

## Roster of National Gender Experts in Bangladesh

### BACKGROUND:

This roster is developed by the UN in Bangladesh's Gender Equality Theme Group (GETG), contributing to the overall objective to provide technical assistance, capacity building support, and resources (including data, tools, and guidance) to UN in Bangladesh in order to enhance system-wide accountability to advance the gender equality and women empowerment agenda. The roster lists national gender equality experts across different thematic areas, based on their expertise.

**Note:** Appearance on this list does not equal an endorsement by the UN Country Team in Bangladesh.

### CRITERIA:

The gender experts in this list<sup>1</sup> were included based on the following criteria:

- Proven record of work on gender equality and the relevant focus area for (at least 8-10 years) at the national, regional and/or international level
- Proven record of working with development community, broader alliances, part of other networks in Bangladesh and globally
- At least a master's degree or equivalent in gender studies, development studies, social sciences, public policy, human rights, law, or other related disciplines
- Broad understanding of global best practices as they relate to gender responsive programming

### CONTACT:

For any queries about the roster, or if any of the experts wants to remove themselves from the list, please contact [punna.islam@unwomen.org](mailto:punna.islam@unwomen.org) or [elina.hedman@unwomen.org](mailto:elina.hedman@unwomen.org)

### LAST UPDATED:

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<sup>1</sup> Some experts' names may appear in more than one theme, based on their areas of expertise.

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## Communication

### Tasaffy Hossain

Ms. Tasaffy Hossain has been involved in the development sector for over ten years, specializing in private sector development, poverty alleviation, gender empowerment and prevention of gender-based violence. She has extensive experience in project management, including sub-sector assessments, designing strategies and implementation of interventions focusing on M4P and gender inclusion. Furthermore, she is experienced in monitoring & evaluation, knowledge management, communication, and advocacy. Since 2010, she has been actively involved in Bangladesh's gender rights activism, focusing on creating awareness around gender issues. She is the founder of the feminist platform "Bonhishikha – Unlearn Gender" and has experience working with various organizations, including Helvetas Bangladesh, IFPRI, and iDE-Bangladesh. She holds an MSS in Development Studies from Independent University Bangladesh.

- Skills: Project management; Evaluation/Assessment; Monitoring & Evaluation; Advocacy; ToC; Outcome mapping: Logframes
- Working languages: English; Bangla
- Geographic experience: Bangladesh
- Email: [tasaffy.hossain@gmail.com](mailto:tasaffy.hossain@gmail.com)
- [Link to Bonhishikha – Unlearn Gender](#)

### Asif Munier

Mr. Asif Munier has 28 years of experience in the development sector in Bangladesh, including 13 years working on labour migration issues. His experience further includes a focus on human rights, gender, and child rights. Moreover, he has a strong background in strategic planning, community and organisational assessments, project development, facilitation and training on human rights and rights-based approaches, migration, and displacement. Development communication and Theatre for Development are also areas of interest and expertise. Currently, he is a media commentator on migration and Rohingya refugees. Mr. Munier has previously worked for and with organisation such as ILO, UNDP, IOM, Ministry of Foreign Affairs, BLAST, and Save the Children Sweden-Denmark. He holds an MA in Development Studies from University of Sussex, United Kingdom, and an MSS in Public Administration from University of Dhaka.

- Skills: Strategic planning; Evaluation/Assessment; Capacity building/Training; Communications
- Working languages: English; Bangla
- Geographic experience: Bangladesh
- Email: [amunier.professional@gmail.com](mailto:amunier.professional@gmail.com)

### **Tahrima Rahman Huq**

Ms. Tahrima Rahman Huq has over 24 years of experience on social and behaviour change campaigns, advocacy, and social mobilization, specifically focusing on gender and women's empowerment issues. She has worked with various organisations, including UNICEF, Association of Development Agencies in Bangladesh (ADAB), Gonoshahajjo Sangstha (GSS), and Centre for Training and Rehabilitation of Destitute Women (CTRDW-Bangladesh). Serving as Group Director and Head of Social Communication for Asiatic Marketing Communications Ltd. she has experience working with UNICEF, UNFPA, UNDP, WHO, ILO, IOM, The World Bank, Save the Children, BRAC, and many more. She has a Master of Social Science degree in social welfare from the University of Dhaka, Bangladesh.

- Skills: Advocacy; Capacity building/Training
- Working languages: English; Bangla
- Geographic experience: Bangladesh
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### **Syeda Samara Mortada**

Ms. Syeda Samara Mortada has over 13 years' experience in the development sector, specializing in communications and media, gender empowerment and prevention of gender-based violence, sexual reproductive health and rights, and bodily autonomy. She has extensive experience in project management, including at SheDecides as the Movement Supporter. Moreover, she has worked at UN Women Bangladesh as Communications Analyst, focusing on communication, advocacy, private sector partnerships, and capacity building on gender equality for youth and other stakeholders. She is currently working at Bonhishikha - Unlearn Gender and has previously worked for organizations like BRAC International, SNV Netherlands, and World Vision International. She is a core organizer of the RageAgainstRape movement in Bangladesh, and core member of the coalition called Feminists Across Generations. Ms. Mortada holds a master's degree in Women's Studies from University of York, United Kingdom.

- Skills: Communications and Advocacy; Storytelling and Writing, Capacity development/Training
- Working languages: English; Bangla, Hindi
- Geographic experience: Asia
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### Hassan Imam

Mr. Hassan Imam is a development practitioner with over 24 years of experience in areas such as strategic planning, programme management, capacity building, and social & behaviour change communications. His thematic expertise include migration, public health, human trafficking, social enterprise development, human rights, youth development, gender, and women's empowerment. He currently works as the Managing Director of Center for Development Communications DEVCOM Ltd. Previously, he has worked with the Government of Bangladesh, UN Agencies, Donor Agencies, and NGOs, including IOM, ILO, Swiss Agency for Development Cooperation (SDC), UNDP, UN Women, Save the Children, CARE Bangladesh, among others. Mr. Imam holds a Master of Public Health from State University of Bangladesh, Dhaka.

- Skills: Strategic planning; Capacity building/Training, SBCC, Research/Analysis; Evaluation/Assessment; Advocacy; Programme management
- Working languages: English; Bangla
- Geographic experience: Bangladesh
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### Dr. Sayed Saikh Imtiaz

Dr. Sayed Saikh Imtiaz has over 20 years of experience working on women, gender and masculinity issues. He is passionate about using new technologies, new media, and design thinking for innovation to foster gender education and he has developed several gender education programmes in Bangladesh. He is experienced in behavioural change communication, participatory gender assessments, women's economic empowerment using sustainable livelihood approaches, project development, climate change, facilitation, and training on human rights and rights-based approaches, masculinities, and gender-based violence prevention. He has worked with UNDP, UNFPA, World Bank, PKSF, WHO, PLAN International, Ford Foundation, Amsterdam University, MoWCA, Promundo-US, and CARE Bangladesh, among others. He holds an MSS degree in Women's Studies from Dhaka University and obtained a Ph.D. in Social and Behavioural Science from Amsterdam University, focusing on masculinity, sexuality, and HIV/AIDS.

- Skills: Research/Analysis; Project Development/Management; Participatory Assessment; Innovation/Design Thinking; Advocacy; Innovation for Gender Communication and Education
- Working languages: English; Bangla
- Geographic experience: Bangladesh; The Netherlands; Nepal; Sri Lanka; South Africa; Egypt; Indonesia
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### Fayazuddin Ahmad

Mr. Fayazuddin Ahmad (Fayaz) is an expert in development programs focusing on rights, governance, gender, and communications. As a legal practitioner, his expertise extends to socio-legal research and thematic project/programme design and assessment. Mr. Fayaz is experienced in designing research projects, communications strategies, knowledge management architectures, policy advocacy campaigns, and trainings. He has experience of working with national, international, and multi-lateral agencies, including UNDP, UN Women and the World Bank. He holds one LLM from the University of Dhaka, specializing in Comparative Human Rights and Humanitarian Laws. Additionally, he holds a second LLM in International Development Law and Human Rights from the University of Warwick, United Kingdom.

- Skills: Research/Analysis; Capacity development/ Training; Evaluation/ Assessment; Knowledge management; Resource mobilisation
- Working languages: English; Bangla
- Geographic experience: Bangladesh; Uganda; South Africa; United Kingdom; United States of America
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## Economic Empowerment

### Md Ashfike Khalaque

Mr. Md Ashfike Khalaque has over 13 years of experience in the development sector. His expertise is centred around women's entrepreneurship and livelihoods, value chain and market development interventions, and private sector engagement. Moreover, he has experience in providing capacity development trainings and advisory services to the private sector on UN Women and UN Global Compact's Women's Empowerment Principles (WEPs). He has worked with organizations such as UN Women, iDE, and Care Bangladesh. He holds a master's degree in Development Studies from Islamic University, Bangladesh and an MSS in Sociology from Shahjalal University of Science and Technology, Bangladesh.

