
Waseda Institute of Asia-Pacific Studies Colloquium Series

Series on Economy and Social Change in Asian Cities

Gender and the Workplace:

Some Evidence from Bangladesh

ABSTRACT

Female labour force participation in Bangladesh has risen in rural areas and stagnated in urban areas. A secondary analysis paper shows rural participation has increased for occupations with flexible hours and convenient locations that accommodate women's caregiver roles; higher education and joint families support outside employment for women.

Sajida Foundation conducted an employee survey in 7 large establishments analysed along with organisational data and key informant interviews to understand why women remain underrepresented, earn and advance less than men, and have fewer skills. The study suggests gender audits, stronger accountability mechanisms, and targeted interventions can address gender gaps and advance equity while improving productivity.



Dr. Sajeda Amin

Sajida Foundation

Introduction: Dr. Momoe Makino (IDE)

Moderator: Professor Tamaki Endo, GSAPS, Waseda University

Co-organizer: Institute of Developing Economies (IDE)

October 27th, 2026 (Tuesday) 15:05-16:45

Room 609, Building 19, Waseda University

Free and open to the public