

American International University-Bangladesh

Sustainable Development Goals Report



SDG 5: GENDER EQUALITY

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Women's Access Schemes and Support for Women at AIUB (Bangladesh)

American International University–Bangladesh (AIUB) offers a range of **women's access schemes** to promote female students' education and empowerment. These include mentoring and counseling programs, dedicated scholarships, and other targeted support initiatives. AIUB's commitment aligns with the understanding that investing in women's development activates their essential role in society at both local and international levels. The university's initiatives aim to increase women's participation in higher education and the labor market, uphold their rights in health and education, and foster an environment where women can thrive as leaders and innovators in their communities.

Mentoring and Counseling Programs

AIUB provides robust **academic mentoring and counseling** services open to all students (male and female) to support their learning and career growth. Faculty members serve as mentors/counselors, offering up to 20 hours per week for one-on-one consultation aiub.edu. Approximately half of the student body takes advantage of this mentoring scheme aiub.edu, which helps improve students' academic performance, leadership skills, and professional development. Female students benefit from this supportive guidance as they plan their careers, ensuring they can invest their energies in personal development and future leadership. Notably, students on academic probation (CGPA below 2.50) receive continuous counseling to help them improve aiub.edu. This mentoring infrastructure motivates female students to excel and prepares them to take on greater roles locally and internationally, reflecting AIUB's dedication to women's empowerment.

I Mentoring and Counselling

Academic Consultation and mentoring are unique methods of supporting students (both male and female) to improve their learning and leadership skills, motivating them towards their future career and professional development. At AIUB faculty members are also serving as role of a mentor/counsellor for students. Faculty counselling hours are posted on the office door of the faculty members, and in addition it is also available to student Virtual University Expert System (VUES) portal. The standard allocation is twenty (20) hours per week for academic counseling and mentoring where approximately 50% students participate. This scheme is available for all students, regardless of religion, race, color, age, disability, nationality, marital status, sexual orientation including gender identity. Additionally, students whose CGPA falls below 2.50 are placed under academic probation and receive continuous counselling and guidance to help them improve their performance within the following semester.

Scholarship Opportunities for Women

AIUB has a comprehensive scholarship program to make education accessible, and **one scholarship is dedicated exclusively to female students**. This is the *Dr. Anwarul Abedin Scholarship Grant for Female University Student*, established by AIUB's late founder with the vision of reducing the gender gap in higher education aiub.edu. Every Spring and Fall semester, one deserving female student is awarded this full-tuition scholarship for the duration of her program aiub.edu. The grant, first introduced in 2013, covers 100% of tuition fees and is aimed at empowering future female leaders aiub.edu. By enabling women to pursue undergraduate and graduate studies, AIUB is increasing women's educational attainment and, ultimately, their contribution to the workforce. In addition to this female-specific grant, the university offers

many other merit and need-based scholarships for all students regardless of gender aiub.edu, ensuring equitable access to education. These scholarship opportunities help uphold women's rights in the education sector and encourage their continued academic and professional advancement.

| 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.

Special Tuition Fees Waiver for Female students for MPH program:

AIUB offers special benefits to encourage female students to apply for higher education. To encourage and improve female participation in Public Health sector, AIUB offers 35% tuition fees waiver to all the female students of the MPH program.

Leadership Roles and Equal Opportunity

AIUB demonstrates a strong commitment to **gender equality in leadership and employment practices**. Women are well-represented in the university's leadership and administrative positions – for example, AIUB's Vice Chancellor is a woman (Prof. Dr. Carmen Z. Lamagna, the first female VC of a Bangladeshi university) and women serve on the Board of Trustees and as heads of various departments aiub.edu. In fact, 5 out of 9 members of AIUB's Board of Trustees are female, and women hold key roles such as department heads, program directors, and senior administrators researchgate.net. Many academic and administrative offices (including areas like student affairs, quality assurance, and academic departments) are led or staffed by women researchgate.net. This means women are actively participating in virtually every operation of the university, from admissions and registration to faculty leadership researchgate.net researchgate.net. AIUB maintains a **non-discriminatory, merit-based policy** for hiring and promotions – all staff are promoted and paid based on merit with no gender bias researchgate.net researchgate.net. By ensuring women work at all levels of decision-making and management, the university not only empowers its female employees but also provides role models for students. This institutional culture underlines that women have equal opportunity to excel at AIUB, reinforcing their rights and status in the workplace.

