

American International University-Bangladesh

Sustainable Development Goals Report



SDG 5: GENDER EQUALITY

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AIUB's Efforts to Encourage Women in Underrepresented Fields



AIUB collaborates with NGOs and hosts on-campus programs to promote gender equality and encourage women's participation in all fields (AIUB Gender Justice event, 2023).

Encouraging Female Applications in Underrepresented Subjects

Inclusive Admissions and Tracking:

American International University-Bangladesh (AIUB) demonstrates a strong commitment to gender-inclusive education. The university systematically **tracks women's application, acceptance, and participation rates** to ensure females have equal access to all programs aiub.edu. By monitoring enrollment data, AIUB can identify fields where women are underrepresented and take action to close the gap aiub.edu. For example, women comprise about 24% of AIUB's student body, and the administration actively works to raise this share by promoting a welcoming, bias-free admissions process daily-sun.com daily-sun.com.

SDG 5: Gender Equality

American International University-Bangladesh (AIUB) demonstrates its commitment to Sustainable Development Goal 5 by fostering gender equality through various initiatives. AIUB systematically tracks women's applications, acceptance, and participation rates, ensuring inclusive access to education. To support women in underrepresented fields, AIUB organizes seminars such as "Women in Engineering", encouraging self-promotion and confidence-building for female students.

The university promotes women's empowerment through targeted outreach programs, including partnerships with organizations like BRAC for initiatives such as "Shomotontro" on gender justice. On-campus events like International Women's Day celebrations highlight women's contributions and promote awareness of gender issues.

AIUB also provides policies for non-discrimination and maternity benefits, ensuring a supportive environment for female students, faculty, and staff. Additionally, childcare facilities are available for both students and staff, enabling mothers to balance their academic and professional responsibilities.

Through research, AIUB addresses critical gender issues, including publications on topics like "Women's Rights in Bangladesh" and the impact of remittances on women's empowerment. By fostering an inclusive academic culture, AIUB contributes to reducing gender disparities, promoting leadership opportunities, and empowering women to thrive in their respective fields.

AIUB's Contributions to Gender Equity and Women Empowerment

AIUB offers 13 Undergraduate programs and 7 Graduate programs spread across four faculty. The university currently has a gross enrollment of 10,027 students, with 24 percent (2,373) of them being females in both undergraduate and graduate programs. It has 404 full time faculties, 157 officers and 360 support staff. AIUB has a total of 404 faculty members, with 284 males and 120 females. This means that nearly a third of all faculty members are female. Female officers make up 13% of the total number of officers. Female support workers make up about 3% of the workforce. These figures illustrate AIUB's promising practices (PP) in women's empowerment and gender equality. The practices AIUB introduced regarding women's equality and empowerment not only fulfill our "Father of the Nation's" vision, but also uphold one of the 17th Sustainable Development Goals.

Scholarships for Women:

To reduce financial barriers and encourage more female students to pursue higher education (including in male-dominated fields), AIUB offers dedicated scholarships. Notably, *The Dr. Anwarul Abedin Scholarship Grant for Female University Students* provides full tuition coverage for one outstanding female student each semester. This scholarship – established by AIUB's founder – specifically aims to **“reduce the gender gap”** in higher education by empowering female students to continue into undergraduate and graduate programs. By lessening the cost burden, AIUB's scholarship encourages women to apply and enroll in any field of their choice, including STEM subjects where they have historically been fewer in number.

I Scholarships

AIUB has a structured policy to provide several scholarships to students irrespective to gender and age, in order to bridge the gap between the education cost and their financial resources. Some of these scholarships are available for both undergraduate and graduate students. Among all these scholarships one scholarship is there which is dedicated to only female student which is “The Dr. Anwarul Abedin Scholarship Grant for Female University Student”. The late Dr. Anwarul Abedin, AIUB's Founder and Chairman of the Board of Trustees, had a vision of providing scholarship opportunities for female students in order to reduce the gender gap. By taking advantage of this opportunity, female students gain a competitive advantage that promotes continuing and advanced education from the undergraduate to graduate levels. Every Spring and Fall semester, the Dr. Anwarul Abedin Leadership Grant is giving out with the aim of empowering female leaders. Each semester, a scholarship is given to one female student (mentioned above) for the duration of the program. The program first aired in 2013. The grant only covers the tuition fee (100%) for eligible female students each regular semester.

Anwarul Abedin Scholarship for female Undergraduate Students:

This scholarship grant is established in honor of the late Founder and Chairman of the Board of Trustees of the American International University-Bangladesh (AIUB), Dr. Anwarul Abedin. His vision in providing opportunities for female students to have greater access to university education augurs well to the national and international concern of narrowing the gender gap in the university. The grant covers only the tuition fee (100%) given to qualified female student every regular semester, Fall and Spring, based on the number of slots to be declared by the Scholarship Committee. (One per faculty)

Criteria for the Selection of Recipients (For Undergraduate Female Students Only)

- CGPA OF 3.8 and above
- No grade below B+
- Regular Full Time/Full Credit, 12-15 credits with no semester gap
- Certification of No Disciplinary Action (to be issued by OSA)
- Certification of Good Moral Character (to be issued by OSA)
- Membership in any AIUB Club
- Certification of Active Participation in Department/Course Extra Curricular Activities (e.g., volunteer, organizer of seminars, workshops, competitions, etc.)
- Not a recipient of any kind of scholarship/financial assistance provided by the university or any other organization.

