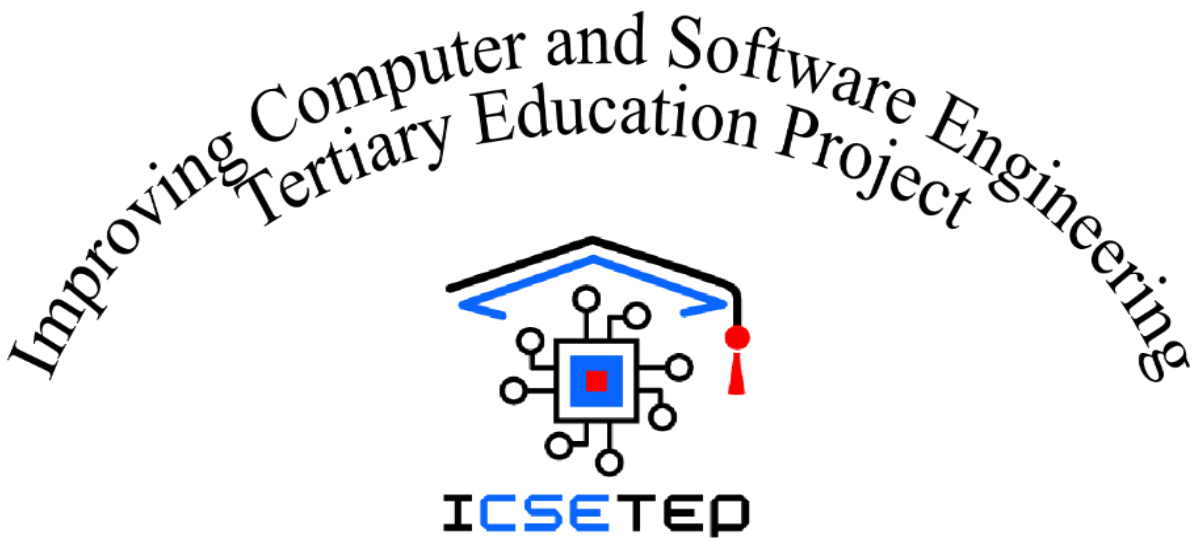




People's Republic of Bangladesh  
Ministry of Education  
Secondary and Higher Education Division  
Improving Computer and Software Engineering Tertiary Education Project

Quarterly Progress Report  
(January - March 2026)



<https://icsetep.ugc.gov.bd>

Date of Submission: 19 April 2026 Revised on 12 May 2026

## **ABBREVIATIONS**

|         |  |
|---------|--|
| ADB     | Asian Development Bank   |
| ADP     | Annual Development Plan  |
| BUET    | Bangladesh University of Engineering and Technology                    |
| CSE     | Computer Science and Engineering                                       |
| DPA     | Direct Project Aid   |
| DPP     | Development Project Proposal   |
| DU      | University of Dhaka  |
| EA      | Executing Agency   |
| EMP     | Environmental Management Plan  |
| FE      | Foreign Exchange   |
| GOB     | Government of Bangladesh   |
| ICSETEP | Improving Computer and Software Engineering Tertiary Education Project |
| IEE     | Initial Environmental Evaluation                                       |
| IT      | Information Technology   |
| IA      | Implementing Agency  |
| ITES    | Information Technology Enabled Service                                 |
| JUST    | Jashore University of Science and Technology                           |
| MOE     | Ministry of Education  |
| PA      | Project Aid  |
| PAM     | Project Administration Manual  |
| PIU     | Project Implementation Unit  |
| PMU     | Project Management Unit  |
| R&D     | Research and Development   |
| RDG     | Research and Development Grant   |
| RGM     | Research Grant Mechanism   |
| RPA     | Reimbursable Project Aid   |
| RPIS    | Revised Project Implementation Schedule                                |
| SE      | Software Engineering   |
| SHED    | Secondary and Higher Education Division                                |
| UGC     | University Grants Commission of Bangladesh                             |

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## 1. Introduction and Basic Data

### 1.1 Project Description

The rapid expansion of Bangladesh's **IT and IT-enabled services (ITES)** sector has generated a sharply rising demand for skilled graduates in **Computer Science and Engineering (CSE)**, **Software Engineering (SE)**, and **Information Technology (IT)**. This demand reflects the country's accelerating shift toward a digital and knowledge-based economy. Despite the large number of academic programs, the supply of industry-ready graduates remains insufficient. To address this gap, the Government of Bangladesh (GOB), with financing from the Asian Development Bank (ADB), has launched the *Improving Computer and Software Engineering Tertiary Education Project (ICSETEP)*. The project is sponsored by the Secondary and Higher Education Division (SHED) of the Ministry of Education, with the University Grants Commission (UGC) serving as the Implementing Agency. The project aims to build a strong pool of highly skilled professionals with modern technical and professional competencies. It seeks to increase the number of qualified graduates in CSE/IT fields and enhance the industry responsiveness of tertiary-level education. The expected outcome is a more relevant, high-quality, efficient, and equitable CSE/IT higher education system that produces job-ready graduates, strengthens cutting-edge research capacity, and fosters technology entrepreneurship. These improvements will help Bangladesh meet the demands of the Fourth Industrial Revolution (4IR) and advance its IT/ITES sector.

Project activities are being carried out through three Project Implementation Units (PIUs) at the University of Dhaka (DU), Bangladesh University of Engineering and Technology (BUET), and Jashore University of Science and Technology (JUST) along with the Project Management Unit (PMU) at the UGC. The **Project Management Unit (PMU)** is responsible for coordinating the planning, implementation, monitoring, and reporting of the project. It will also support university-level execution to ensure that the project's outcomes and outputs are achieved within the approved timeframe and budget, as sanctioned by the Government and the Asian Development Bank (ADB). In addition to its overarching project management responsibilities, the PMU will facilitate the following key activities:

- I. Supervision and Consultancy Services
- II. Administration of R&D Grants and Scholarships/Stipends
- III. Internship of the graduate through industry attachment
- IV. Coordination of Overseas Training Programs
- V. Management of Studies and Sub-contracts
- VI. Development of UGC's Digital Library

Development Project Proposal (DPP) set the implementation period from 1 March 2023 to 30 June 2028 and operational activities began in November 2023. The revised project completion date is December 2028. The project, approved by the Executive Committee of the National Economic Council (ECNEC) on 18 April 2023, officially became effective on 24 December 2023. Implementation activities commenced following the appointment of the Project Director (PD) on 19 November 2023. The project is currently in its implementation phase.

## 1.2 Main Project Data

This Asian Development Bank (ADB) financed project is implementing by the University Grants Commission (UGC).

The main data of the project are as below:

|                     |                         |
|---------------------|-------------------------|
| Project Number      | : 50140-002             |
| Loan Number         | : 4348 BAN              |
| Project investment  | : Total US\$114 Million |
| ADB Loan            | : US\$100 Million       |
| Loan effective date | : 24 December 2023      |
| Loan closing date   | : December 2028         |

## 1.3 Mode of Financing

The mode of ADB financing in this project is Reimbursable Project Aid (RPA) and counterpart funding is contributed by the government of Bangladesh. The financing mode and year wise distribution of the project are shown below:

### A. Mode of Financing with Source

| Taka in Million        |                |                              |               |                  |           |
|------------------------|----------------|------------------------------|---------------|------------------|-----------|
| Source/Mode            | GOB(FE)        | PA(RPA)                      | Own Fund (FE) | Others (Specify) | PA Source |
| 1                      | 2              | 3                            | 4             | 5                | 6         |
| Loan/Credit            | -              | 10700.00<br>(9057.8)         | -             | -                | ADB       |
| Grant                  | 1498.00        | -                            | -             | -                | -         |
| Equity                 | -              | -                            | -             | -                | -         |
| Others (Specification) | -              | -                            | -             | -                | -         |
| <b>Total</b>           | <b>1498.00</b> | <b>10700.00<br/>(9057.8)</b> | <b>-</b>      | <b>-</b>         | <b>-</b>  |

### B. Year wise Estimated Cost

| Taka in Million     |                 |                 |                |               |                  |                  |
|---------------------|-----------------|-----------------|----------------|---------------|------------------|------------------|
| Financial Year      | GOB(FE)         | PA              |                | Own Fund (FE) | Others (Specify) | Total            |
|                     |                 | RPA             | DPA            |               |                  |                  |
| 1                   | 2               | 3               | 4              | 5             | 6                | 7                |
| 2022-2023           | 17.324          | 96.667          | 30.792         | -             | -                | 144.782          |
| 2023-2024           | 2,97.362        | 17,97.904       | 3,30.492       | -             | -                | 24,25.758        |
| 2024-2025           | 4,89.821        | 29,86.571       | 3,28.440       | -             | -                | 38,04.832        |
| 2025-2026           | 3,01.687        | 18,24.503       | 3,28.440       | -             | -                | 24,54.630        |
| 2026-2027           | 2,38.290        | 14,35.106       | 3,28.440       | -             | -                | 20,01.836        |
| 2027-2028           | 1,53.516        | 9,17.050        | 2,95.596       | -             | -                | 13,66.162        |
| <b>Grand Total:</b> | <b>14,98.00</b> | <b>90,57.80</b> | <b>1642.20</b> | <b>-</b>      | <b>-</b>         | <b>121,98.00</b> |

## 1.4 Quarterly Progress Report

In accordance with the Project Administration Manual (PAM), quarterly progress reports are regularly submitted to the Asian Development Bank (ADB). Four reports have been submitted, covering progress up December 2025 and current report presents the implementation status of the project during the **1st quarter of 2026 (January–March-2026)**.

This report provides a comprehensive overview of the project's progress across key components, including:

- Implementation status of various components targeted under the project.
- Financial Management: Disbursement status, budget utilization, and fund flow.
- Procurement status includes bidding processes, contract awards, and delivery timelines of both the PMU & PIU.
- Implementation milestones, contractor performance, and project scheduling.
- Environmental Safeguards compliance with environmental management plans and mitigation measures.
- Loan Covenants which adhere to conditions stipulated in the loan agreement and other regulatory requirements.

The report aims to ensure transparency, accountability, and alignment with ADB's monitoring framework, while highlighting achievements, challenges, and corrective actions taken during the reporting period

## 2. Financial Management and Utilization of Funds/Financial Progress

### 2.1 Financial Management

Financial Management (FM) is a vital part of ICSETEP. It includes financial transactions, record keeping, documentation, financial reporting, internal control and compliance etc. A dedicated FM team is onboard to carry out the financial management activities as per the requirement of the project. Accordingly, the following activities are undertaken and progress during the period to strengthen the FM system:

- (i) **Developing Financial Management Manual:** The PMU has developed a comprehensive FM Manual to establish standardized financial management procedures across ICSETEP. The manual harmonizes existing practices and introduces uniform accounting and reporting protocols for both the PMU and PIUs. It ensures timely, accurate, and reliable financial information for project stakeholders, including ADB, Secondary and Higher Education Division (SHED), IMED, the Planning Commission, and the Finance Division. Financial reports are being generated in full compliance with the FM Manual.
- (ii) **Capacity Building on FM Systems:** The PMU has initiated structured training programs covering FM systems, disbursement procedures, financial reporting, internal control and compliance, and audit processes. These sessions aim to enhance the financial management capacity of project personnel. PMU is preparing to conduct FM training for PIUs and RDG scheme officials.
- (iii) **Introduction of Customized Accounting Software:** To support accurate and timely financial reporting, the PMU has introduced customized accounting software developed by UDDUGI, aligned with the project's Chart of Accounts. Knowledge-sharing sessions have been conducted for PMU and PIU users. PMU and PIUs are recording financial data in the software, and system-generated financial reports are being produced regularly.
- (iv) **Dual-System Financial Operations:** The project continues to operate both computerized and manual/excel-based systems for financial reporting. All transactions are recorded in the software, which generates essential financial information and reports. The software is functioning satisfactorily, with periodic support from the developer to enhance system efficiency.

- (v) **Maintenance of Separate Books of Accounts:** Both PMU and PIUs maintain separate books of accounts by funding source, following cash-basis accounting to ensure transparency and traceability of expenditures. Separate financial records continue to be maintained as instructed. The PMU is using accounting software for record/ book keeping. Upgradation of the software will be completed by 30 June, 2026.
- (vi) **Budgeting and Budgetary Control:** Annual budgets are prepared based on the APP and aligned with the approved DPP. The project prepares ADP annually, with revisions through RADP as required. The RADP for FY 2025–26 amounting to BDT 7,100.00 lakh has been submitted for approval, along with projections for FY 2026–27 and FY 2027–28. Budget monitoring is ongoing, and actual expenditures are regularly compared with approved allocations.
- (vii) **Integrated Budget and Accounting System (iBAS++):** The project continues to use iBAS++ for budget preparation, execution, and accounting, as mandated by the Finance Division. ADP/RADP information is entered into both AMS and iBAS++. During FY 2025–26, GOB released BDT 262.00 lakh through iBAS++. iBAS++ has been updated with all required information from the Ministry of Finance.
- (viii) **ADP Management Software (AMS):** The Planning Commission processes ADP/RADP activities through AMS. The project has submitted the RADP for FY 2025–26 (BDT 7,100.00 lakh) within the stipulated timeframe. AMS has been updated with all required project information. By this time reallocation of RADP has been completed and the revised GOB allocation is BDT 512.00 lakh.
- (ix) **Disbursement Management:** The project follows ADB’s Advance Fund procedure. ADB has released USD 3.00 million (BDT 35.92 crore) to the Advance Account, and funds have been transferred to PIU sub-accounts based on requirements. No additional funds were released during the reporting period. Reconciliation of the project account under Loan 4348-BAN (COL) has been submitted to ADB. The Withdrawal Application No. 003 has been preparing and will be submitted to ADB by May 15, 2026.
- (x) **Audit Compliance:** FAPAD has completed the audit of the project’s financial statements for FY 2024–25, covering financial activities of FY 2023–24. No ADB-funded expenditures occurred in FY 2023–24. FAPAD has issued an unqualified audit opinion for FY 2024–25, with 10 audit observations (4 SFI and 6 non-SFI). The BSR for Non-SFI observations were submitted directly to FAPAD as per instruction on 22-1-2026. But FAFAD sent back it with an instruction of submitting it through UGC. In this circumstance, the reply of all the audit observations for resolution has been submitted to the UGC on February 03, 2026, to incorporate their comments and send them to the FAPAD office. The soft copy of audit report has already been shared with ADB through email on 31-12-2025 .
- (xi) The Project Director appointed on 19 November 2023 was released from the position on 28 June 2025. The recruitment process for a new Project Director is currently in progress. All governance structures, including the Project Steering Committee (PSC) and the Project Implementation Committee (PIC)—have been fully constituted to provide strategic oversight and implementation guidance. A Financial Management Consultant (FMC) has been engaged to strengthen financial management practices and ensure full compliance with ADB policies and procedures. Furthermore, the Project Management Unit (PMU) and all three Project Implementation Units (PIUs) are operational and actively support project execution. Inventory management activities are also underway.

Details on the progress made toward fulfilling the Financial Management Action Plan (FMAP) are presented in Appendix-2.

