

Report on SDG 5

Progress Towards Gender Equality



**Achieve gender
equality and
empower all
women and girls**

Daffodil International University

September 2023

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SDG5:

Sustainable Development Goal 5 concerns gender equality and is fifth of the 17 Sustainable Development Goals established by the United Nations in 2015. The 17 SDGs recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.

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DIU's Contribution and Progress:

Percentage of Female Students in 2022	39%
Percentage of Female Students in 2021	36.5%
Increase of Female Students	2.5%
Percentage of Female Faculty in 2022	49.5%
Percentage of Female Faculty in 2021	49%
Increase of Female Faculty	0.5%
Female students' accommodation in Female hostels	1500+
Percentage of Female students graduated in 2022	35%+

DIU has implemented the following policies to ensure equality, diversity and Inclusion

Sl. No	Topic
1	Maternity Leave Policy
2	Anti-Harassment and Non-Discriminatory Policy
3	Policy for Managing Women's Career Counseling Services
4	Women Access, Participation, Counseling and Mentoring Policy
5	Equality, Diversity, and Inclusion Policy

Scholarship Facilities for poor students at DIU:

- 10% waiver for female students
- DIU Scholarship
- Need-based Waiver
- Talent Scholarship Program
- Freedom Fighter Quota Waiver
- Scholarship for 'Are you the next startup?'
- Chairman Endowment Fund Scholarship
- Lutfar Rahman Scholarship

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- Razia Begum Scholarship
- Mofiz Uddin Majumder Scholarship
- Delwar Hussain Chowdhury Scholarship
- Late Hafez Md. Abdur Rahim and Late Mrs. Jarina Begum Scholarship
- Late Professor Dr. Ahmad Husain and Late Mrs. Mahbuba Hossain Scholarship
- Akij Group (Trust) Scholarship
- Talent hunt scholarship for foreign students: <https://daffodilvarsity.edu.bd/int-scholarship/scholarship-int>


Link: <https://daffodilvarsity.edu.bd/scholarship>

Female Hostel Facility:


There are three hostels for female students' accommodation at DIU.

1. Rowshan Ara Scholars Garden 1
2. Rowshan Ara Scholars Garden 2
3. DISS Female Hall

TESTIMONIAL



Uma Hosen Sohana
Rowshan Ara Scholar Garden



Ashita Elin
Rowshan Ara Scholar Garden

DIU Hall is like my second home



My name is Ashita Elin. I am studying in the Department of Textile Engineering. Currently, I am living in the Rowshan Ara scholar Garden Hall in DIU Smart City. At first, I was a little worried about living in a hall and security, but after being here for a couple of months, I feel like it's my second home. Security guards are on duty 24/7, ensuring the safety of the female residence. We also get three meals every day & the food quality is excellent. Grocery shops and canteen facilities are also available nearby.



Hostel Facilities:

In-room Amenities

- One Bed per Student shall be offered
- Fully furnished rooms with beds & underbed drawers
- Study tables & Chair
- Tube lights & Fan
- Dustbin in each room
- 300 square feet spacious room

Electricity & Internet

- Electricity facility
- Generator service available (Need Based)
- Broadband and wifi service

Self Help Amenities

- Laundry Service
- Filter Water facility to be provided
- Medical facility available with first aid/ provided to sick Residents
- Doctor on call number(s) to be shared with the students
- Dining area

Housekeeping

- Rooms
- Washrooms
- Common areas are cleaned on a daily basis

Cost-Effective Living Option

- Cost-effective compared to other living options
- Get all services together in the single hall cost
- Long corridor in front of room
- Separate balcony in each room

Entertainment

- Common Room
- Indoor games like carrom, chess, table tennis etc.