The renewal of the Grant every regular semester is subject to maintaining the CGPA and other criteria prescribed above.

University Outreach to Young Women

School and College Outreach:

AIUB engages in outreach initiatives targeting girls at the school and college level to inspire them to pursue university education. The university has **held workshops and even educational game shows at various girls' schools and colleges** to encourage young women to continue their studies and aspire to a university degree aiub.edu. Through these fun and informative sessions, female students learn about opportunities in higher education (such as engineering, IT, business, etc.) and gain the confidence to break traditional barriers. This outreach is designed to dispel the notion that certain subjects are “not for women,” showcasing successful female role models and students from AIUB who can motivate the next generation. As a result of these programs, many girls become more aware of the options available to them and are **encouraged to apply in fields like engineering and computing** where women have been underrepresented.

Women in Leadership (WIL)

AIUB is leading in the Gender Equity and Women's Empowerment Movement using a variety of strategies to use Bangladesh's more skilled female labor force to accelerate economic and social progress. AIUB is attempting to increase women's confidence and awareness (students, faculty members, and staff), as well as to encourage women at all levels to learn skills in order to engage in the country's Development. Female students of AIUB have received the Women in Leadership (WIL) award twice(<https://www.aiub.edu/fba-student-awarded-wil-honorable-mention>). It was organized by WIL and they won for their voice, **vision and vividness which serve as an inspiration to other Bangladeshi women. The AIUB held workshops and game shows in different girls' schools and colleges to encourage them to continue their education. Female faculty members are having a welcoming atmosphere to conduct research and participate in a variety of academic and non-academic activities. AIUB encourages them to take the lead in non-academic events as mentors, supervisors and coordinators. High interest has been observed in the faculty exchange program, as well as participation in local and international conferences on a regular basis.**

Public Seminars and Awareness:

Beyond school visits, AIUB organizes public seminars and campus events to spread awareness about women's empowerment in education. For instance, the university celebrates

International Women's Day each year with events highlighting women's contributions in academia and industry aiub.edu. In 2023, AIUB hosted a seminar titled "*Women in Engineering*" through its IEEE Student Branch's Women in Engineering group, which focused on overcoming gender-based challenges in engineering fields and **encouraged female students' confidence and self-promotion** in their careers aiub.edu. Such events are often open to students from other institutions and the community, thereby serving as outreach that **encourages more young women to consider STEM fields**. By hearing success stories and advice from female engineers and leaders, prospective students are more likely to envision themselves in those roles aiub.edu.

International Women's Day Celebration at AIUB



The Department of MIS and AIUB Women Forum successfully organized a special event on March 9, 2025, at the Multipurpose Hall, Level 10, D Building, to commemorate International Women's Day. The event, titled "Innovate, Elevate, Integrate: Role of Women in the Digital Transformation of Business," focused on fostering discussions around equity, diversity, and inclusion in the professional space.

The event began with a welcome speech by Professor Dr. Anwar Hossain, Advisor/Dean-in-Charge, Faculty of Business Administration, who emphasized the critical role women play in shaping industries and the need to ensure equal opportunities for all. The highlight of the program was a thought-provoking talk show, featuring esteemed AIUB alumni who are making significant strides in diverse fields. The panel included Ms. Tahamina Tanha, BI Analyst, IPDC; Ms. Maliha Meharin Busra, Project Officer (Advocacy), Center for Natural Resource Studies (CNRS); Ms. Nayma Hasan Diana, Health & Lifestyle Coaching & Former Software Quality Assurance Engineer, ImpleVista; Professor Dr. Farheen Hassan, SFHEA, Director, AIUB-IQAC & Founding Secretary, AIUB Women Forum; and Mr. R. Tareque Moudud FCMA, Director, Office of Placement & Alumni, AIUB. The session was moderated by Ms. Nazia Farhana, Program Assessor, AIUB-IQAC, ensuring an engaging and insightful discussion.

During the talk, Ms. Tahamina Tanha highlighted the challenges women face in the male-dominated tech industry, where expertise in data analytics tools like Excel and Tableau remains scarce among women. She emphasized the importance of bridging this skill gap

to ensure equal representation in technology-driven roles. Ms. Maliha Meharin Busra shared her experiences in working with marginalized communities through environmental and resource management projects. She recalled a touching moment when an elderly woman expressed deep gratitude for her contributions, reinforcing the impact of women-led initiatives in traditionally male-dominated sectors. Ms. Nayma Hasan Diana spoke about the importance of maintaining a balanced lifestyle and how prioritizing mental and physical well-being contributes to a more inclusive workplace. She encouraged young professionals to adopt healthy habits early in their careers to ensure long-term success. Professor Dr. Farheen Hassan stressed that human rights should be prioritized over just women's rights and discussed AIUB's initiatives in empowering women through education and leadership opportunities. Mr. R. Tareque Moudud elaborated on how universities can promote equity and diversity in the job market, sharing details on AIUB's career development programs that support students from diverse backgrounds.

Following the discussion, Honorable Vice Chancellor of AIUB, Professor Dr. Saiful Islam, delivered the vote of thanks, expressing appreciation to the panelists, organizers, and students for their participation. A token of appreciation was presented to the Resource Speakers for their valuable insights and contributions. The event was graced by Dr. Rezbin Nahar, Director, BBA Program; and several faculty members from the Faculty of Business Administration, including Mr. Jubayer Suhan, Mr. Mohammad Baijed, Mr. Khandakar Tahirul Islam and Mr. Md. Nur Al Ahad. The event was coordinated by Mr. Md. Mehzabul Hoque Nahid, Head of the Department of MIS, and Ms. Nazia Farhana, Program Assessor, AIUB-IQAC, who oversaw its planning and execution.