Equitable Access

AIUB promotes gender equality in education and employment. Promotions and salaries are merit-based, ensuring no gender bias. Women hold major leadership roles—including the Vice Chancellor, Board members, and heads of departments—showing AIUB's commitment to women's empowerment and fairness.

AIUB's Contributions to Gender Equity and Women Empowerment

AIUB Management exemplifies the heart of an unending quest to improve employee competency and organizational performance. This strategy does not exclude female employees. As a result, women have been observed participating in every single operation (both academic and administrative) of AIUB.

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.

To achieve the sustainable goal as well as fulfill the Bangladesh government's five-year plan, AIUB Management has always collaborated many strategies empowering women where women have equal opportunities and feel content to work free of any sort of harassment and discrimination. During Bangladesh's 50th anniversary of independence, constructive steps for women's empowerment and gender equality were also observed in AIUB's initiatives. The following are the actions that AIUB initiated and is still carrying out:

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.

PP1(Promising Practices): 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 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.

PP2(Promising Practices): AIUB Women Forum

The AIUB Women Forum was initiated at the AIUB Auditorium on March 8, 2015, to coincide with International Women's Day, by Vice Chancellor Dr. Carmen Z. Lamagna. **With education, entrepreneurship, and leadership, the Women's Forum aspires to empower women at all levels of decision-making**. This Forum **aims to rejuvenate people, provide opportunities for them to develop and instill faith in women**. This involves not only women aspiring to the top of the corporate ladder, but also women at the uppermost of the social ladder. **It's also about political recognition and economic empowerment**. The Forum brought together women's rights activists, non-governmental organizations (NGOs), women's organizations, and influential female entrepreneurs. Dr. Carmen Z. Lamagna, Vice Chancellor, emphasized the role of women in exploring and resolving barriers to opportunities in education, industry, and political leadership, including women's health, spousal abuse and sexual assault. The AWF foresees a world

in which equality for all is more than a slogan, but a fact, and human rights are recognized and secured. All AIUB women, including students, faculty, and administrative staff, are members of this Forum, which organizes various awareness programs on women's rights and empowerment.

PP3(Promising Practices): Equitable Access

AIUB Management has always believed in fairness in terms of the program which are carried out to support the higher education in the society. **AIUB does not have a gender imbalance.** If any academic or non-academic staff member is eligible for promotion. **Employees are promoted wholeheartedly without any discrimination in regards whether the applicant is a male or female.** And within the hierarchy, all types of employees (academic and non-academic) are paid equally. In terms of holding jobs, many female are in managerial positions, indicating that not only does AIUB not have a gender bias, but is also willing to empower women. **It is fortunate that the Vice Chancellor is a woman, her passion and concern for female to get educated with the same opportunity given to male. Ms. Nadia Anwar, the former Chairman of the Board, and Founder and Vice President, Student Affairs is also a woman with a charismatic personality.** AIUB's board of trustees has 5 female members out of a total of 9. Women hold leadership roles including Advisor for Department of Law, and BBA Director, as well as Additional Director for Institutional Quality Assurance Cell (IQAC-AIUB), Head, Department of MGMT & HRM for Business School, Head for Department of Physics, convenors, Special Assistant to the OSA, and Junior Executives, among other academic and non-academic positions. The university has never compromised, segregated or favoured one gender over another.

PP 4: (Promising Practices): Good Health and Well-Being

Separate clean toilet facilities and medical facilities are provided for female students, faculty members, and staffs. Female students, faculty members, and employees are now enjoying a more **pleasant working atmosphere with no Gender inequality. A separate Sexual Harassment Committee exists at AIUB.** AIUB also **handles complaints from female students and staff members** on a first-come, first-served basis. Female faculty, students, and staff have access to their own prayer room and gym time. AIUB also **provides maternity leave to female faculty and administrative staff.** Female students, like male students, have an equal opportunity to receive a high-quality education, succeed at comparable levels and reap the same educational benefits from AIUB. At AIUB, policies aimed to reduce gender discrimination are more successful as they are a part of a larger package that includes health, justice, happiness and the opportunity to provide feedback.

