of decision-making in the jurisdiction. The study found that at present women involvement in standing committee better than Graph 4 showing more than 71% MRs said that women participation in the SC as Chairmen in UPs which termed as 'Good'. The result obtained from the survey Graph 5 is eccentric because of the judgment of MRs and others two stakeholders meticulously vice-versa. 70.1% MRs articulated their view as 'Yes' that women decision has considered in the meeting properly, but 77.8% of FRs and 76.9% CSs think it as 'Sometimes'. On the other hand, 19.2% of CSs express that women decision does not consider the meeting of UPs.

### 2.5 Support from the Family and UP Chairman

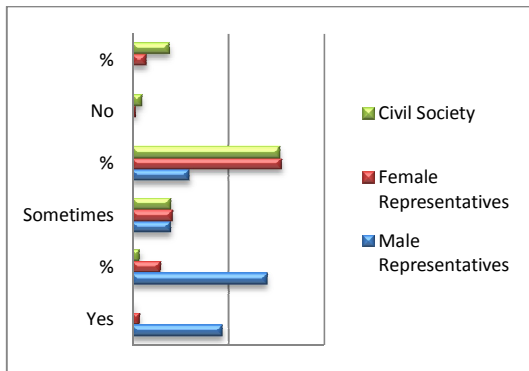
Women as representatives expect little support from family and UP chairman to continue their duties smoothly. Chairman is the head of Parishad and he/she maintained the entire task in his control. Unfortunately, male members always favored in that case and if that person holds the same political view that he/she always preferred by Chairman. In this matter, FRs always one step at the back because as per the survey documents FRs expressed that they do not receive proper support from the Chairman. In a survey (Graph 6) 59.3% respondents of FRs said 'Yes' that they have support from the family and 37% said as 'Sometimes'. On the other hand, regard to support from the UP Chairman, the survey found (Graph 7) that 66.7% FRs said they have support from the Chairman 'Sometimes', and 25.9% said as 'Yes' they get support from the Chairman. On the other hand, 7.4% said that they do not get support from the Chairman.



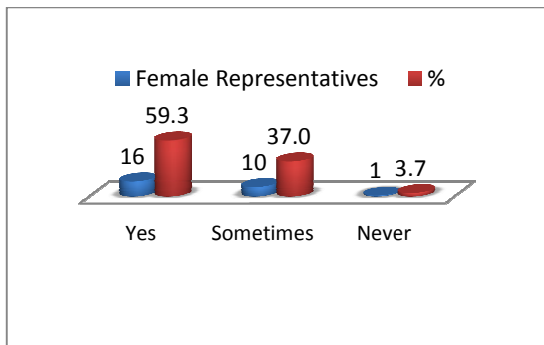
**Graph 3. Perception of MRs about women's participation in UPs meeting**



**Graph 4. Opinion of FR's about women in standing committee**



**Graph 5. Opinion of consideration of women's decisions in the meeting**



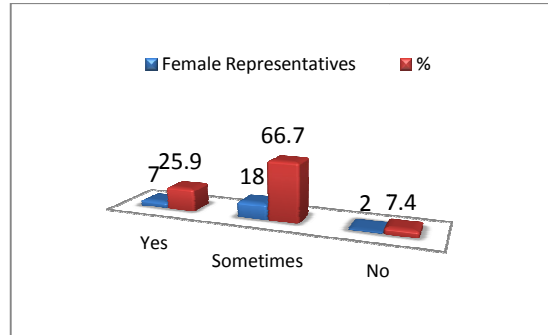
**Graph 6. Support from the family**

**2.6 Women Suppression and Male Domination**

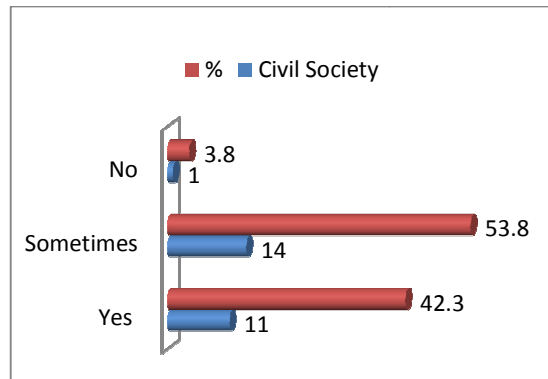
This (Graph 8) shows that 53.8% respondents of CSs said 'Sometimes' they suppressed by the MRs in their working place, socially and familiarly. It is brutal that 42.3% CSs said as 'Yes' which means still women are

suppressing their duty or when they executing their task.