### 3. Utilization of Funds/Financial Progress

In this Financial Year 2025-2026 a total of 710.00 million BDT was allocated for implementing various components of the project. The step has been taken to expedite the implementation progress, but the payment is yet to be started in full swing. Against the allocation of 14.30 million has been spent up to the reporting month January- March 2026.

#### 3.1 RADP Allocation of 2025-2026 and financial Progress of Q1:

Since the inception of the project, a total of Tk 606.14 million has been received—comprising of Tk 246.94 million from the Government of Bangladesh (GoB) and Tk 359.20 million from ADB as PA. Against this total receipt, cumulative expenditures amount to Tk 215.75 million, including Tk 34.00 million from GoB funds and Tk 181.75 million from PA resources up to March 2026.

Total allocation for Revised Annual Development Program (RADP) for the 2024 -2025 FY is TK 710.00 million. In this allocation, GoB was TK 90.00 million and 620.00 million was as PA. The total expenditure of this financial year is Tk 154.14 million out of which Tk 14.93 million from GoB and Tk 139.21 million from PA.

The total expenditure up to March 2026 is shown in the following table:

Taka in Million

| Items                  | Up to March, 2026 |        | Cumulative from Initiation |        | Total  |
|------------------------|-------------------|--------|----------------------------|--------|--------|
|                        | GoB               | RPA    | GoB                        | RPA    |        |
| Receipts/Disbursements | 26.20             | 359.20 | 246.94                     | 359.20 | 606.14 |
| Expenditure            | 14.93             | 139.21 | 34.00                      | 181.75 | 215.75 |
| Progress in %          | 56.98%            | 38.76% | 13.77%                     | 50.60% | 35.59% |

#### 3.2 RADP Allocation and Progress up to March 2026:

The project is implementing by PMU and 3 PIU established in Dhaka university (DU), Bangladesh University of Engineering & Technology (BUET) and Jashore university of Science & Technology (JUST).

The allocation and expenditure are shown below:

Taka in Million

| Items                                  | Total         | GOB           | RPA           |
|--|---------------|---------------|---------------|
| <b>RADP Allocation (FY 2025-2026)</b>  | <b>710.00</b> | <b>90.00</b>  | <b>620.00</b> |
| PMU                                    | 276.97        | 27.60         | 249.37        |
| DU                                     | 115.31        | 20.38         | 94.93         |
| BUET                                   | 285.85        | 38.69         | 247.16        |
| JUST                                   | 31.87         | 3.33          | 28.54         |
| <b>Total Progress Up to March 2026</b> |               |               |               |
| PMU                                    | 121.82        | 11.10         | 110.72        |
| DU                                     | 0.24          | 0.03          | 0.21          |
| BUET                                   | 19.63         | 2.75          | 16.88         |
| JUST                                   | 12.45         | 1.05          | 11.40         |
| <b>Total Progress</b>                  | <b>154.14</b> | <b>14.93</b>  | <b>139.21</b> |
| <b>Progress in %</b>                   | <b>21.71%</b> | <b>16.59%</b> | <b>22.45%</b> |

Financial progress of RPA up to March 2026 is Tk 181.75 million, against the total disbursement of Tk 606.14 million RPA. In respect to this financial year, expenditure up to March 2026 is 154.14 million out of the total RADP allocation 710.00 million . The expenditures by different institutions are as follows:

- PMU: Tk 121.82 million BDT
- BUET: Tk 19.63 million BDT
- JUST: Tk 12.45 million BDT
- DU: Tk 0.24 million BDT

#### 4. Implementation Status of ICSETEP

The overall objective of the project is to improve socio-economic condition of Bangladesh by introducing more relevant higher education in CSE/IT programs in terms of quality, efficiency & equity through increasing job ready graduates and cutting-edge research capacity of the students to meet the challenges of fourth Industrial Revolution (4IR) and develop technology entrepreneurship to lead the country in IT/ITES sectors. The outcomes of the project are:

- (a) Industry responsiveness of tertiary level CSE/IT education improved.
- (b) Increased utilization of information and communication technology to enhance labor markets, and
- (c) Improving industry relevance and quality of CES/IT programs at higher education.
- (d) Establishing Innovation and Startup Ecosystem in universities.

The project aims to **strengthen the socio-economic development of Bangladesh** by modernizing higher education in Computer Science and Engineering (CSE) and Information Technology (IT). It focuses on enhancing **quality, efficiency, and equity** in tertiary education to produce **job-ready graduates** and foster **cutting-edge research capacity**. By aligning academic programs with the demands of the **Fourth Industrial Revolution (4IR)**, the initiative seeks to cultivate **technology-driven entrepreneurship** and position Bangladesh as a leader in the IT/ITES sectors. This project represents a significant investment in the future of education and innovation in Bangladesh, aiming to empower students, researchers, and entrepreneurs with the resources they need to thrive.

Expected Outcomes:

- **Enhanced industry responsiveness** of tertiary-level CSE/IT education.
- **Greater utilization of ICT** to strengthen labor markets and employment opportunities.
- **Improved industry relevance and academic quality** of CSE/IT programs at higher education institutions.
- **Established innovation and startup ecosystems** within universities to nurture entrepreneurship and commercialization of research.

Key Outputs

##### i. **Curriculum Modernization**

- Revision and alignment of CSE/IT curricula with industry needs and global standards.
- Integration of emerging technologies (AI, IoT, blockchain, cybersecurity, data science).

ii. **Faculty Development**

- Training programs to enhance teaching capacity in advanced digital skills.
- Industry-academia collaboration for joint research and teaching initiatives.

iii. **Research & Innovation Capacity**

- Establishment of research labs and centers of excellence in frontier technologies.
- Funding and mentorship for student-led research projects addressing national challenges.

iv. **Entrepreneurship & Startup Ecosystem**

- Creation of incubation centers and accelerator programs within universities.
- Partnerships with venture capital, angel investors, and industry leaders to support startups.

v. **Industry-Academia Linkages**

- Structured internship and apprenticeship programs to ensure graduates are job-ready.
- Advisory boards with industry experts to guide curriculum and research priorities.

vi. **Equity & Inclusion**

- Scholarships and support programs to ensure access for underrepresented groups.
- Gender-sensitive policies to encourage participation of women in CSE/IT fields.

The project task has been identified as Output and there are several important outputs are described below:

**4.1 Output 1- Modern learning, research and startup supporting environment established**

As part of a strategic initiative to advance higher education and innovation, the project focuses on developing state-of-the-art infrastructure at three leading universities of the country - BUET, DU, and JUST. Each institution will benefit from the construction of a dedicated modern building designed to support quality learning environments, cutting-edge research, and sustainable startup and innovation ecosystems in those universities.

The University of Dhaka (DU) has completed the selection process to appoint a construction firm and made contract with the selected firm on 12 January 2026. The DU also appointed the supervision firm on 09 February 2026. The Jessore University of Science and Technology (JUST) and the Bangladesh University of Engineering and Technology (BUET) have issued invitations for bids to select a construction firm for their respective Modern Learning, Research, and Innovation Buildings. JUST published its bid notice on **29 January 2026**, with the bid submission deadline on **30 March 2026**. BUET published its notice on **09 March 2026**, with bids due by **19 April 2026**. Both universities are currently in the process of **finalizing the Terms of Reference (TOR)** for procuring a **supervision consulting firm** to oversee the construction works

### **Output 1.3 - Preparation of operations manual for startup facilities and services**

Fostering a vibrant startup and innovation ecosystem across the three partner universities is a key priority under the ICSETEP initiative. To ensure smooth and effective operation of startup activities, BUET has formulated an **Incubation Policy** by engaging an individual consultant.

For JUST and DU, the **Stipend Program Specialist** prepared a comprehensive guidelines for incubation. The JUST authority has already approved these guidelines and initiated the process of inviting proposals from interested startups

### **Output: 1.4 - Procurement of Computer, Laptops, Furniture, Equipment, IT equipment for DU, BUET, and JUST**

All three universities PIUs as well as the PMU—require computers, laptops, furniture, and other essential equipment, which have been appropriately included in the procurement plan. Procurement of some items, including computers, laptops, and furniture for both the PMU and the three PIUs has already been completed. The JUST has procured laptops for needy/poor students to support their study. However, most of the procurement, particularly items related to learning, research, and startup development will be carried out in alignment with the progress of the ongoing building construction.

### **4.2 Output 2 - Quality and industry relevance of computer science and engineering, software engineering and information technology programs enhance**

For introducing new or upgrading existing degree programs, DU, BUET, and JUST are taking significant steps towards achieving their project objectives. Incorporating the latest technology and global academic and industry practices will certainly help in making these programs meet international standards. This approach will likely enhance the quality of education and better prepare students for the global job market. The university will be provided with the following inputs from the project to facilitate the upgradation process

- (a) Interaction with Industry i.e Internship.
- (b) CSE/IT curriculum expert.
- (c) Visiting Professors.

To ensure the quality program the following activities has been included in the program:

- (i) Introduction of Online open Courseware.
- (ii) Strengthening UGC Digital Library.
- (iii) International accreditation.
- (iv) Increase in faculty member.
- (v) Long term training for faculty members.
- (vi) Short term training for faculty members and support staff.
- (vii) Upgrading and expanding training programs for IT Professional.
- (viii) Strengthening student and industry relations services.
- (ix) Mandatory industry attachment programs for undergraduates.
- (x) Undergraduate scholarships/stipends to female and poor students.
- (xi) Support for female employment promotion.

To ensure quality CSE education and to create industry ready quality graduate the project is establishing a sustainable ecosystem in DU, BUET & JUST. The project is also focusing to increase female enrolment in CSE/IT program, In 2023-2025, total 470 students (91 female) have completed Bachelor's, and 98 students (32 female) have completed Master's in CSE/IT programs in DU, BUET and JUST. The female participation of BSc and MSc level is 19% & 32% respectively. Detail of the student enrollment are in **Annexure -A**

To build an academia – industry relationship, the internship program is going to be launched for the CSE students. Several meetings & focused group discussions (FGD), and visits were organized with the various IT firms including Bangladesh Association of Software and Information Services (BASIS), Bangladesh Association of Contact Center and Outsourcing (BACCO).. Two workshops on student involvement in the internship and other programs carried out under ICSETEP were organized at BUET and JUST. A draft Internship Guidelines has been formulated and UGC has given consent on it. Specification of MIS of Research Grant, Stipend and Internship program monitoring software have been prepared by appointing individual consultant.

The project formulated a Guideline/policy for the Scholarship program. A guideline consented by ADB for JUST. But DU & BUET have some observations and proposals to increase the scholarship amount. The proposal is presently undergoing the approval process at the Planning Commission.

Meanwhile, JUST has disbursed stipend/scholarship to 44 students of MSc and undergrad female students and also received application for second round. The BUET is planning to nurture selected 17 startups under Incubation program.

The project has completed the recruitment of all Individual Consultants except the Industry Relations Expert. The appointment process for this position is in progress, following the completion of the contract of the previously appointed consultant.

#### **Output 2.6b - Conferences, seminars, job fairs etc.**

During this reporting period, one workshop was successfully organized focusing on accreditation on 11 -12 February 2026 for JUST. These initiatives aimed to raise awareness and foster engagement among key stakeholders, including students, faculty members, and industry professionals. Since the initiation of the project PMU organized 23 workshop/seminar to achieve the project objectives. On the other hand, DU, BUET and JUST organized 02, 09 and 14 workshop/seminar/programing contest respectively. **Annexure-B.**

#### **4.3 Output 03- Research and development and technology entrepreneurship strengthened**

This project is also providing support to increase the value addition of CSE/IT degree program for IT/ITES industry by fostering innovation and increasing technology enabled entrepreneurs. To achieve these objectives, the project is implementing a range of strategic initiatives, including a Competitive R&D Grants Scheme, Startup and Incubation Support Services, a Postgraduate Stipend Program, and various Software and Technology Competitions.

A detailed assessment of the project progress are presented below:

#### 4.4 A detailed output- wary progress of the project:

| Output                | Description   | Implementation Status  |
|-----------------------|---|--|
| 1                     | Modern Learning, research and startup facility establishment  | <b>DU:</b> DU signed the contract with the selected construction firm on <b>12 January 2026</b> . In addition, DU finalized and signed the contract with the <b>Supervision Consulting Firm</b> on <b>9 February 2026</b> .  |
|                       |   | <b>BUET:</b> BUET published an invitation for bids through the e-GP system on <b>09 March 2026</b> to appoint a construction firm, with the bid submission deadline set for 19 April 2026. BUET is also working to finalize the prepared Terms of Reference (TOR) for appointing a supervision consulting firm.  |
|                       |   | <b>JUST:</b> JUST has published an invitation for bids through the e-GP system on 29 January 2026 to appoint a construction firm, with the bid submission deadline set for 30 March 2026. JUST is also working to finalize prepared Terms of Reference (TOR) for appointing a supervision firm.  |
|                       | Output 1.3 - Preparation of operations manual for startup facilities and services   | Developing a dynamic startup and innovation ecosystem across the three universities is a core objective of ICSETEP. BUET has finalized its Incubation Policy with support of an individual consultant. For JUST and DU, the Stipend Program Specialist has prepared comprehensive guidelines regarding Incubation. JUST has already approved the guidelines and is going to initiate inviting proposals from prospective startups. |
| 2                     | Quality and Industry relevance of CSE/IT Program  |  |
| (i)                   | Developing new or upgrading existing degree program   | <b>DU:</b>   |
|                       |   | <b>BUET:</b> BUET has introduced MSc degree programs titled MSc in Cyber Security, MSc in Artificial Intelligence and Machine Learning, MSc in Software Engineering, MSc in Computing, MSc in Data Science   |
|                       |   | <b>JUST:</b> JUST is updating its existing B.Sc. curriculum to align with accreditation requirement has also introduced a new, fully research-based M.Sc. program with a duration of two years.  |
|                       | Interaction with Industry   | Collected a list of IT companies located in different high-tech parks to provide support to their female employee. conducted an awareness workshop for industry partners of RDG on 24-09-2025.   |
|                       | b. CSE/IT curriculum expert   | PMU is planning to engage curriculum experts aligned with Program.   |
| c. Visiting Professor | PMU: The draft Guideline has been completed and undergone internal technical reviews. The revised version was shared with ADB during the MTR. We now plan to circulate it to the PIUs for their feedback. Based on the consolidated inputs, a DPP revision may be required prior to formal rollout to ensure budget for this purpose. |  |