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Hall facilities: <https://hall.daffodilvarsity.edu.bd/>

Childcare Facilities for Female students and staff at DIU campus:

Number of Children received facilities at childcare center	60+
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Facilities at Childcare center:

1. One-stop daycare service & pre-education
2. Run by nationally and internationally experienced persons
3. Expert teachers and caring personnel
4. Complete parental care with a homely environment
5. Necessary services for mental, social, and physical growth/development of the child
6. Best fit room, toys, and environment for a particular age group
7. High Security with CCTV surveillance
8. Right information sharing with the guardians/parents regarding their children
9. Air-conditioned, spacious rooms
10. Fire extinguisher, First aid & hygienic environment
11. Necessary instant medical support

Link: <https://daffodilvarsity.edu.bd/daycare/daycare-facility>

Contributions to Knowledge:

The researchers of Daffodil International University conducted research and subsequently published the research results in reputed journals that contributed to the knowledge domain of SDG-5. Below is a highlight of such contribution:

SL.	Title of Research Publication
1	Discrimination and social exclusion of third-gender population (Hijra) in Bangladesh: A brief review

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2	Psychological impact of school closure and social isolation on female students during Covid-19: A case study from Bangladesh
3	Drug Addiction and Substance Use Among the Dalit Married Adolescent Girls in Bangladesh: a Cross-Sectional Survey
4	Chemical composition of pumpkin (<i>Cucurbita maxima</i>) seeds and its supplemental effect on Indian women with metabolic syndrome
5	How Does Green Innovation Strategy Influence Corporate Financing? Corporate Social Responsibility and Gender Diversity Play a Moderating Role
6	Defensive Silence, Defensive Voice, Knowledge Hiding, and Counterproductive Work Behavior Through the Lens of Stimulus-Organism-Response
7	Hormonal Therapy for Gynecological Cancers: How Far Has Science Progressed toward Clinical Applications?
8	Classifying Gender Based on Life Partner Choosing Factor using Supervised Machine Learning
9	The impact of board gender diversity on the financing costs of microfinance institutions: a global evidence
10	Exploring factors associated with women's willingness to provide digital fingerprints in accessing healthcare services: A cross-sectional study in urban slums of Bangladesh

Daffodil International University (DIU) uses its self-developed ERP and SmartEdu system to systematically measure/track women's application rate, acceptance/entry rate and study completion rate at the university. It also uses self-developed online Mentoring Management System and Course Counselling System to keep systematic tracking of all the activities by female and male students separately.

Use of ERP System by DIU to Track and measure students' (male & Female) Registration/application

SEM	PID	Program	M	F	No Gender	Total
212	10	B.A. in English	411	663	0	1074
212	11	Bachelor of Business Administration	973	443	0	1416
212	12	M.B.A. (Executive)	20	8	0	28
212	14	M.B.A. (Regular)	212	86	0	298
212	15	B.Sc. in Computer Science & Engineering	4695	1254	0	5949
212	16	B.Sc. in Computing & Information System	160	57	0	217
212	17	M.S. in Management Information Systems	44	7	0	51
212	19	B.Sc. in Electronics & Telecommunication Engineering	38	10	0	48
212	22	M.A. in English (Final)	32	32	0	64
212	23	B.Sc. in Textile Engineering	786	58	0	844
212	24	B.S.S. in Journalism, Media and Communication	68	30	0	98
212	25	M.Sc. in Computer Science & Engineering	89	28	0	117

Grand Total
Grand Total : 15554
Total Male : 11426
Total Female : 4128
Total Gender not Specified : 0

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secure | vus.daffodilvarsity.edu.bd:200/web/EDU

My Profile

Students Management

Student Management System consists of course curriculum, course offering, section create, registration etc.

20037

Registration

[New](#) [Registration](#) [more...](#)

Student Payment

Student Management System consists of course curriculum, course offering, section create, registration etc.

[Service](#) [more...](#)

Examinations

[Marks Entry](#) [Transcript](#) [more...](#)

Counseling

Counseling

4300

Admission

[New Entry](#) [more...](#)

Human Resource Management

Human Resource Management System consists of PMIS, Attendance, Leave, Payroll, Provident Fund, Appraisal etc.