The discussions provided students with valuable insights on women's empowerment, workplace equity, and leadership in digital transformation. The event ended on a high note with a group photo, capturing the spirit of empowerment, unity, and progress.



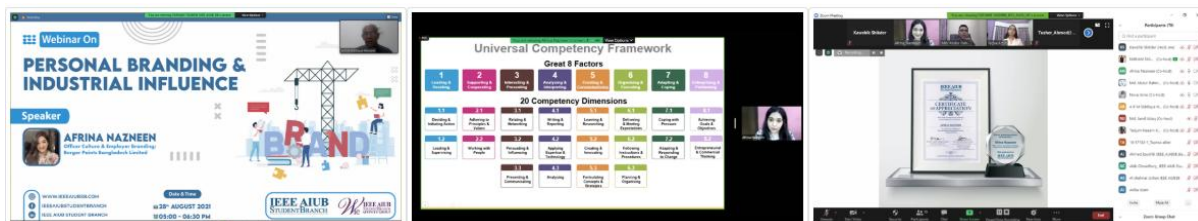
IEEE AIUB Student Branch Women in Engineering (WIE) Affinity Group successfully organized a webinar on “Personal Branding and Industrial Influence”

On 28th August 2021, the IEEE AIUB Student Branch Women in Engineering (WIE) Affinity Group successfully organized the webinar session titled “Personal Branding and Industrial Influence” in collaboration with the IEEE AIUB Student Branch through the ZOOM Meeting platform. The major focus of this webinar was on the key and concise ideas of corporate cultures, personal skill development, and leadership development. The webinar session was inaugurated by Prof. Dr. ABM Siddique Hossain; Dean, Faculty of Engineering, AIUB; Advisor, IEEE AIUB Student Branch; who welcomed the honorable Speaker Afrina Nazneen and also the participants. Prof. Hossain talked about personal branding and influences in short. He also discussed how personal branding can be useful to represent individuals in any new work environment. Then he thanked the honorable speaker for joining this event and also thanked the organizing team for taking this bold initiative of organizing such an informative session.

The session was started with the opening remarks from the speaker Afrina Nazneen; Officer Culture and Employer Branding; Berger Paints Bangladesh Ltd. The honorable speaker started the session by showing her gratitude towards Prof. Hossain, the organizing team, and the participants. The speaker started her presentation by introducing herself and Berger Paint Bangladesh Limited and some of their products. With examples, she discussed personal branding and why it is important based on her personal experience. She also added how personal branding is done and how to brand oneself in a new environment or in a job interview. Later, she discussed self-development, different types of communication and demonstrated the important things to incorporate to build a good resume. She shared some of her experience with verbal and non-verbal communication too and discussed how a proper LinkedIn Profile can enhance one's job opportunity. Finally, Afrina Nazneen concluded her speech by providing some job interview tips and a universal competency framework. Afterward, there was an interactive question-and-answer session, during which the speaker effectively addressed all the questions asked by the participants.

Later, Prof. Dr. Md. Abdur Rahman, Associate Dean, Faculty of Engineering, AIUB; Advisor, IEEE AIUB Student Branch; took the platform and presented the token of appreciation to the honorable speaker. And then he gave the concluding speech where he appreciated the initiative taken by the student branch to organize this webinar session and thanked the honorable speaker. The webinar session was graced by the presence of honorable Dr. Mohammad Nasir Uddin, P.Eng., Head of EEE Dept. (Graduate Program) and Sr. Associate Professor; Mr. Kawshik Shikder, Assistant Professor; Mr. Mohammad Khurshed Alam, Assistant Professor; Mr. Md Ashif Islam Oni, Lecturer; Md. Shahariar Parvez, Lecturer,

Faculty of Engineering, AIUB along with executives and volunteers of IEEE AIUB Student Branch, and other registered participants of AIUB and other universities.



Collaboration and Campaigns for Women’s Empowerment

Partnering with NGOs and Communities:

AIUB actively collaborates with non-governmental organizations, community groups, and national campaigns to advance women’s participation in education and the workforce. A notable example is AIUB’s partnership with BRAC (a leading NGO) on a gender equality awareness campaign called **“Shomotontro”**. In June 2023, AIUB’s Quality Assurance office and Women Forum jointly hosted this two-day program by BRAC’s Gender Justice & Diversity initiative aiub.edu aiub.edu. The event transformed the campus into a learning space with interactive booths and discussions on gender issues, sensitizing students (women *and* men) to the challenges women face and inspiring them to become “change agents” for gender equality aiub.edu aiub.edu. By collaborating in such **nationwide campaigns on gender justice**, AIUB helps create a social environment that encourages women to pursue any field without fear of bias. These partnerships also signal to potential female applicants that the university is a supportive place for women’s ambitions.

AIUB-IQAC hosted “Shomotontro” an initiative on Gender Justice and Diversity program by BRAC NGO, to address SDG 5



AIUB Institutional Quality Assurance Cell (AIUB-IQAC) and AIUB Women Forum jointly organized a two-day long program hosting BRAC's Gender Justice and Diversity program, “Shomotontro”. The event took place on June 19-20, 2023, at AIUB campus premises. The

program was a successful initiative for IQAC-AIUB to fulfil SDG 5 requirement and AIUB Women Forum for addressing the gender related issues and development.