| Output | Description  | Implementation Status  |
|--------|--|--|
| (ii)   | Introduction of Online Open Courseware                         | PMU: A meeting regarding Open Courseware Operational Policy was held at the UGC in May,2025.<br>Implementation modality is yet to be decided as no budget is allocated in the DPP. However, piloting for real time classroom based lecture is also considered in plan.   |
| (iii)  | Strengthening UGC Digital Library                              | -  |
| (iv)   | International Accreditation                                    | PMU: On January 11-12, 2026, PMU hosted a workshop on Curriculum Update for BAETE Accreditation (Washington Accord) for JUST   |
|        |  | BUET: Working on Self-Assessment Report for accreditation. They plan to apply for accreditation by June 2026   |
|        |  | JUST's updated curriculum was reviewed by PMU's Higher Education Specialist Consultant. They were informed that the curriculum needs further updates to be aligned with BAETE's new accreditation manual.  |
| (v)    | Increase faculty member  | Achieving the target remain challenging, as faculty recruitment is strictly merit-based. Since merit is the primary criterion for appointments, the scope for direct intervention is inherently limited.<br>Nevertheless, JUST plans to introduce an <b>additional section within the existing B.Sc. program</b> to increase student intake which will also create opportunities for <b>expanding the faculty base</b> . |
| (vi)   | Long-term training for faculty members                         | DU: DU is waiting for DPP revision to start the program as budget and scope is very inconsistency with BUET & JUST.  |
|        |  | BUET: BUET is planning to start the program in next quarter.   |
|        |  | JUST: The ToR for Long-term training for faculty members is being prepared and expected to start the training program in the next quarter.   |
| (vii)  | Short-term training for faculty members and support staff      | Initiatives have been launched to enhance the skills of IT professionals, staff, and faculty members through targeted training programs for DU, BUET and JUST.   |
| (viii) | Upgrading and expanding training Programs for IT Professionals | PMU: Initiative has been taken to conduct Training on modern pedagogy in technical education for approximately 200 faculty members.  |
| (ix)   | Strengthening students and Industry relation services          | Organized seminars and workshops at DU, BUET, JUST and a programming contest at JUST.<br>A draft internship guideline has been prepared and is currently under reviewed by the UGC.<br>The PMU organized workshop for awareness building of the RDG on 24-9-2025.  |

| Output | Description   | Implementation Status  |
|--------|---|--|
| (x)    | Mandatory industry attachment program for Undergraduates  | The B.Sc. program at JUST & DU already has a mandatory internship program. On the other hand BUET has capstone project program to create linkage with industry.<br>Students are required to complete a minimum two-month internship at a relevant company to fulfill the requirements for their degree.  |
| (xi)   | Support for female employment promotion   | Collected information/data of the women participation at IT Companies located at various Hi-Tech Park/ Software Technology Park with an aim to formulate the strategy.<br>Preparing a draft TORs for selecting technology company to support their female employment.  |
| 03     | <b>R &amp; D and Technology Entrepreneurship Strengthened</b>   |  |
| a      | Competitive R&D grants Scheme   | Twenty SPPs has been awarded according to review scores.. The 20 research proposals are as follows:<br>Academy -Industry – 09, Interdisciplinary -05, Cutting Edge Research -04 and Solution for Disabilities-02.<br>As per RDGOM guidelines, a minimum of five foreign collaborations in R&D with international universities must be established. In the current RDG cycle, six selected proposals will be implemented through strategic partnerships with leading foreign universities.<br><br>Out of 20 awarded SPPs, 02 were women as PI (10%) and 07 were women as Co-PIs (14%) out of 50 Co-PIs.<br>Total 3800 lac BDT could be allocated to the selected 20 proposals.<br>2 <sup>nd</sup> round for RDG was called on 05 January 2026 and the submission deadline was 9 February 2026. A total of 103 SPPs were submitted. The 5 <sup>th</sup> RDGB meeting was held on 15 March 2026, selected 78 SPPs for review. The review as well as awarding processes will be completed by next quarter. |
| b      | Startup or incubation support services  | JUST has established “JUST Innovation Center (JIC)” in their premise to facilitate startups and incubation services. A policy regarding the innovation center is also prepared and approved by JUST authority.   |
| c      | PhD Fellowship program<br>Postgraduate Stipend (Scholarship) Program<br>Undergraduate Scholarship Program<br>Female student Stipend Program | DU & BUET: A process is ongoing to increase the stipend amount.<br>JUST: Jashore University of Science and Technology (JUST) a total of <b>44 students</b> have received stipends from JUST. Among them, <b>12 students are enrolled in M.Sc. program</b> , including 09 from the 2024–25 session and 3 from the 2023–24 session. Notably, only 2 female students have been selected, 1 from each session. Meanwhile, a total of <b>32 female students in B.Sc. program</b> have been selected for the stipend program. Application received for second round of the scholarship program for the female.   |

| Output | Description   | Implementation Status   |
|--------|---|---|
| d      | Incubation Program                                    | BUET: BUET has selected 17 startup firms for nurturing to transform them into successful company. Now, BUET is working to transform the startups as regular companies.<br>DU: A draft policy has been prepared for DU which is under review.<br>JUST: The draft of the Incubation Policy has been developed which has been approved by the relevant authority.  |
| e      | Software and Technology Competition                   | A TOR for the consultancy firm for appointing an event management firm has been prepared.   |
| 04     | Project Management Capacity increased                 | The project aims to establish essential facilities and human resources to ensure efficient and effective project management. Comprehensive manuals are being developed for incubation activities, internships, stipends, and related processes to foster an innovation- ecosystem at DU, BUET, and JUST. Additionally, faculty members and officials will undergo training on incubation, startups, emerging software technologies, and modern academic pedagogy—both locally and internationally. Preparations are underway to organize these training programs on various critical topics soon. |
| 05     | Gender Equity and Social Inclusion (GESI) Action Plan | A presentation on the development of daycare, women's & special person facilities at the design of building was organized at BUET and JUST on 08 April 2025 and 21 May & 04 June 2025 respectively.<br>Workshops on GESI Action Plan orientation were organized at DU, BUET and JUST on 24 <sup>th</sup> July. 25 <sup>th</sup> July and 29 <sup>th</sup> July 2025 respectively.   |
| 06     | Environmental Inclusion (GESI) Action Plan            | Initiative has been taken to ensure the Environmental Safeguard in implementation of component works under the project.   |

## 5. Project Purpose

Transform the Computer Science and Engineering (CSE) education landscape in Bangladesh by creating a smart, inclusive, and innovation-driven learning environment at DU, BUET, and JUST is the main objective of the project. The project is providing support to create a sustainable innovation and startup ecosystem in those three universities as well as others university. The project is also supporting other universities research through providing competitive Research & Development grants.

### 5.1 Status of Project Scope/Implementation Arrangements

At present, the project scope remains unchanged. However, certain components have presented implementation challenges, which may necessitate scope adjustments in the future to ensure feasibility and effectiveness. The implementation arrangements continue to align with the framework outlined in the Revised Project Implementation Strategy (RPIS).

## 5.2 Likelihood of the Project Outcomes and Remedial Measures:

See Appendix 1: Design and Monitoring Framework (DMF)

## 5.3 Changes to the Key Assumption and Risks:

The project is moving forward effectively. As part of the next phase, it will deliver a comprehensive proposal outlining the required changes to key assumptions, along with an integrated risk assessment and corresponding mitigation strategies

## 6. ICSETEP Procurement:

### 6.1 Procurement Status:

In this project some of the items are being procured by the Project Management Unit (PMU) and some items by the Project Implementation Unit (PIU) at DU, BUET and JUST. During the reporting period total 04 new contracts have been awarded, of which a total of 37 contracts have been completed. Procurement activities under the project are being carried out by both the Project Management Unit (PMU) and the Project Implementation Units (PIUs) at DU, BUET, and JUST. As for the reporting period, total of **37 procurement packages** has been finalized are as follows:

| Implementing Agency/<br>Type of contract | Works    | Goods     | Services  | Non-consulting<br>Service | Total     |
|--|----------|-----------|-----------|---------------------------|-----------|
| PMU                                      | 1        | 7         | 14        | 3                         | 25        |
| DU                                       | 1        | 1         | 1         | -                         | 2         |
| BUET                                     | -        | 5         | -         | 2                         | 7         |
| JUST                                     | -        | 3         | -         | 0                         | 3         |
| <b>Total</b>                             | <b>2</b> | <b>15</b> | <b>15</b> | <b>5</b>                  | <b>37</b> |

### 6.2 Package-wise status:

The procurement status up to March 2026 is stated below:

#### A. Procurement status for Services

| SL | Package No | Description of Packages         | Bid Invitation | Bid Opening date | Contract Signed Date | Contract Value | Completion Date |
|----|------------|---------------------------------|----------------|------------------|----------------------|----------------|-----------------|
| 1  | PMU/S-1    | Senior Procurement Specialist   | 12/28/2023     | 10-Jan-2024      | 19-Aug-2024          | 17,955,000.00  | 8/18/2027       |
| 2  | PMU/S-2    | Procurement Specialist          | 8/17/2024      | 1-Sep-2024       | 23-Mar-2025          | 10,844,000.00  | 5/20/2027       |
| 3  | PMU/S-3    | Financial Management Specialist | 12/28/2023     | 10-Jan-2024      | 22-Aug-2024          | 21,588,000.00  | 6/30/2028       |
| 4  | PMU/S-4    | Gender Specialist               | 2/5/2025       | 10-Jan-2024      | 30-Apr-2025          | 13,415,666.67  | 2/19/2027       |
| 5  | PMU/S-5    | Higher Education Specialist     | 8/15/2024      | 1-Sep-2024       | 7-May-2025           | 11,193,333.33  | 5/6/2027        |

| SL | Package No | Description of Packages   | Bid Invitation | Bid Opening date | Contract Signed Date | Contract Value | Completion Date |
|----|------------|---|----------------|------------------|----------------------|----------------|-----------------|
| 6  | PMU/S-6    | Environment Specialist  | 12/28/2023     | 10-Jan-2024      | 12-Feb-2025          | 12,238,750.00  | 2/28/2027       |
| 7  | PMU/S-7    | Stipend Program Specialist  | Re-Invitation  | 1-Sep-2024       | 18-May-2025          | 5,396,266.67   | 6/30/2028       |
| 8  | PMU/S-8    | Women IT Leadership program Specialist  | 8/15/2023      | 1-Sep-2024       | 30-Dec-2024          | 11,963,333.33  | 11/20/2026      |
| 9  | PMU/S-9    | Industry Relations Expert   | 12/28/2025     | 10-Jan-2024      | 1-Aug-2024           | 5,823,000.00   | 9/30/2025       |
| 10 | PMU/S-10   | Pool of Short-Term Consultants (National)   |                |                  |                      |                |                 |
|    | STC-01     | Research Grant Review Expert  | 3/24/2024      | 3/24/2024        | 3/28/2024            | 412,500.00     | 6/10/2024       |
|    | STC-02     | Startup/Incubation Policy Development Expert, Package No.: PMU/S-10, STC-02   | 10/29/2024     | 10/29/2024       | 11/20/2024           | 993,000.00     | 2/6/2025        |
|    | STC-03     | Monitoring and Evaluation Consultant under PMU  | 1/8/2025       | 1/8/2025         | 2/6/2025             | 763,000.00     | 7/5/2025        |
|    | STC-04     | Software Development Expert for Developing System for Research Grant Management and Project Monitoring System under PMU   |                |                  | 8/25/2025            | 742,000.00     | 11/30/2025      |
|    | STC-05     | Software Development Expert for Developing system for Student Grant Management, Event Management and Web Portal under PMU |                |                  | 8/25/2025            | 742,000.00     | 11/30/2025      |
|    | DU/S-1     | Consultancy Services for Supervision of Construction Works under DU   | 01-01-2025     | 28/01/2025       | 09-02-2026           | 39,059,627.02  |                 |

## B. Procurement Status for Goods

|     |                       |   |           |            |              |                                   |           |              |           |
|-----|-----------------------|---|-----------|------------|--------------|-----------------------------------|-----------|--------------|-----------|
| 1   | PMU/G-2               | Procurement of Computer & Accessories for PMU                       | 5/21/2024 | 6/2/2024   | 29 July 2024 | Smart Technologies (BD) Ltd       | 27-Aug-24 | 1,379,664.85 | 26-Sep-24 |
| 2   | PMU/G-3A (Lot1, Lot2) | Procurement of Office equipment for PMU                             |           |            |              |                                   |           |              |           |
| 2.1 |                       | Lot 1 (Projector, Photocopier, Television, Telephone (Smart Phone)) | 5/21/2024 | 6/2/2024   | 29 July 2024 | Smart Technologies (BD) Ltd       | 27-Aug-24 | 815,254.24   | 26-Sep-24 |
| 2.2 |                       | Lot 2 (Air Conditioner, Fridge)                                     | 5/21/2024 | 6/2/2024   | 29 July 2024 | Capital Electric and Engg         | 27-Aug-24 | 556,270.00   | 26-Sep-24 |
| 3   | PMU/G-1               | Procurement of Office Furniture for PMU (DPP GD-3)                  | 12/5/2024 | 12/23/2024 | 31 Dec 2024  | Posh Furniture & Interior Limited | 23-Jan-25 | 1,609,823.14 | 24-Mar-25 |

|     |                           |  |            |            |             |  |              |               |          |
|-----|---------------------------|--|------------|------------|-------------|--|--------------|---------------|----------|
| 4   | PMU/G-8b                  | Procurement of Publicity materials Printing & Binding for PMU  | 19/6/2025  | 24-06-2025 | 24June-2025 | MD. ABU SAIYED Proprietor Friends Vision | 24-Jun-25    | 99,300.00     |          |
| 5   | PMU/G-8c                  | Procurement of Training materials Printing & Binding for PMU   | 19/6/2025  | 24-06-2025 | 24June-2025 | Md. Naimul Islam Proprietor Ink-Ideas    | 24-Jun-25    | 99,600.00     |          |
| 6   | PMU/G-9a                  | Procurement of Research and Development relevant materials (Operations Manual for Research and Development Grant) Printing & Binding for PMU |            |            |             |  | 31-Aug-25    | 99000.00      |          |
| 7   | BUET/G-4                  | Procurement of Furniture for PIU, BUET (BUET/G-1)  | 12/15/2024 | 12/30/2024 | 3/17/2025   |  | 4/9/2025     | 2,268,123.13  | 5/9/2025 |
| 8   | BUET/G-3                  | Procurement of Office Equipment for PIU, BUET  | 18-Jun-25  | 2-Jul-25   |             |  | 13-Aug-25    | 2,467,600.02  |          |
| 9   | BUET/G-6/Lot-2            | Procurement of CSE lab equipment and establishment of 24 labs at BUET (Lot 2) – Part 1 (6 Labs)  |            |            |             |  |              |               |          |
| 9.1 | BUET/G-6/Lot 2/Part 1(C1) | C1: Supply of Heavy duty scanner for the general-purpose laboratories at BUET  | 2/13/2025  | 3/4/2025   |             | DIVO SOLUTION LIMITED                    | 15 July 2025 | 7,997,495.01  |          |
| 9.2 | BUET/G-6/Lot 2/Part 1(C2) | C2: Supply of heavy duty printers for the general-purpose laboratories at BUET   | 1-Jul-25   | 15-Jul-25  | 10/14/2025  | Express Systems Limited                  | 29-10-25     | 6,326,000.00  |          |
| 10  | BUET/G-1                  | Procurement of Computer and Accessories for PIU, BUET  | 1-Jul-25   | 15-Jul-25  | 10/29/2025  | Security & Technology Solution           | 13-11-25     | 1368900.001   |          |
| 11  | JUST/G-2                  | Procurement of Laptops for Needy Students  | 24-3-25    | 23-4-25    |             |  | 21-10-25     | 3,874,900.10  |          |
| 12  | JUST/G-3                  | Procurement of Office Equipment for PIU, JUST  | 24-3-25    | 24-4-25    |             |  | 21-10-25     | 2,694,695.904 |          |
| 13  | JUST/G-4                  | Procurement of Furniture for PIU, JUST   | 2/6/ 2025  | 3/6/2025   |             |  | 22 July 2025 | 2,201,636.08  |          |

