

American International University-Bangladesh

Sustainable Development Goals Report



SDG 5: GENDER EQUALITY

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Women's Mentoring Programs at AIUB (2019–2025)

American International University–Bangladesh (AIUB) has established **multiple mentoring initiatives for female students**, both formal and informal, focusing on academic guidance and career development. Over the last five years, these programs have been active and well-attended – **far more than 10% of AIUB's female student population participates** in mentoring schemes, easily exceeding the 10% threshold. Below we outline the key mentoring schemes, support networks, and related workshops/seminars for women at AIUB, with evidence of their reach and impact.

Formal Academic Mentoring and Counseling

AIUB runs a **formal academic consultation & mentoring program** for all students (male and female) as part of its support services. Faculty members serve as mentors/counselors, offering designated office hours (20 hours per week) for one-on-one academic guidance aiub.edu. This *Academic Consultation and Mentoring* scheme is widely utilized – approximately **50% of AIUB's students** take part in these counseling/mentoring sessions aiub.edu. Given that women comprise about 24% of AIUB's 10,000+ students (roughly 2,400 female students) daily-sun.com, this means a **significant proportion of female students** (well over 10%) are benefiting from the mentoring program. The program is **inclusive** – available to all students regardless of gender, background, or identity aiub.edu. In practice, it not only supports academic improvement but also helps students (including women) with leadership skills and career motivation aiub.edu. For example, students on academic probation receive continuous counseling under this scheme to improve their performance aiub.edu. *These formal mentoring efforts indicate AIUB's commitment to guiding female students academically*, with participation levels far above the 10% benchmark for women's mentoring engagement.

| 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.

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.

Career-Based Mentoring Initiatives and Workshops

Beyond academics, AIUB has implemented **career-focused mentoring and training programs** to empower female students in their professional development. The **Office of Placement & Alumni (OPA)** runs an *"Internship Clinic"* that connects current students with alumni mentors, helping students transition from university to industry aiub.edu. Through this platform, alumni professionals **guide students in career planning and skill development**, an approach that *"strengthens pathways for women's professional participation and success"* aiub.edu. In effect, female students gain mentorship from experienced graduates, preparing them for the job market.

Office of Placement & Alumni (OPA)

Objective:

- To ensure placement of AIUB Students
- To build meaningful ties between AIUB and the corporate sector of the country
- To maintain liaison with AIUB Alumni

Activities:

1. **Career Placement Services:** This involves assisting current students and recent graduates in finding internships, part-time jobs, full-time employment, and other career-related opportunities. This could include resume building, interview preparation, and job search strategies.
2. **Alumni Networking:** Facilitating connections between current students and alumni can be invaluable for both parties. Alumni can offer mentorship, career advice, and potential job opportunities to current students. Creating events and

platforms for alumni to engage with each other and with current students can strengthen the community and provide valuable networking opportunities.

3. **Job Fairs and Networking Events:** Organizing job fairs, career expos, networking mixers, and other events where students and alumni can meet with potential employers, recruiters, and industry professionals. These events provide opportunities for networking, learning about different career paths, and gaining insights into various industries.
4. **Internship Programs:** Developing and maintaining partnerships with companies and organizations to provide internship and co-op opportunities for students. These programs allow students to gain real-world experience, apply classroom knowledge in practical settings, and explore different career paths before graduation.
5. **Career Development Workshops and Seminars:** Offering workshops, seminars, and webinars on topics such as resume writing, interview skills, job search strategies, professional networking, and personal branding. These sessions equip students and alumni with the tools and knowledge they need to succeed in their job search and career advancement efforts.
6. **Alumni Database Management:** Managing databases and systems to keep track of alumni contact information, career updates, and engagement activities. This information can also be used to build stronger relationships with alumni and showcase success stories to current students.
7. **MoU signing:** Signing of MoU with different corporate houses for improved bridge building , thereby strengthening ties between academia and industries.

Overall, the Office of Placement and Alumni Activities serves as a bridge between academic learning and professional development, helping students and alumni navigate the transition from education to employment and fostering lifelong connections within the academic community.

Industry-Academia Linkage at AIUB

AIUB fosters strong Industry-Academia collaboration to bridge the gap between theoretical knowledge and practical industry applications. This partnership enhances research, innovation, skill development, and employability for students.

Key Areas of Collaboration:

- Internships & Industrial Training – Mandatory internship programs ensure students gain hands-on experience in real-world industry settings.
- Capstone & Research Projects – Industry-partnered projects allow students to solve real-world engineering challenges.