The objective of the event was to start a social awareness campaign on the concept of gender equality among university students. As part of the event few gender experience booths were set up On June 19 and 20, which arranged interactive games, that students enthusiastically participated in. Different booths, such as Photo Booth, Spot the Social Flaw, Make your Own Meme, Audio booth and Standy, presented different social issues in an engaging manner. Game moderators discussed various gender issues with the eager audience.

On June 20, apart from the booths, a seminar style dialogue session was held at AIUB Auditorium from 10AM-2PM. Prof. Dr. Md. Abdur Rahman, Pro-Vice Chancellor, AIUB, inaugurated the session with his welcome speech. AIUB Oratory Club presented two debate sessions as part of this dialogue. The topics for the debate sessions were “Motherhood forces a woman to leave career behind” and “The responsibility of earning only falls on the men, whereas the responsibility of raising a family fall on the women only”. AIUB Oratory Club had a spectacular show of arguments and counter arguments on both the topics. At the end of each debate session, Ms. Nobonita Chowdhury, Director, Gender Justice and Diversity programme, BRAC, had highly interactive dialogue sessions with the audience, which consisted of AIUB university students. She depicted the concept of Shomotontro, with vivid examples of her own experiences and also listened to the experiences of the students. Ms. Nobonita Chowdhury called on several students on stage and showcased their various discrimination experiences. She sensitized the university students on the manifestations of patriarchy and motivated them to contribute as change agents for gender equality. Ms. Nobonita Chowdhury stirred the engaging youth to contribute meaningfully towards achieving gender equity in the long run. Dr. Mohammad Zahidul Islam Khan, Registrar, AIUB provided a vote of thanks to Ms. Nobonita Chowdhury, for her effort in bringing in equality in gender diaspora. Dignitaries from AIUB, Dr. Nisar Ahmed, Treasurer, Mr. Mashiour Rahman, Dean-in-charge, Faculty of Science and Technology, Dr. Mohammad Faridul Alam, Director, Graduate Program (MBA), Dr. Rezbin Nahar, Director, Undergraduate Program (BBA) and other faculty members graced the event with their kind presences. Mr. Tanvir Islam, Ms. Nurunnahar, Ms. Zarfisha Alam, Ms. Kazi Fariha Muntaha from BRAC also attended the two-day event. Ms. Nazia Farhana, Assistant Professor, Management Information System, coordinated the event. Office of Student Affairs and Administrative stuffs of AIUB, extended their immaculate support for making the program a success.



AIUB Women Forum (AWF):

Within the university, the **AIUB Women Forum** serves as a platform that links the academic community with external stakeholders focused on women's development. Established in 2015 on International Women's Day, AWF brings together **women's rights activists, NGOs, women's organizations, and prominent female entrepreneurs** in events and dialogues. The Forum's mission is to empower women through education, entrepreneurship, and leadership opportunities. By hosting guest lectures, workshops, and networking events, AWF helps female students connect with mentors and role models beyond the university. This collaboration between AIUB and the wider community ensures that female students get exposure to national campaigns and resources – for example, discussions on women's health and safety, or sessions on starting a business – thereby **encouraging them to enter and excel in fields where women are underrepresented**. All AIUB women (students, faculty, staff) are automatically members of AWF, underscoring the university's institutional commitment to women's empowerment.

The Launching of the AIUB Women Forum

The AIUB women Forum was inaugurated on March 8, 2015, coinciding with the International Women's Day at the AIUB Auditorium the Vice Chancellor, Dr. Carmen Z Lamagna. The Women's Forum is aimed at empowering women in AIUB through education, enterprise and leadership at all levels of decision making. The Forum will bring together women's rights campaigners, NGOs, women's machineries, and powerful women entrepreneurs. The VC and the Advisor of AIUB Women forum delivered her message for the ceremony. She emphasised on the role of women in exploring and addressing the barriers in accessing opportunities in education, business and political leadership, including women's health and domestic violence. Furthermore, she added that women have the potential to improve their own economic status, as well as that of the communities and countries in which they live. Yet they are often hampered by systems that do not recognize their contributions or provide equal access to opportunities. "Our aim is to create a society where equality for all is not just a notion but

a reality, and the human rights must be respected and protected'. The Launching program of AIUB Women forum was coordinated by Ms Farheen Hasan and Ms Farhana Afroz.



Another important network is the **IEEE AIUB Student Branch – Women in Engineering (WIE) Affinity Group**, which encourages female participation in engineering and technology fields. The WIE Affinity Group at AIUB was formed to improve women’s contribution in engineering and computing, organizing events that help female undergraduates recognize their skills and broaden their career perspectives aiub.edu. By connecting women in STEM and providing mentorship, this group works to ensure female students can innovate and excel in traditionally male-dominated fields. Such networks and forums play a crucial role in nurturing female talent and leadership, aligning with the broader goal of women’s empowerment.