### C. Procurement status of Works

| SL | Packages | Description of packages  | Bid Invitation | Bid opening | Contract Signing date | Contractor's Name           | Contract Value    | Completion Date |
|----|----------|--|----------------|-------------|-----------------------|-----------------------------|-------------------|-----------------|
| 1  | PMU/W-1  | PMU office renovation works  | 12/11/2024     | 12/12/2024  | 13 April 2025         | M/S. Ayan Enterprise        | 7,725,616.54      | 18-07-2025      |
| 2  | DU/W-1   | Construction of Two Basements and 13-Storeyed Green and Smart Building Including Sanitary, Water Supply, Electro-Mechanical Works, Computer Networking Etc. for IT HUB of Dhaka University | 26-11-2024     | 16-01-2025  | 12-01-2026            | TCEL-Mollik Enterprise (JV) | 1,052,709,130.046 |                 |
| 3  | BUET/W-1 | Construction of 12 Storeyed Building with 20 Storeyed Foundation Including Sanitary,   | 09-03-2026     | 19-04-2026  |                       |                             |                   |                 |

| SL | Packages | Description of packages   | Bid Invitation | Bid opening | Contract Signing date | Contractor's Name | Contract Value | Completion Date |
|----|----------|---|----------------|-------------|-----------------------|-------------------|----------------|-----------------|
|    |          | Water Supply, Electro-Mechanical Works, Computer network cabling, etc for CSE department of BUET  |                |             |                       |                   |                |                 |
| 4  | JUST/W-1 | Construction of 10 Storied Building with 10 Storied Foundation including Sanitary, Water Supply, Electro-Mechanical Works, computer network cabling, etc. for CSE, JUST | 29-01-2026     | 31-3-2026   |                       |                   |                |                 |

#### D. Procurement Status for Non-Consulting Services

| SL | Package No               | Description of Package                                | Bid Invitation | Opening of Bid | Evaluation Report Approval | Contractor's Name                   | Contract Sign Date | Contract Value (BDT) | Completion Date |
|----|--------------------------|---|----------------|----------------|----------------------------|-------------------------------------|--------------------|----------------------|-----------------|
| 1  | PMU/NCS-1(NCS-1, Lot 1)  | Hiring of Cross-Country Vehicle (4 WD) for PMU at UGC | 5/21/2024      | 6/2/2024       | 7/24/2024                  | M/s MiniMax Entp                    | 21-Aug-24          | 9,044,400.00         | 30-Jun-28       |
| 2  | PMU/NCS-2 (NCS-1, Lot 2) | Hiring of Vehicle (Microbus) for PMU at UGC           | 12/5/2024      | 12/23/2025     | 2/9/2025                   | Hasan Enterprise                    | 2/17/2025          | 4,468,000.00         | 12/31/2027      |
| 3  | PMU/NCS-3                | Outsourcing of Support Staff for PMU, UGC             | 3/27/2025      | 4/4/2024       | 8/14/2024                  | Commando Force and Maintenance Ltd. | 29-Aug-24          | 5,569,593.70         | 30-Jun-28       |
| 4  | BUET/NCS-1               | Hiring of Vehicle for PIU, BUET                       | 15-10-25       | 28-10-25       |                            | Ashik Trade Communication           | 23-12-25           | 4,183,000.00         | 30-Jun-28       |
| 5  | BUET/NCS-2               | Outsourcing of Support Staff for PIU, BUET            | 15-10-25       | 28-10-25       |                            | Arab Services Ltd.                  | 3-1-26             | 2,428,931.28         | 30-Jun-28       |
| 6  | JUST/NCS-2               | Outsourcing of Support Staff for PIU, JUST            | 04-08-2025     | 08-09-2025     |                            |                                     |                    |                      |                 |

#### 6.3 Total Contract awards and Contract price:

| Indicators              | No of Contract | Taka in Million | USD in Million |
|-------------------------|----------------|-----------------|----------------|
| Goods                   | 15             | 33.85           | 0.31           |
| Works                   | 2              | 18.26           | 0.17           |
| Service                 | 15             | 117.98          | 1.10           |
| Non-Consulting Services | 5              | 25.68           | 0.24           |
| Total                   | 37             | 195.77          | 1.82           |

The above table shows that total contract awards as of March -2026 were 37 which involve Tk 195.77 million (USD 1.82 million). It has been taken initiatives for completing the procuring process of more 03 packages out of which 2 are works component by upcoming quarter.

## 7. Compliance with Covenants

### 7.1 Environmental Management

The construction of three multi-storied buildings at Dhaka University (DU), Bangladesh University of Engineering and Technology (BUET) and Jashore University of Science and Technology (JUST) Campus will incorporate green building features to enhance energy and water efficiency, ensure climate & disaster resilience.

IEE for the building at BUET, DU and JUST were prepared during feasibility study period and disclosed in the ADB website. As no change in design concept during implementation, the previous IEE have been approved as safeguard document for the project. The location of the proposed building at JUST slightly shifted its location at the same location within the JUST campus and design concept is updated, the IEE has been updated. The SEMR-1 and SEMR-2 for the period of January to June 2025 and July to December 2025 have been prepared. All the safeguard documents like SEMRs and IEEs have been disclosed in the ADB and PMU websites ( [https://icsetep.ugc.gov.bd/report-publications/.](https://icsetep.ugc.gov.bd/report-publications/))

A discussion meeting was held with Director, ECC, DoE regarding the ECC for construction of proposed individual buildings in separate locations in the country and he mentioned that ECC from the DOE is not required for this project. Further a formal letter has been submitted to DG, DoE copy with Director ECC on 06-01-2026. No response from DoE has been received yet. As per instruction from DoE further steps will be taken if required. No other NoC will be required for this construction. The contractors, under the guidance of the Project Implementation Unit (PIU) and the Supervision Consultant, will ensure that the planning, design, construction, operation, and maintenance of the project and all associated facilities comply with the following standards:

- (a) Borrower's laws and regulations in environment, health and safety to the workers.
- (b) ADB's Safeguard Policy Statement (2009); and
- (c) Initial Environmental Evaluation (IEE), Environmental Management Plan (EMP) and Environmental Code of Practice (ECoP).

#### **Environmental safeguard status of the proposed buildings is summarized below:**

**DU:** During consultation with PIU DU, it is noted that contract has been signed on January 12, 2026 and inauguration ceremony was held on January 31, 2026 at VC's Office Premises. Handover of the construction site to the contractor has been done on March 11, 2026 officially. Shifting of existing staff has not yet been completed. As the tender was floated earlier, "Form CoC: Environmental, Health and Safety Code of Conduct for Contractor's personnel" was included in General Specifications of the bid document. During submission of tender, the responsive evaluated bidder submitted the signed CoC Form, Environmental, Health and Safety (EHS) Management Plan, Site Specific Environmental, Health and Safety Management Plan (EHSMP) has been included. Pre-construction safeguard activities, including capacity building/awareness program, site-specific EMP preparation and baseline environmental monitoring report will be initiated in April 2026 which will be reflected in the next reporting period prior to commencement of civil work. Procurement and mobilization of contractor's manpower will be initiated during May 2026. The stakeholders awareness/training program will be organized at the 1<sup>st</sup> week of June 2026. The GRC will be formed with the PIU in May 2026 as well as. As the IEE report was prepared during

feasibility study period and duly approved by ADB, the approved IEE has been uploaded in the ADB and PMU website. PIU informed that occupied staff will be shifted during this month. PIU DU also informed that construction water will be used from existing Deep Tube Well installed in the university campus. No additional DTW is required for the contractor for using as construction work.

**BUET:** After reviewing and approval of design, drawing, bid document, BoQ, EMP and ECoP by ADB and University Authority/PIU, tender has been floated and receiving and opening of the tender will be on April 19, 2026. Pre-bid meeting has been arranged by the BUET PIU on March 14, 2026, at BUET CSE premises. PMU Procurement Consultant, Environment Specialist and Gender Specialist were present at the pre-bid meeting with BUET PIU officials. Design Consultant team and interested contractors were also present at the meeting. Required environmental safeguard documents, i.e. EMP, ECoP, Environmental Specifications are included in the bid document. EMP items were also included in tender BoQ. Following ritual procedures and mutual agreement with the relatives of buried deceased, two small graveyards located at the construction site were shifted to the other suitable place in the same BUET campus. For Construction, water will be used from BUET internal DTW, no additional DTW will be required for using as construction water.

**JUST:** After reviewing and approval of design, drawing, bid document, BoQ, EMP and ECoP by ADB tender has been floated and receiving and opening of the tender was March 30, 2026. Required environmental safeguard documents have been incorporated in the bid document, contract document, design, drawing and BoQ. As per comments and recommendations from ADB on submitted updated IEE, the revision is in progress for incorporation in the updated IEE will be shared by 15 June 2026. During telephonic conversation with JUST PIU, they assured that water will be supplied from the existing DTW at JUST campus for construction purpose, no additional DTW is required to install for the contractor.

The revised semi-annual environmental monitoring report-2 (SEMR-2) has been prepared for the period of July through December 2025 showing the details environmental monitoring activities regarding the implementation of the project and disclose in the ADB and PMU website.

## **7.2 Gender Equity and Social Inclusion (GESI) Action Plan**

To ensure GESI-responsive infrastructure for the expanded CSE/IT programs in three universities, necessary communication and discussion were held. Previously, the ToR of the consulting firm for DU was reviewed from GESI perspective. Gender Equity and Social Inclusion (GESI) Action Plan's Progress and Monitoring Report was developed under tender documents so that the supervision firm can report to us on a quarterly basis regarding the progress of GESI compliance throughout their contract period for DU. Sanitation facilities for women and persons with disabilities and common room for women students were included in the design.

A pre-tender meeting for the civil work construction of BUET was conducted on 14 March 2026 at BUET's CSE department's conference room. Gender Equity and Social Inclusion (GESI) Action Plan's Progress and Monitoring Report was briefed on in this meeting to the potential bidders. Daycare center, sanitation facilities for women and persons with

disabilities, and a common room for women students at intended building at BUET were also discussed to ensure during implementation.

GESI Action Progress and Monitoring Report was developed under the bid document part of JUST/W-1 Civil Works for the supervision firm in an earlier quarter. A day care center, sanitation facilities for women and persons with disabilities, a common room for women students, and a women's staff lounge were included in the design.

Terms of Reference (ToR) was being formulated to appoint a consulting firm for the tracer study. The ToR for the tracer study was reviewed from GESI perspective to ensure researching women graduates' experiences in job searching and employment in the job sector as well as recruiters' views on increasing women graduates in the CSE/IT/ITES sector. Several strategic initiatives—such as internships, specialized training programs, and job fairs—have been implemented to enhance the employability of CSE and IT graduates. Active participation of women entrepreneurs and persons with disabilities in all stages of incubation and startup acceleration services was incorporated earlier as an expected requirement in the ToR for hiring a consultancy firm (to establish startup facilities in PIUs). 17 startups/incubation teams were selected by BUET, of which only 4 have women members out of 79 members. Only one startup/incubation team is led by women out of 17 teams.

Bangladesh University of Engineering and Technology (BUET) proposed an upward revision of the monthly allocations for scholarships, stipends, and fellowship programs. A formal proposal was submitted to the Secondary and Higher Education Division (SHED) to get approval accordingly, which is still under review. DU is in the same process. JUST invited applications to provide a stipend/scholarship for undergraduates on its website. After receiving the application, a total of 34 women students are selected to receive stipends at the undergraduate (BSc) level.

The number of faculty members will increase in line with the number of student enrollments. Faculty recruitment and development-related plans will be implemented after construction of the learning, research, and incubation centre.

IIT of DU has been conducting an Internship Program on their own. BUET and JUST are in the process to include internship curriculum in their program. The PMU prepared the internship guidelines and UGC has approved that. Earlier ICSETEP Internship Guideline was reviewed from GESI perspective to include the specific percentage of women receiving internships or industry-collaboration capstone projects as per GESI Action Plan. Suggestion was also provided to include a tagline under all calls for internships or industry-collaboration capstone projects and include women members in the selection committees. Apart from that, recommendations were given to check the readiness of physical facilities and working environment before onboarding women students for internships so that women's safety and comfortability can be ensured.

During Research and Development (RDG)'s call for sub-project proposals (SPPs) first round, women faculties were encouraged to apply either/both as PI and Co-PI. Mixed group formation was also highlighted irrespective of gender, disability, and marginalization. In all related meetings for proposal development, these issues were presented to increase participation of women faculties in RDG SPP submissions. In group D for IT solutions for

addressing disability issues (during the 1st call), a total of 26 SPPs (16.35%) were submitted, 12 were reviewed, and 02 were awarded.

2nd round for RDG was called on 05 January 2026 and the submission deadline was 9 February 2026. A total of 103 SPPs were submitted. The 5th RDGB meeting was held on 15 March 2026, selected 78 SPPs for review. In the second round of the Call for Proposal Advertisement of Research and Development Grant, women participants are encouraged as either or both PI and Co-PI as well as applied through mix group formation (both women and men) to reaffirm commitment to ensure equal opportunity, access, support, and participation regardless of gender, disability, and marginalization. During the 2nd call, 11 proposals were submitted under D group (IT solutions for addressing disability issues), from which 9 proposals have been selected this quarter to go for review.

PMU drafted a comprehensive Terms of Reference (ToR) to appoint a qualified firm to deliver Technology Entrepreneurship programs. It has been reviewed from a gender lens to ensure a specific percentage of women (students, faculty members, and IT professionals) are incorporated in the training as per GESI Action Plan. Apart from that, GESI-related cases of technology enterprises focusing on women-specific issues or services, or enterprises established by women was included as requirement. Suggestions were also given to conduct pre-training and post-training surveys.

A total of 12 students were selected to receive stipends for the postgraduate (MSc) level, of which 02 are women in JUST. Bangladesh University of Engineering and Technology (BUET) proposed an upward revision of the monthly allocations for scholarships, stipends, and fellowship programs, which is still under review. Like BUET, DU's decision is also pending. A formal proposal was submitted to the Secondary and Higher Education Division (SHED) to get approval accordingly.

The stipend and scholarship policy for JUST was finalized. JUST scholarship and stipend policy as well as the internship policy was reviewed to include women's engagement as per GESI Action Plan. For DU and BUET, the policy/guidelines were being drafted. The Internship has been approved by UGC, which was submitted by PMU. The Research and Development Manual was successfully finalized earlier, providing a comprehensive framework to support academic research. Meanwhile 20 projects of various universities have been awarded grants for research. A consultant has been engaged to design and implement a monitoring system, aimed at ensuring effective oversight and continuous improvement of institutional initiatives. Suggestions were given to incorporate sex- and social group-disaggregated data in the scholarship/stipend, internship, research grant, and monitoring system development to the consultant this quarter.

