Government of the People's Republic of Bangladesh
Ministry of Women and Children Affairs
Policy Leadership and Advocacy Unit (PLAU)
Bangladesh Secretariat, Dhaka
www.mowca.gov.bd

NO 32.00.0000.092.016.033.22(part-1).120 Date: 30.12.2025

Sub : Minutes of the 15th meeting on Local Consultative Group-Women Advancement and Gender Equality (LCG-WAGE).

Ministry of Women and Children Affairs (MoWCA) and UN Women jointly organized the hybrid format meeting of the 15th Local Consultative Group-Women Advancement and Gender Equality (LCG-WAGE). On 11th December, 2025. Senior Secretary of the Ministry of Women and Children Affairs Mamtaz ahmed ndc chaired the meeting.The minutes of the meeting with instruction is attached herewith for your kind information and further necessary action.

S. Ferdous 30.12.2025
(Sabina Ferdous)
Deputy Secretary
Phone: 55100646

Distribution to: (Not according to Seniority):

1. Secretary, Planning Division. Sher-e-Bangla Nagar, Dhaka..
2. Secretary, Ministry of Agriculture Bangladesh Secretariat, Dhaka.
3. Secretary, Finance Division, Ministry of Finance, Bangladesh Secretariat, Dhaka.
4. Secretary, Ministry of Social Welfare, Bangladesh Secretariat, Dhaka
5. Secretary, Health Education and Family Welfare Division, Ministry of Health and Family Welfare, Bangladesh Secretariat, Dhaka.
6. Secretary, Statistics and Informatics Division, Agargaon, Dhaka.
7. Secretary, Local Government Division, Ministry of Local Govt. Rural Development and Cooperative, Bangladesh Secretariat, Dhaka.
8. Secretary, Health Service Division, Ministry of Health and Family Welfare, Bangladesh Secretariat, Dhaka.
9. Secretary, Ministry of Fisheries & Livestock, Bangladesh Secretariat..
10. Director General, Department of Women Affairs, 37/3 Eskaton Garden Road, Dhaka.
11. Additional Secretary (Planning, Deve. and Statistics), Ministry of Women and Children Affairs, Dhaka
12. Director General (UN), Ministry of Foreign Affairs, Shegun Bagicha, Dhaka.
13. Joint Secretary (Plau), Ministry of Women and Children Affairs, Dhaka.
14. Gitanjali Singh, Country Representative, UN Women Bangladesh.
15. Belien Tadesse, Program Office Director, USAID Bangladesh.
16. Shaheen Siraz, Program Development Team Lead, Program Office, USAID Bangladesh.
17. Zinat Hasiba, Gender Specialist, USAID
18. Farzana Sultana, Development Advisor, High Commission of Canada to Bangladesh.
19. Sylvia Islam, Senior Development Adviser, High Commission of Canada
20. Stéphanie St-Laurent Brassard, Senior Development Officer (Gender Equality & Women's Economic Empowerment), High Commission of Canada
21. Sharmin Islam, Gender Team Leader, UNDP.
22. Asif Kashem, Senior Program Manager (Social Protection and Gender), Australian High Commission.
23. Shamima Pervin, Programme Specialist and Chief (Gender), UNFPA.
24. Abu Sayed Suman, National Programme Officer UNFPA.
25. Tahera Jabeen, Social Development Advisor, Foreign, Commonwealth & Development Office (FCDO)
26. Nasheeba Selim, Social development and Gender Specialist, ADB.