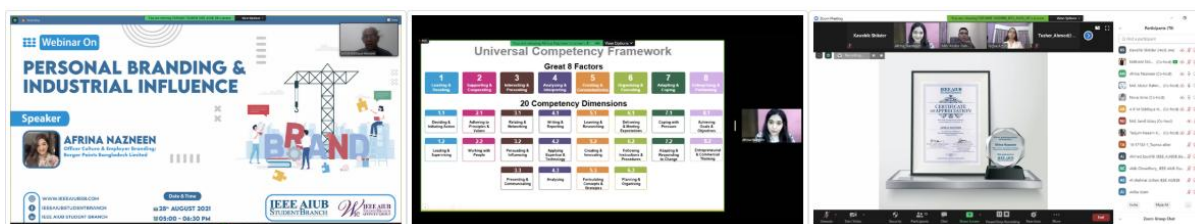
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Joint Initiatives with Industry:

AIUB also partners with corporate and government initiatives to create pipelines for women in emerging industries. One such collaboration is with **City Alo (City Bank's women-focused banking division)** to nurture young women entrepreneurs. Through a joint MoU, AIUB and City Alo developed a specialized entrepreneurial development course for female students and

aspiring entrepreneurs [aiub.edu](https://www.aiub.edu). The *City Alo Certification Program* provides **financial literacy and business training for women**, equipping them with skills to start or expand their own ventures [aiub.edu](https://www.aiub.edu). This program exemplifies how AIUB works with the private sector to **create new opportunities for women in the labor market**, empowering them with knowledge, mentorship, and even access to financing networks [aiub.edu](https://www.aiub.edu). Such university-industry collaborations ensure that women pursuing subjects like business, STEM, or others at AIUB can transition into the workforce or entrepreneurship with confidence.

Creating Opportunities for Young Women entrepreneurs a joint initiative by City Bank and AIUB



Female students at AIUB attending a career-building seminar in the power sector – one of many events aimed at mentoring and encouraging women to pursue opportunities in STEM and industry [aiub.edu](https://www.aiub.edu).

AIUB and City Alo have agreed to work together (by signing the MOU which will remain effective up to 2024) to create a cooperative environment for developing and conducting specially designed entrepreneurial course for the women entrepreneur. City Alo is the dedicated women banking division of the City Bank. Their mission is to empower women by giving financial assistance and support to initiate as well as expand their business. The City Alo Certification Course is an initiative that will enhance the financial literacy of women in Bangladesh which can make a positive contribution to the lives of the end customers – economically and socially. The in detail of registration for “ City Alo Certification Program” is available in the following link: <https://www.aiub.edu/registration-for-city-alo-certification-program-for-women-entrepreneurs>

Improving Women’s Education and Equal Participation

Gender-Equitable Environment:

On campus, AIUB has implemented policies and facilities to ensure women not only enroll but also thrive. There are strict non-discrimination policies and measures against harassment, fostering a safe and inclusive environment for female students, faculty, and staff [aiub.edu](https://www.aiub.edu). Notably, **AIUB’s Vice Chancellor, Prof. Carmen Z. Lamagna, is the first female VC of a**

Bangladeshi university, which sends a powerful message about women in leadership daily-sun.com. Women also hold many key academic and administrative positions at AIUB – five of nine Board of Trustees members are female, and women serve as heads of departments (e.g. Law, Physics) and directors of various programs. This representation at the top levels means that AIUB's governance and culture inherently value women's contributions. For students, seeing women in leadership roles at the university reinforces the idea that **no field or position is off-limits to women**.

AIUB still believes in each individual's skill and consistency, regardless of gender. The Vice Chancellor of AIUB is a female, Prof. Dr. Carmen Z. Lamagna. In 1997, she became the first female Vice-Chancellor of a university in Bangladesh. AIUB appointed a female Vice-Chancellor, not only because she possesses all of the qualifications for the role, but also because AIUB management shares the vision of our father of the nation, Bangabandhu Sheikh Mujibur Rahman. Sheikh Mujib was elevating women's status by defining equal protection in all spheres of the state and public life as a constitutional requirement under Article 28. The International Alliance of Women (TIAW) awarded Prof. Dr. Carmen Z. Lamagna as one of the top 100 women in the world in the education category in 2012.

Facilities Supporting Female Students:

To improve women's access to education, AIUB provides supportive facilities like on-campus childcare and maternity provisions. A dedicated **Childcare Center** is available for students and staff, allowing mothers to continue their studies or work knowing their children are in good care aiub.edu. Additionally, AIUB's medical center offers special care for female health needs – for example, providing free hygiene products and attentive care for pregnant or nursing women on campus. Even the recreation facilities consider gender inclusion: the university gym has separate hours exclusively for female students, ensuring privacy and comfort while they exercise. By addressing practical barriers (childcare, health, safety), AIUB makes it easier for women to pursue and complete education in any discipline. These efforts improve women's education outcomes both in the university and, by example, encourage other institutions in the country to adopt similar inclusive practices.

AIUB also provides policies for non-discrimination and maternity benefits, ensuring a supportive environment for female students, faculty, and staff. Additionally, childcare facilities are available for both students and staff, enabling mothers to balance their academic and professional responsibilities.

Through research, AIUB addresses critical gender issues, including publications on topics like "Women's Rights in Bangladesh" and the impact of remittances on women's empowerment. By fostering an inclusive academic culture, AIUB contributes to reducing gender disparities, promoting leadership opportunities, and empowering women to thrive in their respective fields.

Mentoring and Counseling:

Another way AIUB improves female students' educational experience is through robust support systems. Faculty members at AIUB serve as mentors and academic counselors, with substantial

office hours (20 hours/week) open to all students. This mentoring system benefits everyone, but it is particularly valuable for young women who might be first-generation university students or in minority positions in certain departments. Through mentorship, female students gain guidance in academic and career planning, building their confidence to persist in challenging fields. Moreover, AIUB encourages female faculty to act as **role models and supervisors in student projects and clubs**, so that female students see examples of women succeeding in academia [aiub.edu](https://www.aiub.edu). Such mentorship and visible success stories help sustain women's interest in underrepresented subjects by showing attainable career paths.