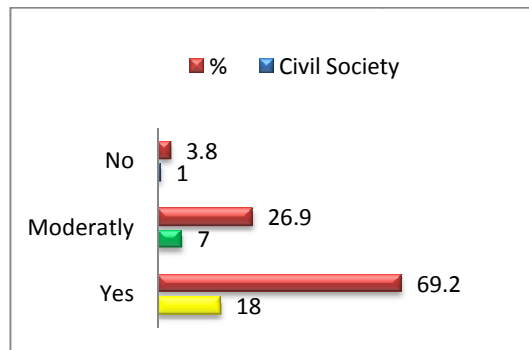
In Graph 9, the survey found that 69% respondents of CSs agree that UPs are male-dominated, 27% said it is moderate and 4% expresses that it is not male-dominated. But it is easy to say that UPs are male-dominated by realizing and searching true information through women performance and their pattern of control.



**Graph 7. Support from the UP chairman**



**Graph 8. Opinion about suppression of women**



**Graph 9. UPs are 'male dominated' perception of CSs**

## 2.7 Participation of Women’s in Different Areas

Along with other tasks, there are several activities whose significance is more than others. These types of activities have more effect and impact on the participation of women’s in decision-making areas. This also denoted that if these matters are decided with the proper concern for others member’s especially female members, there is the scope of decision making for women. Most of the time less important and less effective assignments was accomplished by the women participants. The same question asked to all respondents and result was mysterious and mixed. The table shows a different image of women participation in these important areas.

The survey results said that (Table 3) in budget making process only 49.3% women participate, according to the MRs which is regrettable. On the other hand, 43.3% express that their views

are counted in the budget meeting as ‘Moderately’. In development functions, 46.3% respondents said as ‘Highly’ and 43.3% as ‘Moderately’. In Table 3, 33.1% said that females are allowed ‘Highly’ to the public relation assignment, 55.2% said it as ‘Moderately’, and on the other hand 13.4% said they were appointed ‘Occasionally’ (Detailed in Table 3).

In Table 4, a result found that condition of women is ‘Massive’ because women opinion tells true situation of them. How much they are poor in any type of decision making! In budget-making process 44.4% FRs said as ‘Highly’ that their opinion count, 51.9% said ‘Moderately’. The condition of engagement in development function is more threatening than budget. Only 29.6% said their opinions ‘Highly’ accepted and 55.6% said as ‘Moderately’. In administrative function, their contribution less than other areas, only 14.8% said their opinion placed in the decision-making process. In administrative functions, 22.2% women said their perception given

**Table 3. Perception of MRs about their participation in important areas**

Criteria	Highly (Respondents)	Percent (%)	Moderately (Respondents)	Percent (%)	Occasionally (Respondents)	Percent (%)
Budget Making Process	33	49.3	29	43.3	5	7.5
Development Function	31	46.3	29	43.3	7	10.4
Public Relation function	21	31.3	37	55.2	9	13.4
Administrative Function	7	10.4	41	61.2	19	28.4
Listing VGD Beneficiary	43	64.2	22	32.8	2	3.0
Listing Destitute Women	51	76.1	15	22.4	1	1.5
Relief Program	40	59.7	26	38.8	1	1.5

**Table 4. FR’s opinion about consideration of their opinion in decision-making**

Criteria	Highly (Respondents)	Percent (%)	Moderately (Respondents)	Percent (%)	Occasionally (Respondents)	Percent (%)
Budget Making Process	12	44.4	14	51.9	1	3.7
Development Function	8	29.6	15	55.6	4	14.8
Public Relation Function	6	22.2	18	66.7	3	11.1
Administrative Function	4	14.8	17	63.0	6	22.2
Listing VGD Beneficiary	19	70.4	8	29.6	0	0.0
Listing Destitute Women's	21	77.8	6	22.2	0	0.0
Relief Program	19	70.4	8	29.6	0	0.0

importance 'Occasionally'. In public relation functions, their condition is worse because 22.2% said their opinion 'Highly' accepts and 66.7% said as 'Moderately'.

The results from CSs are surprising, they agree only 46.2% FRs have the opportunity 'Highly' in the decision making of the budget, where 42.3% said as 'Moderately', and 11.5% said 'Occasionally'. From their opinion, it is easy to say that the participation of women is very poor in budget making field. In development, public relation and administrative functions, women conditions are more serious according to the CSs. Only 34.6%, 19.2%, and 11.5% respondents said 'Highly' in respective fields. On the other hand, 42.3%, 53.8%, 69.2% respondents of CSs said as 'Moderately' in these respective fields. The more alarming subject is 23.1%, 26.9%, and 19.2% of CSs respondents said women participation as 'Occasionally' in development, public relation, and administrative functions respectively (Details in Table 5).

