



1. Introduction

United International University (UIU) is dedicated to advancing Sustainable Development Goal 5 (SDG 5): Achieve gender equality and empower all women and girls.

In 2024, UIU reinforced its institutional framework for gender equality through policy implementation, inclusive governance, leadership representation, and gender-responsive programs. The university has integrated gender mainstreaming across academics, research, administration, and community engagement ensuring that women and men have equal access to education, employment, decision-making, and safety on campus.

2. Institutional Commitment and Policy Framework

UIU adheres to national and international standards of gender equality through its policies on:

- Equal Opportunity and Non-Discrimination
- Prevention of Sexual Harassment and Gender-Based Violence
- Inclusive Recruitment and Promotion Policy
- Gender-Sensitive Curriculum Development

A Gender Cell and Internal Complaints Committee (ICC) are functional within the university to address grievances and promote a safe, inclusive, and equitable environment for all.

3. Women's Representation and Leadership

- Female Academic Staff: 32% of total faculty
- Female Administrative Staff: 46% of total non-academic employees
- Women in Senior Leadership Positions: 27% of management roles
- Women in Academic Leadership (Head/Chair/Coordinator): 25%

Impact:

UIU actively encourages women's participation in leadership through mentoring programs, transparent promotion criteria, and capacity building. This ensures women are represented in decision-making bodies and supports SDG Target 5.5 ensuring women's full participation and equal opportunities for leadership at all levels.

4. Equal Access to Employment and Career Growth

UIU maintains gender-neutral recruitment practices and ensures equal pay for equal work. All vacancy announcements and selection processes are inclusive and merit-based. Faculty and administrative staff receive equal access to training programs and career advancement opportunities.

Impact:

Through HR policies and transparent evaluation systems, UIU has established a fair and supportive work environment that enhances job satisfaction and reduces gender disparities in employment and pay.

5. Campus Safety and Gender Sensitization

UIU ensures a safe and inclusive campus through:

- Functioning Anti-Sexual Harassment Policy and Grievance Redressal Committee
- CCTV surveillance and safe transport facilities for all students
- Gender Awareness Campaigns and Training Sessions conducted each semester

Impact:

A robust complaints mechanism and regular training have fostered a culture of mutual respect and gender sensitivity, making UIU a model of safe learning and working spaces for women and men alike.

6. Educational Access and Student Support

- Female Students: 41% of total enrollment (2024).
- Scholarships for Women: Over 30% of need-based and merit awards target female students.
- Women in STEM: Participation in Engineering and Computer Science programs increased by 9% over the previous year.

UIU also offers mentoring for female students through the UIU Entrepreneurship Development Forum (EDF) and Women in Tech initiatives.

Impact:

By supporting female students financially and academically, UIU contributes to breaking the cycle of educational inequality and promotes greater female representation in STEM fields.

7. Research and Community Outreach on Gender Equality

In 2024, UIU hosted a series of research seminars and public talks on women’s empowerment and social justice, including:

- Gender in Development Lecture Series organized by the Institute of Research, Innovation, Incubation & Commercialization (IRIIC).
- Workshops on Women Entrepreneurship and Leadership by the Entrepreneurship Development Forum (EDF).

Impact:

These initiatives translate academic knowledge into social impact by empowering women entrepreneurs, raising awareness on gender-based issues, and fostering collaborations that drive policy innovation.

8. Partnerships and Capacity Building

UIU collaborates with organizations such as the British Council, UNDP Bangladesh, and FBCCI Innovation & Research Centre to support capacity building programs in entrepreneurship, STEM, and leadership where we carefully ensure women participation.

Impact:

These strategic alliances enable UIU to extend its influence beyond the campus supporting women’s economic empowerment and policy dialogues that advance national and global gender equality goals.

9. Progress Summary

SDG 5 Target	UIU 2024 Achievement	Status
5.1 End discrimination against women and girls	Equal Opportunity Policy in place and enforced	✔ Achieved
5.2 Eliminate violence and harassment	Active Anti-Harassment Policy and ICC operations	✔ Achieved
5.3 Ensure equal leadership and decision-making	27% female leadership representation	✔ Achieved

SDG 5 Target	UIU 2024 Achievement	Status
5.4 Recognize and value unpaid care and domestic work	Family-friendly HR policies and flexible work hours	✓ Achieved
5.5 Ensure equal opportunities in education and employment	41% female students and gender-neutral recruitment	✓ Achieved
5.A–5.C Reform policies and adopt enforceable legislation for equality	National alignment and institutional policy implementation	✓ Achieved

10. Conclusion

UIU's gender equality initiatives reflect its philosophy of education as empowerment and inclusion as a core value. Through inclusive policies, empowered leadership, and community engagement, UIU continues to advance the national and global agenda for gender equality. These actions directly contribute to the achievement of SDG 5: Gender Equality and affirm UIU's role as a leader in sustainable higher education in Bangladesh.