Women in Leadership (WIL)

AIUB is leading in the Gender Equity and Women's Empowerment Movement using a variety of strategies to use Bangladesh's more skilled female labor force to accelerate economic and social progress. AIUB is attempting to increase women's confidence and awareness (students, faculty members, and staff), as well as to encourage women at all levels to learn skills in order to engage in the country's Development. Female students of AIUB have received the Women in Leadership (WIL) award twice(<https://www.aiub.edu/fba-student-awarded-wil-honorable-mention>). It was organized by WIL and they won for their voice, vision and vividness which serve as an inspiration to other Bangladeshi women. [The AIUB held workshops and game shows in different girls' schools and colleges to encourage them to continue their education. Female faculty members are having a welcoming atmosphere to conduct research and participate in a variety of academic and non-academic activities. AIUB encourages them to take the lead in non-academic events as mentors, supervisors and coordinators. High interest has been observed in the faculty exchange program, as well as participation in local and international conferences on a regular basis.](#)

Empowering Women in Underrepresented Fields

Women in Engineering (WIE) Initiative:

Within its engineering and technology programs, AIUB makes a concerted effort to **empower female students**. The IEEE AIUB Student Branch has a dedicated **Women in Engineering (WIE) Affinity Group**, which was formed specifically to improve women's participation in engineering and computing fields [aiub.edu](https://www.aiub.edu). The WIE group organizes numerous events — from technical workshops to personal development seminars — aimed at helping female undergraduates **recognize their skills, build confidence, and network with professionals** [aiub.edu](https://www.aiub.edu). For example, WIE has hosted webinars like “*Voice of Women with #IAmRemarkable*” and “*Practice Self-Promotion for Women*”, teaching young women how to promote their achievements and aspire to leadership in the tech industry [aiub.edu](https://www.aiub.edu) [aiub.edu](https://www.aiub.edu). By fostering a supportive peer community and providing training, the WIE Affinity Group helps female students stay in and excel in fields like engineering, which traditionally see lower female enrollment. These efforts directly address the gender gap in STEM by creating a pipeline of **confident, skilled women engineers** ready to enter the workforce.

ACES organized a workshop on “Practice Self-Promotion for Women with #Iamremarkable”



On June 21, 2023, the AIUB Community of Engineering Students (ACES) hosted a workshop titled "Practice of self-promotion for women with #Iamremarkable" in Room no. 3201, Annex 3, AIUB. The program started at 3 PM with 25 pre-registered attendees. The objective of the program was to empower women to promote themselves and their works confidently and effectively. This program was arranged to promote gender equality and reduce inequalities in the professional engineering sector for women.

In introductory remarks, former Integration Engineer of Ericsson Bangladesh Ltd and alumna of Department of EEE, AIUB Ms. Fariha Rahman, a certified #IamRemarkable facilitator by Google, highlighted the significance of recognizing ourselves. She inspired the participants to acquire communication skills, self-awareness, and the ability to overcome self-doubt. She briefly discussed topics including Unconscious bias & Self-promotion, strategies for effectively communicating your accomplishments and practicing self-promotion, and how to practice self-promotion in your networks, and workplaces. The workshop held with the aim of empowering and motivating more women to pursue a career in engineering.

Mentor of ACES, Dr. Md. Saniat Rahman Zishan (Director, Faculty of Engineering, AIUB), provided closing remarks and thanked the speaker with a token of appreciation. The session was concluded by taking a group picture with all participants and volunteers of the program.



Seminars and Workshops:

AIUB regularly holds seminars such as “*Women in Engineering*” (2023) that bring experienced women professionals to campus to share insights aiub.edu. The focus of these seminars is often on how to overcome challenges and stereotypes in male-dominated industries and how to seize opportunities in emerging technical fields aiub.edu. Additionally, interdisciplinary events like “*Empowering Women in Science for Global Innovation*” have been organized to highlight the role of women in scientific research and innovation aiub.edu. These activities empower current female students and also serve as outreach to prospective students who may attend or hear about them. By consistently **showcasing successful women in STEM and other underrepresented fields**, AIUB creates an encouraging atmosphere that can attract more female applicants into these programs.

Seminar on “Women in Engineering”



On Wednesday, February 22nd, 2023, the IEEE AIUB Student Branch WIE Affinity Group successfully organized a seminar session titled “Women in Engineering”. The event was held to gain insightful information about the successes and experiences of successful female engineers. The seminar was intended to encourage women to pursue engineering careers by providing insights into the experiences and accomplishments of a successful female engineer.

The seminar was inaugurated by Advisor of IEEE AIUB Student Branch, Prof. Dr. Mohammed Abdul Mannan, Associate Dean, Faculty of Engineering, AIUB. He spoke about the female students in engineering fields while also briefly narrating the distinguished speakers' achievements. Furthermore, he discussed the factors that discourage women from studying engineering and encouraged female students to work hard to achieve their goals. Following the inauguration speech, Dr. Dilshad Mahjabeen, Acting Chairman & Associate professor, Department of EEE, Stamford University Bangladesh & Counselor, IEEE Stamford Student Branch, took the stage. She began her speech by clarifying the fact that her views are optimistic and not feminist. She proceeded by briefly discussing the importance of Women in Engineering and talked about the capabilities and understanding of women regarding the matter. Additionally, she discussed the reasons for more women choosing medical science over engineering and provided statistics on the percentage of men and women pursuing engineering careers. To encourage her audiences, she briefly narrated the stories of the 3 women who pursued engineering while also discussing the lack of participation and issues concerned with WIE in Bangladesh. Before ending her speech, she suggested arranging more seminars regarding Women in Engineering at both school and university levels. She provided some insights into what the future holds for Women in Engineering. Then Advisor of IEEE AIUB Student Branch, Prof. Dr. A.B.M Siddique Hossain, Dean, Faculty of Engineering, AIUB, briefly discussing Women in Engineering and presenting the token of appreciation to the honorable speaker.