27. Sabina Parvin, Consultant, World Bank
28. Mushfiqua Satiar, Senior Policy Adviser (Social Sector), Embassy of the Kingdom of the Netherlands to Bangladesh.
29. Bitalic Taskeen Islam, Senior Programme Adviser, Embassy of Denmark.
30. Paola Castro Neiderstam, Second Secretary (Democracy, Human Rights, and Gender Equality), Embassy of Sweden.
31. Rehana Khan, Senior Programme Officer (Development Cooperation Section), Embassy of Sweden.
32. Morshed Ahmed, Senior Advisor (Development Affairs), Royal Norwegian Embassy in Dhaka.
33. Sohel Ibn Ali, Senior Programme Manager, Embassy of Switzerland.
34. Nazia Haider, Programme Manager, Embassy of Switzerland
35. Foyzun Nahar, Program Policy Office (Protection, Gender, and Inclusion), WFP.
36. Marjina Masud, Programme Associate (Protection and Gender), WFP
37. Tasnuva Zaman, National Gender Specialist, FAO.
38. Tanjilut Tasnuba, Senior Programme Officer, ILO.
39. Elisa Benistant Fremigacci, Partnership Officer, ILO.
40. Asma Khatun, National Programme Officer, IOM.
41. Pooja Bhalla, Head of the Protection Unit, IOM
42. Tanja Nader, Programme Manager - Governance, European Union.
43. Rita Das Roy, Technical Adviser, GIZ.
44. Martina Burkard, Cluster Coordinator, GIZ.
45. Mahfuza Rahman, Programme Officer for Education, UNESCO.
46. Emma Brigham, Deputy Country Representative, UNICEF
47. Humaira Aziz, Gender Specialist, UNICEF
48. Irene Tumwebaze, Child Protection Specialist, UNICEF
49. Tahmina Huq, Programme Officer (Gender), UNICEF.
50. Florian Hoellen, Head of German Development Cooperation, Embassy of Germany
51. Redita Rokib, Advisor, Development Cooperation, Embassy of Germany
52. Ulrich Kleppmann, Deputy Head of German Development Cooperation, German Embassy Dhaka.
53. Emilie Palahouane, Political Affairs and Cooperation Attaché, Embassy of France.
54. Syeda Samara Mortada, Coordination and Partnerships Analyst, UN Women
55. Halima Neyamat, Development Coordination Officer, UN Resident Coordinator's Office
56. Benjamin Morgan, Development Coordination Officer, Partnerships and Development Finance, UN Resident Coordinator's Office

Copy for kind information:

1. PS to the Senior Secretary, Ministry of Women and Children Affairs, Bangladesh Secretariat, Dhaka (for kind information of the honorable Senior Secretary).
2. Programmer (ICT), Ministry of Women and Children Affairs, Bangladesh Secretariat, Dhaka (for publish in website).

Government of the People's Republic of Bangladesh
Ministry of Women and Children Affairs
Policy Leadership and Advocacy Unit (PLAU)
Bangladesh Secretariat, Dhaka
www.mowca.gov.bd

Subject: Minutes of the 15th meeting of the Local Consultative Group on Women's Advancement and Gender Equality (LCG WAGE).

Chairperson	:	Mamtaz Ahmed ndc, Senior Secretary, MoWCA
Date and Time	:	11 December 2025, Time: 10.30 am
Place	:	Bangladesh Shishu Academy, Dowel Chattar, Shahbagh.

The Chairperson opened the meeting by warmly welcoming all members. At the outset, participants were requested to introduce themselves. Following the introductions, the Chairperson invited Ms. Dilara Begum, Joint Secretary (PLAU), to present the agenda-wise discussions.

Ms. Begum presented the working paper of the meeting in line with the approved agenda. The working paper covered the key decisions of the 14th LCG WAGE meeting and provided an update on the implementation progress of those decisions. After detailed deliberations, the meeting unanimously approved the minutes of the 14th meeting, with one amendment: in paragraph three, the words "The National Action Plan" were deleted.

02. Review of Women's Development Policy (WDP) 2011

The meeting reviewed feedback provided by development partners on the Women's Development Policy (WDP) 2011, which had been compiled by UN Women. Members noted that there is a clear need and opportunity to update the WDP through a structured, inclusive, and consultative process, as outlined under Point 1 of the LCG WAGE work plan.

03. Reconstitution of the LCG WAGE Technical Team

The meeting endorsed the reconstitution of the LCG WAGE technical team to strengthen coordination, enhance technical support, and facilitate effective implementation of the agreed work plan.

04. Capacity Building of WID Focal Points

The Ministry of Women and Children Affairs (MoWCA) informed the meeting that two capacity-building sessions had been successfully conducted, involving 54 Women in Development (WID) focal points. The meeting agreed that this initiative should be continued, subject to the following actions:

- Updating the Terms of Reference (ToR) of WID focal points;
- Developing a Standard Operating Procedure (SoP); and
- Preparing an annual work plan.

It was noted that this process would be supported by UNFPA.