[New Employee](#) [Leave](#) [Payslip](#) [more...](#)

Resource Planning

Resource Planning

[Campus](#) [Building Level](#) [Room](#) [more...](#)

Use of DIU SmartEdu System to Track and measure students' (male & Female) Acceptance/Admission

Admissions Admissions Student Email Assigns Student ID Assigns Reports Configuration

Application

Gender is "Female"

Semester Year > Semester

Search


[Create](#) [Import](#)

Filters Group By Favorites

1-4/4

PROGRAM	Applicatio...	Form Fee	Admissio...	Name	Program	Mobile	Email	Form Appl...	Admissio...	SSC GPA	HSC GPA	Application Date
All	2020 (84)											
E-Commerce and E-Busin...	2021 (673)											
Computer Network	Summer (Trimester) (169)											
B.Sc. in Computing & I...	Fall (Trimester) (423)											
Database Management S...	Fall (BI-Semester) (82)											
Database Management S...	2022 (89)											
Database Management S...	Undefined (4)											
Advanced Database	Undefined (4)											
System Analysis and Desi...												
Computer Networks												
Computer Networks												
Computer Networks with ...												
Advanced Database												
Advanced Database Lab												
Database Management S...												

Study completion/graduation tracking and recording in DIU system




Convocation Clearance Card

CONVOCATION-9

Student ID: 151-16-1108
 Name: [Redacted]
 Gender: Male
 Contact Number: [Redacted]
 Email: [Redacted]
 Program: B.A. in Eng (MORNING)
 Registration No: 49-7990 (Diamond)
 Clearance Status: Not Cleared
 Apply Date: 15-Sep-2019
 No of Guests: 8

SL. NO	CLEARANCE TITLE	STATUS
1	Library Clearance	Y
2	Accounts Clearance	N
3	Exam Office Clearance	Y
4	Costume Taken	N
5	Costume Return	Y
6	Certificate Collection	N
7	Provisional Certificate Return	N
8	Registration Fee	Y

NOTICE:
 A recent formal color photograph must be uploaded in the Student Portal before Registration.
 Following documents need to be submitted to the office of the Controller of Examinations at the time of receiving the original certificate:
 (a) Original Provisional Certificate (if taken)
 (b) ID Card (if not submitted already)
 (c) One copy of passport size color photograph
 (d) Photocopy of money receipt for convocation registration fee.
 * Please make sure before collecting the Original Certificate that your clearance status is "Cleared".
 * You have to apply for final transcript if not taken earlier.
 * Subject to clearance your Original Certificate will be issued on the announced date.



Document Clearance Card

Student ID: 132-13-088
 Name: Sumiya Fatima Sabah
 Gender: Female
 Contacts: [Redacted]
 Alternate Contacts: [Redacted]
 Program: B.Sc. in CSE
 Application ID: 94367
 Apply Date: 2024-11-8
 Delivery Date: 2024-11-18
 Status: Pending - CBT (PBI)
 Campus: Uttara
 Payment Information: Total Fees= 300.0 Paid Amount= 300.00 Adjustment: Yes

Applied Documents:
 1) Transcript - Final - Original - 1 Copy - Contain - Regular

Department	Status	Notes
Accounts	Pending	
Accounts	Pending	
Accounts	Pending	
Admission	Pending	
Admission	Pending	
Admission	Pending	
Academics & Administration - Adms	Cleared	
Academics & Administration - Adms	Pending	
Academics & Administration - Adms	Pending	
Library	Cleared	
Library	Cleared	
Transcription	Cleared	
Transcription	Cleared	
Transcription	Pending	

NOTICE:
 ** Update your personal information & formal photograph in student portal.
 Subject to clearance of the above departments your requested document(s) will be issued on the given date.
 Following documents need to be submitted to the office of the Controller of Examinations while taking applied documents:
 (a) Provisional Certificate in original while taking original certificate (if taken)
 (b) Student ID Card (SD copy if lost)
 (c) Printed copy of Document Clearance Card.
 (d) Money Receipt for document fee.
 (e) SDT 500 to be paid for Alumni Membership fee while taking final transcript and certificate.
 (f) In case of duplicate certificate, you have to submit SD copy and paper advertisement (Newspaper) while collecting applied documents.