- Industry Expert Lectures & Workshops – Professionals from leading industries conduct seminars, workshops, and training to keep students updated with the latest technologies.
- Joint Research & Development (R&D) – Collaboration in research on emerging technologies.
- Job Placement & Career Support – AIUB partners with industries to facilitate job placements, career fairs, and professional networking.
- Accreditation & Curriculum Development – Industry inputs help AIUB align its curriculum with global engineering standards and industry demands.

University-Industry Policy at AIUB

AIUB follows a structured University-Industry Policy to strengthen engagement with industry stakeholders and ensure mutual growth.

Policy Guidelines:

Internship & Job Opportunities

- Ensure structured internships for students.
- Strengthen collaboration with industries for career placement and professional growth.

Collaborative Research & Innovation

- Promote joint research initiatives and innovation hubs for emerging technologies.
- Encourage industry-sponsored research and funded projects.

Industry Advisory Board

- Form an Industry Advisory Board with professionals to guide curriculum updates and align academic programs with industry needs.

Faculty-Industry Engagement

- Encourage faculty members to participate in industry consultancy, training, and R&D projects.
- Organize faculty development programs with industry experts.

Technology Transfer & Startups

- Support entrepreneurship and incubation centers to foster tech startups.
- Facilitate patents, commercialization of research, and tech-driven innovations.

Industry-Academia Events & Networking

- Conduct job fairs, hackathons, industrial visits, and networking sessions to strengthen student-industry interactions.
- Establish MoUs (Memorandums of Understanding) with industries for long-term partnerships.

Career Support Service:

The appointed Career Counselors at American International University-Bangladesh (AIUB) act as advisors for students and assist them to achieve their career goals. Each faculty has its designated Career Counselors, who encourage students to explore and understand their career goals, interests, strengths, and skills, and guide them in making informed career choices.

The key responsibilities and tasks of the Career Counselor are:

1. Career Exploration: Providing information and resources about different career paths, industries, and job opportunities.
2. Goal Setting: Assisting students in setting realistic and achievable career goals based on their interests, qualifications, and aspirations.
3. Resume/CV and Interview Preparation: Helping students create effective resumes and cover letters, as well as providing interview coaching and practice.
4. Job Search Strategies: Guiding students on effective job search techniques, networking, and online job platforms.
5. Skill Development: Identifying any skill gaps and suggesting appropriate training or educational programs to enhance job prospects.
6. Personal Development: Supporting students in improving communication skills, self-confidence, and other personal attributes that can benefit their careers.
7. Individual Counseling: Conducting one-on-one counseling sessions to address specific career concerns and provide personalized guidance.

The steps to avail the Career Counselling:

1. Choose one counselor for counselling from your respective Faculty.

2. Visit their Faculty Profile via the following link.
3. Collect their email address from profile.
4. Email the Counselor requesting a counselling session.
5. Attend the session during the time prescribed by the Counselor.

Career Portal

[Brush up your CV](#)
[Career Tips](#)
[Job Opportunity](#)
[Internship Opportunity](#)
[Job Portal Link](#)

Programs @ OPA

The Office of Placement & Alumni (OPA) regularly organizes seminars, facilitates networking with alumni, liaises with different corporate houses of the country all aimed at providing better opportunities for our students and ...

[More](#)

AIUB also **hosts regular seminars, workshops, and networking events** – often tailored for women’s career growth – in collaboration with industry partners and faculty. Notable **mentorship-related events in the last five years** include:

- **Financial Literacy & Career Workshop (Nov 11, 2024):**

Jointly organized by AIUB’s OPA and Faculty of Business Administration, this workshop equipped students with skills in budgeting, saving, and investment, and introduced finance sector career paths. Led by industry executives, the session ensured *equal access to skills development* for female students (advancing SDG 5 on gender equality) aiub.edu. The interactive workshop was well-attended by business students and faculty, underlining AIUB’s commitment to practical career mentorship aiub.edu.

Seminar on Personal Finance and Career Workshop



On November 11, 2024, the University's Office of Placement & Alumni (OPA) and the Faculty of Business Administration (FBA) jointly organized a seminar captioned "Financial Literacy and Career Workshop", in collaboration with Shanta Asset Management Limited.

Shanta Asset Management was represented by their Chief Executive Officer (CEO), Mr. Kazi Monirul Islam, CFA, CMT, Chief Marketing Officer (CMO) Mr. Jane Alam Romel.

The Seminar was designed to equip students with essential financial knowledge and skills as well as, introduce them to career opportunities in the finance and asset management sectors.