- Skills: Capacity development/Training
- Working languages: English; Bangla
- Geographic experience: Bangladesh
- Email: [ashfike@gmail.com](mailto:ashfike@gmail.com)

### **Nurun Nahar Begum**

Ms. Nurun Nahar Begum has more than forty years of experience in the development sector, with focus on gender equality, gender-based empowerment, and gender mainstreaming. She has extensive experience in conducting gender analyses, evaluations, and assessments, as well as in developing gender-based work plans, policy advisory, training designs, and material development. Furthermore, she is knowledgeable about project design and management in areas such as gender and empowerment, environment, rural development, and gender-based violence. She has worked with organisations such as BARD, MoWCA, CIDA, UNDP, UNESCO, WFP, The World Bank, German Development Cooperation (GIZ), CIRDAP, IFAD, AARDO, Plan Bangladesh, and Care Bangladesh. She holds an MA in Gender Analysis from the University of East Anglia, United Kingdom, as well as an MA in Education and an MSc in Psychology from the University of Dhaka, Bangladesh.

- Skills: Research/Analysis; Capacity development/ Training; Evaluation/ Assessment; Project management
- Working languages: English; Bangla
- Geographic experience: Bangladesh
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### **Md. Mosfequr Rahman**

Mr. Md. Mosfequr Rahman has more than 13 years of experience working on gender equality and women's empowerment, with a focus on decent work and social and labour standards for the private sector. Additionally, he has experience with issues related to political participation and governance. He has previously worked with organisations such as ActionAid, The Hunger Project, German Development Cooperation (GIZ), BRAC, GoodWeave International, among others. Mr. Rahman has a master's degree in Development Studies from East West University, Bangladesh.

- Skills: Advocacy; Capacity building/Training
- Working languages: English; Bangla
- Geographic experience: Bangladesh
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### Sarah Zita

Ms. Sarah Zita has over 15 years of experience of working on gender issues and women's economic empowerment, specifically focusing on women's entrepreneurship and digital inclusion. Furthermore, she has an extensive entrepreneurial background in the field of ecommerce in Bangladesh working with platforms such as OLX, Monihari and ekShop. She also has competency in advocating for micro-merchants and rural and/or marginal entrepreneurs, having worked with multiple UNCDF projects and multinational companies. She has experience working with organisations, among others UNDP and Joyeeta Foundation. She holds an MBA from University of Dhaka, majoring in banking. She also has a BBA from University of Dhaka, majoring in finance.

- Skills: Capacity building/Training
- Working languages: English; Bangla
- Geographic experience: Bangladesh
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### Debojit Saha

Mr. Debojit Saha has ten years of experience researching and consulting on the socioeconomic empowerment of women, including livelihood and skills building programmes, inclusive and gender-responsive private sector development, and value chain and market system analysis. In addition, he has expertise in developing gender-responsive and inclusive business models, including for climate resilient and environmental sustainability projects, and for disability inclusion. He has worked as a consultant for various organisations, among those UNDP, UNEP, GIZ, USAID, Oxfam, Traidcraft, BLAST, Myanmar Garments Manufacturer Association (MGMA), BCG, and Google. He holds a master's degree in Economics from East West University, Bangladesh, and a BBA from IBA, University of Dhaka, Bangladesh.

- Skills: Research/Analysis; Capacity development; Monitoring & Evaluation; Assessment; Results-based management
- Working languages: English; Bangla
- Geographic experience: Bangladesh; Myanmar
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### Nusrat Jahan

Ms. Nusrat Jahan has more than 15 years of experience working with gender equality and women's empowerment, focusing on decent work, social and labour standards as well as environmental standards for the private sector. She is certified as an ILO Participatory Gender Audit Facilitator and as Lead Auditor in international codes of conduct. She has experience working for organisations such as German Development Cooperation (GIZ) and Li & Fung, among others. She holds a Master of Law (LLM) degree from Dhaka International University, Bangladesh, and a master's degree in Political Science from National University, Bangladesh.

- Skills: Capacity building/Training; Audit
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- Geographic experience: Bangladesh
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### Afsan Chowdhury

Mr. Afsan Chowdhury has over 35 years of experience working with media, social- and behavioural change campaigns, social communication, advocacy, and social mobilization, focusing on gender and women's empowerment issues. More specifically he has worked on issues related to diversity, child rights, prevention of sexual abuse, women's economic empowerment, and disaster risk reduction. He has experience working with many organisations, for example UNICEF, BRAC, Panos South Asia, BBC, UNDP, UNFPA, UNAIDS, Bangladesh Human Rights Commission, MoWCA, Disaster Management Bureau, ActionAid, and Save the Children. He has a master's degree in History and a L.L.B from University of Dhaka, Bangladesh.

- Skills: Research/Analysis; Advocacy; Capacity development/Training; Evaluation/Assessment
- Working languages: English; Bangla
- Geographic experience: Bangladesh; India; Nepal; Sri Lanka; Nigeria; Ethiopia; Uganda; Turkmenistan; Canada
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### Dr. Naushad Faiz

Dr. Naushad Faiz has more than 38 years of experience working in the field of development as a researcher and evaluator. He has conducted 120 studies, evaluations, and surveys in a wide variety of areas, including women's economic empowerment, decent work, social and labour standards, garments industry, health and population, disability inclusion, and child rights. He has worked with organisations such as GIZ, GTZ, DFID, UNDP, ILO, The World Bank, USAID, and Swiss Development Cooperation (SDC). Dr. Faiz has obtained a Ph.D. in Economics from Moscow University, Russia.

- Skills: Research/Analysis
- Working languages: English; Bangla
- Geographic experience: Bangladesh; Myanmar
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### Tahrima Rahman Huq

Ms. Tahrima Rahman Huq has over 24 years of experience on social and behaviour change campaigns, advocacy, and social mobilization, specifically focusing on gender and women's empowerment issues. She has worked with various organisations, including UNICEF, Association of Development Agencies in Bangladesh (ADAB), Gonoshahajjo Sangstha (GSS), and Centre for Training and Rehabilitation of Destitute Women (CTRDW-Bangladesh). Serving as Group Director and Head of Social Communication for Asiatic Marketing Communications Ltd. she has experience working with UNICEF, UNFPA, UNDP, WHO, ILO, IOM, The World Bank, Save the Children, BRAC, and many more. She has a Master of Social Science degree in social welfare from the University of Dhaka, Bangladesh.

- Skills: Advocacy; Capacity building/Training
- Working languages: English; Bangla
- Geographic experience: Bangladesh
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- [Link to CV](#)

### **Nilufer Ahmed Karim**

Ms. Nilufer Ahmed Karim has forty years of experience working as a researcher, consultant, and trainer/facilitator. She has been involved in more than thirty consultancy projects of different donor agencies and facilitated training sessions in the private sector, in the non-governmental sector, and for the Government. She has held the role of Gender Specialist in various projects, such as developing a gender policy and strategy for Dhaka Water Supply and Sewerage Authority 2016 and preparing a gender policy for GEMCON GROUP. Further she has worked with organisations such as BIDS, Bangladesh Institute of Management, UNDP, LEGD, BMET, MoLE, MoWCA, and UN Women. She holds a BA and an MA in Economics from the University of Dhaka.

- Skills: Research/Analysis; Capacity development/ Training; Evaluation
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### **Julaikha B. Hossain**

Ms. Julaikha B. Hossain has over 20 years of experience at both the national and international level in designing, planning, implementing, managing, monitoring, and evaluating development projects, particularly in the areas of gender equality and women's empowerment, SGBV, and human rights issues. She is familiar with both qualitative and quantitative data analysis as well as associated tools such as NVivo and SPSS. Currently, she is working with the Asian Institute of Technology (AIT) in Thailand as an Affiliated Faculty and Senior Research Specialist for the Gender and Development Studies Program under the Department of Development and Sustainability. Ms. Hossain holds a Ph.D. in Gender and Development Studies from AIT, Thailand, where she focused her research on women engineers in the construction industry.