**2.8 Perceptions about Women Barriers**

In Table 6 survey results show that 23.9% of MRs support 'patriarchal pattern of politics' in Bangladesh is one of the biggest problems that has faced by the women in Bangladesh and they marked it as 'Highly'. For same question 44.8% of MRs supported it as 'Moderately' and 29.9% said this as 'low/stumpy' problems for women.

The study found that 17.9% MRs identified male domination as 'Highly', 37.3% as 'Moderately',

and 41.8% as 'Low' problem faced by women during perform the duty. The study identified that according to MRs 32.8% of them said lack of party support as 'Highly', 44.8% 'Moderately', and 20.9% said it as 'Low'. A survey showing that 74.6% MRs identified 'economic dependency' is one of the great problems and they mark it as 'Highly', on the other hand, 22.4% said it as 'Moderately'. The survey found that 79.1% MRs identified 'education' as 'Highly' problem during performing their duty, 17.9% support it as 'Moderately' (Details in Table 6).

The true result of male domination found to the perception of FRs. Study (Table 7) retrieved 51.9% FRs said it as a great problem to accomplish their task 'Highly'; 40.7% said this problem as 'Moderate'. Education and economic dependency are seen as great problems by the FRs. They acknowledge that because of no education or less education, women depend upon males and economic dependencies discourage them to employ in the electoral process. Regarding these two issues 74.1% and 81.5% FRs said it is really a great problem for them which they mark as 'Highly' respectively. On the other hand, 25.9% and 18.5% said these problems as 'Moderate' respectively. Political instability, culture, nature encourage to keep away themselves from political activities. At present no one maintains any political manners. A study conducted result found 18.5% FRs said it as a problem and count it as 'Highly', on the other hand, 44.4% said as 'Moderate'. Rest of them said 22.2% as 'Low' and 14.8% as 'Never' correspondingly. 51.9% FRs marked cooperation from colleagues as 'Moderately', and 18.5% said this problem as 'Highly'.

**Table 5. Opinion of CS's about women's participation in selected areas**

Criteria	Highly (Respondents)	Percent (%)	Fairly (Respondents)	Percent (%)	Occasionally (Respondents)	Percent (%)
Budget Making Process	12	46.15	11	42.31	3	11.54
Development Function	9	34.62	11	42.31	6	23.08
Public Relation unction	5	19.23	14	53.85	7	26.92
Administrative Function	3	11.54	18	69.23	5	19.23
Listing VGD Beneficiary	18	69.23	8	30.77	0	0.0
Listing Destitute Women	16	61.54	9	34.62	1	3.85
Relief Program	14	53.85	11	42.31	1	3.85



**Table 6. Male perception about barriers faced by women's**

Criteria	Highly (Respondents)	Percent (%)	Moderately (Respondents)	Percent (%)	Low (Respondents)	Percent (%)	Never (Respondents)	Percent (%)
Patriarchal politics	16	23.9	30	44.8	20	29.9	1	1.5
Male domination	12	17.9	25	37.3	28	41.8	2	3.0
Party support	22	32.8	30	44.8	14	20.9	1	1.5
Economic dependency	50	74.6	15	22.4	2	3.0	0	0.0
Education	53	79.1	12	17.9	2	3.0	0	0.0
Politics as dirty	16	23.9	26	38.8	21	31.3	4	6.0
Rules regulation	4	6.0	3	4.5	26	38.8	34	50.7
Cooperation from colleagues	3	4.5	7	10.4	20	29.9	37	55.2

**Table 7. Female perception about problems faced by women representatives**

Criteria	Highly (Respondents)	Percent (%)	Moderately (Respondents)	Percent (%)	Low (Respondents)	Percent (%)	Never (Respondents)	Percent (%)
Patriarchal pattern	16	59.3	7	25.9	4	14.8	0	0
Male domination	14	51.9	11	40.7	2	7.4	0	0
Party support	12	44.4	14	51.9	1	3.7	0	0
Economic dependency	20	74.1	7	25.9	0	0.0	0	0
Education	22	81.5	5	18.5	0	0.0	0	0
Negative perception about politics as 'Dirty'	5	18.5	12	44.4	6	22.2	4	14.8
Rules & regulation	0	0.0	1	3.7	5	18.5	21	77.8
Cooperation from colleagues	5	18.5	14	51.9	7	25.9	1	3.7

**Table 8. Perception of CS's about problems faced by women**

Criteria	Highly (Respondents)	Percent (%)	Moderately (Respondents)	Percent (%)	Low (Respondents)	Percent (%)	Never (Respondents)	Percent (%)
Patriarchal pattern of politics	9	34.62	14	53.85	3	11.54	0	0
Male domination	13	50	11	42.31	2	7.69	0	0
Party support	9	34.62	13	50	4	15.38	0	0
Economic dependency	17	65.38	8	30.77	1	3.85	0	0
Education	21	80.77	4	15.38	1	3.85	0	0
Negative perception of politics as 'Dirty'	14	53.85	8	30.77	3	11.54	1	3.85
Rules & regulation	0	0	1	3.85	7	26.92	18	69.23
Cooperation from colleagues	3	11.54	15	57.69	7	26.92	1	3.85