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, team work 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.

- If a student is wise enough to get a job in a field related to their studies, the job experience will improve the quality of their portfolio.
- When students work part-time learn how to handle their time effectively.
- Furthermore, a structured lifestyle prevents adolescents from engaging in harmful behaviors.

PP 6: (Promising Practices): Female students are encouraged to engage in various club events

AIUB stands for alliance of inspiring female students to **participate in a wide range of club activities**, as shown by the number of female members of various clubs and leadership positions such as President, Vice President, and Chief Marketing Officer. The key goal is to improve the personal development and leadership skills of female students. Joining clubs encourages them to interact with a diverse group of people, broadening their perspectives and ingenuity while also building leadership skills in a peer setting, which can benefit them both professionally and personally. Female students make up over one-quarter of the club's membership and approximately 20% of the clubs' Executive Committees.

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 Staffs), as well as to encourage women at all levels to learn skills in order to engage in the country's Development. Our female students have received the Women in Leadership (WIL) award twice. 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

To deliver quality education with Women's engagement in poverty alleviation and socioeconomic growth is the goal of AIUB. The AIUB appeals to policymakers of government, private institutions, labor markets and all other sectors to work together to support Bangladeshi women who contribute to country's attainment of upper-middle-income status.

AIUB Women Forum and Networks for Women

AIUB has established dedicated **forums and networks** to empower its female students, faculty, and staff. Notably, the **AIUB Women Forum (AWF)** was launched on March 8, 2015 (International Women's Day) as a platform to unite and uplift women in the university community researchgate.net. The AWF aspires to empower women at all levels of decision-making through education, entrepreneurship, and leadership initiatives researchgate.net. All AIUB women – including students, professors, and administrative staff – are considered members of this forum, which organizes various awareness programs on women's rights, health, and empowerment researchgate.net aiub.edu. For example, the forum has hosted seminars on topics ranging from work-life balance ("Motherhood and Career Development") to women's health and leadership talks aiub.edu. These activities stimulate open dialogue and creativity, helping female students build confidence and a sense of community culture on campus.

PP2(Promising Practices): AIUB Women Forum

The AIUB Women Forum was initiated at the AIUB Auditorium on March 8, 2015, to coincide with International Women's Day, by Vice Chancellor Dr. Carmen Z. Lamagna. **With education, entrepreneurship, and leadership, the Women's Forum aspires to empower women at all levels of decision-making.** This Forum **aims to rejuvenate people, provide opportunities for them to develop and instill faith in women.** This involves not only women aspiring to the top of the corporate ladder, but also women at the uppermost of the social ladder. **It's also about political recognition and economic empowerment.** The Forum brought together women's rights activists, non-governmental organizations (NGOs), women's organizations, and influential female entrepreneurs. Dr. Carmen Z. Lamagna, Vice Chancellor, emphasized the role of women in exploring and resolving barriers to opportunities in education, industry, and political leadership, including women's health, spousal abuse and sexual assault. The AWF foresees a world in which equality for all is more than a slogan, but a fact, and human rights are recognized and secured. All AIUB women, including students, faculty, and administrative staff, are members of this Forum, which organizes various awareness programs on women's rights and 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.

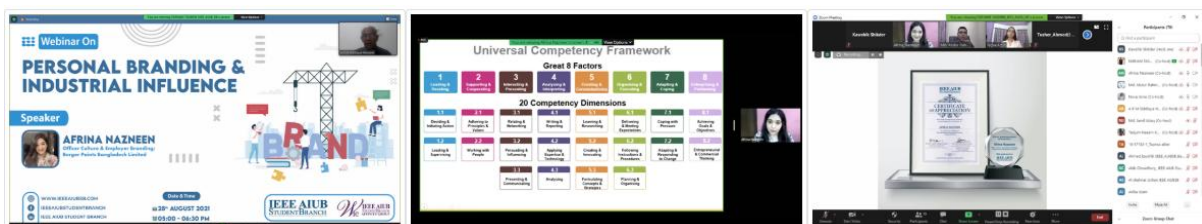
IEEE AIUB Student Branch Women in Engineering (WIE) Affinity Group successfully organized a webinar on “Personal Branding and Industrial Influence”

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.