- Skills: Research/Analysis; Advocacy; Monitoring & Evaluation
- Working languages: English; Bangla
- Geographic experience: Bangladesh
- Email: [julaikha2002@yahoo.com](mailto:julaikha2002@yahoo.com)

### **Tahreen Tahrifa Chowdhury**

Ms. Tahreen Tahrifa Chowdhury has extensive research experience in the areas of Labour Market Dynamics, Gender, Covid-19 and Tourism Industry, Energy, Financial Technology and MSMEs. She is currently working as a research associate at the Bangladesh Institute of Development Studies (BIDS). She has previous experiences teaching economics at BRAC University and East West University. Ms. Tahreen has previously worked with UNDP (SWAPNO Project), Ministry of Finance, Ministry of Education, UN-ESCAP, IFPRI, IUCN, and FAO. She is currently working on two research studies for UNDP on women entrepreneurs. She holds a degree in economics from Dhaka where her fields of interests were Macro Economics, Microeconomics and Development Economics

- Skills: Research/Analysis; Training; Monitoring & Evaluation; Assessment
- Working languages: English; Bangla
- Geographic experience: Bangladesh
- Email: [eco\\_tahreen@yahoo.com](mailto:eco_tahreen@yahoo.com)

### **Dr. Tania Haque**

Dr. Tania Haque has extensive research experience with a focus on empowerment, unpaid care work, gender-based violence, and gender and development. She has worked as a consultant and/or researcher in a variety of thematic areas, including women's contribution to the economy, VAW survivors' health, safe urban spaces for women and girls, decent work, gender and nutrition, and women in local governance. She has previously worked with organisations such as WHO, ILO, Action Aid Bangladesh, Ministry of health and Family welfare, Friedrich-Ebert-Stiftung, Plan Bangladesh, UNFPA, and World Vision. Dr. Haque completed a Ph.D. at University of Dhaka, during which her research focused on unpaid care work.

- Skills: Research/Analysis
- Working languages: English; Bangla
- Geographic experience: Bangladesh
- Email: [tania14bd@yahoo.com](mailto:tania14bd@yahoo.com)

### **Dr. Fahmida Khatun**

Dr. Fahmida Khatun is an economist with over 25 years of experience. Her background includes working on youth unemployment, women's contribution to GDP, gender and trade liberalisation, and small and medium enterprises. Currently, she is the Executive Director at Centre for Policy Dialogue (CPD) and since 2014 she has been leading CPD's flagship programme 'Independent Review of Bangladesh's Development' aimed at carrying out research and macroeconomic review of Bangladesh's economy. Moreover, she is a member of the Panel of Economists for the Eighth Five Year Plan under the Ministry of Planning and a member of the Advisory Committee for the 'National Human Development Report' to be prepared by the Ministry of Finance. Furthermore, she has experience working with UNDP and USAID, among others. Dr. Khatun holds a PhD in Economics from the University College London, UK.

- Skills: Research/Analysis; Policy making
- Working languages: English; Bangla
- Geographic experience: Bangladesh; UK; Norway; South Korea; India
- Email: [fahmida@cpd.org.bd](mailto:fahmida@cpd.org.bd)

### **Dr. Sayema Haque Bidisha**

Dr. Sayema Haque Bidisha is a professor at the Department of Economics, University of Dhaka. Her research interest lies in labour economics, development economics, population economics, and micro econometrics. Her experience involves both empirical analysis as well as policy focused research with emphasis on developing countries. She has worked on several research projects on labour market, gender and women's empowerment, gender budgeting, migration and remittance earning, credit and food security, population and development, economic growth and exchange rate movements, skill and education, demographic dividend and youth population, among others. In addition, Dr. Bidisha has also worked closely with the Government of Bangladesh in preparing various policy documents. Additionally, she has worked with several international as well as national organisations, including the World Bank, IDRC, ILO, FAO, UNICEF, and DFID. She obtained a PhD in Labour Economics from the University of Nottingham, UK.

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- Working languages: English; Bangla
- Geographic experience: Bangladesh
- Email: [sayemabidisha@gmail.com](mailto:sayemabidisha@gmail.com)

### Ferdousi Sultana Begum

Ms. Ferdousi Sultana Begum is a gender and social development expert with over forty years of experience. Her expertise focuses on result-based management (RBM), performance measurement, data analysis, monitoring and evaluation, capacity building and knowledge management. Her thematic experience includes social protection, poverty reduction, health, water management, climate change, local governance, education, transport, energy, SME development, agriculture, violence against women, child rights, and human trafficking. She has designed, implemented, and developed Gender Action Plans for more than 30 projects/programmes and has written several national reports on gender equality and social development for the government and UN agencies, for example gender strategies for the Five-Year Plan. She has experience working with various organisations, among those CIDA, UNDP, BRAC, Bangladesh Mohila Parishad, UN Women, DFID, UNICEF, IOM, Asian Development Bank. She holds an MA in Economics from Dhaka University.

- Skills: Research/Analysis; Programme management; Monitoring & Evaluation; RBM; Logframes; Capacity building/Training; Knowledge management
- Working languages: English; Bangla (fluent), Urdu; Hindi (working knowledge)
- Geographic experience: Bangladesh, Canada, Cambodia, China, Indonesia, Philippines, and Southeast Asia Region
- Email: [ferdousi.sultana@yahoo.com](mailto:ferdousi.sultana@yahoo.com)

### Maheen Sultan

Ms. Maheen Sultan has over thirty years of experience working as a development practitioner, activist, and researcher. She is knowledgeable in the areas of programme management, policy formulation, communications, and advocacy. She is currently serving as Head of the Gender Studies Cluster and Coordinator of the Centre for Gender and Social Transformation (CGST) at BRAC Institute of Governance and Development, BRAC University. She is working on the thematic areas of women's leadership and organising, local governance, gender norms and masculinities, and women's employment and care work. Ms. Sultan has experience working for NGOs, donors, UN agencies, Grameen Bank, and the Bangladeshi government in a range of capacities. Furthermore, she has a License in Sociology from the University of Geneva.

- Skills: Research/Analysis; Programme management; Communications; Advocacy; Policy formulation
- Working languages: English; Bangla
- Geographic experience: Bangladesh
- Email: [maheen.sultan@bracu.ac.bd](mailto:maheen.sultan@bracu.ac.bd)

### Dr. Md Mokhlesur Rahman

Dr. Md Mokhlesur Rahman has over 18 years working on gender equality issues. He has conducted and/or managed over one hundred baselines studies and thirty final evaluations on a range of themes including livelihood, disaster risk reduction and climate change, emergency response, extreme poverty, women's empowerment, social inclusion, gender inclusive development, and capacity building. He has previously worked for Christian Aid Bangladesh, Heifer International Bangladesh, Practical Action Bangladesh, Save the Children Bangladesh, BRAC International (Afghanistan), and The Hunger Project Bangladesh. In addition, he has provided consultancy services for various organisations, such as UNDP, UN Women, IOM, and Oxfam. Dr. Rahman holds a master's degree in Development Studies from University of Rotterdam, The Netherlands. He further gained his Ph.D. in Sociology in 2018 from Jawaharlal Nehru University in India, focusing his research on Gender, ICT, and Wellbeing.

- Skills: Research/Analysis; Monitoring & Evaluation; Advocacy; Capacity development/Training; Evaluation/Assessment
- Working languages: English; Bangla; Hindi (communicative); Urdu (communicative), Dari/Farsi (communicative)
- Geographic experience: Bangladesh; Afghanistan; The Netherlands; Ghana; Zimbabwe (direct); Philippine; India; Pakistan; Nepal; Sri Lanka (virtual supervision)
- Email: [mrsagar76@outlook.com](mailto:mrsagar76@outlook.com); [mokhlesurr@crdbd.org](mailto:mokhlesurr@crdbd.org)

### Hassan Imam

Mr. Hassan Imam is a development practitioner with over 24 years of experience in areas such as strategic planning, programme management, capacity building, and social & behaviour change communications. His thematic expertise include migration, public health, human trafficking, social enterprise development, human rights, youth development, gender, and women's empowerment. He currently works as the Managing Director of Center for Development Communications DEVCOM Ltd. Previously, he has worked with the Government of Bangladesh, UN Agencies, Donor Agencies, and NGOs, including IOM, ILO, Swiss Agency for Development Cooperation (SDC), UNDP, UN Women, Save the Children, CARE Bangladesh, among others. Mr. Imam holds a Master of Public Health from State University of Bangladesh, Dhaka.

- Skills: Strategic planning; Capacity building/Training, SBCC, Research/Analysis; Evaluation/Assessment; Advocacy; Programme management
- Working languages: English; Bangla
- Geographic experience: Bangladesh
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## Education, Skills, and Training

### Nurun Nahar Begum

Ms. Nurun Nahar Begum has more than forty years of experience in the development sector, with focus on gender equality, gender-based empowerment, and gender mainstreaming. She has extensive experience in conducting gender analyses, evaluations, and assessments, as well as in developing gender-based work plans, policy advisory, training designs, and material development. Furthermore, she is knowledgeable about project design and management in areas such as gender and empowerment, environment, rural development, and gender-based violence. She has worked with organisations such as BARD, MoWCA, CIDA, UNDP, UNESCO, WFP, The World Bank, German Development Cooperation (GIZ), CIRDAP, IFAD, AARDO, Plan Bangladesh, and Care Bangladesh. She holds an MA in Gender Analysis from the University of East Anglia, United Kingdom, as well as an MA in Education and an MSc in Psychology from the University of Dhaka, Bangladesh.

