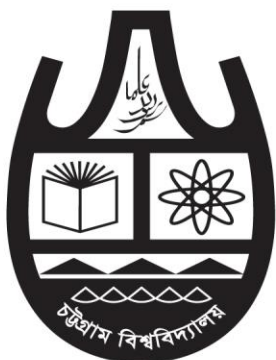


ANNUAL **SDG-5** REPORT **GENDER EQUALITY**



**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. This university also aims to empower women by employing them at all levels. Besides, many academics are interested in gender research and their research contributes to develop knowledge and strategies for eliminating gender discrimination, exploitation and sexual violence.

The University of Chittagong has fifty-four departments/institutes which are offering certificates, diplomas, undergraduate and postgraduate courses, and research opportunities to more than 28,672 students of which 11,145 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.

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 996, 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. Recognizing the importance of female representation in leadership roles, we are pleased to

report that 52 women hold senior academic positions within the university. This represents a positive step towards breaking gender barriers and fostering a more diverse leadership cadre.

Among our officer staff, consisting of a total of 432 personnel, 85% are male (369), and 15% are female (63). In the 4th class employee category, females represent approximately 10% of the total workforce. The total number of 3rd class employees is 531, with females constituting approximately 9.52%.

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

Research

Gender is a vital focus of research at the university. Academic staff and students have been investigating various dimensions of gender inequality across South Asia and Bangladesh. These research efforts examine how gender discrimination persists at multiple levels—social, economic, cultural, and institutional—revealing the complex and multifaceted nature of the issue. The findings of these studies not only contribute to a deeper understanding of the challenges faced by marginalized gender groups, but also play a crucial role in shaping gender-sensitive policies and strategies. Thus, the university promote equal rights and opportunities for all individuals, ensuring that gender equity is realized in every aspect of society, from education and employment to healthcare and political participation. Through gender research, the university contributes to the ongoing efforts to combat gender discrimination and advance gender justice both regionally and globally.

Student Accommodation Facilities

The university offers seven residential halls specifically for female students, providing them with spacious and secure accommodation. These university-managed halls not only ensure a safe living environment but also play a crucial role in fostering the growth of future female leaders. With a capacity to house 2,948 female students, these halls provide a supportive and empowering space that contributes to both their academic success and personal development. The availability of these facilities has had a significant positive impact on female student enrolment and encouraging more women to pursue higher education. Additionally, it contributes to enhance female students' academic performance by offering a stable, well-equipped living environment that facilitates focus on studies. Through these residential halls,

the university is making a vital contribution to advancing gender equality in education and empowering women to achieve their full potential.

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.

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.

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. It supports gender equity through its operations, partnerships, programs, teaching, and research. This university thus empowers individuals to challenge stereotypes, embrace diversity, and promote equality in all aspects of their lives, regardless of gender.