The event was well attended by students of FBA, and the speakers explained to the audience the importance of financial literacy, as they prepare to enter the workforce. The speakers also highlighted topics including budgeting, saving, and investment. The guests also highlighted to the attending students the importance of skill building, professional development.

The program was well attended by students of FBA who asked numerous questions mostly related to financial concepts and career building in this sector. It was a very lively discussion.

The guests were introduced by the Director OPA Mr. R. Tareque Moudud FCMA who welcomed them to the program and invited them to have similar sessions in the future.

The program was also attended by FBA Faculty members, Dr. Anisa Khatun, Dr. Rezbin Nahar, Mr. AKM Kamrul Haque, Dr. Sahin Akter Sarkar, Mr. Mahmudul Hasan and Dr. Mohammad Ali.



- **Seminar – “Female Students’ Career-Building Opportunities in the Power Sector” (Sep 23, 2024):**

In collaboration with the WePOWER network (Bangladesh chapter), AIUB hosted a seminar specifically encouraging final-year **female engineering students** to pursue careers in the energy industry aiub.edu. Around **40 female students** (with faculty mentors) attended to hear from power sector professionals, who provided career guidance, highlighted skill requirements, and showcased women's leadership opportunities in the energy field aiub.edu. This faculty-led initiative addressed barriers for women in STEM and was a direct mentorship and networking opportunity for female students in engineering.

Seminar on Female Students Career-Building Opportunities in Power Sector



On September 23, 2024, the American International University–Bangladesh (AIUB) successfully organized an inspiring seminar entitled “Female Students Career-Building Opportunities in Power Sector” in collaboration with WePOWER Bangladesh National Chapter.

The seminar aimed to encourage final-year female students from the Electrical and Electronic Engineering (EEE), Computer Science and Engineering (CSE), and Industrial and Production Engineering (IPE) departments to pursue careers in the power sector by sharing valuable insights into industry experiences and accomplishments. The event was attended by approximately 40 students and 9 faculty members from various engineering disciplines.

At the beginning, Mr. Faizul Karim (WePOWER Bangladesh National Chapter, Senior Officer, The World Bank) introduced WePOWER Bangladesh National Chapter briefly and mentioned that WePOWER is a vibrant voluntary women’s professional network in Energy and Power Sector in South Asia that supports women's participation in energy projects and institutions and promotes normative change regarding women in Science, Technology, Engineering, and Mathematics (STEM) education.

Prof. Dr. Md. Abdur Rahman (Pro Vice Chancellor, AIUB) highlighted the significant contributions of active working women in power generation organizations and power distribution industries during his welcome address. He emphasized their roles and responsibilities, underlining their leadership, technical expertise, and the importance of gender diversity in these critical sectors.

Following the welcome speech, the host introduced sequentially Ms. Jorifa Khatun (Director, Directorate of System Planning, BPDB), Ms. Shahin Are Begum (Executive Engineer, Planning and Design Division, DESCO), Ms. Sharmin Aktar (Executive Engineer, ECCB), Ms. Kaniz Fatema Khondaker (Deputy Project Director, Power Grid Bangladesh PLC), Ms. Ivy Nahar Tisha (Deputy Director, Technical, BREB), Ms. Kashfia Zaman

(Assistant Manager (Project Development), Grameen Shakti), and Mr. Md. Aminur Rahman (Deputy Director, BPMI). The speakers provided an overview of their organizations' work environments and shared their professional experiences. They extended an invitation to the female students in attendance to explore career opportunities within their organizations, outlining the qualifications necessary for various job roles. Additionally, the speakers highlighted the facilities and support systems available to female employees, emphasizing their commitment to fostering an inclusive and supportive workplace. During the Q&A session, the speakers expressed a strong interest in initiating collaborative research projects with both students and faculty members in the power and energy engineering field.

In the closing session, the vote of thanks was delivered by Prof. Dr. Farheen Hassan (Director, Institutional Quality Assurance Cell, AIUB), where she shared the concluding remarks of the session by appreciating the resourceful presentations of the speakers and thanked all the participants, AIUB management and WePOWER. Finally, Prof. Dr. Farheen Hassan (Director, Institutional Quality Assurance Cell, AIUB), Dr. Md. Saniat Rahman Zishan (Director and Associate Professor, Faculty of Engineering, AIUB) and Ms. Susmita Ghosh (Associate Professor, Faculty of Engineering and Assessor, IQAC, AIUB) handed over the token of appreciation to all the esteemed speakers. The event was also graced by Dr. Humayra Ferdous (Associate Professor and Head, Department of Physics), Ms. Nuzat Nuary Alam (Assistant Professor, Faculty of Engineering), Dr. Effat Jahan (Assistant Professor, Faculty of Engineering), Ms. Nazia Farhana (Assistant Professor, Faculty of Business Administration) and Ms. Tahseen Asma Meem (Assistant Professor, Faculty of Engineering).