- Skills: Research/Analysis; Capacity development/ Training; Evaluation/ Assessment; Project management
- Working languages: English; Bangla
- Geographic experience: Bangladesh
- Email: [nnkabir1881@gmail.com](mailto:nnkabir1881@gmail.com)

### **Dr. Sayed Saikh Imtiaz**

Dr. Sayed Saikh Imtiaz has over 20 years of experience working on women, gender and masculinity issues. He is passionate about using new technologies, new media, and design thinking for innovation to foster gender education and he has developed several gender education programmes in Bangladesh. He is experienced in behavioural change communication, participatory gender assessments, women's economic empowerment using sustainable livelihood approaches, project development, climate change, facilitation, and training on human rights and rights-based approaches, masculinities, and gender-based violence prevention. He has worked with UNDP, UNFPA, World Bank, PKSF, WHO, PLAN International, Ford Foundation, Amsterdam University, MoWCA, Promundo-US, and CARE Bangladesh, among others. He holds an MSS degree in Women's Studies from Dhaka University and obtained a Ph.D. in Social and Behavioural Science from Amsterdam University, focusing on masculinity, sexuality, and HIV/AIDS.

- Skills: Research/Analysis; Project Development/Management; Participatory Assessment; Innovation/Design Thinking; Advocacy; Innovation for Gender Communication and Education
- Working languages: English; Bangla
- Geographic experience: Bangladesh; The Netherlands; Nepal; Sri Lanka; South Africa; Egypt; Indonesia
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### **Md. Ashfike Khalaque**

Mr. Md. Ashfike Khalaque has over 13 years of experience in the development sector. His expertise is centred around women's entrepreneurship and livelihoods, value chain and market development interventions, and private sector engagement. Moreover, he has experience in providing capacity development trainings and advisory services to the private sector on UN Women and UN Global Compact's Women's Empowerment Principles (WEPs). He has worked with organizations such as UN Women, iDE, and Care Bangladesh. He holds a master's degree in Development Studies from Islamic University, Bangladesh and an MSS in Sociology from Shahjalal University of Science and Technology, Bangladesh.

- Skills: Capacity development/Training
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### Debojit Saha

Mr. Debojit Saha has ten years of experience researching and consulting on the socioeconomic empowerment of women, including livelihood and skills building programmes, inclusive and gender-responsive private sector development, and value chain and market system analysis. In addition, he has expertise in developing gender-responsive and inclusive business models, including for climate resilient and environmental sustainability projects, and for disability inclusion. He has worked as a consultant for various organisations, among those UNDP, UNEP, GIZ, USAID, Oxfam, Traidcraft, BLAST, Myanmar Garments Manufacturer Association (MGMA), BCG, and Google. He holds a master's degree in Economics from East West University, Bangladesh, and a BBA from IBA, University of Dhaka, Bangladesh.

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### Nilufer Ahmed Karim

Ms. Nilufer Ahmed Karim has forty years of experience working as a researcher, consultant, and trainer/facilitator. She has been involved in more than thirty consultancy projects of different donor agencies and facilitated training sessions in the private sector, in the non-governmental sector, and for the Government. She has held the role of Gender Specialist in various projects, such as developing a gender policy and strategy for Dhaka Water Supply and Sewerage Authority 2016 and preparing a gender policy for GEMCON GROUP. Further she has worked with organisations such as BIDS, Bangladesh Institute of Management, UNDP, LEGD, BMET, MoLE, MoWCA, and UN Women. She holds a BA and an MA in Economics from the University of Dhaka.

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### Tasaffy Hossain

Ms. Tasaffy Hossain has been involved in the development sector for over ten years, specializing in private sector development, poverty alleviation, gender empowerment and prevention of gender-based violence. She has extensive experience in project management, including sub-sector assessments, designing strategies and implementation of interventions focusing on M4P and gender inclusion. Furthermore, she is experienced in monitoring & evaluation, knowledge management, communication, and advocacy. Since 2010, she has been actively involved in Bangladesh's gender rights activism, focusing on creating awareness around gender issues. She is the founder of the feminist platform "Bonhishikha – Unlearn Gender" and has experience working with various organizations, including Helvetas Bangladesh, IFPRI, and iDE-Bangladesh. She holds an MSS in Development Studies from Independent University Bangladesh.

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### Tahmina Rahman

Ms. Tahmina Rahman has 23 years of working experience on issues related to gender. She has experience working in both non-conflict and conflict areas and has had extensive exposure to programme and project management with a focus on gender and diversity. Her core competencies include programme management, gender mainstreaming, sector specific gender analysis, capacity building, monitoring, and evaluation. Moreover, she has worked on a variety of thematic areas, including WASH, food security, livelihoods, education, communication with community, environment and climate change, protection, DRR, feminist leadership, disability inclusion, and male engagement to reduce violence against women. Ms. Rahman has previous experience working with OXFAM, IRC, UNDP, and UN Women. She obtained a master's degree in Gender Analysis of International Development from University of East Anglia, Norwich, UK.

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### **Tahreen Tahrifa Chowdhury**

Ms. Tahreen Tahrifa Chowdhury has extensive research experience in the areas of Labour Market Dynamics, Gender, Covid-19 and Tourism Industry, Energy, Financial Technology and MSMEs. She is currently working as a research associate at the Bangladesh Institute of Development Studies (BIDS). She has previous experiences teaching economics at BRAC University and East West University. Ms. Tahreen has previously worked with UNDP (SWAPNO Project), Ministry of Finance, Ministry of Education, UN-ESCAP, IFPRI, IUCN, and FAO. She is currently working on two research studies for UNDP on women entrepreneurs. She holds a degree in economics from Dhaka where her fields of interests were Macro Economics, Microeconomics and Development Economics

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### **Fawzia Khondker**

Ms. Fawzia Khondker has twenty-five years of experience in planning, designing, implementing, monitoring, and evaluating multi-sectoral development projects. Specifically, her expertise lies with projects directed towards eliminating violence against women, gender-focused development programmes, and gender trainings. Her work covers thematic areas such as economic and social empowerment of women and girls, women's rights, human rights, and peace. She has previously worked for UNDP, CIDA, WFP and gathered long term consultancy experience with UN Women, GiZ, Oxfam, Manusher Jonno Foundation, and Peace Women Across the Globe. She is a founding member and core committee member of SANGAT, a South Asian feminist network. Ms. Khondker is a Sociology graduate from University of Dhaka.

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### Dr. Md Mokhlesur Rahman

Dr. Md Mokhlesur Rahman has over 18 years working on gender equality issues. He has conducted and/or managed over one hundred baselines studies and thirty final evaluations on a range of themes including livelihood, disaster risk reduction and climate change, emergency response, extreme poverty, women's empowerment, social inclusion, gender inclusive development, and capacity building. He has previously worked for Christian Aid Bangladesh, Heifer International Bangladesh, Practical Action Bangladesh, Save the Children Bangladesh, BRAC International (Afghanistan), and The Hunger Project Bangladesh. In addition, he has provided consultancy services for various organisations, such as UNDP, UN Women, IOM, and Oxfam. Dr. Rahman holds a master's degree in Development Studies from University of Rotterdam, The Netherlands. He further gained his Ph.D. in Sociology in 2018 from Jawaharlal Nehru University in India, focusing his research on Gender, ICT, and Wellbeing.

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### Hassan Imam

Mr. Hassan Imam is a development practitioner with over 24 years of experience in areas such as strategic planning, programme management, capacity building, and social & behaviour change communications. His thematic expertise include migration, public health, human trafficking, social enterprise development, human rights, youth development, gender, and women's empowerment. He currently works as the Managing Director of Center for Development Communications DEVCOM Ltd. Previously, he has worked with the Government of Bangladesh, UN Agencies, Donor Agencies, and NGOs, including IOM, ILO, Swiss Agency for Development Cooperation (SDC), UNDP, UN Women, Save the Children, CARE Bangladesh, among others. Mr. Imam holds a Master of Public Health from State University of Bangladesh, Dhaka.