05. Approval of the Work plan for the Upcoming Fiscal Year

The work plan for the upcoming fiscal year was discussed in detail and approved. Key decisions included:

- Submission of the finalized work plan to the Economic Relations Division (ERD) for uploading on its website, along with:
- Relevant photographs; and
- Two advocacy briefs developed by LCG WAGE on:
- Women's political participation, representation, and leadership; and
- Ending Violence Against Women (EVAW).
- Preparation of a mid-term progress report assessing the implementation status of the action plan.
- Conduct of:
- A policy dialogue on the National Action Plan on Early Child Marriage; and
- Capacity-building activities on gender-responsive budgeting, as outlined in Point 2 of the work plan.

Regarding Point 3: Prevent and Respond to Violence Against Women (VAW), UN Women provided detailed feedback and proposed updates, including support to MoWCA to lead coordinated advocacy with:

- Ministry of Law, Justice and Parliamentary Affairs (MoLJPA);
- Ministry of Labour (MoL);
- Ministry of Education (MoE); and
- Other relevant ministries for legal and policy reforms.

06. Strengthening Capacity at National and Local Levels

The LCG recommended strengthening the capacity of:

- WID focal points; and
- Officials at district and upazila levels

through targeted training to address Sexual and Gender-Based Violence (SGBV) in public offices. The meeting also emphasized enhancing the capacity of local VAW committees at district, upazila, and union levels to improve their understanding of SGBV prevention and survivor-centered approaches.

07. Support to National Action Plans and Legal Reforms

The LCG further recommended supporting MoWCA to implement activities under:

- The National Action Plan on Violence Against Women and Children (NAP VAW); and
- The National Women Development Policy (NWDP) 2021–2030 Action Plan particularly in relation to public spaces and workplaces. The meeting also agreed on conducting policy dialogues to support:
- Enactment of the Sexual Harassment Prevention and Protection Act; and
- Development of a monitoring mechanism for effective implementation of existing GBV-related laws.

08. Women's Economic Empowerment and International Frameworks

The ILO proposed revisions to Point 4 of the work plan on promoting women's economic empowerment and access to decent work, which will be shared bilaterally. The factsheet jointly developed by MoWCA and UN Women was officially endorsed by the meeting.

The UN Women Representative highlighted ongoing efforts related to the implementation of the National Action Plan on UNSCR 1325, in coordination with the Ministry of Foreign Affairs (MoFA), and underscored the importance of aligning the work plan with the Gender in Humanitarian Action (GiHA) framework.

09. Legal Reform, International Commitments, and Expansion of LCG WAGE

UN Women and UNFPA presented an analysis of discriminatory laws along with proposed reform measures. MoWCA shared updates on the UN General Assembly (UNGA) and Commission on the Status of Women (CSW) processes. It was noted that 65 out of 211 Universal Periodic Review (UPR) recommendations are directly relevant to MoWCA.

Development partners proposed expanding the scope of LCG WAGE by inviting additional relevant line ministries to enhance inter-ministerial coordination.

10. Future Meeting Schedule and Participation

The meeting proposed that:

- The first LCG WAGE meeting for the next year be held in April/May 2026; and
- The second meeting be held in September/October 2026.

It was also proposed to invite three to four WID focal point officers to future meetings on a rotational basis. The Director General, Department of Women Affairs (DWA) emphasized the importance of full and timely implementation of the approved work plan.

11. Conclusion and Decisions

Following detailed discussions, the above decisions were formally adopted by the meeting..

S.L	Decision	Implement by
1.	The Factsheet jointly developed by MoWCA and UN Women was officially approved by the meeting. Un Women will take initiatives to publish it	Un Women
2.	Ministry of Law and Justice will be coopted in LCG WAGE	MoWCA, UN WOMEN
3.	Two Meeting of LCG WAGE will be held at 2026	MoWCA, UN WOMEN
4.	USAID will be removed from the committee and the position of co-chair of the LCG WAGE.	MoWCA, UN WOMEN
5.	The work plan of 2025-26 FY has been approved by the meeting	MoWCA, UN WOMEN

12. With no other matters to consider, the Chair expressed thank to the member and formally concluded the meeting.

Mamtaz
28.12.2025

Mamtaz Ahmed NDC
Senior Secretary
Ministry of Women and Children Affairs