Initiatives will be taken next quarter to conduct workshops on gender equity and socially inclusive learning environments for women students in 3 PIUs by consulting with the PMU and gender focal of three PIUs. Initial communication has been started with 3 women's colleges to conduct workshops on understanding women students' preference for studying CSE/IT at the undergraduate level.

ToR for the event management consultancy firm was reviewed from GESI perspective to include job fair for women, representation of women and person with disabilities in various events such as job fairs, hackathons, and programming contests and a diverse pool (of

both women and men) as judges, mentors, facilitators, industry experts, and panel members. Several job fairs have been planned during 2026 which will be materialized after onboarding the Industry Relation Expert. Gender Specialist also attended a meeting on the event management ToR revision with representatives from the PMU and three PIU heads as well as another meeting with event management firm (Better Stories) in this quarter. **(Appendix 03).**

### **7.3 Design and Monitoring Framework**

The project performance, the performance of each university will be reviewed against indicators set in the PAM. The DMF is given in the **Appendix 1**

### **7.4 Status of Compliance with Loan Covenants**

Loan covenants—policy, financial, economic, environmental, and others—will be monitored through the progress reports every quarter. The status of compliance with loan covenants is given in **Appendix 4.**

## **8. Major Project Issues and Challenges**

The main challenges are as follows:

- (a) **Lack of dedicated full-time personnel:** In the PMU, there is no full pledged Project Director and Industry Relation Expert's contract is not renewed by the Authority. The process is ongoing to appoint a Project Director and Industry Relation Expert. Despite this progress, significant challenges remain, as university faculty and officials working in PIUs are managing additional duties. A request has been sent to Ministry of Finance for permission to appoint Engineer, Accounts Officer and Procurement officer directly by all PIUs which is still pending.
- (b) **Inconsistent allocation:** It has been observed that some items have been allocated excess resources, while others have not received sufficient allocation. Moreover, incubation is a vital component of the project, but there is no specific allocation for various tasks related to the incubation journey, such as product and business development. Additionally, the DPP has provisioned to engage international firms for entrepreneurial training and surveys. However, for faster implementation, the procurement method should be changed to national consultants instead of international ones, and the total amount needs to be segregated into various relevant items."

## **9. Work Planned for Next Stage**

Due to the delay commencement of the project the PMU has revised the project implementation schedule in consultation with ADB to speed up the project. The PMU is taking necessary steps to speed up the implementation with an aim of implementing the project within stipulated timeframe (Appendix- 4).

**Design and Monitoring Framework Progress  
As of March 2026**

**Impact:**

A highly skilled labor force equipped with technical and professional expertise developed (8th Five Year Plan)<sup>a</sup>

| Results Chain   | Revised Performance Indicators  | Data Source and Reporting Mechanism   | Current Status and Way Forward   |
|---|---|---|--|
| <b>Outcome</b><br>Industry responsiveness of tertiary level CSE/IT education improved | By 2029 for all indicators:<br>a. At least 40% of graduates (both men and women) with bachelor's degrees from the three universities are employed within 6 months of graduation (2018 baseline: 28.1%, male 28.2% and female 27.8%)<br><br>b. CSE/IT programs in the three universities obtained accreditation aligned with international standards (2022 baseline: N/A)<br><br>c. At least eight start-ups have begun generating revenues (2022 baseline: N/A) | a. Tracer study<br><br>b. Project performance report and accreditation certification by the Board of Accreditation for Engineering and Technical Education<br><br>c. Project performance report | <b>Not yet due</b><br>-Several strategic initiatives—such as internships, specialized training programs, and job fairs—have been planned to enhance the employability of CSE and IT graduates.<br>-Tracer study will be conducted towards end of the project.<br><br>b. BUET: Self-assessment report under preparation and will be submitted to BAETE by 30 June 2026.<br><br>DU: Outcome-based curriculum being implemented. Self-assessment report preparation to start in November 2026 and application submission in early 2027.<br><br>JUST: Curriculum under revision. Self-assessment report preparation to start in 2027.<br><br>c. BUET: BUET has selected 17 startups. Contracts will be signed in May 2026.<br>DU: DU will prepare Incubation Policy for the project. Application will be invited in November 2026.<br>JUST: JUST will draft incubation policy. |
| <b>Outputs</b><br>1. Modern learning, research, and start-up facilities established   | By <b>2028</b> for all indicators:<br>1a. Classrooms, laboratories, and research spaces for expanded CSE/IT programs, including women-friendly facilities, established in three universities (2022 baseline: N/A)<br>1b. Facilities for start-up companies established in three universities (2022 baseline: 0)   | 1a & 1b. Project performance report   | 1a. <b>On-going.</b> DU: Contract has been signed in January 2026. Physical construction will begin in May 2026.<br>BUET: Bid for civil works advertised in March 2026.<br>JUST: Bid for civil works advertised in January 2026.<br><br>1b. <b>Yet to start.</b><br>New facilities will provide start-up facilities in new Learning, Research and Incubation Centre to support start-up companies.   |

| Results Chain   | Revised Performance Indicators   | Data Source and Reporting Mechanism   | Current Status and Way Forward   |
|---|--|---|--|
| 2. Quality and industry relevance of CSE/IT programs enhanced | <p>By 2028 for all indicators:</p> <p>2a. At least 2,200 undergraduate and graduate students (25% women) completed CSE/IT programs in three universities (2022 baseline: 480 students, 17.1% women)</p>  | <p>2a. University Grants Commission annual report</p> <p>2 b.-f. Project performance report</p> | <p>2a. <b>On-going.</b><br/>In 2023-2025, total 470 students (91 female) have completed Bachelor's, and 98 students (32 female) have completed Master's in CSE/IT programs in DU, BUET and JUST.<br/>The female participation of BSc and MSc level is 19% &amp; 32% respectively. Details of the student enrollment are in Annexure -A</p>               |
|   | <p>2b. At least <b><u>five new specialization courses developed in</u></b> undergraduate degree curricula for outcome-based education and blended learning implemented with industry participation in three universities (2022 baseline: 0)</p>                                      |   | <p>2b. <b>On-going.</b></p> <ul style="list-style-type: none"> <li>- JUST is updating existing BSc curriculum to align with accreditation requirement.</li> <li>- DU will introduce at least one new undergraduate course by 2028.</li> </ul>  |
|   | <p>2c. At least 75 subjects of the CSE/IT undergraduate program made accessible as open courseware (2022 baseline: 0)</p>  |   | <p>2c. <b>Yet to start.</b><br/>Preparation of online video content will be supported by Event Management Firm.</p>  |
|   | <p>2d. Faculty members increased to at least 200 (at least 35% with doctorates and 20% women), with at least 75% trained in modern pedagogical approaches (2022 baseline: 107, 38.3% with doctorates, and 13.1% women)</p>   |   | <p>2d. <b>On-going.</b> <b>-Total</b><br/>116 faculty members (13 women) in CSE/IT are working as of December 2025. Number of faculty members will increase as student enrollment increases.<br/>-Training in modern pedagogy will be conducted for faculty members by December 2026.</p>  |
|   | <p>2e. At least 80% of graduates from the three universities (both men and women) and at least 300 students (at least 50% women) from other universities completed internships or industry-collaboration capstone projects (2022 baseline: 8.3% of graduates [2.8% among women])</p> |   | <p>2e. <b>On-going.</b><br/>-DU: DU IIT has been conducting internship programs for 100% of students.<br/>-BUET: 34 capstones projects initiated from December 2025.<br/>-JUST: CSE curriculum includes internship as part of their curriculum.<br/>-PMU has prepared internship guidelines. Recruitment of Industry Relation Specialist is ongoing.</p> |

| Results Chain                                       | Revised Performance Indicators  | Data Source and Reporting Mechanism | Current Status and Way Forward  |
|---|---|-------------------------------------|---|
|   | 2f. Number of IT professional training certificates issued by or through the three universities increased to 5,000 per year (2022 baseline: 200)  |                                     | 2f. <b>Yet to start.</b> Industry professional training programs are yet to be identified and implemented.  |
| 3. R&D and technology entrepreneurship strengthened | By 2028 for all indicators:<br>3a. At least 10 university–industry research collaboration projects, 6 interdisciplinary research projects (including COVID-19 responses), and 4 research projects for disability solutions implemented (2022 baseline: 0) | 3a.-e. Project performance report   | 3a. <b>On-going.</b><br><b>Twenty</b> project proposals have been awarded by the committee for Research and Development Grant.<br><br>The 20 research proposals are as follows: Academy -Industry – 09, Interdisciplinary -05, Cutting Edge Research -04 and Solution for Disabilities-02. Total 3800 lac BDT could be allocated to the selected 20 proposals. In group D for IT solutions for addressing disability issues a total of 26 SPPs (16.35%) were submitted, 12 were reviewed, and 02 were awarded.<br><br>2 <sup>nd</sup> round for RDG was called on 05 January 2026 and the submission deadline was 9 February 2026. A total of 103 SPPs were submitted. The 5 <sup>th</sup> RDGB meeting was held on 15 March 2026, selected 78 SPPs for review. |
|   | 3b. At least 2,000 students, faculty members, and IT professionals (30% women and 30% from other universities) reported enhanced knowledge and skills in technology entrepreneurship (2022 baseline: 0)   |                                     | 3b. <b>Yet to start.</b><br>PMU will recruit technology entrepreneurship firm in Q3 (Jul-Sep) 2026 to train CSE/IT students and faculties in technology entrepreneurship. TOR is under preparation.   |
|   | 3c. At least 55 start-up groups supported by three universities (2022 baseline: 0)  |                                     | 3c. <b>On-going.</b><br>BUET: Selected 17 startups for further nourishment.<br>JUST: Incubation policy will be finalized.<br>DU: Draft Incubation Policy will be prepared. Startup application will initiate to start selection process from December 2026.   |

| Results Chain                               | Revised Performance Indicators   | Data Source and Reporting Mechanism  | Current Status and Way Forward   |
|---|--|--|--|
|   | 3d. At least 540 postgraduate students (40% women) from three universities supported under the stipend program for the duration of the study (2022 baseline: no stipend program implemented; 18.6% of postgraduate students were women)  |  | 3d. <b>On-going.</b><br>JUST: 13 MSc students (2 females) and 2 PhD students (1 female) received scholarship/stipend.<br>BUET and DU: Will prepare stipend manual to start disbursement in 2026.   |
|   | 3e. At least five national software and technology competition events open to students completed (2022 baseline: 0)  |  | 3e. <b>Yet to start.</b><br>PMU, DU and BUET will prepare for national competitions in 2026, supported by event management firm.   |
| 4. Project management capacity strengthened | 4a. By 2026, manuals for stipend, research and development, internship program implementation and monitoring system (with data disaggregated by sex and social group <sup>d</sup> ) developed (2022 baseline: manuals not available)   | 4a. Web-based system operational with quarterly Progress reports published on University Grants Commission website & ICSETEP Website | 4a. <b>On-going.</b><br>Research grant manual approved on 14 August 2025. JUST stipend and scholarship manual finalized. BUET and DU stipend manuals yet to be finalized. Internship manual drafted by PMU. Monitoring system yet to be developed.   |
|   | 4b. By 2028, student services and career guidance centers established and operational in three universities, with at least five annual job fair events open to all CSE/IT students from all higher education institutions and universities (and participated by at least 30% women students) (2022 baseline: centers not existing) | 4b. Industry relations expert and internship program team (consultants) appointed and functional                                     | 4b. <b>Yet to start.</b><br>PMU is in a process to recruit an Event Management firm to organize job fairs, programming contest and other events as well as.<br>All the three universities are going to provide space for student services and career guidance centers in the proposed new building design. |
|   | 4c. By 2028, coordination mechanism with industry associations established (2022 baseline: not yet established)  | 4c. Memorandums of understanding with industry associations  | 4c. <b>On-going.</b><br>Engagement meetings held with a range of IT/ITES firms and relevant private-sector associations to advance industry collaboration under the project. MOUs with selected firms under process.   |

CSE/IT = computer science and engineering, software engineering, and information technology, N/A = not applicable, OP = operational priority, Q = quarter, R = risk, R&D = research and development.

<sup>a</sup> Government of Bangladesh, Planning Commission. 2020. *8th Five Year Plan, July 2020–June 2025: Promoting Prosperity and Fostering Inclusiveness*. Dhaka.

<sup>b</sup> The universities selected for this project are Bangladesh University of Engineering and Technology, University of Dhaka, and Jashore University of Science and Technology. The target refers to at least 40% men and 40% women separately.

<sup>c</sup> The women-friendly facilities, which are based on gender equity- and social inclusion-responsive considerations, have an adequate number and quality of sanitation facilities for women and people with disability; inclusive and friendly study areas for students; staff lounges for school administrator, teachers, and staff; day-care services; and security and safety features such as access control, increased lighting at night, and video surveillance system.

<sup>d</sup> This social group refers to, but is not limited to, transgender, small ethnic minorities, and people from hard-to-reach areas.