Entrepreneurship and Career Development Support

AIUB actively supports female students in **entrepreneurship and career development**, recognizing that women's economic empowerment is key to broader development. The university, through its Women Forum and partnerships, conducts workshops and seminars to inspire and prepare women for entrepreneurship. For instance, AIUB collaborated with *Orange Corners Bangladesh* and the AIUB Women Forum to host a seminar titled "Road to Entrepreneurship," providing young women insights into starting and growing businesses with the help of mentorship, networking, and funding opportunities aiub.edu. Such programs equip female students with entrepreneurial skills and encourage them to become job creators, thereby enhancing women's role in economic development.

AIUB-IQAC and AIUB Women Forum organized seminar on "Road to Entrepreneurship"



AIUB-IQAC and AIUB women Forum, in collaboration with Orange Corners Bangladesh, an initiative of the Ministry of Foreign Affairs of the Netherlands, arranged a seminar titled "Road to Entrepreneurship" on March 25 (Monday), at 2:00pm-3:30pm at Auditorium, D Building at AIUB. Orange Corners provides young entrepreneurs across Africa, Asia, and the Middle East with training, mentorship, networks, funding, and facilities to start and grow their businesses. The Orange Corners program in Bangladesh aims to enable local youth with skills, funding, and resources to build sustainable businesses and create an inclusive and equitable entrepreneurial ecosystem. BYLC Ventures, along with other partners YY Ventures, the SAJIDA Foundation, and Unilever, work closely as the implementing and private partners of Orange Corners Bangladesh to foster and bolster the local entrepreneurial ecosystem.

During the opening remarks, Pro Vice Chancellor, Professor Dr. Md. Abdur Rahman and Dr. Farheen Hassan, Professor, Faculty of Business Administration, emphasized the importance of enhancing female participation in Bangladesh's startup ecosystem. The event featured Zareen Mahmud Hosein, founder of CholPori, an Edtech platform for

young learners. Zareen shared the obstacles she encountered and how she garnered support to overcome challenges on her entrepreneurial journey.

During the event Ms. Taslima Mozumder, Senior Executive, BYLC Ventures and Ms. Farhia Tabassum, Program Coordinator, YY Ventures, introduced the audience with the activities of Orange Corners Bangladesh. Through their Pre-Incubation phase, Incubation phase and Post-Incubation phase, Orange Corners Bangladesh, equips young entrepreneurs, aged 18-35 years, with skills, funding, and resources to start and grow sustainable businesses – specifically ones that contribute to the United Nations' Sustainable Development Goals and address the local challenges of Bangladesh.

The Pre-Incubation phase engages Bangladeshi youth to participate in solving local challenges and is designed to raise awareness of entrepreneurship among students through the campus ambassador programme, university-based events, and ideation challenges. The selected teams from the Incubation phase receive training, coaching, masterclasses, networking and opportunities to receive match grants up to 5,000 euros, whereas Post-Incubation phase makes the participants eligible to access grants and soft loans up to 50,000 euros, along with business development support, and take their enterprises to the next level so that they can raise funding from VCs and other investors.

The application form for the current program at Orange Corners Bangladesh can be found in the following link: Google form

More about the Orange Corners Bangladesh program can be found from the following links: <https://www.orangecorners.com/country/bangladesh/>

Dignitaries from AIUB and Orange Corner Bangladesh were also present at the event. The Office of Student Affairs and Administrative stuffs of AIUB, extended their immaculate support for making the program a success.



AIUB has also partnered with industry to bolster these efforts. In a joint initiative with City Bank's dedicated women banking division (City Alo), AIUB offers a specialized entrepreneurial development course for women. This program – established via an MoU effective through 2024 – provides financial literacy training and business development support to aspiring women entrepreneurs aiub.edu. City Alo's mission is to empower women by providing financial assistance and knowledge to start or expand their businesses, and its certification course (offered at AIUB) helps participants gain essential skills and confidence aiub.edu. By facilitating such initiatives, AIUB directly supports female students (and alumni) in launching ventures and entering the labor market as empowered business leaders. These efforts contribute to increasing women's presence in the economy and reflect the university's commitment to nurturing female innovators.