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### Nurun Nahar Begum

Ms. Nurun Nahar Begum has more than forty years of experience in the development sector, with focus on gender equality, gender-based empowerment, and gender mainstreaming. She has extensive experience in conducting gender analyses, evaluations, and assessments, as well as in developing gender-based work plans, policy advisory, training designs, and material development. Furthermore, she is knowledgeable about project design and management in areas such as gender and empowerment, environment, rural development, and gender-based violence. She has worked with organisations such as BARD, MoWCA, CIDA, UNDP, UNESCO, WFP, The World Bank, German Development Cooperation (GIZ), CIRDAP, IFAD, AARDO, Plan Bangladesh, and Care Bangladesh. She holds an MA in Gender Analysis from the University of East Anglia, United Kingdom, as well as an MA in Education and an MSc in Psychology from the University of Dhaka, Bangladesh.

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### Dr. Mohammad Tarikul Islam

Dr. Mohammad Tarikul Islam is an emerging political scientist with a research focus on South Asia. He is an Associate Professor of Government and Politics at the Jahangirnagar University in Bangladesh. Prior to joining the University in 2014, Dr. Islam worked with UNDP Bangladesh for seven years in the areas of disaster, climate change, local governance, and gender development. Dr. Islam also held the position of visiting research fellowship (post-doctoral researcher position) at the University of Oxford, University of Cambridge and the School of Oriental and African Studies (SOAS). Moreover, he has experience working as a consultant for UNDP, UN Women, and Democracy International. He obtained a Ph.D. in Disaster, Governance and Development from Bangladesh

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### Debojit Saha

Mr. Debojit Saha has ten years of experience researching and consulting on the socioeconomic empowerment of women, including livelihood and skills building programmes, inclusive and gender-responsive private sector development, and value chain and market system analysis. In addition, he has expertise in developing gender-responsive and inclusive business models, including for climate resilient and environmental sustainability projects, and for disability inclusion. He has worked as a consultant for various organisations, among those UNDP, UNEP, GIZ, USAID, Oxfam, Traidcraft, BLAST, Myanmar Garments Manufacturer Association (MGMA), BCG, and Google. He holds a master's degree in Economics from East West University, Bangladesh, and a BBA from IBA, University of Dhaka, Bangladesh.

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### Afsan Chowdhury

Mr. Afsan Chowdhury has over 35 years of experience working with media, social- and behavioural change campaigns, social communication, advocacy, and social mobilization, focusing on gender and women's empowerment issues. More specifically he has worked on issues related to diversity, child rights, prevention of sexual abuse, women's economic empowerment, and disaster risk reduction. He has experience working with many organisations, for example UNICEF, BRAC, Panos South Asia, BBC, UNDP, UNFPA, UNAIDS, Bangladesh Human Rights Commission, MoWCA, Disaster Management Bureau, ActionAid, and Save the Children. He has a master's degree in History and a L.L.B from University of Dhaka, Bangladesh.

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### Dr. Md Mokhlesur Rahman

Dr. Md Mokhlesur Rahman has over 18 years working on gender equality issues. He has conducted and/or managed over one hundred baselines studies and thirty final evaluations on a range of themes including livelihood, disaster risk reduction and climate change, emergency response, extreme poverty, women's empowerment, social inclusion, gender inclusive development, and capacity building. He has previously worked for Christian Aid Bangladesh, Heifer International Bangladesh, Practical Action Bangladesh, Save the Children Bangladesh, BRAC International (Afghanistan), and The Hunger Project Bangladesh. In addition, he has provided consultancy services for various organisations, such as UNDP, UN Women, IOM, and Oxfam. Dr. Rahman holds a master's degree in Development Studies from University of Rotterdam, The Netherlands. He further gained his Ph.D. in Sociology in 2018 from Jawaharlal Nehru University in India, focusing his research on Gender, ICT, and Wellbeing.

- Skills: Research/Analysis; Monitoring & Evaluation; Advocacy; Capacity development/Training; Evaluation/Assessment
- Working languages: English; Bangla; Hindi (communicative); Urdu (communicative), Dari/Farsi (communicative)
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### Tahmina Rahman

Ms. Tahmina Rahman has 23 years of working experience on issues related to gender. She has experience working in both non-conflict and conflict areas and has had extensive exposure to programme and project management with a focus on gender and diversity. Her core competencies include programme management, gender mainstreaming, sector specific gender analysis, capacity building, monitoring, and evaluation. Moreover, she has worked on a variety of thematic areas, including WASH, food security, livelihoods, education, communication with community, environment and climate change, protection, DRR, feminist leadership, disability inclusion, and male engagement to reduce violence against women. Ms. Rahman has previous experience working with OXFAM, IRC, UNDP, and UN Women. She obtained a master's degree in Gender Analysis of International Development from University of East Anglia, Norwich, UK.

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## Evaluations

### Tasaffy Hossain

Ms. Tasaffy Hossain has been involved in the development sector for over ten years, specializing in private sector development, poverty alleviation, gender empowerment and prevention of gender-based violence. She has extensive experience in project management, including sub-sector assessments, designing strategies and implementation of interventions focusing on M4P and gender inclusion. Furthermore, she is experienced in monitoring & evaluation, knowledge management, communication, and advocacy. Since 2010, she has been actively involved in Bangladesh's gender rights activism, focusing on creating awareness around gender issues. She is the founder of the feminist platform "Bonhishikha – Unlearn Gender" and has experience working with various organizations, including Helvetas Bangladesh, IFPRI, and iDE-Bangladesh. She holds an MSS in Development Studies from Independent University Bangladesh.

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### Dr. Naushad Faiz

Dr. Naushad Faiz has more than 38 years of experience working in the field of development as a researcher and evaluator. He has conducted 120 studies, evaluations, and surveys in a wide variety of areas, including women's economic empowerment, decent work, social and labour standards, garments industry, health and population, disability inclusion, and child rights. He has worked with organisations such as GIZ, GTZ, DFID, UNDP, ILO, The World Bank, USAID, and Swiss Development Cooperation (SDC). Dr. Faiz has obtained a Ph.D. in Economics from Moscow University, Russia.

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### Dr. Md Mokhlesur Rahman

Dr. Md Mokhlesur Rahman has over 18 years working on gender equality issues. He has conducted and/or managed over one hundred baselines studies and thirty final evaluations on a range of themes including livelihood, disaster risk reduction and climate change, emergency response, extreme poverty, women's empowerment, social inclusion, gender inclusive development, and capacity building. He has previously worked for Christian Aid Bangladesh, Heifer International Bangladesh, Practical Action Bangladesh, Save the Children Bangladesh, BRAC International (Afghanistan), and The Hunger Project Bangladesh. In addition, he has provided consultancy services for various organisations, such as UNDP, UN Women, IOM, and Oxfam. Dr. Rahman holds a master's degree in Development Studies from University of Rotterdam, The Netherlands. He further gained his Ph.D. in Sociology in 2018 from Jawaharlal Nehru University in India, focusing his research on Gender, ICT, and Wellbeing.

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- Working languages: English; Bangla; Hindi (communicative); Urdu (communicative), Dari/Farsi (communicative)
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## Gender-Based Violence

### Taslima Yasmin

Ms. Taslima Yasmin is an Associate Professor at the Department of Law, University of Dhaka, and a legal researcher. Her research experience covers areas such as human rights, violence against women, family law, access to justice, prevention of early marriages, and sexual harassment at educational institutions and workplaces. Furthermore, she has experience as an advocate at the Supreme Court of Bangladesh and as a member of the Women Rights Committee of the National Human Rights Commission of Bangladesh. She pursued her graduate studies in law at University College London, United Kingdom.

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### Tasaffy Hossain

Ms. Tasaffy Hossain has been involved in the development sector for over ten years, specializing in private sector development, poverty alleviation, gender empowerment and prevention of gender-based violence. She has extensive experience in project management, including sub-sector assessments, designing strategies and implementation of interventions focusing on M4P and gender inclusion. Furthermore, she is experienced in monitoring & evaluation, knowledge management, communication, and advocacy. Since 2010, she has been actively involved in Bangladesh's gender rights activism, focusing on creating awareness around gender issues. She is the founder of the feminist platform "Bonhishikha – Unlearn Gender" and has experience working with various organizations, including Helvetas Bangladesh, IFPRI, and iDE-Bangladesh. She holds an MSS in Development Studies from Independent University Bangladesh.

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### Dr. Tania Haque

Dr. Tania Haque has extensive research experience with a focus on empowerment, unpaid care work, gender-based violence, and gender and development. She has worked as a consultant and/or researcher in a variety of thematic areas, including women's contribution to the economy, VAW survivors' health, safe urban spaces for women and girls, decent work, gender and nutrition, and women in local governance. She has previously worked with organisations such as WHO, ILO, Action Aid Bangladesh, Ministry of health and Family welfare, Friedrich-Ebert-Stiftung, Plan Bangladesh, UNFPA, and World Vision. Dr. Haque completed a Ph.D. at University of Dhaka, during which her research focused on unpaid care work.