Progress of agreed Financial Management Action Plan (FMAP)

| SI No | Action   | Responsibility            | Timeframe  | Progress   |
|-------|--|---------------------------|--|--|
| 1     | Hire FM Consultant   | ADB                       | Before Loan negotiations                         | Completed  |
| 2     | Establish the PSC, PIC, PCC and appoint the Project Director   | MOE, UGC, BUET, JUST, ADB | Immediately following the signing loan agreement | Done   |
| 3     | Set up the PMU and PIUs with adequate FM staffs  | UGC, BUET, JUST           | Within 1 month of signing loan agreement         | All FM staff are fully onboard at the PMU.<br>In PIUs, FM staff have been assigned on an additional-charge basis rather than as full-time positions.   |
| 4     | Maintain inventory and fixed assets registers  | PMU and PIUs              | Monthly  | Complied.<br>Maintaining Inventory and Fixed Assets Registers for both the PUM & PIU's   |
| 5     | Physical Verification of inventory and fixed assets  | PMU                       | Yearly   | Complied. Physical verification up to December 2025 completed.   |
| 6     | Including in the APFS package a status on actions taken to address previous years audit observations | PMU                       | Year 2   | Audit completed.<br>Exit meeting was held in December 2025.<br>The BF response has been submitted for all 10 (4 SFI and 6 Non SFI) to UGC on 03 February 2016. Softcopy shared with ADB on 31-12-2025. |
| 7     | Conduct an independent Fiduciary review  | ADB                       | 6 months before the midterm review mission       | Yet to be done   |
| 8     | Take stock of the physical location and uses of the assets   | ADB                       | During midterm review mission                    | Yet to be done   |
| 9     | Re-communicate to the PMU and PIUs ADB financial management requirements for project closing         | ADB                       | Before last disbursement                         | Not yet received the requirements  |

Implementation Schedule (Revised)

| <i>Output 01: Modern Learning, research and Start up Facility</i>                               |                    |                                       |                          |   |   |
|---|--------------------|---------------------------------------|--------------------------|---|---|
| <i>Assignment/Task</i>  | <i>Responsible</i> | <i>Planned Initiation (Tentative)</i> | <i>Actual Initiation</i> | <i>Present Status</i>                               | <i>Comment</i>                                  |
| <i>1.1 Prepare civil works bidding documents for three universities (Q3&amp;Q4 2023)</i>        |                    |                                       |                          |   |   |
| <i>1.1a Finalization of Architectural Design and Structural Design by the PIU Universities.</i> | <i>DU</i>          | <i>July - Sep 2023</i>                |                          | <i>Completed</i>                                    | <i>Completed</i>                                |
|   | <i>BUET</i>        | <i>Jan-Nov 2025</i>                   |                          | <i>Completed</i>                                    | <i>Completed</i>                                |
|   | <i>JUST</i>        | <i>Apr-June 2025</i>                  |                          | <i>Completed</i>                                    | <i>Completed</i>                                |
| <i>1.1b Prepare bidding documents for Construction of Multi-Storied Building</i>                | <i>DU</i>          | <i>July - Sep 2023</i>                |                          | <i>Completed</i>                                    | <i>Completed</i>                                |
|   | <i>BUET</i>        | <i>Apr-Nov 2025</i>                   |                          | <i>in progress</i>                                  | <i>Expected by February 2026</i>                |
|   | <i>JUST</i>        | <i>July-Sep 2025</i>                  |                          | <i>Completed</i>                                    | <i>Completed</i>                                |
| <i>1.1c Publish Tender for Building Construction in e-GP</i>                                    | <i>DU</i>          | <i>Oct – Dec 2024</i>                 | <i>26 Nov 2024</i>       | <i>Completed</i>                                    | <i>Completed</i>                                |
|   | <i>BUET</i>        | <i>Oct-Dec 2025</i>                   | <i>-</i>                 |   | <i>Expected by February 2026</i>                |
|   | <i>JUST</i>        | <i>July-Sep 2025</i>                  | <i>29 Jan 2026</i>       | <i>Completed</i>                                    | <i>Completed</i>                                |
| <i>1.2 Commence construction (Q2 2024 – Q2 2026).</i>   |                    |                                       |                          |   |   |
| <i>1.2a Contract Signing with Construction Firm</i>   | <i>DU</i>          | <i>Oct-Dec 2025</i>                   |                          | <i>12-1-26</i>                                      | <i>Completed</i>                                |
|   | <i>BUET</i>        | <i>Apr-June 2026</i>                  | <i>-</i>                 | <i>-</i>  |   |
|   | <i>JUST</i>        | <i>Oct-Dec 2025</i>                   |                          | <i>-</i>  |   |
| <i>1.2b Commencement of construction works</i>  | <i>DU</i>          | <i>Jan-Mar 2026</i>                   |                          | <i>18-1-26</i>                                      |   |
|   | <i>BUET</i>        | <i>Apr-June 2026</i>                  |                          |   |   |
|   | <i>JUST</i>        | <i>Oct-Dec 2025</i>                   |                          |   |   |
| <i>1.2c Deploy Consultant Firm for supervision of Construction Works</i>                        | <i>DU</i>          | <i>Jan-Mar 2026</i>                   |                          | <i>Proposal evaluation report is under approval</i> | <i>Expected by February 2026</i>                |
|   | <i>BUET</i>        | <i>Apr-June 2026</i>                  | <i>-</i>                 | <i>-</i>  | <i>Expected REOI published by February 2026</i> |
|   | <i>JUST</i>        | <i>Oct-Dec 2025</i>                   |                          |   | <i>Expected REOI published by February 2026</i> |
| <i>1.2d Completion of construction works</i>  | <i>DU</i>          | <i>July-Sep 2027</i>                  |                          | <i>-</i>  | <i>Expected by June 2028</i>                    |
|   | <i>BUET</i>        | <i>Oct – Dec 2027</i>                 |                          |   | <i>Expected by April 2028</i>                   |
|   | <i>JUST</i>        | <i>Oct – Dec 2027</i>                 |                          |   | <i>Expected by April 2028</i>                   |

|   |      |                   |              |                  |  |
|---|------|-------------------|--------------|------------------|--|
| 1.3 Prepare operations manual for start-up facilities and services (Q4 2023)                              |      |                   |              |                  |  |
| 1.3a Prepare operations manual for start-up facilities and services                                       | DU   | April – June 2026 |              | Draft Prepared   | Draft Prepared   |
|   | BUET | April – June 2026 |              | Completed        | Completed  |
|   | JUST | April – June 2026 |              | Draft prepared   | Draft Prepared   |
| 1.4 Update equipment specifications and prepare bidding documents (Q3 2023)                               |      | Oct -Dec 2023     |              |                  | Initiative will be taken after starting construction work of Learning Centre |
| 1.5 Conduct bidding of goods (equipment and furniture) (Q1-Q4 2024).                                      |      |                   |              |                  | -  |
| 1.4a Procurement of computer and accessories for PIU, DU  | DU   | Jul-Sep 2026      |              |                  |  |
| 1.4b Procurement of Laptops for Needy Students (Multiple Packages)  | DU   | Jul-Sep 2026      |              |                  | -  |
| 1.4c Procurement of Office Equipment for PIU, DU  | DU   | Jul-Sep 2026      |              |                  | -  |
| 1.4d Procurement of furniture for PIU, DU   | DU   | Jul-Sep 2026      |              |                  | -  |
| 1.4e Procurement of equipment for IT HR Hub of Dhaka University   | DU   | Oct-Dec 2027      |              |                  | -  |
| Lot -1: Procurement of Network equipment and establishment of wireless network system                     | DU   | Oct-Dec 2027      |              |                  | -  |
| Lot-2: Procurement of Desktop Computers, Virtual Devices, Dumb Terminal for IT HR Hub                     | DU   | Oct-Dec 2027      |              |                  | -  |
| Lot-3: Procurement of Security and Video Solution equipment for IP Surveillance and Access control system | DU   | Oct-Dec 2027      |              |                  | -  |
| Lot-4: Procurement of equipment for IP Telephony System   | DU   | Oct-Dec 2027      |              |                  | -  |
| 1.4f Procurement of IT equipment and Establishment of Data Centre at DU                                   | DU   | Oct-Dec 2027      |              |                  | -  |
| 1.4g Procurement of furniture for IT HR Hub, DU   | DU   | Oct-Dec 2027      |              |                  | -  |
| 1.4h Procurement of computer and accessories for PIU, BUET  | BUET | July-Nov 2025     | 01 July 2025 | Under evaluation |  |
| 1.4i Procurement of Laptops for Needy Students (Multiple Packages)  | BUET | Nov-Dec 2025      | -            |                  |  |
| 1.4j Procurement of Office Equipment for PIU, BUET  | BUET | July-Sep 2025     | 18 June 2025 | Completed        |  |
| 1.4k Procurement of furniture for PIU, BUET   | BUET | Apr-June 2025     | 15 Dec 2024  | Completed        |  |
| 1.4l Procurement of equipment for establishment of Incubator, new labs at BUET                            | BUET | Oct 27 – Mar 2028 |              |                  | -The initiative will be taken after starting                                 |

|  |      |                    |   |  |  |
|--|------|--------------------|---|--|--|
|  |      |                    |   |  | construction work of Learning Centre   |
| Lot-1: Procurement of IT equipment for establishment of Incubator at BUET  | BUET | Oct 27 – Mar 2028  |   |  | Do   |
| Lot-2: Procurement of CSE lab equipment and establishment of 24 labs at BUET   | BUET | July 25 – Mar 2028 | Part1 C1: Scanner - 13 Feb 2025<br>Part1 C2: Heavy Printers - 15 Mar 2025 | Part1 C1: Completed<br>Part1 C2: Report under Approval Process | Lot 2 has multiple packages  |
| 1.4m Procurement of furniture for establishment of new incubator, lab, and data center at BUET                                   | BUET | Oct 27 – Mar 2028  |   |  | Initiative will be taken after starting construction work of Learning Centre |
| 1.4n Procurement of computer and accessories for PIU, JUST   | JUST | Jan – June 2025    | Jan – June 2026   |  |  |
| 1.4o Procurement of Laptops for Needy Students (Multiple Packages)   | JUST | April – June 2025  | 24 Mar 2025   | Under Evaluation   |  |
| 1.4p Procurement of Office Equipment for PIU, JUST   | JUST | J – June 2025      | 24 Mar 2025   | Under Evaluation   |  |
| 1.4q Procurement of furniture for PIU, JUST  | JUST | Jan – June 2025    | 6 Feb 2025  | Completed  | Completed  |
| 1.4r Procurement of computers & accessories, network equipment, communication devices, etc for JUST                              | JUST | Oct – Dec 2027     | -   |  |  |
|  |      |                    |   |  |  |
| Lot-1: Procurement of Network equipment and establishment of network system  | JUST | Oct – Dec 2027     |   |  |  |
| Lot-2: Procurement of servers, Desktop Computers, Virtual Devices, Dumb Terminals, printers, teaching aid equipment etc for JUST | JUST | Oct – Dec 2027     |   |  |  |
| Lot-3: Procurement of communication and Security devices   | JUST | Oct – Dec 2027     |   |  |  |
| 1.4s Procurement of furniture for Incubator Center, Labs & Data Center, JUST   | JUST | Oct – Dec 2027     |   |  |  |
| 1.5 Conduct bidding of goods (equipment and furniture) (Q1-Q4 2024).   |      |                    |   |  |  |
| 1.5 Completion of all procurements of goods (equipment and furniture)  | DU   | Oct-Dec 2027       |   |  |  |
|  | BUET | Jan – March 2028   |   |  |  |
|  | JUST | Oct – Dec 2027     |   |  |  |

| <b>Output 2. Quality and industry relevance of computer science and engineering, software engineering and information technology programs enhanced</b> |      |                       |  |  |  |
|--|------|-----------------------|--|--|--|
| 2.1 Conduct industry consultations, including women participants, for new degree programs (Q4 2023).   |      | Oct – Dec 2023        |  |  | Initiative taken   |
| 2.2 Commence new degree programs for fourth-year students (Q1 2025).   |      | Jan – March 2025      |  |  | Planning stage.  |
| Developing new or upgrading existing degree programs at PIU universities   | DU   | July – Sep 2027       |  |  | Planning stage   |
|  | BUET | Jan – Sep – 2028      |  |  |  |
|  | JUST | Jan-26 – March-28     |  |  | Planning   |
| Expert Services from Visiting Professors   | PMU  | Jan-25 – Sep-2028     |  |  | Guideline preparation ongoing                                |
|  | DU   | Jan-26 – Sep-2028     |  |  |  |
|  | BUET | April -26– Dec-2028   |  |  |  |
|  | JUST | April-25 – March-2028 |  |  |  |
| Introduction of Online Open Courseware   | PMU  | Jan – Dec 2026        |  |  | Strategy formulation stage                                   |
|  | DU   | Jan – Dec 2026        |  |  |  |
|  | BUET | Jan – Dec 2026        |  |  |  |
|  | JUST | Jan – Dec 2026        |  |  |  |
| Strengthening UGC Digital Library with e-books and e-journals  | PMU  | April – June-2026     |  |  |  |
| Digital learning materials or other online service subscription through BdREN  | PMU  | April- June 2025      |  |  |  |
| 2.3 Complete required documentation for international accreditation (Q2 2024)  |      |                       |  |  |  |
| 2.3 Complete requirements for international accreditation aligned with Washington Accord.  | DU   | Jan – March 2027      |  |  | Preparation for all the 3 universities are ongoing           |
|  | BUET | Jan – March 2027      |  |  |  |
|  | JUST | Jan – March 2027      |  |  |  |
| 2.4 Apply for international accreditation for new technology programs (Q1 2025)  |      |                       |  |  | Do   |
| 2.4 Apply for international accreditation for new technology programs  | DU   | April – June 2027     |  |  |  |
|  | BUET | April – June 2027     |  |  |  |
|  | JUST | April – June 2027     |  |  |  |
| 2.5 Develop faculty recruitment and development plan (Q1 2024) and implement over the project duration   |      |                       |  |  |  |
| Financial support to faculty members of JUST to obtain PhD degree from abroad  | JUST | Jan-25 – March 2028   |  |  | Program is going to be launched                              |
| Increase in faculty members at PIU Universities  | DU   | Jan – March 2026      |  |  |  |
|  | BUET | Jan – March 2026      |  |  |  |
|  | JUST | Jan – March 2026      |  |  |  |
| Training for faculty members and support staff   | PMU  | Jan-25 June 2028      |  |  | Initiative taken to launch the program particularly in JUST. |
|  | DU   | Jan 25–June 2028      |  |  |  |
|  | BUET | July-25 – June 28     |  |  |  |
|  | JUST | Jan-25 – March 28     |  |  |  |

|  |      |                        |  |             |  |
|--|------|------------------------|--|-------------|--|
| 2.6 Identify industry partners for internship programs and joint capstone projects (from Q1 2024 onward) |      |                        |  |             |  |
| Industry attachment for undergraduate students through internship or capstone projects                   | PMU  | July-25-Dec-2027       |  |             | Draft Guideline has been prepared  |
|  | DU   | July-25– March-28      |  |             |  |
|  | BUET | July-25– March-28      |  |             |  |
|  | JUST | Jan-25 – Dec-2027      |  | Progressing |  |
| Conferences, seminars, job fairs, etc.   | PMU  | April - June 2024      |  |             | Ongoing  |
| 2.7 Identify industry professional training programs and conduct them (from Q1 2025 onward)              |      |                        |  |             |  |
| 2.7 IT professionals training programs for students  | DU   | July-25 – March-28     |  |             | JUST launched the program. BUET & DU are going to take initiative to launch the training program.              |
|  | BUET | July-25– March-28      |  |             |  |
|  | JUST | July-25– March-28      |  |             |  |
| <b>Output 3. Research and development and technology entrepreneurship strengthened</b>                   |      |                        |  |             |  |
| 3.1 Develop an operation manual for research grant making (Q4 2023).                                     |      |                        |  |             |  |
| 3.1a Develop an operation manual for research and development grant                                      | PMU  | Jan-24 – Sep -2025     |  |             | Completed  |
| 3.1b Research Grant mechanism awareness  | PMU  | April -25 – Dec 25     |  |             | Completed  |
| 3.2 Call for proposals for research grants for the following year (from Q1 2024 to Q1 2027 annually).    |      | April – June 2025      |  |             | Application invited at 1 September with closing date 13 October which was extend up to 20 October closing date |
| 3.2 Call for proposals for research grants in several rounds (from Q1 2025 to Q3 2026 Semi-annually)     |      | July- 25 --- Marh 26 – |  |             | Screening of received proposal completed.  |
| 3.3 Award research grants and monitoring their progress (every year from 2024 to 2027).                  |      |                        |  |             | Evaluation will be completed by December 2025  |
| 3.3 Award research grants and monitoring their progress (every year from 2025 to 2029).                  | PMU  | July-25 --- Dec-2028   |  |             |  |
| 3.4 Design technology entrepreneurship development training program (Q2 2024).                           |      |                        |  |             |  |
| 3.4a Prepare ToR for consultant for designing technology entrepreneurship training program               | PMU  | July -_ Sep 2025       |  |             | Draft prepared   |
| 3.4b Deploy Consulting firm for designing technology entrepreneurship training program                   | PMU  | July – Sep 2025        |  |             | Draft Prepared   |
| 3.5 Conduct the training program (Q3 2024– Q3 2028).   |      |                        |  |             |  |
| 3.5 Conduct the technology entrepreneurship training program through the consulting firm                 | PMU  | July-25– Jun 2028      |  |             |  |
|  | DU   | July-25– Jun 2028      |  |             |  |

