

on paper, it requires finance, capacity-building, and resources for focal points to train, mobilise communities, and generate gender disaggregated, climate-specific data. Developed countries have often denied these resources, limiting real-world impact. Bangladesh must proactively mobilise international support. National governance must translate global decisions into action, with gender action plans adopting gender-responsive and gender-transformative approaches, supported by strong inter-ministerial coordination, transparency, accountability, and reporting mechanisms to ensure commitments move from paper to practice.

**Sohanur Rahman**  
Youth Climate Activist



LIMA emphasises the critical role of men and boys in promoting gender equality within climate action. They are not only allies but also beneficiaries and strategic partners. Over

the past two years, the "Eco-Man" initiative engaged communities across five districts, including fishing communities in Barishal, a Dalit community in Khulna, and "tiger widows" in the Sundarbans—women unfairly blamed for their husbands' deaths. By training men and boys in gender-transformative approaches, space has been created for these women to participate fully in climate action. This initiative has mobilised men as community leaders, ensuring women's active engagement and informing Bangladesh's CCGAP framework ahead of COP30.

**Jannatul Mouwa**  
Executive Director, BINDU Nari Unnayan Sangstha



I come from Satkhira, one of Bangladesh's most climate-vulnerable regions. While speaking with a doctor in Shyamnagar, I learned that

around 600 women visit him daily with skin-related issues. During the dry season, water scarcity affects basic needs, from drinking to bathing. I am not a policymaker,

but I represent my community and aim to share how climate change impacts women's daily lives. Gender is often treated as a side issue, and women remain participants rather than decision-makers. Discussions on leadership must translate into practice, ensuring climate policies are inclusive, actionable, and reflective of women's lived realities.

**Professor Sharmin De Leon**

Department of Economics, Jahangirnagar University



Civil society representatives have emphasised that COP30 commitments must avoid generic language and be measurable, reportable, and

verifiable. As Bangladesh expands its national preparedness to meet climate goals, it is crucial to reflect on the contributions already being made. This is particularly important as the country prepares to graduate from LDC status.

Gender Action Plans and national preparedness strategies must align with Bangladesh's own trajectory, recognising that vulnerability is dynamic and context-specific. Adopting best international practices while adapting them to national realities will be key to success.

The Green Climate Fund, for instance, already has a strong gender policy. What is needed now are more scalable, well-coordinated projects that ensure preparedness is both effective and inclusive, integrating gender considerations at every stage of planning and implementation.

**Mritunjoy Das**

Deputy Chief of Party, NABAPALLAB; Deputy Director, Humanitarian and Resilient Futures Programme, Care Bangladesh



Since 2009, gender has often been treated as an add-on in climate and development projects. While progress toward integrated, gender-responsive

initiatives exists, many plans remain only on paper. Focused projects can be designed, but their effectiveness is limited if they operate outside global frameworks.

Core funding is essential to implement strategies like CCGAP and to monitor progress effectively. Gender considerations must be central to adaptation and transition efforts, safeguarding human rights language and ensuring coherence across frameworks. Currently, CCGAP lacks provisions on "intersectionality," which must be incorporated. Post-COP30, refining CCGAP to align with national and global priorities is crucial.

**Jacob De Leon**

Second Secretary (Development), Climate Change Lead, Australian High Commission, Dhaka



Australia recognises that climate change and natural disasters disproportionately impact women and girls. We also understand that participatory

approaches can enhance ambition and deliver sustainable outcomes in environmental protection and disaster risk reduction. However, gender must not be viewed through a single lens. Intersectionality is critical: policies and programmes need to reflect the diverse experiences of women and marginalised groups. Only with a holistic approach can gender-responsive plans be implemented effectively, ensuring that no one is left behind and that climate action benefits all members of society.

**Sharmin Islam**

Gender Team Leader, UNDP Bangladesh



Acknowledging the gaps in our approach is essential. When UNDP engages with different ministries, communication challenges often arise, particularly

in integrating gender into climate issues. Strengthening this process is critical, as the government plays a central role in translating international agreements into national action. Financing gaps persist, requiring innovative solutions such as blended financing to bridge them. Data gaps also remain a challenge, and political parties must be included in discussions to ensure comprehensive

policymaking. Too often, women are seen as passive participants both nationally and internationally, resulting in limited leadership. It is vital that grassroots women, who bear the greatest climate burdens, are not only heard but actively shape policies and solutions.

**Roufa Khanam**

Assistant Director, Centre for Climate Change and Environmental Research (C3ER), BRAC University



We are supporting the government in developing climate policies with a focus on gender. She noted that while the UNFCCC provides clear guidelines,

gaps remain: the ministry included a gender plan in the NAP document but not in the NDC, and most gender action plans are placed in annexes, limiting visibility. Collaboration between ministries is difficult due to the absence of designated gender focal points, and the lack of union-level gender-disaggregated data hampers monitoring. She recommends including gender plans in main documents and appointing focal points in every ministry to ensure accountability and effective implementation.

**Nayoka Martinez Bäckström**

First Secretary, Environment and Climate Change; Deputy Head, Development Cooperation Section, Embassy of Sweden in Bangladesh



We must expand dialogue spaces and ensure broader representation in climate discussions. Sweden negotiates on gender issues in

close alignment with the EU, where gender remains a key agenda item, particularly as Sweden serves as co-chair of the Green Climate Fund. Integrating gender equality across climate action must continue, supported by experts and strengthened through gender-disaggregated data. Currently, gender is often mentioned only in renewable energy discussions, while areas like market regulations require additional attention. Efforts must be country-driven, with Bangladesh's CCGAP

serving as a strong example. Ministries should maintain a unified position when negotiating on multilateral platforms. As this year's delegation works to increase climate ambition, keeping gender integration central is essential for achieving meaningful and equitable outcomes.