The Policy on Women Access, Participation, Counseling and Mentoring (clause 4) highlighted the tracking and measuring of gender-wise application, admission, graduation

The clause 4 of DIU Policy on Women Access, Participation, Counseling and Mentoring highlighted the tracking and measuring of gender-wise application, admission, graduation:

4. Student counseling & Admission department will keep separate records of all male and female applicants who applied for admission and who got admitted. The office of the Controller of Examinations of DIU will track and maintain separate records of male and female students graduated from each program in each semester

Policy link: <https://sustainability4d.daffodilvarsity.edu.bd/women-access-participation-policy>

Policy for Managing Women’s Career Counseling Services:

<https://sustainability4d.daffodilvarsity.edu.bd/policy-for-managing-women-career>

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Example of use of self-developed online-based Course counselling system by DIU

The screenshot shows the 'Mentoring Management System' interface. At the top, there is a navigation bar with 'Mentoring Management System' on the left and 'Mr. Mohammad Monir Hossan (710001312)' on the right. Below this, there are two tabs: 'Course Counselling' and 'Instruction'. Under the 'Course Counselling' tab, there are two buttons: 'Counselling Request To Mentor' and 'Counselling Request From Mentor'. The main content area is titled 'Course Counselling Save' and contains a form with the following fields: 'Select Semester *' (dropdown), 'Student Id *' (text input with a 'Q Search' button), 'Name:' (text input), 'Select Counselling Reason *' (dropdown), 'Counselling Title *' (text input), and 'Counselling Detail *' (text area). A 'Save' button is located at the bottom of the form. Below the form is a 'Course Counselling Search' button.

Example of use of self-developed online-based Mentoring management system by DIU

The screenshot shows the 'Mentoring Management System' dashboard. At the top, there is a navigation bar with 'Mentoring Management System' on the left and a user profile icon on the right. The main content area features a large light blue banner with the DIU logo and the text 'Welcome to Student Mentoring Management System'. Below the banner, there are four colored buttons: 'Total Student' (blue), 'Green Zone Student' (green), 'Yellow Zone Student' (yellow), and 'Red Zone Student' (red). Each button has a small white bar below it, likely representing a count. At the bottom of the dashboard, there is a footer with the DIU logo, 'Mentoring Management System', and the text 'All Rights Reserved © Daffodil International University 2018 Developed by DIU Software Team'.

Financial Waiver for Female students as a means of women's access scheme

Link: <https://daffodilvarsity.edu.bd/scholarship>

Financial Aid & Scholarships

Introduction: Daffodil International University (DIU) offers waiver and scholarship in various categories on the basis of result and conditions. Providing poor and meritorious students financial support, strengthening student's capacity and giving inspiration to their effort to complete higher education uninterrupted are the main objectives of financial aid and scholarship program of DIU. Yearly Daffodil International University provides waiver and scholarship opportunities to 20,079 students. In Corona Epidemic situation Daffodil International University also provided Special Waiver to support students to continue their study.

Download Waiver & Scholarship Policy

Due to world wide Corona pandemic, DIU has been declared special waiver in Fall 2021 semester admission:

- 50% Special waiver on admission fee.
- 10% - 15% Special corona pandemic waiver on tuition fees.