The seminar started at 03:00 PM and finished at 4:00 PM. A total of 60+ participants attended the event.



Recognition and Awards:

The university celebrates and publicizes the achievements of its female students and alumni, using them as inspiration for others. AIUB students have twice earned recognition in the

national **Women in Leadership (WIL) awards**, an honor that highlights young women's "voice, vision and vividness" as future leaders aiub.edu. These success stories are shared widely to demonstrate what AIUB women can accomplish, from winning tech competitions to leading student organizations. By championing these role models, AIUB sends a clear message that women can succeed and lead in any subject – which in turn **encourages more women to apply and break the mold in fields like engineering, IT, business, and law**.

Creating Opportunities for Women in the Job Market

Career Support and Internships:

Preparing female graduates for the workforce is a key part of AIUB's strategy. The university's career services and industry partnerships emphasize inclusion of women. For instance, in a career seminar with software company Therap (BD), AIUB invited company leaders to talk about workplace culture and opportunities, and **the discussion highlighted women's empowerment and gender equality in the tech industry** aiub.edu. By connecting female students with employers who value diversity, AIUB helps create pathways for women into gainful employment. Many companies that partner with AIUB through job fairs or seminars have specific programs for recruiting women in STEM, seeing AIUB as a source of talented female graduates.

Career Session - Build your tomorrow with Therap (BD)



A career session titled "Build your tomorrow with Therap (BD)" was arranged by Therap (BD) Ltd. in association with AIUB Computer Club on Tuesday, 28 February 2023, at the Auditorium of the American International University-Bangladesh (AIUB). Mr. Richard A. Robbins, Managing Director of Therap, Maj. Gen. (Retd.) M. Shamim Chowdhury, Director of HR and Vital Assets of Therap, Mr. Mashior Rahman, Associate Dean, Faculty of Science and Technology, and Prof. Dr. Dip Nandi, Director, Faculty of Science and Technology were present at the session. Moreover, representatives of Therap (BD) Ltd. Minar Mahmud, Senior Software Engineer, Pranjal Rahman, Senior Software Engineer QA, Tasfia Afnan Barshon, Training and Content Specialist, Waliul Hasnat Rahat, Associate Software Engineer, QA and Prattay Iqbal, Director-Business Development,

Asia, MENA, and Africa Region were present at the session. The session hosts were Tunaj Ahmed and Shohan Morol, General Members of AIUB Computer Club.

Ms. Tunaj and Mr. Morol began the session with a warm welcome to the guests and the audience. Mr. Mashior Rahman inaugurated the session by giving a preamble speech and a short overview of the session as well as welcoming everyone to the session. After that, Mr. Chowdhury talked about his experience with Therap. He addressed the organization in a different way by upholding employee bonding, social welfare works, workplace facilities, and office environment.

Later, Mr. Robbins started his speech by briefly explaining Therap and Therap (BD) Ltd., and their operations. He sequentially talked about Innovation, Scaling, Resilience, maintenance, challenges, the workplace environment, work flexibility, internship opportunities, and connectivity building. Most importantly, he emphasized women's empowerment and gender equality. Mr. Robbins described that their vision involves medication documentation, individual outcomes, and health care.

The representatives of Therap (BD) Ltd. later share their views about Therap (BD) Ltd. They explained the facilities they get, the tools and technologies they use, along with the growth, sector, and service coverages.

At the end of the program, there was a Question-and-answer session which was conducted by Mr. Robbins. About 400 students joined this career session. The guests were honored with tokens of appreciation by Dr. Md. Abdullah-Al-Jubair, Head, Computer Science, Mr. Abhijit Bhowmik, Associate Professor, Computer Science, Special Assistant (OSA) and Mr. Sharfuddin Mahmood, Assistant Professor, Computer Science, Special Assistant (OSA) on behalf of AIUB. The session concluded after taking a group photo.



On-Campus Employment:

Recognizing that some female students face cultural constraints in working off-campus, AIUB offers part-time job opportunities on campus **with special consideration for female students** daily-sun.com. From the university's inception, women students have been encouraged to take up roles as teaching or research assistants, library helpers, or administrative aides. This approach is rooted in the understanding that parents may be more comfortable allowing daughters to work in the safe campus environment daily-sun.com daily-sun.com. These part-time jobs help female students gain professional experience, improve teamwork and leadership skills, and build their résumés – all while continuing their studies in a supportive setting daily-sun.com daily-sun.com. By the time they graduate, these students are better prepared to enter the labor market with confidence. AIUB's emphasis on hiring female students on campus demonstrates a commitment to **developing women's skills for future careers**, effectively creating new opportunities that might not have been accessible otherwise.

