

American International University-Bangladesh

Sustainable Development Goals Report



SDG 5: GENDER EQUALITY

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Childcare Support for Staff and Faculty Mothers at AIUB

On-Campus Daycare Services at AIUB



Inside the AIUB Day Care Center, which offers a safe, child-friendly environment for kids to learn and play while their parents attend classes or work.

American International University–Bangladesh (AIUB) provides an on-campus daycare facility to support students and employees with young children. This AIUB Day Care Center was established and is operated by the university itself – it is overseen by an official Childcare Committee to ensure high-quality care aiub.edu aiub.edu. The daycare offers early childcare and preschool play services for infants and toddlers, enabling **recent mothers to continue attending their university courses without interruption** aiub.edu. In practice, children as young as 6 months old up to around 4 years of age can be enrolled at the center aiub.edu. The facility is located on campus and is equipped with dedicated infrastructure and trained caregivers, creating a secure “family-like” atmosphere for the children aiub.edu. AIUB specifically notes that this service helps student mothers (as well as faculty and staff parents) balance their **parental responsibilities with academic or work obligations** in a supportive environment aiub.edu aiub.edu.

Childcare Facilities at AIUB for Students, Staff and Faculty

AIUB promotes an inclusive and supportive campus environment by offering accessible childcare facilities for students, staff, and faculty, ensuring that recent mothers can continue attending university courses or fulfilling job responsibilities without barriers. Although the service is not free, a very small monthly fee is required, making the facility affordable and accessible to all. The childcare center is governed by an approved Childcare Committee that monitors operations and maintains high standards of Early Childhood Care and Pre-School Play Services for children aged six months to four years. With dedicated infrastructure, trained caregivers, and a safe, family-like atmosphere, AIUB ensures children receive attentive care during working or class hours. Parents complete a simple registration process and participate in monthly meetings to review

their children's progress and provide feedback. The facility operates from 7:45 AM to 5:00 PM, allowing mothers to manage academic or professional duties confidently. While parents provide personal items for their children and AIUB offers basic first aid support, the childcare center remains a crucial service that empowers women through continued education and employment.

Activities at AIUB regarding childcare facilities

As part of AIUB's annual contribution to the World Bank's WePOWER initiative, the University reports on activities that support women's participation, retention, and advancement in the energy and academic sectors. One such key support mechanism is the AIUB Childcare Facility, which enables students, faculty, and staff, particularly recent mothers to continue their academic and professional responsibilities. In the 2024 reporting year, AIUB recorded a good number of students, faculty members, and administrative staff who utilized the childcare services. The facility has a good number of allocated capacity, indicating that a significant portion of the available spaces was effectively used to support women's engagement and continuity in their educational and professional commitments.



Partnerships with External Childcare Providers

AIUB's childcare program is an in-house initiative. There are **no known formal partnerships with external childcare providers** for student parents – instead, the university runs its own daycare center on campus. The childcare facility was created by AIUB and is managed internally (governed by the AIUB Childcare Committee) rather than outsourced to any outside nursery service aiub.edu. All indications from official sources suggest that the university's

strategy has been to develop its **own on-campus childcare services** to serve the AIUB community, rather than rely on external daycare agencies.

AIUB Childcare Facilities

As part of AIUB's Family, the University creates opportunities for its stakeholders. The female students, faculties and staff who have children and are not able to take care of them at home during their study/ working hours are the primary concerns/beneficiaries of the program. With a view to supporting these students and staff (both academic and administrative), the University has established a childcare facilities which is governed by an approved Childcare Committee of AIUB. Infants from six (6) months to two (2) years are eligible to avail Childcare/Early Childhood Care Service and children from two (2) years to four (4) years are eligible to avail Pre-School Play Services. In order to enjoy the facility of the AIUB Childcare Facilities, every parent will be needed to go for registration with proper documentation. There is lump some payment applicable for each child which is due monthly. Followings are some features of AIUB Childcare Facilities-