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>

Inclusive Campus Environment and Opportunities

Beyond formal programs, AIUB provides an **inclusive campus environment** that supports women's well-being and personal growth. The university ensures that female students and staff have equal access to facilities and resources. For example, AIUB's on-campus medical center offers free healthcare services – including emergency care, maternal (prenatal and postnatal) support, and even free hygiene products – to all students and employees aiub.edu. There are separate clean restrooms and prayer rooms for female students, and the campus gym allocates exclusive hours for women, with instructors available to assist beginners aiub.edu researchgate.net. A dedicated Sexual Harassment Committee is in place to promptly address any complaints from female students or staff, helping to maintain a safe and respectful atmosphere on campus researchgate.net. Moreover, AIUB provides paid maternity leave for its permanent female employees, allowing women faculty and staff to balance their careers and family life without penalty aiub.edu. Through these measures, the university strives to retain women's rights in health and education, ensuring that women can pursue their studies and jobs in a secure and supportive setting.

AIUB also encourages women's **extracurricular involvement and work experience** to foster creativity, leadership, and practical skills. The university offers part-time on-campus employment opportunities with special encouragement for female students aiub.edu. Culturally, some families prefer their daughters to work in a safe environment close to home; AIUB addresses this by providing jobs on campus so that young women can gain work experience without stepping outside their comfort zone aiub.edu. These roles help female students develop professional skills, confidence, and financial independence in parallel with their studies researchgate.net researchgate.net. Similarly, female students are actively encouraged to join and lead student clubs. Participating in clubs allows women at AIUB to cultivate teamwork and leadership abilities while pursuing creative or community initiatives. Notably, women now make up over one-quarter of all club members at AIUB and hold roughly 20% of club executive committee positions aiub.edu. Many female students serve as club presidents, vice presidents, or other officers, which prepares them as capable “cadres” who can promote positive community culture and social development researchgate.net researchgate.net. By engaging in these extracurricular and co-curricular activities, women students broaden their perspectives and build networks, further empowering them to contribute equally in society.

| Health and Well-being

AIUB's medical center (Annex 1) provides free healthcare and medication for all staff and students. Services include emergency care, prenatal and postnatal support, diabetic and hypertension monitoring, oxygen therapy, and free hygiene products. A well-equipped ambulance is also available.

| Fitness Facilities

AIUB's modern gym, located on the 10th floor of D-Building, is open to all students and staff. It offers separate time slots for male and female users and provides instructors for beginners. The gym is free for staff and faculty, while students can register for a small monthly fee.

| Sports Opportunities

The Office of Sports (OS) promotes both male and female participation through tournaments, scholarships, and team-building. AIUB women athletes have represented Bangladesh in international football, including the SAFF Women's Championship 2022.

| Mental Health Support

AIUB partners with wEvolve to provide professional mental health counselling on campus. Since October 2022, a counsellor has been available on weekdays to support students and employees in managing stress and emotional well-being.

| Maternity Leave

AIUB offers paid maternity leave for permanent female employees, ensuring support during and after pregnancy. The policy helps women continue their careers and ensures a healthy balance between work and family life.

Conclusion

In summary, **AIUB as an institution provides extensive access schemes and support for women** through mentoring programs, dedicated scholarships, and a variety of targeted initiatives. These efforts reflect the university's recognition of the pivotal role women play in development. By empowering its female students and staff, AIUB helps them become innovators, leaders, and entrepreneurs who can drive economic and social progress. The outcome is a more gender-inclusive academic environment where women are encouraged to excel – retaining their rights to health, education, and equal opportunity – and to use their talents in service of both local communities and the broader international arena. AIUB's comprehensive approach to women's empowerment, from formal policies down to everyday campus life, serves as a model for fostering gender equality in higher education and beyond. Each of these measures contributes to building a future where women are fully equipped and supported to **“raise their head high”** (in the words of Bangladesh's leadership) as equal contributors to development [researchgate.net](https://www.researchgate.net) [researchgate.net](https://www.researchgate.net). Through sustained commitment to women's access and empowerment, AIUB is helping to translate the ideals of gender equality into tangible reality on campus and in society.