- **Industry Alumni Talk “Future-Proof Your Career” (2023):**

The Department of MIS organized a talk show featuring six distinguished alumni (including female professionals) who shared insights on industry trends, essential skills, and career readiness. About 120 students attended, gaining guidance on soft skills, technical expertise, and lifelong learning aiub.edu. This interactive session – attended by university leadership and faculty – emphasized inclusive skill-building and was part of AIUB’s efforts to prepare **all students, especially women**, for sustainable careers aiub.edu. By involving successful alumni as mentors, the event created a platform for **informal mentoring** and inspiration for female attendees.

Talk Show on Future-Proof Your Career: Skills Every Graduate Needs



On May 7, 2025, the Department of Management Information Systems (MIS) at American International University-Bangladesh (AIUB) organized an engaging and insightful talk show titled “Future-Proof Your Career: Skills Every Graduate Needs” at the Multipurpose Hall of D-Building. The event featured six distinguished alumni as resource persons, who shared their expertise and experiences to guide current students in building successful careers.

The program was graced by the presence of Prof. Dr. Saiful Islam, Vice-Chancellor of AIUB, as the Chief Guest, and Prof. Dr. Anwar Hossain, Advisor and Dean-in-Charge of the Faculty of Business Administration (FBA), as the Special Guest. The event commenced with an enlightening opening speech by Prof. Dr. Anwar Hossain, who emphasized the importance of lifelong learning, adaptability, and skill development in today’s competitive job market. The talk show was hosted by Mr. Mehzabul Hoque Nahid, Head of the Department of MIS, with Director of the Undergraduate Program Dr. Rezbin Nahar and the faculty members Mr. Danilo G. Morgia, Mr. Khandakar Tahurul Islam, and Mr. Nur Al Ahad also in attendance.

The esteemed alumni panel included:

- Mr. Fardeen Hossain, Country Marketing Manager at MSI Bangladesh
- Ms. Zeenat Samiha Nasrin, Assistant Manager at bKash
- Ms. Lamia Tabassum, Co-founder of InPower
- Mr. Muhammad Nur-E-Jenan Chowdhury, Director at Khan Brothers Group
- Mr. Mizrab Alam, Marketing Manager at Star Cineplex
- Mr. Ibrahim Niloy, Senior Full Stack Digital Marketing Specialist

The session was structured as an interactive Q&A discussion, where the speakers shared valuable insights on industry trends, essential career skills, and the transition from

academic life to professional success. Key topics included the relevance of university curriculum, the importance of soft skills, networking, and continuous self-improvement. The speakers collectively emphasized that future-ready graduates need both technical expertise and the agility to adapt to industry transformations. The discussion also debunked common career myths, providing students with practical advice on how to future-proof their careers in an evolving job market.

Aligned with SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth), this event reinforced AIUB's commitment to fostering industry-academia collaboration and equipping students with the competencies needed for sustainable career growth. Approximately 120 students attended the session, making it a lively and interactive experience.

The program concluded with closing remarks by Prof. Dr. Saiful Islam, who commended the alumni for their contributions and encouraged students to leverage such opportunities for professional development. As a token of appreciation, the Chief Guest and Special Guest presented mementos to the resource persons. The event ended with a group photo session, capturing the participation of students, faculty members, and distinguished guests.



In addition, AIUB has pursued external partnerships to support women's career development. For instance, a **joint initiative with City Bank's "City Alo" program (2019–2024)** was launched to foster young women entrepreneurs. Through this MoU, AIUB helped offer a specialized entrepreneurial development course for women, enhancing financial literacy and providing mentorship for aspiring female business owners aiub.edu. Such faculty-led collaborations demonstrate AIUB's broader commitment to women's career mentorship and empowerment in practice.

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>

Women-Focused Forums, Clubs, and Networks

AIUB supplements its formal programs with **informal mentoring networks and student organizations** that champion women’s empowerment. The flagship platform is the **AIUB Women Forum (AWF)** – a university-wide forum initiated by AIUB’s leadership to unite and support all women in the campus community. *All AIUB female students, faculty, and staff are considered members of AWF*, which organizes various **awareness programs, seminars, and networking events on women’s rights, leadership and empowerment** daily-sun.com. For example, AWF regularly commemorates **International Women’s Day** with special events. In March 2025, the AIUB Women Forum (in collaboration with the MIS department) hosted an event titled “*Innovate, Elevate, Integrate: Role of Women in Digital Transformation of Business.*” This program featured a **panel of successful female alumni** who shared their career experiences and advice with current students aiub.edu aiub.edu. The talk show format enabled young women at AIUB to interact with role models and mentors in various industries, fostering

inspiration and guidance. Such AWF-led events highlight how informal mentoring – via **networking, panel discussions, and peer support** – is active and ongoing at AIUB.