|  |      |                     |  |  |   |
|--|------|---------------------|--|--|---|
|  | BUET | July-25–Jun 2028    |  |  |   |
|  | JUST | July-25–Jun 2028    |  |  |   |
| 3.6 Recruit start-up facility management and service team and conduct training for university staff (Q1 2024). |      |                     |  |  |   |
| 3.6 Study visit on Start-up and incubation center (Overseas Training)  | PMU  | July – Oct 2025     |  |  | Proposal collected from travel agencies and university              |
| 3.7 Approve the stipend program manual (Q4 2023) and apply it from the new academic year (2024 onward).        |      |                     |  |  |   |
| 3.7a Prepare a stipend program manual for ICSETEP  | PMU  | Jan – June 2025     |  |  | Manual for JUST has been prepared and process ongoing for DU & BUET |
| 3.7b Approve the stipend program manual and apply it in the universities                                       | DU   | July-25 – June2028  |  |  | Approval process is ongoing   |
|  | BUET | July-25 – June2028  |  |  | Approval Process is ongoing   |
|  | JUST | July-25 – June-28   |  |  | Program initiated   |
| <b>Stipend, Scholarship &amp; Internship</b>   |      |                     |  |  |   |
| International Internship program for students  | PMU  | July-25 – June-28   |  |  |   |
|  | DU   | July-25 – June2028  |  |  |   |
|  | BUET | July-25 – June2028  |  |  |   |
|  | JUST | July-25 – June2028  |  |  |   |
| Domestic internship stipends (3 months) for students   | PMU  | July-25 – June2028  |  |  | Draft Manual Prepared   |
|  | DU   | July-25 – June2028  |  |  |   |
|  | BUET | July-25 – June2028  |  |  |   |
|  | JUST | July-25 – June2028  |  |  | Progressing   |
| Support for female employment promotion to 5 companies   | PMU  | July-25 – June2028  |  |  | Initial information is collecting                                   |
| Stipend and Fellowship for Masters and Phd Students  | DU   | July-25 – June2028  |  |  | Process initiated   |
|  | BUET | July-25 – June2028  |  |  | Process Initiated   |
|  | JUST | July-25 – June2028  |  |  | Application Invited   |
| Stipend for Female Students  | DU   | July-25 – June2028  |  |  | Process Initiated   |
|  | BUET | July-25 – June2028  |  |  | Process Initiated   |
|  | JUST | July-25 – June2028  |  |  | Distributed science July 2025                                       |
| Software and technology competitions, boot camps, hackathon, etc. through event management consulting firm     | PMU  | July-25 – June2028  |  |  |   |
|  | DU   | July-25 – June2028  |  |  |   |
|  | BUET | April-25 – June2028 |  |  |   |
|  | JUST | July-25 – June2028  |  |  | One Programming contest has been organized                          |

|   |             |                             |  |  |                               |
|---|-------------|-----------------------------|--|--|-------------------------------|
| <i>Outsourcing/ Self-employment programs</i>  | <i>PMU</i>  | <i>Jan 26 – June 2028</i>   |  |  |                               |
| <b>Output 4. Project management capacity strengthened</b>   |             |                             |  |  |                               |
| <i>4.1 Design the web-based systems for various project activities (Q4 2023 – Q2 2024)</i>  |             |                             |  |  |                               |
| <i>Prepare ToR for the web-based MIS system</i>   |             | <i>Jan – June 2025</i>      |  |  | <i>Preparation Completed.</i> |
| <i>Publish tender for MIS system development</i>  |             | <i>July -Sep 2025</i>       |  |  |                               |
| <i>Contract with software firm for web-based MIS systems</i>  |             | <i>July – Sep 2025</i>      |  |  |                               |
| <i>4.2 Train department staff on modern practices in higher education management (from Q1 2024 onward)</i>                                  |             |                             |  |  |                               |
| <i>4.2 Training on modern pedagogy in technology education and other online training for faculty members</i>                                | <i>PMU</i>  | <i>July -25 – June2028</i>  |  |  |                               |
| <i>4.3 Establish student service and industry relations centers and carry out the activities and services (Q1 2024 onward)</i>              |             |                             |  |  |                               |
| <i>4.3 Establish student service and industry relations centers and carry out the activities and services with career guidance programs</i> | <i>DU</i>   | <i>July 25 – June 2028</i>  |  |  |                               |
|   | <i>BUET</i> | <i>July 25 – June 2028</i>  |  |  |                               |
|   | <i>JUST</i> | <i>April 25 – June 28</i>   |  |  |                               |
| <b>B Project Management Activities</b>  |             |                             |  |  |                               |
| <i>Establish PMU and PIUs (Q3 2023 onward) and produce quarterly progress reports (from Q4 2023)</i>  |             |                             |  |  |                               |
| <i>Establish PMU and PIUs (Q3 2023 onward)</i>  |             | <i>July-23 – June 2028</i>  |  |  |                               |
| <i>Produce quarterly progress reports (from Q1 2025 onward)</i>   |             | <i>Jan 25 – June 2028</i>   |  |  |                               |
| <i>Deploy the construction supervision consultant (Q4 2023–Q3 2025)</i>   |             |                             |  |  |                               |
| <i>Deploy Construction Supervision consultants for PIUs</i>   | <i>DU</i>   | <i>Jan 26 – June2027</i>    |  |  |                               |
|   | <i>BUET</i> | <i>April 26 – June 2027</i> |  |  |                               |
|   | <i>JUST</i> | <i>April 26 – June2027</i>  |  |  |                               |
| <i>Quarterly Progress Report</i>  | <i>PMU</i>  | <i>Oct 24 --- June 2028</i> |  |  | <i>Preparing regularly</i>    |
| <i>Gender Action Plan</i>   | <i>PMU</i>  | <i>Jan 25 – June 2028</i>   |  |  | <i>Formulated</i>             |
| <i>Communication Strategy</i>   | <i>PMU</i>  | <i>July 24 – June 2028</i>  |  |  |                               |
| <i>Mid Term Review</i>  |             | <i>April – June 2025</i>    |  |  |                               |

**GENDER EQUITY AND SOCIAL INCLUSION ACTION PLAN**

| Activities, Indicators and Targets  | Progress Of Reporting Quarter<br>(January - March 2026)  | Cumulative Progress up to March 2026  | Qualitative aspects of accomplishing activities, comments/explanation  |
|---|--|---|--|
| <b>Outcome. Industry responsiveness of tertiary level CSE/IT education improved</b>   |  |   |  |
| <p>a. Employability of CSE/IT graduates improved</p> <p><b>Targets and Indicators:</b><br/>At least 40% of graduates (both men and women) with bachelor’s degrees from the three universities are employed within 6 months of graduation a (2018 baseline: 28.1%, male 28.2% and female 27.8%)</p>      | <p>Gender Specialist supported the PMU procurement team on revising the ToR as per suggestions from ADB and BIDS in this quarter.</p>  | <p>This indicator will be measured at the end of the project. The Terms of Reference was formulated to appoint a consulting firm for the tracer study. The ToR for the tracer study was reviewed from GESI perspective to ensure research on women graduates’ experiences in job searching and employment in the job sector as well as recruiters’ views on increasing women graduates in the CSE/IT/ITES sector.</p> | <p>This indicator will be measured at the end of the project. GESI review support was provided during the ToR development process.</p> |
| <b>Output 1. Modern learning, research and start-up facilities established</b>  |  |   |  |
| <p>1. Establish GESI-responsive facilities in the expansion and modernization of learning and research infrastructures (DMF 1a)</p> <p><b>Targets and Indicators:</b><br/>1. GESI responsive infrastructure for the expanded CSE/IT programs, in three universities <sup>b</sup> (2022 baseline: 0)</p> | <p>BUET: A pre-tender meeting for the civil work construction of BUET was conducted on 14 March 2026 at BUET’s CSE department conference room. Gender Equity and Social Inclusion (GESI) Action Plan’s Progress and Monitoring Report was briefed on this meeting to the potential bidders. Daycare, sanitation facilities for women and persons with disabilities, and a common room for women students at the intended building were also discussed.</p> <p>JUST: GESI Action Progress and Monitoring Report was developed under</p> | <p><b>DU:</b> Sanitation facilities for women and persons with disabilities and common room for women students were included in the design.</p> <p><b>JUST:</b> A day care center, sanitation facilities for women and persons with disabilities, common room for women students and women staff lounge were included in the design.</p> <p><b>BUET:</b> A day care center, sanitation facilities for</p>             | <p>Necessary technical support is on-going (need basis) to support ensuring GESI responsive infrastructure</p>                         |

| Activities, Indicators and Targets   | Progress Of Reporting Quarter<br>(January - March 2026)  | Cumulative Progress up to March 2026  | Qualitative aspects of accomplishing activities, comments/explanation   |
|--|--|---|---|
|  | the bid document part of JUST/W-1 Civil Works for the supervision firm in an earlier quarter. A day care center, sanitation facilities for women and persons with disabilities, a common room for women students, and a women's staff lounge were included in the design.  | women and persons with disabilities, and a common room for women students were included in the design.<br><br><b>Common for all 3 PIUs:</b> The ToRs of the consulting firm were reviewed from a GESI perspective. Gender Equity and Social Inclusion (GESI) Action Plan's Progress and Monitoring Report was developed under tender documents so that the supervision firm can report to us on a quarterly basis regarding the progress of GESI compliance <sup>1</sup> throughout their contract period. Sanitation facilities for women and persons with disabilities and common room for women students were included in the design.  |   |
| <p>2. Facilities for start-up companies established in three universities (DMF output 1b)</p> <p><b>Targets and Indicators:</b></p> <p>2. GESI-responsive facilities for start-up companies established at least for 2 universities (2022 baseline: 0)</p> | Seventeenth (17) startups have been selected from 26 applications for the incubation program. Currently, BUET is working to initiate financial support for them through ICSETEP. From 17 startup teams, only 4 are women members out of a total of 79 members. Only one startup/incubation team is led by women out of 17 teams. | Women's active participation in the innovation ecosystem with at least 30% representation across all initiatives from aspiring women (students, faculty, and IT professionals) and persons with disabilities in all stages of incubation and startup acceleration services is incorporated as an expected requirement in the ToR for hiring a consultancy firm (to establish startup facilities in PIUs). Some issues were also included, which are as follows: Targeted outreach shall be conducted to attract qualified women candidates. Safe, inclusive, and respectful environments shall be maintained, with zero tolerance for harassment or discrimination. Adequate facilities addressing safety, privacy, accessibility, and caregiving | GESI review support was provided during the ToR development process. GESI-responsive facilities for start-up companies will be established after launching the buildings. |

<sup>1</sup> Day care center, sanitation facilities for women and persons with disabilities, common room for women students, women staff lounge were included in the design of BUET and JUST. Sanitation facilities for women and persons with disabilities and common room for women students were included in the design of DU.

| Activities, Indicators and Targets  | Progress Of Reporting Quarter<br>(January - March 2026)   | Cumulative Progress up to March 2026   | Qualitative aspects of accomplishing activities, comments/explanation         |
|---|---|--|---|
|   |   | <p>needs shall be provided, including accessible washrooms and women-friendly spaces. Event timing and locations shall be planned to support women's participation and safety.</p> <p>An incubation policy was formulated by the BUET. Seventeenth (17) startups have been selected from 26 applications for the incubation program. Currently, BUET is working to initiate financial support for them through ICSETEP. From 17 startup teams, only 4 are women members out of a total of 79 members. Only one startup/incubation team is led by women out of 17 teams.</p> <p>JUST approved an incubation policy for the incubation program. JUST Innovation Center Policy and Call for Project Proposal Startup groups were reviewed from the GESI perspective. Recommendations were given to include mixed startup groups (consisting of both women and men) regardless of gender, disability, and marginalization, as well as women as either or both founders/co-founders; to have a diverse pool of mentors (both women and men); and to have representation of women members in all selection committees.</p> |   |
| <p>3. Increased access for women in modern learning, research or start-up facilities</p> <p><b>Targets and Indicators:</b></p> <p>3. At least 170 women students admitted per</p> | <p>This indicator will be achieved once relevant activities are launched. In BUET, 17 startups/incubation teams were selected, of which only 4 are women members out of 79 members. Only 1 startup/incubation team is led by women out of 17 teams.</p> | <p>This indicator will be achieved once relevant activities are launched. In BUET, 17 startups/incubation teams were selected, of which only 4 are women members out of 79 members. Only 1 startup/incubation team is led by women out of 17 teams.</p>  | <p>This indicator will be achieved once relevant activities are launched.</p> |

| Activities, Indicators and Targets   | Progress Of Reporting Quarter<br>(January - March 2026)  | Cumulative Progress up to March 2026   | Qualitative aspects of accomplishing activities, comments/explanation |
|--|--|--|---|
| year benefitted from modern learning, research or startup facilities (2022 baseline: 82 new women student intake)  |  |  |   |
| <p>4. Undergraduate and graduate students completed CSE/IT programs (DMF output 2a)</p> <p><b>Targets and Indicators:</b></p> <p>4. At least 550 (25% of 2,200) women undergraduate and graduate students completed CSE/IT programs in three universities (2022 baseline: 480 students, 17.1% women)</p> <p>5. At least 370 women received undergraduate scholarship (2022 baseline: no women receive undergraduate scholarship to study CSE/IT education)</p> | <p>After receiving the application at JUST, a total of 34 women students have been selected to receive stipends at the undergraduate (BSc) level. But currently, it has been withheld due to students' demand to incorporate men also.</p> | <p>25% of undergraduate students completed undergraduate study (BUET 16%, DU 33%, and JUST 26% in the 2024-2025 session; 75 women students out of a total of 178 students). 23.33% (9 women students out of a total of 50 students) of women students completed postgraduate study (MSc and PhD) in the 2024-2025 session.</p> <p>Bangladesh University of Engineering and Technology (BUET) proposed an upward revision of the monthly allocations for scholarships, stipends, and fellowship programs. A formal proposal was submitted to the Secondary and Higher Education Division (SHED) to get approval accordingly, which is still under review. DU is in the same process.</p> <p>JUST invited applications to provide a stipend/scholarship for the undergraduate-level students on its website. After receiving the application, a total of 34 women students have been selected to receive stipends at the undergraduate (BSc) level. But currently, it has been withheld due to students' demand to incorporate men also.</p> | <p>On-going</p>   |
| 5. Faculty members increased and trained in modern pedagogical approaches (DMF output  | Faculty recruitment and development-related plans will be implemented after  | The number of faculty members will increase in line with the number of student enrollments   | Updated data on faculty will be                                       |

| Activities, Indicators and Targets  | Progress Of Reporting Quarter<br>(January - March 2026)               | Cumulative Progress up to March 2026   | Qualitative aspects<br>of accomplishing<br>activities,<br>comments/expl<br>nation |
|---|---|--|---|
| <p>2d)</p> <p><b>Targets and Indicators:</b></p> <p>6. Women faculty members increased to at least 20% (40 out of 200) (2022 baseline: 13.1% [14 out of 107])</p> <p>7. At least 75% women faculty members reported enhanced knowledge and skills in modern pedagogic approaches (2022 baseline: no women faculty members are trained in modern pedagogic approaches)</p> | <p>construction of the learning, research, and incubation centre.</p> | <p>as well as starting new courses/degrees in new buildings at 3 PIUs. In 3 PIUs, only 13 faculty were women, out of a total of 116 faculty<sup>2</sup>.</p> <p>Faculty recruitment and development-related plans will be implemented after construction of the learning, research, and incubation centre. Merit-basis recruitment is followed by these public universities.</p> <p>No training on pedagogy was conducted till now. Women's inclusion will be ensured by Gender Specialist when initiatives are taken by PMU and PIUs.</p> | <p>collected in the next quarter.</p>   |

