

# ANNUAL REPORT

SDG



## GENDER EQUALITY



UNIVERSITY OF CHITTAGONG

Chittagong-4331, Bangladesh

## SDG 05: GENDER EQUALITY

*The University of Chittagong is committed to achieving gender equality and empowering all women and girls.*

Gender equality is a fundamental human right, and a foundation for a peaceful, prosperous, and sustainable world. The University of Chittagong attempts to provide women and girls with equal access to education with an aim to ensure a key part of delivering gender equality.

The University of Chittagong has fifty-four departments/institutes which are offering certificates, diplomas, undergraduate and postgraduate courses, and research opportunities to more than 27,550 students of which 10,046 are female students. While special quotas aim to address historical and ongoing inequities based on minorities, disability and socioeconomic



backgrounds, it is crucial to maintain gender parity and uphold meritocracy. This means that within each quota category, admissions decisions have been based on individual merit, ensuring that the most qualified candidates are selected regardless of gender. In this way, this university plays a wider role in driving forward gender equality in its students, teachers, and staff communities.

For the accommodation, there are five residential halls for female students. As part of our ongoing commitment to fostering a more inclusive and equitable environment within our university, we are pleased to present an update on our initiatives to reduce gender inequality across various levels of university jobs. It is also to be mentioned here that the university policy clearly indicates that there will be no discrimination in the procedure of academic or staff recruitment in terms of gender.



The total number of teachers currently stands at 975, with males constituting 70% and females 30%. While the gender distribution among teachers is not yet balanced, we acknowledge the need for further efforts to attract and retain female talent in

teaching positions. Among our officer staff, consisting of a total of 400 personnel, 85% are male (340), and 15% are female (60). In the 4<sup>th</sup> class employee category, females represent approximately 9% of the total workforce. The total number of 3rd class employees is 531, with females constituting approximately 9%.

### Number of Senior Female Academics

Recognizing the importance of female representation in leadership roles, we are pleased to report that 52 women hold senior academic positions including the highest position, the Vice-Chancellor, within the university. This represents a positive step towards breaking gender barriers and fostering a more diverse leadership cadre.

Gender equality and empowerment for all women can be found at the University through the following initiatives:

### Sakura Exchange Program

Each year 10 students from the Institute of Forestry and Environmental Science attended the nine-day training program 'An introduction to Mathematical Models in Population Biology' at Nara Women's University Environmental Science Department, Japan under 'SAKURA Exchange Programme in Science' following a Memorandum of Understanding (MoU) signed between the University of Chittagong and the Nara Women's University. Such training programs create



scope for students to enrich their knowledge following discussions and speeches from world-class teachers and researchers.



CU VC Prof Dr Shireen Akhtar joins a photo session with a group of students of the university who recently visited Japan and received award under the Sakura Exchange Programmes.

## Awareness raising Programs for Female Academics and Staff

University of Chittagong organizes each year a wide range of awareness raising programs i.e., training, volunteering, and seminars for enhancing the psychological and physical well-being of female academic and officer staff. Each year International Women's Day is being celebrated with very. This university believes that social awareness requires staff and educators to acknowledge, value, support, and respond to the cultural values, traditions, communication, learning styles, contributions, and relational patterns of all students in the classroom. Such training programs and seminars focus on developing skills to take necessary steps against discrimination and sexual or verbal harassment not only at their personal level but also to support and protect female students against such issues.



*Photo: International Women's Day Seminar on DigitALL: Innovation and technology for gender equality.*

## Conclusion

The University of Chittagong has been working on building a diverse community that creates an outstanding learning and working environment through the inclusion of gender minorities. Thus it supports gender equity through its operations, partnerships, programs, teaching, and research.