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### Fawzia Khondker

Ms. Fawzia Khondker has twenty-five years of experience in planning, designing, implementing, monitoring, and evaluating multi-sectoral development projects. Specifically, her expertise lies with projects directed towards eliminating violence against women, gender-focused development programmes, and gender trainings. Her work covers thematic areas such as economic and social empowerment of women and girls, women's rights, human rights, and peace. She has previously worked for UNDP, CIDA, WFP and gathered long term consultancy experience with UN Women, GiZ, Oxfam, Manusher Jonno Foundation, and Peace Women Across the Globe. She is a founding member and core committee member of SANGAT, a South Asian feminist network. Ms. Khondker is a Sociology graduate from University of Dhaka.

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### Julaikha B. Hossain

Ms. Julaikha B. Hossain has over 20 years of experience at both the national and international level in designing, planning, implementing, managing, monitoring, and evaluating development projects, particularly in the areas of gender equality and women's empowerment, SGBV, and human rights issues. She is familiar with both qualitative and quantitative data analysis as well as associated tools such as NVivo and SPSS. Currently, she is working with the Asian Institute of Technology (AIT) in Thailand as an Affiliated Faculty and Senior Research Specialist for the Gender and Development Studies Program under the Department of Development and Sustainability. Ms. Hossain holds a Ph.D. in Gender and Development Studies from AIT, Thailand, where she focused her research on women engineers in the construction industry.

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### Ferdousi Sultana Begum

Ms. Ferdousi Sultana Begum is a gender and social development expert with over forty years of experience. Her expertise focuses on result-based management (RBM), performance measurement, data analysis, monitoring and evaluation, capacity building and knowledge management. Her thematic experience includes social protection, poverty reduction, health, water management, climate change, local governance, education, transport, energy, SME development, agriculture, violence against women, child rights, and human trafficking. She has designed, implemented, and developed Gender Action Plans for more than 30 projects/programmes and has written several national reports on gender equality and social development for the government and UN agencies, for example gender strategies for the Five-Year Plan. She has experience working with various organisations, among those CIDA, UNDP, BRAC, Bangladesh Mohila Parishad, UN Women, DFID, UNICEF, IOM, Asian Development Bank. She holds an MA in Economics from Dhaka University.

- Skills: Research/Analysis; Programme management; Monitoring & Evaluation; RBM; Logframes; Capacity building/Training; Knowledge management
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### Syeda Samara Mortada

Ms. Syeda Samara Mortada has over 13 years' experience in the development sector, specializing in communications and media, gender empowerment and prevention of gender-based violence, sexual reproductive health and rights, and bodily autonomy. She has extensive experience in project management, including at SheDecides as the Movement Supporter. Moreover, she has worked at UN Women Bangladesh as Communications Analyst, focusing on communication, advocacy, private sector partnerships, and capacity building on gender equality for youth and other stakeholders. She is currently working at Bonhishikha - Unlearn Gender and has previously worked for organizations like BRAC International, SNV Netherlands, and World Vision International. She is a core organizer of the RageAgainstRape movement in Bangladesh, and core member of the coalition called Feminists Across Generations. Ms. Mortada holds a master's degree in Women's Studies from University of York, United Kingdom.

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## Gender Mainstreaming in Country Documents or National Development Plans

### Dr. Marufa Akter

Dr. Marufa Akter has experience researching and working with gender-based violence, women and work, women and politics, gender and governance, women, peace and security, intersectionality, and social development. She has previously worked for BRAC, BIGD, BRAC University, IOM, and German Watch. Currently she is an Assistant Professor at the Department of Global Studies and Governance at Independent University, Bangladesh. Furthermore, she is working as a GBV and Gender Platform Consultant at the World Bank Dhaka Office. She obtained a Ph.D. in Political Science from the University of Bremen, Germany, where she researched women's political participation in the Bangladesh parliament.

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- Geographic experience: Bangladesh; South Asia
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### Shamima Pervin

Ms. Shamima Pervin has twenty-five years of experience in the development sector, with particular focus on gender equality and women's empowerment. She has ample experience in conducting gender analysis and assessments, and she has played an advisory role for several gender programmes and studies. For example, she served as a national consultant for developing a gender background paper for the 2019 Common Country Analysis (CCA). She has completed an MA in Gender Analysis in Development from the University of East Anglia, United Kingdom and an MSS in Economics from the University of Chittagong, Bangladesh.

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### Ferdousi Sultana Begum

Ms. Ferdousi Sultana Begum is a gender and social development expert with over forty years of experience. Her expertise focuses on result-based management (RBM), performance measurement, data analysis, monitoring and evaluation, capacity building and knowledge management. Her thematic experience includes social protection, poverty reduction, health, water management, climate change, local governance, education, transport, energy, SME development, agriculture, violence against women, child rights, and human trafficking. She has designed, implemented, and developed Gender Action Plans for more than 30 projects/programmes and has written several national reports on gender equality and social development for the government and UN agencies, for example gender strategies for the Five-Year Plan. She has experience working with various organisations, among those CIDA, UNDP, BRAC, Bangladesh Mohila Parishad, UN Women, DFID, UNICEF, IOM, Asian Development Bank. She holds an MA in Economics from Dhaka University.

- Skills: Research/Analysis; Programme management; Monitoring & Evaluation; RBM; Logframes; Capacity building/Training; Knowledge management
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## Gender Responsive Budgeting (GRB)

### Dr. Sayema Haque Bidisha

Dr. Sayema Haque Bidisha is a professor at the Department of Economics, University of Dhaka. Her research interest lies in labour economics, development economics, population economics, and micro econometrics. Her experience involves both empirical analysis as well as policy focused research with emphasis on developing countries. She has worked on several research projects on labour market, gender and women's empowerment, gender budgeting, migration and remittance earning, credit and food security, population and development, economic growth and exchange rate movements, skill and education, demographic dividend and youth population, among others. In addition, Dr. Bidisha has also worked closely with the Government of Bangladesh in preparing various policy documents. Additionally, she has worked with several international as well as national organisations, including the World Bank, IDRC, ILO, FAO, UNICEF, and DFID. She obtained a PhD in Labour Economics from the University of Nottingham, UK.

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## Human Rights and Law

### Dr. Sharin Shajahan Naomi

Dr. Sharin Shajahan Naomi has ample research experience in several areas, including disability, violence against women, women's empowerment, feminism, anti-feminist backlash, men and masculinities, indigenous rights, human rights and humanitarian law, refugee rights, peace and conflict resolution, post-colonial knowledge and environmental justice. Moreover, she is also accustomed to giving talks on women's rights. She is currently an Assistant Professor of Gender Studies at Asian University for Women. Dr. Naomi completed a Ph.D. from Murdoch University, Australia.

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### Fayazuddin Ahmad

Mr. Fayazuddin Ahmad (Fayaz) is an expert in development programs focusing on rights, governance, gender, and communications. As a legal practitioner, his expertise extends to socio-legal research and thematic project/programme design and assessment. Mr. Fayaz is experienced in designing research projects, communications strategies, knowledge management architectures, policy advocacy campaigns, and trainings. He has experience of working with national, international, and multi-lateral agencies, including UNDP, UN Women and the World Bank. He holds one LLM from the University of Dhaka, specializing in Comparative Human Rights and Humanitarian Laws. Additionally, he holds a second LLM in International Development Law and Human Rights from the University of Warwick, United Kingdom.

- Skills: Research/Analysis; Capacity development/ Training; Evaluation/ Assessment; Knowledge management; Resource mobilisation
- Working languages: English; Bangla
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### Nusrat Jahan

Ms. Nusrat Jahan has more than 15 years of experience working with gender equality and women's empowerment, focusing on decent work, social and labour standards as well as environmental standards for the private sector. She is certified as an ILO Participatory Gender Audit Facilitator and as Lead Auditor in international codes of conduct. She has experience working for organisations such as German Development Cooperation (GIZ) and Li & Fung, among others. She holds a Master of Law (LLM) degree from Dhaka International University, Bangladesh, and a master's degree in Political Science from National University, Bangladesh.

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### Taslima Yasmin

Ms. Taslima Yasmin is an Associate Professor at the Department of Law, University of Dhaka, and a legal researcher. Her research experience covers areas such as human rights, violence against women, family law, access to justice, prevention of early marriages, and sexual harassment at educational institutions and workplaces. Furthermore, she has experience as an advocate at the Supreme Court of Bangladesh and as a member of the Women Rights Committee of the National Human Rights Commission of Bangladesh. She pursued her graduate studies in law at University College London, United Kingdom.