**Md Khayrul Hasan**

Additional Secretary, Ministry of Environment, Forest, and Climate Change



Bangladesh continues to face resource constraints, although the situation has improved in recent years. While we have made significant progress

through service-oriented interventions, there is an urgent need to prioritise structural measures as well. These long-term solutions are essential to strengthen climate resilience and ensure gender-responsive outcomes. I would urge our COP30 delegation to highlight this critical issue on the international stage, advocating for support and collaboration that enables both immediate and sustainable climate action.

**Tanjim Ferdous**

In-charge, NGOs and Foreign Missions, The Daily Star (Moderator of the session)



Bangladesh is among the countries most vulnerable to climate change, with floods, cyclones, river erosion, and rising sea levels posing serious development

challenges. These impacts are not gender-neutral: women and girls face disproportionate risks, yet they are powerful agents of resilience and innovation. As COP30 approaches, Bangladesh has a unique opportunity to shape the global Gender Action Plan while strengthening its national response through CCGAP. Today's roundtable aimed to develop concrete recommendations, enhance gender-responsive national actions, and ensure women's leadership is central to climate action.

# NEWS



**বাংলাদেশ ব্যাংক**  
হিউম্যান রিসোর্সেস ডিপার্টমেন্ট-২  
(পারফরমেন্স অ্যান্ড ডিসিপ্লিন উইং)  
প্রধান কার্যালয়  
ঢাকা

বাংলাদেশ ব্যাংকের ওয়েবসাইটঃ [www.bb.org.bd](http://www.bb.org.bd)

**চূড়ান্ত কারণ দর্শানোর নোটিশ**

আপনি জনাব আজিম চৌধুরী (আইডি নম্বরঃ ১৯১০৯২৩৫), সহকারী পরিচালক (ক্যাশ), বাংলাদেশ ব্যাংক, খুলনা গত ২৯.০৯.২০২৪ তারিখ হতে অনুমোদিতভাবে অফিসে অনুপস্থিত আছেন। আপনার গ্রুপ অনুমোদিতভাবে অফিসে অনুপস্থিতি Bangladesh Bank Staff Regulations, 2003 এর 19(2) ধারায় বর্ণিত বিধানাবলীর পরিপন্থী এবং একই রেগুলেশনের 44(1) ধারার আওতায় শাস্তিযোগ্য অপরাধ হিসেবে বিবেচ্য বিধায় এ ডিপার্টমেন্টের ২২.০১.২০২৫ তারিখের সূত্র নম্বর এইচআরডি-২(পিডি) ৭ (পিএফ-৯২৩৫)/২০২৫-৭৪০ এর মাধ্যমে আপনার বিরুদ্ধে অভিযোগনামা (চার্জশীট) প্রণয়ন করা হয়। কিন্তু আপনি তদন্ত ও শুনানী কর্মকর্তার নিকট উপস্থিত না হওয়ায় এবং তাঁদের সাথে কোনরূপ যোগাযোগ না করায় তদন্ত ও শুনানী কর্মকর্তা আপনার বিরুদ্ধে অনীত অভিযোগ সন্দেহাতীতভাবে প্রমাণিত মর্মে মতামত প্রদান করেন। পরবর্তীতে উপযুক্ত কর্তৃপক্ষ কর্তৃক ১৬.০৬.২০২৫ তারিখে Bangladesh Bank Staff Regulations, 2003 এর 44(1)(g) ধারার আওতায় আপনাকে চাকরিচ্যুত (Dismissal from service) করার শাস্তি নির্ধারণ করা হয়। এ প্রেক্ষিতে আপনার উপর কেন্দ্র উপরোক্ত শাস্তি আরোপ করা হবে না সে বিষয়ে আপনার বক্তব্য পত্রের তারিখ হতে ০৭ (সাত) দিনের মধ্যে এ ডিপার্টমেন্টে দাখিল করার নির্দেশ দিয়ে ২৯.০৬.২০২৫ তারিখে কেফিয়ত (দ্বিতীয় শো-কজ) তলবের নোটিশ আপনার বর্তমান ও স্থায়ী ঠিকানায় প্রেরণ করা হলেও অদ্যাবধি আপনি কোনো ধরনের যোগাযোগ করেননি এবং উক্ত নোটিশের কোনো জবাব প্রদান করেননি।

এমতাবস্থায়, এ বিজ্ঞপ্তি প্রকাশের ০৭ (সাত) দিনের মধ্যে অফিসে হাজির হয়ে কারণ দর্শানো নোটিশের (কেফিয়ত দ্বিতীয় শো-কজ) জবাব প্রদানের জন্য আপনাকে চূড়ান্ত নির্দেশ দেয়া যাচ্ছে। এ নির্দেশ পালনে ব্যর্থ হলে আপনার সাথে আর কোনো প্রকার যোগাযোগ ব্যতিরেকেই Bangladesh Bank Staff Regulations, 2003 এর 44(1)(g) ধারা মোতাবেক আপনাকে চাকরিচ্যুত (Removal from service) করা হবে।

ডিসিপিঃ ৪৮/২০২৫-২৬৬১  
তারিখঃ ৩০/০৯/২০২৫

  
নাসিমা সুলতানা  
পরিচালক (এইচআরডি-২)  
হিউম্যান রিসোর্সেস ডিপার্টমেন্ট-২  
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ব্যাংকিং ও আর্থিক সেবা পেতে হারানির শিকার হলে কিংবা কোনো অভিযোগ থাকলে ১৬২৩৬ নম্বরে ফোন করুন।

GD-2155