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.



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 Tahurul 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.



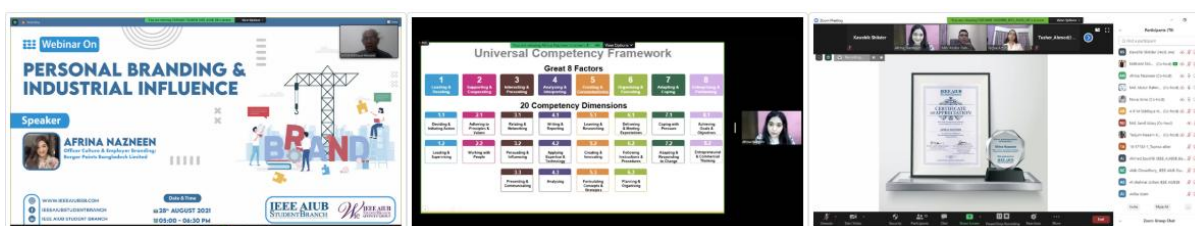
Student-led clubs also contribute to mentoring and empowering female students. Notably, the **IEEE AIUB Student Branch – Women in Engineering (WIE) Affinity Group** provides a supportive community for women in technical fields. The WIE group’s goal is to “*improve the participation of women in engineering*” and help them “*shape their career and stand high in their respective fields.*” To achieve this, the IEEE WIE affinity group has **organized many events (e.g. webinars, workshops)** that support female undergraduates in recognizing their skills, building confidence, and broadening their perspectives aiub.edu. These events often involve senior students, alumni, or professionals mentoring younger female students in areas like personal branding, technical skills, and career planning. By engaging women in engineering through peer and alumni mentorship, the WIE club plays an informal yet vital mentoring role.

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.



Beyond WIE, women at AIUB take active roles in various **student organizations and clubs**, further fostering mentorship and leadership development. University data shows women comprise over **25% of all club members** and about 20% of club executive leaders aiub.edu. AIUB encourages female students in clubs to take on leadership positions, which in turn creates **peer mentoring opportunities** – as experienced female students mentor juniors in project management, teamwork, and event organizing. This culture of involvement helps female students gain confidence and skills alongside supportive peers and faculty advisors.

| Female Participation in Clubs

AIUB encourages female engagement in student clubs, where many serve as presidents or executives. Participation builds confidence, leadership, and teamwork skills. Women make up over 25% of club members and 20% of executive committee roles.

Details can be found in the following links:

| <https://www.aiub.edu/admission/scholarships>

| <https://www.aiub.edu/iqac/women-development/women-access-schemes>

| <https://www.aiub.edu/academic-regulations/academic-probation>

Female Participation and Impact

Evidence strongly indicates that at least 10% of AIUB's female students participate in mentoring schemes, and in fact the participation is much higher. The formal faculty-led mentoring program alone engages roughly half of the student body [aiub.edu](https://www.aiub.edu), implying a large fraction of the ~2,400 female students are included. Similarly, the AIUB Women Forum by definition includes *100% of female students* as members (since all AIUB women are part of AWF) [daily-sun.com](https://www.daily-sun.com), ensuring a broad base for informal mentoring and support. Even if not every female student is actively involved, the multitude of programs – from counseling sessions and **career clinics to women-centric seminars and clubs** – **reach a wide audience of AIUB women**. The **10% participation threshold is easily met and exceeded** by these initiatives.

Importantly, AIUB's women's mentoring schemes have been **active within the last five years** and continue to expand. The university's partnership with networks like **WePOWER (since 2024)** and the regular hosting of **workshops on finance, technology, and leadership for women** illustrate an ongoing commitment. AIUB's own reporting under the UN Sustainable Development Goal 5 (Gender Equality) highlights these mentoring efforts as key to empowering female students. By providing academic counseling, career guidance, role models, and supportive networks, **AIUB ensures its female students are mentored and prepared** for academic success and professional growth. This multi-faceted approach – combining formal and informal schemes – not only satisfies the quantitative metric of female participation, but also demonstrates a qualitative impact on women's education and career readiness at AIUB.