Waiver on fixed category:

Result-based waiver (SSC and HSC/under graduate)					
Waiver on SGPA (academic result of the immediate last semester)					
Female Quota					
The tuition fee waiver in Female Quota for undergraduate programs will be as stated below:					
Result under General Board (including fourth subject)	Waiver	SGPA to be obtained	Result under BTEB/ Madrasa Board (including fourth subject)	Waiver	SGPA to be obtained
For the female students admitted in undergraduate programs under Faculty of SIT, AHS and Engineering					
4.00-4.74 in HSC from General Board	10%	3.00	4.00-4.89 in Alim BTEB/ Madrasa Board	10%	3.00

Scholarship Policy:

<https://daffodilvarsity.edu.bd/photos/pdf/scholarship-policy.pdf>

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Targeted Supports for Women:

- DIU Medical Center Facility Link: <https://daffodilvarsity.edu.bd/medical/diu-medical-center>
- Daffodil Angel's Day Care (Child-care facility): <https://daffodilvarsity.edu.bd/daycare/>
- Maternity Leave Policy: <https://sustainability4d.daffodilvarsity.edu.bd/maternity-leave-policy>

DIU Policy on Women Access, Participation, Counseling and Mentoring Covered Encouraging women to get admitted in subjects where they are underrepresented

The clause 8 of the above-mentioned DIU policy covered Encouraging women to get admitted in subjects where they are underrepresented.

<https://sustainability4d.daffodilvarsity.edu.bd/women-access-participation-policy>

8. DSA in collaboration with NGOs, educational institutions, local community will carry out outreach activities to encourage the women to get admitted in different subjects such as, engineering, mathematics, journalism, real estate etc. where they are underrepresented.

Activities and Events

Empowering Youth through Cross-Cultural Learning: UMAP Discovery Camp 2023

Md. Mahmudul Hasan Suzan, a student from DIU's Department of Computing & Information System, participated in the "UMAP Discovery Camp 2023: The Globe Discover Indonesia" in collaboration with Indonesian universities. During the two-week camp, Suzan attended seminars on various topics, interacted with local students, and explored Indonesian culture and landmarks. His experience underscores the importance of cross-cultural learning and youth engagement in promoting global unity and advancing the Sustainable Development Goals (SDGs).



Organized a seminar, titled **Safe Workplaces, Strong Workforces: Addressing and Preventing Sexual Harassment**

To create awareness to prevent sexual harassment, eve-teasing, ragging, and violence against women on workplace, Daffodil International University organized a seminar, titled "Safe Workplaces, Strong Workforces: Addressing and Preventing Sexual Harassment" organized by the University's Complaint Committee to Prevent Sexual

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Harassment at Daffodil Smart City. Ms. Nilufer Ahmed Karim, Freelance Gender & Management Consultant and Gender & Participatory Action Research Specialist at American Solidarity Centre and Prof. Dr. Sunjida Shahriah, Physician, Counselor and Psychotherapy Practitioner at Phoenix Wellness Center, Bangladesh were present as special guests.

Artistry Unveiled: BSCIC-DIU Handicraft Fair



The BSCIC and DIU jointly presented a 5-day Handicraft Fair at Daffodil Plaza, Sobhanbagh, Dhaka. Showcasing 25 artisans' work. This fair celebrates creativity and craftsmanship. Open daily from 10 am to 8 pm until June 5, it offers diverse products, including textiles, boutiques, leather crafts, and honey. Join us to support local artisans and sustainable practices.

Empowering Women in IT: DIU Hosts Seminar on IT Entrepreneurship

Daffodil International University, in partnership with Bangladesh Women in IT (BWIT), organized a seminar titled "Design Your Career as IT Entrepreneurship and Grow" at Daffodil Smart City in Ashulia. The event aimed to empower women in IT entrepreneurship and featured participation from the Girls Computer Programming Club of DIU. Key figures like Ms. Nazneen Kamal, Vice President of BWIT, along with Ms. Ambareen Reza, Co-Founder of Foodpanda, and Ms. Nigar Sultana, Director of ICT at TMSS, shared insights. The seminar emphasized the importance of promoting entrepreneurship among women in IT, contributing to gender equality and aligning with Sustainable Development Goals (SDGs).