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### Asif Munier

Mr. Asif Munier has 28 years of experience in the development sector in Bangladesh, including 13 years working on labour migration issues. His experience further includes a focus on human rights, gender, and child rights. Moreover, he has a strong background in strategic planning, community and organisational assessments, project development, facilitation and training on human rights and rights-based approaches, migration, and displacement. Development communication and Theatre for Development are also areas of interest and expertise. Currently, he is a media commentator on migration and Rohingya refugees. Mr. Munier has previously worked for and with organisation such as ILO, UNDP, IOM, Ministry of Foreign Affairs, BLAST, and Save the Children Sweden-Denmark. He holds an MA in Development Studies from University of Sussex, United Kingdom, and an MSS in Public Administration from University of Dhaka.

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### Fawzia Khondker

Ms. Fawzia Khondker has twenty-five years of experience in planning, designing, implementing, monitoring, and evaluating multi-sectoral development projects. Specifically, her expertise lies with projects directed towards eliminating violence against women, gender-focused development programmes, and gender trainings. Her work covers thematic areas such as economic and social empowerment of women and girls, women's rights, human rights, and peace. She has previously worked for UNDP, CIDA, WFP and gathered long term consultancy experience with UN Women, GiZ, Oxfam, Manusher Jonno Foundation, and Peace Women Across the Globe. She is a founding member and core committee member of SANGAT, a South Asian feminist network. Ms. Khondker is a Sociology graduate from University of Dhaka.

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## Intersectionality

### Dr. Marufa Akter

Dr. Marufa Akter has experience researching and working with gender-based violence, women and work, women and politics, gender and governance, women, peace and security, intersectionality, and social development. She has previously worked for BRAC, BIGD, BRAC University, IOM, and German Watch. Currently she is an Assistant Professor at the Department of Global Studies and Governance at Independent University, Bangladesh. Furthermore, she is working as a GBV and Gender Platform Consultant at the World Bank Dhaka Office. She obtained a Ph.D. in Political Science from the University of Bremen, Germany, where she researched women's political participation in the Bangladesh parliament.

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### Tahmina Rahman

Ms. Tahmina Rahman has 23 years of working experience on issues related to gender. She has experience working in both non-conflict and conflict areas and has had extensive exposure to programme and project management with a focus on gender and diversity. Her core competencies include programme management, gender mainstreaming, sector specific gender analysis, capacity building, monitoring, and evaluation. Moreover, she has worked on a variety of thematic areas, including WASH, food security, livelihoods, education, communication with community, environment and climate change, protection, DRR, feminist leadership, disability inclusion, and male engagement to reduce violence against women. Ms. Rahman has previous experience working with OXFAM, IRC, UNDP, and UN Women. She obtained a master's degree in Gender Analysis of International Development from University of East Anglia, Norwich, UK.

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- Geographic experience: Bangladesh; Afghanistan; Indonesia; Sri Lanka; Pakistan; Somalia
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## Media

### Tahrima Rahman Huq

Ms. Tahrima Rahman Huq has over 24 years of experience on social and behaviour change campaigns, advocacy, and social mobilization, specifically focusing on gender and women's empowerment issues. She has worked with various organisations, including UNICEF, Association of Development Agencies in Bangladesh (ADAB), Gonoshahajjo Sangstha (GSS), and Centre for Training and Rehabilitation of Destitute Women (CTRDW-Bangladesh). Serving as Group Director and Head of Social Communication for Asiatic Marketing Communications Ltd. she has experience working with UNICEF, UNFPA, UNDP, WHO, ILO, IOM, The World Bank, Save the Children, BRAC, and many more. She has a Master of Social Science degree in social welfare from the University of Dhaka, Bangladesh.

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### Afsan Chowdhury

Mr. Afsan Chowdhury has over 35 years of experience working with media, social- and behavioural change campaigns, social communication, advocacy, and social mobilization, focusing on gender and women's empowerment issues. More specifically he has worked on issues related to diversity, child rights, prevention of sexual abuse, women's economic empowerment, and disaster risk reduction. He has experience working with many organisations, for example UNICEF, BRAC, Panos South Asia, BBC, UNDP, UNFPA, UNAIDS, Bangladesh Human Rights Commission, MoWCA, Disaster Management Bureau, ActionAid, and Save the Children. He has a master's degree in History and a L.L.B from University of Dhaka, Bangladesh.

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### Dr. Sayed Saikh Imtiaz

Dr. Sayed Saikh Imtiaz has over 20 years of experience working on women, gender and masculinity issues. He is passionate about using new technologies, new media, and design thinking for innovation to foster gender education and he has developed several gender education programmes in Bangladesh. He is experienced in behavioural change communication, participatory gender assessments, women's economic empowerment using sustainable livelihood approaches, project development, climate change, facilitation, and training on human rights and rights-based approaches, masculinities, and gender-based violence prevention. He has worked with UNDP, UNFPA, World Bank, PKSF, WHO, PLAN International, Ford Foundation, Amsterdam University, MoWCA, Promundo-US, and CARE Bangladesh, among others. He holds an MSS degree in Women's Studies from Dhaka University and obtained a Ph.D. in Social and Behavioural Science from Amsterdam University, focusing on masculinity, sexuality, and HIV/AIDS.

- Skills: Research/Analysis; Project Development/Management; Participatory Assessment; Innovation/Design Thinking; Advocacy; Innovation for Gender Communication and Education
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### Asif Munier

Mr. Asif Munier has 28 years of experience in the development sector in Bangladesh, including 13 years working on labour migration issues. His experience further includes a focus on human rights, gender, and child rights. Moreover, he has a strong background in strategic planning, community and organisational assessments, project development, facilitation and training on human rights and rights-based approaches, migration, and displacement. Development communication and Theatre for Development are also areas of interest and expertise. Currently, he is a media commentator on migration and Rohingya refugees. Mr. Munier has previously worked for and with organisation such as ILO, UNDP, IOM, Ministry of Foreign Affairs, BLAST, and Save the Children Sweden-Denmark. He holds an MA in Development Studies from University of Sussex, United Kingdom, and an MSS in Public Administration from University of Dhaka.

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## Migration

### Nilufer Ahmed Karim

Ms. Nilufer Ahmed Karim has forty years of experience working as a researcher, consultant, and trainer/facilitator. She has been involved in more than thirty consultancy projects of different donor agencies and facilitated training sessions in the private sector, in the non-governmental sector, and for the Government. She has held the role of Gender Specialist in various projects, such as developing a gender policy and strategy for Dhaka Water Supply and Sewerage Authority 2016 and preparing a gender policy for GEMCON GROUP. Further she has worked with organisations such as BIDS, Bangladesh Institute of Management, UNDP, LEGD, BMET, MoLE, MoWCA, and UN Women. She holds a BA and an MA in Economics from the University of Dhaka.

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### Asif Munier

Mr. Asif Munier has 28 years of experience in the development sector in Bangladesh, including 13 years working on labour migration issues. His experience further includes a focus on human rights, gender, and child rights. Moreover, he has a strong background in strategic planning, community and organisational assessments, project development, facilitation and training on human rights and rights-based approaches, migration, and displacement. Development communication and Theatre for Development are also areas of interest and expertise. Currently, he is a media commentator on migration and Rohingya refugees. Mr. Munier has previously worked for and with organisation such as ILO, UNDP, IOM, Ministry of Foreign Affairs, BLAST, and Save the Children Sweden-Denmark. He holds an MA in Development Studies from University of Sussex, United Kingdom, and an MSS in Public Administration from University of Dhaka.

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### Hassan Imam

Mr. Hassan Imam is a development practitioner with over 24 years of experience in areas such as strategic planning, programme management, capacity building, and social & behaviour change communications. His thematic expertise include migration, public health, human trafficking, social enterprise development, human rights, youth development, gender, and women's empowerment. He currently works as the Managing Director of Center for Development Communications DEVCOM Ltd. Previously, he has worked with the Government of Bangladesh, UN Agencies, Donor Agencies, and NGOs, including IOM, ILO, Swiss Agency for Development Cooperation (SDC), UNDP, UN Women, Save the Children, CARE Bangladesh, among others. Mr. Imam holds a Master of Public Health from State University of Bangladesh, Dhaka.

- Skills: Strategic planning; Capacity building/Training, SBCC, Research/Analysis; Evaluation/Assessment; Advocacy; Programme management
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## Political Participation and Governance

### Dr. Marufa Akter

Dr. Marufa Akter has experience researching and working with gender-based violence, women and work, women and politics, gender and governance, women, peace and security, intersectionality, and social development. She has previously worked for BRAC, BIGD, BRAC University, IOM, and German Watch. Currently she is an Assistant Professor at the Department of Global Studies and Governance at Independent University, Bangladesh. Furthermore, she is working as a GBV and Gender Platform Consultant at the World Bank Dhaka Office. She obtained a Ph.D. in Political Science from the University of Bremen, Germany, where she researched women's political participation in the Bangladesh parliament.