PP 5: (Promising Practices): Part-time jobs on campus are available

Since inception, AIUB has always provided students with on-campus part-time work opportunities with a special emphasis on female students. The justification for this on-campus work is because the female students may not get permission from their parents to go outside of campus while studying to improve their communication, teamwork and leadership skills. Apart from these, AIUB Management is also involved in offering part-time employment to female students in addition to male students for the following reasons.

Entrepreneurship and Networking:

In addition to jobs, AIUB encourages women to create their own opportunities. Through the **City Alo partnership** (discussed earlier), women receive training in entrepreneurship and financial management aiub.edu. AIUB also frequently hosts networking events, hackathons, and competitions where female students can connect with industry mentors and showcase their talents. For example, AIUB's business and engineering faculties invite successful women alumni and industry leaders to speak about their career journeys and even to mentor current students. Such networks often lead to internship or job offers for female graduates. Moreover, the AIUB Office of Placement & Alumni keeps strong links with employers and advocates for its female graduates, contributing to a higher placement rate of women in reputable companies. Overall, through skill-building, mentorship, and direct links to employers, AIUB is **expanding the presence of women in Bangladesh's labor market**, especially in sectors like tech, engineering, and business where women have been historically underrepresented.

Creating Opportunities for Young Women entrepreneurs a joint initiative by City Bank and AIUB



Female students at AIUB attending a career-building seminar in the power sector – one of many events aimed at mentoring and encouraging women to pursue opportunities in STEM and industry aiub.edu.

AIUB and City Alo have agreed to work together (by signing the MOU which will remain effective up to 2024) to create a cooperative environment for developing and conducting specially designed entrepreneurial course for the women entrepreneur. City Alo is the dedicated women banking division of the City Bank. Their mission is to empower women by giving financial assistance and support to initiate as well as expand their business. The City Alo Certification Course is an initiative that will enhance the financial literacy of women in Bangladesh which can make a positive contribution to the lives of the end customers – economically and socially. The in detail of registration for “ City Alo Certification Program” is available in the following link: <https://www.aiub.edu/registration-for-city-alo-certification-program-for-women-entrepreneurs>

Developing Skills and Aligning with Vision 2030 Goals

Skill Development Programs:

AIUB’s initiatives are geared toward not only enrollment and graduation, but also the **skill development of women** to excel in future industries. Workshops like the Google-backed **#IamRemarkable sessions** (conducted by AIUB’s clubs) train women in soft skills such as self-promotion, public speaking, and personal branding aiub.edu aiub.edu. Technical bootcamps are also inclusive; for instance, a nationwide coding bootcamp on blockchain hosted at AIUB welcomed female participants to dive into this cutting-edge field aiub.edu aiub.edu. By offering these opportunities, AIUB ensures that female students gain the confidence and capabilities needed to take on leadership roles in STEM and beyond. Many of these programs are directly linked to the **United Nations Sustainable Development Goals (SDGs)** timeline (Agenda 2030). In particular, SDG 5 targets gender equality by 2030, and AIUB’s training

programs for women in science, technology, and entrepreneurship contribute to this global vision.

July 2023
Monday

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Vision 2030 and National Development:

Bangladesh has set ambitious development goals for the coming decade, and increasing women’s participation is central to achieving them. AIUB aligns its efforts with national policies (such as the government’s Five-Year Plans) and the broader *Vision 2030* of a more equitable, prosperous society. University leaders have echoed the sentiment that “*a society cannot hold its head high if its women remain underdeveloped*,” a principle championed by the Prime Minister daily-sun.com daily-sun.com. In a 2021 statement, AIUB’s Vice Chancellor and colleagues appealed to **policymakers, private sector, and labor markets to work together in support of Bangladeshi women’s advancement**, noting that women’s contributions are vital for Bangladesh to attain upper-middle-income status daily-sun.com. By producing skilled female graduates in engineering, IT, business, and other pivotal fields, AIUB is directly contributing to the talent pool needed for the country’s Vision 2030 economic goals. Each woman empowered through AIUB’s programs is equipped to enter the workforce or academia and drive innovation, productivity, and social progress. In essence, AIUB’s encouragement of women in underrepresented subjects isn’t just about campus diversity – it’s about **building the future workforce that will help achieve national and global development targets by 2030** daily-sun.com daily-sun.com.

Also, our current Honorable Prime Minister, Sheikh Hasina, took several steps to ensure women's empowerment, as evidenced by her remark, "A society cannot raise its head high if its women remain underdeveloped." The 7th Five Year Plan (2016-2020) aims to create “a country where men and women have equal opportunities and rights, and women will be recognized as equal contributors to economic, social, and political development.”

Conclusion

In summary, **AIUB as an institution actively encourages women to enter and succeed in fields where they have been underrepresented.** Through dedicated outreach to young women, collaborations with NGOs and industry, supportive campus policies, and numerous empowerment programs, AIUB works to improve women's education and close gender gaps. These initiatives range from practical measures like scholarships, childcare, and safe work opportunities, to inspirational campaigns like women-in-tech seminars and leadership forums. The combined impact is a growing cohort of AIUB alumnae who are confident, skilled, and prepared to take on roles in engineering, science, business, and other key sectors. AIUB's efforts not only benefit its own students but also contribute to national campaigns for gender equality, aligning with Bangladesh's development vision and the global Sustainable Development Goals. By encouraging and enabling women to pursue their passions without limitations, AIUB is helping reshape the academic and professional landscape in Bangladesh – one where women are empowered to achieve their fullest potential in every subject and industry aiub.edu daily-sun.com.