- The Childcare Facilities shall be governed by an approved Childcare Committee of AIUB which will monitor its activities and ensure that Pre-school and Early Childhood Care services of the highest quality are being delivered at the childcare.
- Necessary infrastructure, support services, human resources and recreational environment with family atmosphere shall be ensured at the childcare.
- The committee and the staff of the childcare shall arrange monthly meeting with the parents/guardians to present & discuss relevant information regarding their children and to receive their feedback for further improvement.
- Parents will provide food, crockeries (such as milk bottle, spoon, plate, bowl etc.) toiletries, cleaning and other necessities for the child.
- AIUB Childcare Facilities will open from 7: 45 am and close at sharp 5:00 pm.
- Parents must register while entering and going out responsively and regularly.
- First AID support will be provided by AIUB Medical Center but in case of extreme medical case, AIUB will not be responsible to provide such service.
- AIUB Childcare will not be liable for the mental, social and physical growth development of the child.
- In case of any negligence and intentional accidents of the Childcare committee, the committee will be responsible after proper investigation. Decision and necessary action will be taken as per the findings of the investigation.

Cost of Childcare Services

The on-campus childcare service at AIUB is **not free**, but it is designed to be affordable. According to the university, only a “*very small monthly fee*” is required for each child enrolled, keeping the service accessible to all student and staff parents aiub.edu. In other words, parents

must pay a modest monthly charge (a lump-sum per month) for the daycare facilities aiub.edu. This minimal fee helps cover the operation of the center while ensuring that cost is **not a barrier** for students or employees who need childcare support. By charging a token amount, AIUB aims to make the service sustainable yet inexpensive enough that young mothers (and fathers) can take advantage of it during their studies or work. There are no indications of any free childcare slots; all users contribute the small monthly payment as part of using the service aiub.edu.

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Accessibility and Eligibility for Student Mothers

The AIUB Day Care Center is open to **all members of the AIUB community with eligible children**, including undergraduate or graduate students who are parents. Female students (as well as faculty and staff) with infants or young kids who cannot be looked after at home during class/work hours are the primary intended beneficiaries of this program aiub.edu. Children from **6 months up to 4 years old** are eligible for enrollment – this covers the range from babies who require infant care up through toddlers ready for preschool-level play activities aiub.edu. The daycare accepts both infants (6–24 months, for early childcare) and children 2–4 years old (for pre-school play services) under the same roof aiub.edu.

To use the service, student mothers (and fathers, if applicable) need to complete a **simple registration process** with the university. Parents must fill out an application and provide proper documentation for their child's enrolment aiub.edu. (During the initial launch in 2023, AIUB instructed interested students to contact the Office of Student Affairs to apply, underscoring that students are welcome to avail themselves of the daycare aiub.edu.) Once registered, parents can drop off their child at the campus daycare during their class or work schedule. The center's hours of operation are approximately **7:45 AM to 5:00 PM** on weekdays, aligning with the university's academic/work day aiub.edu. This schedule means a mother attending morning and afternoon classes can rely on the daycare throughout the day. Parents are required to sign their children in and out and remain responsive while their child is in the facility aiub.edu. Notably, parents are asked to provide their child's personal items (like food, bottles, and toiletries) for the day, and AIUB's on-campus Medical Center provides basic first aid support if needed aiub.edu.

Capacity at the daycare is limited, but so far it has been used extensively by the AIUB community. In fact, in AIUB's 2024 report for a women's empowerment initiative, the university noted that a significant number of student mothers, faculty, and staff **utilized the childcare services**, filling a large portion of the available slots aiub.edu. This indicates that the daycare is indeed accessible and serving its purpose for student parents. Overall, the eligibility is straightforward – any AIUB student with a young child (under four years old) can seek to enroll their child, and the process is made as accessible as possible to encourage **young mothers to continue their studies** without worrying about daytime childcare aiub.edu.

In summary, **AIUB does provide accessible childcare facilities for student mothers** on its campus, alongside a suite of supportive policies. The university's on-campus Day Care Center

allows student parents (especially recent mothers) to attend classes knowing their infants and toddlers are in good hands nearby. The service is affordable (with a token monthly fee) and open to all students or staff with children in the appropriate age range, after a simple registration. While no external daycare partnership exists, AIUB's internal facility and its family-friendly policies – from maternity leave arrangements to health services – work in tandem to accommodate parenting students. These measures enable women at AIUB to **pursue higher education and remain engaged in university life after having children**, with far fewer barriers aiub.edu aiub.edu.