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- Working languages: English
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### Dr. Tania Haque

Dr. Tania Haque has extensive research experience with a focus on empowerment, unpaid care work, gender-based violence, and gender and development. She has worked as a consultant and/or researcher in a variety of thematic areas, including women's contribution to the economy, VAW survivors' health, safe urban spaces for women and girls, decent work, gender and nutrition, and women in local governance. She has previously worked with organisations such as WHO, ILO, Action Aid Bangladesh, Ministry of health and Family welfare, Friedrich-Ebert-Stiftung, Plan Bangladesh, UNFPA, and World Vision. Dr. Haque completed a Ph.D. at University of Dhaka, during which her research focused on unpaid care work.

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### Maheen Sultan

Ms. Maheen Sultan has over thirty years of experience working as a development practitioner, activist, and researcher. She is knowledgeable in the areas of programme management, policy formulation, communications, and advocacy. She is currently serving as Head of the Gender Studies Cluster and Coordinator of the Centre for Gender and Social Transformation (CGST) at BRAC Institute of Governance and Development, BRAC University. She is working on the thematic areas of women's leadership and organising, local governance, gender norms and masculinities, and women's employment and care work. Ms. Sultan has experience working for NGOs, donors, UN agencies, Grameen Bank, and the Bangladeshi government in a range of capacities. Furthermore, she has a License in Sociology from the University of Geneva.

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## Sexual and Reproductive Health and rights (SRHR)

### Dr. Rokhsana Reza

Dr. Rokhsana Reza has over twenty years of experience in reproductive and sexual health programs in Bangladesh. Her areas of expertise include project management, strategic planning, needs assessment, quality assurance, monitoring and evaluation and capacity building for NGOs, civil society organizations and government counterparts. Dr. Reza has experience working with national and international NGOs and UN agencies. For example, she has worked closely with development partners and UN alliances on the inclusion of HIV issues in various reports and frameworks, including the Bangladesh Health, Population, and Nutrition Sector Development Program Strategic Plan 2011-2016 and UNDAF Bangladesh 2011-2016.

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### Dr. Naushad Faiz

Dr. Naushad Faiz has more than 38 years of experience working in the field of development as a researcher and evaluator. He has conducted 120 studies, evaluations, and surveys in a wide variety of areas, including women's economic empowerment, decent work, social and labour standards, garments industry, health and population, disability inclusion, and child rights. He has worked with organisations such as GIZ, GTZ, DFID, UNDP, ILO, The World Bank, USAID, and Swiss Development Cooperation (SDC). Dr. Faiz has obtained a Ph.D. in Economics from Moscow University, Russia.

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### Dr. Sayed Saikh Imtiaz

Dr. Sayed Saikh Imtiaz has over 20 years of experience working on women, gender and masculinity issues. He is passionate about using new technologies, new media, and design thinking for innovation to foster gender education and he has developed several gender education programmes in Bangladesh. He is experienced in behavioural change communication, participatory gender assessments, women's economic empowerment using sustainable livelihood approaches, project development, climate change, facilitation, and training on human rights and rights-based approaches, masculinities, and gender-based violence prevention. He has worked with UNDP, UNFPA, World Bank, PKSF, WHO, PLAN International, Ford Foundation, Amsterdam University, MoWCA, Promundo-US, and CARE Bangladesh, among others. He holds an MSS degree in Women's Studies from Dhaka University and obtained a Ph.D. in Social and Behavioural Science from Amsterdam University, focusing on masculinity, sexuality, and HIV/AIDS.

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### Syeda Samara Mortada

Ms. Syeda Samara Mortada has over 13 years' experience in the development sector, specializing in communications and media, gender empowerment and prevention of gender-based violence, sexual reproductive health and rights, and bodily autonomy. She has extensive experience in project management, including at SheDecides as the Movement Supporter. Moreover, she has worked at UN Women Bangladesh as Communications Analyst, focusing on communication, advocacy, private sector partnerships, and capacity building on gender equality for youth and other stakeholders. She is currently working at Bonhishikha - Unlearn Gender and has previously worked for organizations like BRAC International, SNV Netherlands, and World Vision International. She is a core organizer of the RageAgainstRape movement in Bangladesh, and core member of the coalition called Feminists Across Generations. Ms. Mortada holds a master's degree in Women's Studies from University of York, United Kingdom.

- Skills: Communications and Advocacy; Storytelling and Writing, Capacity development/Training
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## Women, Peace, and Security

### Dr. Sharin Shajahan Naomi

Dr. Sharin Shajahan Naomi has ample research experience in several areas, including disability, violence against women, women's empowerment, feminism, anti-feminist backlash, men and masculinities, indigenous rights, human rights and humanitarian law, refugee rights, peace and conflict resolution, post-colonial knowledge and environmental justice. Moreover, she is also accustomed to giving talks on women's rights. She is currently an Assistant Professor of Gender Studies at Asian University for Women. Dr. Naomi completed a Ph.D. from Murdoch University, Australia.

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### Dr. Marufa Akter

Dr. Marufa Akter has experience researching and working with gender-based violence, women and work, women and politics, gender and governance, women, peace and security, intersectionality, and social development. She has previously worked for BRAC, BIGD, BRAC University, IOM, and German Watch. Currently she is an Assistant Professor at the Department of Global Studies and Governance at Independent University, Bangladesh. Furthermore, she is working as a GBV and Gender Platform Consultant at the World Bank Dhaka Office. She obtained a Ph.D. in Political Science from the University of Bremen, Germany, where she researched women's political participation in the Bangladesh parliament.

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## Working with Men and Boys/Masculinities

### Dr. Sharin Shajahan Naomi

Dr. Sharin Shajahan Naomi has ample research experience in several areas, including disability, violence against women, women's empowerment, feminism, anti-feminist backlash, men and masculinities, indigenous rights, human rights and humanitarian law, refugee rights, peace and conflict resolution, post-colonial knowledge and environmental justice. Moreover, she is also accustomed to giving talks on women's rights. She is currently an Assistant Professor of Gender Studies at Asian University for Women. Dr. Naomi completed a Ph.D. from Murdoch University, Australia.

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### Dr. Sayed Saikh Imtiaz

Dr. Sayed Saikh Imtiaz has over 20 years of experience working on women, gender and masculinity issues. He is passionate about using new technologies, new media, and design thinking for innovation to foster gender education and he has developed several gender education programmes in Bangladesh. He is experienced in behavioural change communication, participatory gender assessments, women's economic empowerment using sustainable livelihood approaches, project development, climate change, facilitation, and training on human rights and rights-based approaches, masculinities, and gender-based violence prevention. He has worked with UNDP, UNFPA, World Bank, PKSF, WHO, PLAN International, Ford Foundation, Amsterdam University, MoWCA, Promundo-US, and CARE Bangladesh, among others. He holds an MSS degree in Women's Studies from Dhaka University and obtained a Ph.D. in Social and Behavioural Science from Amsterdam University, focusing on masculinity, sexuality, and HIV/AIDS.

- Skills: Research/Analysis; Project Development/Management; Participatory Assessment; Innovation/Design Thinking; Advocacy; Innovation for Gender Communication and Education
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### Maheen Sultan

Ms. Maheen Sultan has over thirty years of experience working as a development practitioner, activist, and researcher. She is knowledgeable in the areas of programme management, policy formulation, communications, and advocacy. She is currently serving as Head of the Gender Studies Cluster and Coordinator of the Centre for Gender and Social Transformation (CGST) at BRAC Institute of Governance and Development, BRAC University. She is working on the thematic areas of women's leadership and organising, local governance, gender norms and masculinities, and women's employment and care work. Ms. Sultan has experience working for NGOs, donors, UN agencies, Grameen Bank, and the Bangladeshi government in a range of capacities. Furthermore, she has a License in Sociology from the University of Geneva.

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### **Tahmina Rahman**

Ms. Tahmina Rahman has 23 years of working experience on issues related to gender. She has experience working in both non-conflict and conflict areas and has had extensive exposure to programme and project management with a focus on gender and diversity. Her core competencies include programme management, gender mainstreaming, sector specific gender analysis, capacity building, monitoring, and evaluation. Moreover, she has worked on a variety of thematic areas, including WASH, food security, livelihoods, education, communication with community, environment and climate change, protection, DRR, feminist leadership, disability inclusion, and male engagement to reduce violence against women. Ms. Rahman has previous experience working with OXFAM, IRC, UNDP, and UN Women. She obtained a master's degree in Gender Analysis of International Development from University of East Anglia, Norwich, UK.

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