Regarding cooperation, CS reply (Table 8) almost vice-versa, because 57.7% respondents think it is a problem and they identified it as 'Moderately', on the other hand, 11.5% support as 'Highly'. CSs acknowledged that 'Dirty' politics is also a good reason for failure to bring women's into politics more. Only for this, 53.8% CSs support it as 'High' problem faced by women's and 30.8% as 'Moderate'. 80.8% and 65.4% CSs support 'education' and 'economic-dependency' as 'High' problem in the participation of women's in the decision-making process and 50% said party support as 'Moderate' problem. They also criticize patriarchal politics and male domination in the UPs; where 50% CSs accept male domination as 'High' problem for women's and 53.8% accept patriarchal politics as 'Moderate' problem (detail in Table 8).

### 3. DISCUSSIONS: FINDINGS

The purpose of this research is to highlight problems which are supposed as hindrance regarding women participation and decision-making process at UP level by using a set of questionnaire. Education is one of the important criteria for a human being to understand all matters which make one's life more peaceful and helps to understand their needs. Effective decisions mostly depend on knowledge and information of a person and only education can reach them to the final destination. On the other hand, if the decisions have to be taken for the people as representatives or on behalf of the others it carries more importance because their future depends on them (representatives). In that case condition of Bangladesh especially, women education still in lower than needs. On the other hand, economic condition is worse; each and every woman somehow depends upon male income from childhood. These two elements are more important to make free women in decision making in the family to top position. The study found that very thin shares of women (Representatives) are educated and economically independent. Another biggest problem is that those people in a ruling position they also illiterate and they do not know the value of total participation in decision-making process. Women do not have smooth access from family and Chairman. It needs to be changed immediately. Though women occupying SC's chairman but they do not have the scope of work on it due to male domination. In major decision-making areas, their representation does not reflect accordingly. But it should remember that due to the negligence of women in decision

making, rapidly imbalance growing in the society. It needs to state that most of the civil society said, women still backed due to their low education profile and economic dependency. Experts on that issue mostly said that women are probably unskilled, unconscious and inefficient. It needs to make them more active by providing education, engaging them in economic activities that they can earn for themselves.

### 4. SUGGESTIONS

In Bangladesh, women have low political status as compared to men. Their unequal status in society gives them unequal access to the education, economy and all other opportunities offered by the state and society. All these factors reinforce each other to keep women political participation low. But women adequate political participation and considering their decision is a precondition for bringing women into the mainstream of development process and thus empowers them. To ensure a meaningful participation of the elected women members as an essential step to empower them, following suggestions may help to make them self-reliant.

- First and foremost thing is to increase education rate of women. Only education can make them skilled, aware and understanding of their duties, responsibilities, policies, and issues that involve in decision making.
- Economic freedom related to education; when women make them skilled they will be able to earn money. Through this process, women will be able to participate in decision making and will feel encouraged to participate in politics.
- It is necessary to aware colleagues of UP and family member that women are equal to men. The mission should begin at grass-root level with zero tolerance.
- Priority must be given to monitoring the status, conditions, and rights of women. There must be a sustained campaign for women mobilization, regular reporting of monitoring, public information and advocacy in this realm.
- Women should be given various opportunities for leadership training, training regarding the activities of Union Parishad and education in order to encourage them to take up political and leadership position.

- Supportive services should be provided to allow women's participation in these training courses.

## 5. CONCLUSION

Women have acquired a legitimate space in rural political institutions that can raise their marginalized position, though they are still minor. Merely having women on councils does not automatically mean that interests of women in the community have represented. Without women's needs and interests being taken into account, without opportunity for them to participate in and influence decision-making, development interventions and planning sustainable results will not come. Yet, having women in these leadership positions is an important step in changing the male-dominated political agenda. At least they have the opportunity to attend the meetings, interact with officials and take part in important discussions. It also ensures their mobility across the social hierarchy. Sturdy steps are necessary to remove the obstacles that make women lagged-behind, proper measures are required to guarantee women rights, awareness are necessary to make women about their privileges, administrative desire needs to ensure their justice and knowledge about women authority, the ability required to understand community peoples. Importantly, attitudes about women need to be changed the society and especially patriarchal manner needs to eliminate from our society. Unless whatever policy or initiatives were taken to ensure their rights will not work properly, and therefore build awareness to all citizen's and women about their contributions and their rights, and of course, need to punish in some cases.

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## COMPETING INTERESTS

Author has declared that no competing interests exist.

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