<sup>2</sup> 6 women faculty out of a total of 70 faculty at BUET, 4 women faculty out of a total of 23 faculty at DU, and 3 women faculty out of 23 at JUST.

| Activities, Indicators, and Targets  | Progress Of Reporting Quarter (January - March 2026)   | Cumulative Progress up to March 2026   | Qualitative aspects of accomplishing activities, comments/explanation    |
|--|--|--|--|
| <p>6. Graduates from the three universities and other universities completed internships or industry- collaboration capstone projects (DMF output 2e)</p> <p><b>Targets and Indicators:</b></p> <p>8. At least 80% of men and women graduates from the three universities completed internships or industry- collaboration capstone projects (2022 baseline: 8.3% of graduates [2.8% among women])</p> <p>9. At least 300 students (at least 50% women) from other universities completed internships or industry- collaboration capstone projects (2022 baseline: 8.3% of graduates [2.8% among women])</p> | <p>BUET has initiated capstone projects recently for all students (180 students, both women and men). JUST has published a circular for internships in March 2026.</p> | <p>The IIT of DU has been conducting an internship program on their own for all students as part of their existing curriculum. BUET has initiated capstone projects recently for all students (180 students, both women and men). JUST has published circular for internship in March 2026. h</p> <p>The PMU prepared the internship guidelines, and the UGC has approved that. Earlier ICSETEP Internship Guideline was reviewed from GESI perspective to include the specific percentage of women receiving internships or industry-collaboration capstone projects as per GESI Action Plan. A suggestion was also provided to include a tagline under all calls for internships or industry-collaboration capstone projects and include women members in the selection committees. Apart from that, recommendations were given to check the readiness of physical facilities and working environment before onboarding women students for internships so that women's safety and comfortability can be ensured.</p> | <p>The internship guideline of PMU has been reviewed from GESI lens.</p> |
| <p><b>Output 3. R&amp;D and technology entrepreneurship strengthened</b></p>   |  |  |  |

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| <p>7. Conduct research and development for people with disability (DMF output 3a)</p> <p><b>Targets and Indicators:</b></p> <p>10. At least 4 research projects implemented for disability solutions.</p> | <p>The 2nd round for RDG was called on 5 January 2026, and the submission deadline was 9 February 2026. A total of 103 SPPs were submitted. The 5th RDGB meeting was held on 15 March 2026 and selected 78 SPPs for review. In the second round of the Call for Proposal Advertisement of Research and Development Grant, women participants are encouraged as either or both Principal Investigator (PI) and Co-Principal Investigator (Co-PI) and apply through mixed group formation (both women and men) to reaffirm commitment to ensure equal opportunity, access, support, and participation regardless of gender, disability, and marginalization in the circular as well as proposal submission meetings. During the 2nd call, 11 proposals were submitted under D group (IT solutions for addressing disability issues), from which 9 proposals have been selected this quarter to go for review.</p> | <p>During Research and Development (RDG)'s call for sub-project proposals (SPPs) first round, women faculties were encouraged to apply as either/both as Principal Investigator (PI) and Co-Principal Investigator (Co-PI). Mixed group formation was also highlighted irrespective of gender, disability, and marginalization. In all related meetings for proposal development, these issues were presented to increase participation of women faculties in RDG SPP submissions, which was evident in the high submission of SPPs with mixed groups during first call. Out of 159 PIs of submitted proposals 15 were women as PI (9.43%) and 73 were women as Co-PI (18.25%) out of 400 Co-PIs. In group D for IT solutions for addressing disability issues, total 26 SPPs (16.35%) were submitted, 12 were reviewed and 02 were awarded. Out of 20 awarded SPPs, 02 are women as PI (10%) and 07 are women as Co-PIs (14%) out of 50 Co-PIs. This clearly has shown our continued focus on the engagement of women faculties in research and development work. Women faculties are also involved in the Community Experts (CE) Committee (1 woman out of 5; 20%) and the Review Panel (5 women out of 90; 5.56%). If we continue our efforts, in the second call we will see an increasing number of women faculties leading research as well as disability-focused solutions as well. If 02 more projects on disability solutions are awarded in the next call, we will be able to complete the target of the DMF and GESI Action Plan as well.</p> <p>The 2nd round for RDG was called on</p> | <p>2 proposals was awarded and on-going (from 1st RDG call).</p> |
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|   |   | <p>5 January 2026, and the submission deadline was 9 February 2026. A total of 103 SPPs were submitted. The 5th RDGB meeting was held on 15 March 2026 and selected 78 SPPs for review. In second round of Call for Proposal Advertisement of Research and Development Grant, women participants are encouraged as either or both PI and Co-PI as well as applied through mix group formation (both women and men) to reaffirm commitment to ensure equal opportunity, access, support, and participation regardless of gender, disability, and marginalization. During the 2nd call, 11 proposals were submitted under D group (IT solutions for addressing disability issues), from which 9 proposals have been selected this quarter to go for review.</p> |                 |
| <p>8. Enhanced knowledge and skills of faculty members and IT professionals in technology entrepreneurship (DMF output 3b)</p> <p><b>Targets and Indicators:</b></p> <p>11. At least 2,000 students, faculty members, and IT professionals (30% women) reported enhanced knowledge and skills related to technology entrepreneurship (2022 baseline: 0)</p> <p>12. At least three GESI-related cases of technology enterprise focusing women specific issues or services, or enterprises established by women to be included in the training modules (2022 baseline: 0)</p> | <p>Gender Specialist will support the PMU and PIUs once the firm is onboarded and training has been started. GESI review of the ToR was completed in the earlier quarters through back-to-back meetings and discussions with relevant focals.</p> | <p>PMU drafted a comprehensive Terms of Reference (ToR) to appoint a qualified firm to deliver technology entrepreneurship programs. The ToR for the consultancy firm (for IT professional training and digital technology entrepreneurship) was reviewed to ensure a specific percentage of women (students, faculty members, and IT professionals) are incorporated in the training as per GESI Action Plan. Apart from that, GESI-related cases of technology enterprises focusing on women-specific issues or services, or enterprises established by women, were included as requirements. A suggestion was also given to conduct pre-training and post-training surveys.</p>  | <p>On-going</p> |

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| <p>9. Provide scholarships and stipends to postgraduate students in three universities (DMF output 3d)</p> <p><b>Targets and Indicators:</b></p> <p>13. At least 540 postgraduate students (40% women) from three universities supported under the stipend program for the duration of the study (2022 baseline: no stipend program for postgraduate CSE/IT education)</p> | <p>A total of 12 students were selected to receive stipends for the postgraduate (MSc) level, of which 02 were women in JUST.</p> | <p>Stipend, Scholarship, and Fellowship Guidelines of JUST was reviewed from a GESI perspective to include the specific percentage of women receiving stipends, scholarships, and fellowships at the undergraduate and postgraduate levels as per GESI Action Plan. A suggestion was also provided to include a tagline under all stipends and scholarship-related circulars, such as 'Women are strongly encouraged to apply,' so that more women can be attracted to apply at CSE, JUST. A suggestion was given to consider incorporating 2-3 women as members in all section committees for Stipend, Scholarship, and Fellowship.</p> <p>A total of 12 students were selected to receive stipends for the postgraduate (MSc) level, of which 02 were women in JUST.</p> <p>Bangladesh University of Engineering and Technology (BUET) proposed an upward revision of the monthly allocations for scholarships, stipends, and fellowship programs, which is still under review. Like BUET, DU's decision is also pending. A formal proposal was submitted to the Secondary and Higher Education Division (SHED) to get approval accordingly.</p> | <p>Stipend, Scholarship, and Fellowship Guidelines of JUST was reviewed from GESI lens.</p> |
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| <p>10. By 2024, manuals for stipend, research grant, internship program implementation and monitoring system developed (DMF output 4a)</p> <p><b>Targets and Indicators:</b></p> <p>14. Manuals and monitoring system developed with sex and social group (d) disaggregated data (2022 baseline: manuals not available)</p> <p>15. At least 200 women faculties and students reported enhanced knowledge on gender equity and socially inclusive learning environment and project implementation through forums (2022 baseline: no forum)</p> | <p>A consultant has been engaged to design and implement a monitoring system aimed at ensuring effective oversight and continuous improvement of institutional initiatives. Suggestions were given to incorporate sex- and social group-disaggregated data in the scholarship/stipend, internship, research grant, and monitoring system development. This will enable the systematic collection and analysis of disaggregated data for reporting and inclusion tracking. Accordingly, the system shall include fields to capture participants' gender identity (Woman, Man, gender-diverse individuals), disability status (Yes/No, with specification of type where applicable), and identification with ethnic minority, indigenous, or other marginalized groups (Yes/No, with specification of the community/group where applicable). These data points shall be integrated into all relevant program components to support inclusive monitoring and evidence-based decision-making.</p> | <p>Stipend, Scholarship, and Fellowship Guidelines of JUST was reviewed from GESI perspective to include the specific percentage of women receiving Stipend, Scholarship and Fellowship at the undergraduate and postgraduate levels as per GESI Action Plan. A suggestion was also provided to include a tagline under all stipends and scholarship-related circulars, such as 'Women are strongly encouraged to apply,' so that more women can be attracted to apply at CSE, JUST. A suggestion was given to consider incorporating 2-3 women as members in all section committees for Stipend, Scholarship, and Fellowship.</p> <p>The Research and Development Manual was successfully finalized earlier, providing a comprehensive framework to support academic research. Meanwhile, 20 projects of various universities have been awarded grants for research, of which 2 have been selected on disability solutions.</p> <p>The ICSETEP Internship Guideline of PMU was reviewed from GESI perspective to include the specific percentage of women receiving internships or industry-collaboration capstone projects as per GESI Action Plan. Suggestions were also provided to include a tagline under all calls for internships or industry-collaboration capstone projects and to include women members in the selection committees. Apart</p> | <p>Scholarship, stipend and fellowship manual of JUST, internship policy of PMU, visiting professors guideline by PMU, JUST Innovation Center policy; and Call for project proposals Startup groups and monitoring systems were reviewed by gender specialist.</p> |
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|  |  | <p>from that, recommendations were given to check the readiness of physical facilities and the working environment before onboarding women students for internships so that women's safety and comfortability can be ensured.</p> <p>The visiting professor guideline by PMU was reviewed from a gender lens, and suggestions were given to include at least 15-20% women as visiting professors, as a direct increase of women faculties might not be feasible in PIUs before the establishment of buildings.</p> <p>A consultant has been engaged to design and implement a monitoring system aimed at ensuring effective oversight and continuous improvement of institutional initiatives. Suggestions were given to incorporate sex- and social group-disaggregated data in the scholarship/stipend, internship, research grant, and monitoring system development. This will enable the systematic collection and analysis of disaggregated data for reporting and inclusion tracking. Accordingly, the system shall include fields to capture participants' gender identity (Woman, Man, gender-diverse individuals), disability status (Yes/No, with specification of type where applicable), and identification with ethnic minority, indigenous, or other marginalized groups (Yes/No, with specification of the community/group where applicable). These data points shall be integrated into all relevant program</p> |  |
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|  |   | <p>components to support inclusive monitoring and evidence-based decision-making.</p> <p>JUST Innovation Center Policy and Call for Project Proposal Startup groups were reviewed from the GESI perspective. Recommendations were given to include mixed startup groups (consisting of both women and men) regardless of gender, disability, and marginalization; to have women as either or both founders/co-founders; to have a diverse pool of mentors (both women and men); and to have representation of women members in all selection committees.</p>  |  |
| <p>11. Student services and career guidance centers established and operational with at least 5 annual job fair events open to all CSE/IT students (DMF output 4b)</p> <p><b>Targets and Indicators:</b></p> <p>16. By 2028, student services and career guidance centers established and operational in three universities with at least 5 annual job fair events open to all CSE/IT students from all higher education institutions and universities (at least 30% women students) (2022 baseline: no centers)</p> | <p>Student services and career guidance centers will be established and operational once the buildings have been launched. Job fairs and events will be implemented after onboarding of the event management firm and industry relations expert. Gender Specialist also attended a meeting on the event management ToR revision with representatives from the PMU and three PIU heads as well as another meeting with the event management firm (Better Stories) in this quarter.</p> | <p>The ToR for the event management consultancy firm was reviewed from GESI perspective to include job fairs for women; representation of women and persons with disabilities in various events such as job fairs, hackathons, and programming contests; and a diverse pool (of both women and men) as judges, mentors, facilitators, industry experts, and panel members.</p> <p>Student services and career guidance centers will be established and operational once the buildings have been launched. Job fairs and events will be implemented after onboarding of the event management firm and industry relations expert. Gender Specialist also attended a meeting on the event management. ToR revision with representatives from the PMU and three PIU heads as well as another meeting with the event management firm (Better Stories) in this quarter.</p> | <p>The ToR of the event management firm was reviewed from GESI lens.</p> |

**LOAN 4348 BAN: IMPROVING COMPUTER AND SOFTWARE ENGINEERING TERTIARY EDUCATION PROJECT (ICSETEP)**

**STATUS OF COMPLIANCE WITH LOAN COVENANTS**

**SCHEDULE 4**

**Execution of Project; Financial Matters**

| Description   | Schedule/Due Date     | Status/Remarks             |
|---|-----------------------|----------------------------|
| <b>Implementation Arrangements</b>  |                       |                            |
| 1.The Borrower shall ensure, or cause, the Project Executing Agency and Implementing Agencies to ensure that the Project is implemented in accordance with the detailed arrangements set forth in the PAM. Any subsequent change to the PAM shall become effective only after approval of such change by the Borrower and ADB. In the event of any discrepancy between the PAM and this Loan agreement, the provisions of this Loan Agreement shall prevail.  | Entire Project Period | Conformed to the Agreement |
| 2.The Borrower shall ensure. or cause the Project Executing Agency and the implementing Agencies to ensure, that (a) all positions Identified as key personnel within each of the PMU and PIUs, as set forth in the PAM, are filled for the fun duration of the Project by individuals with adequate skills and relevant to each position; (b) vacancies in such positions should they occur. are filled within 3 months, and (c) the PMU and PIUs are allocated the necessary office space, facilities, equipment, support staff and management information systems to carry out their responsibilities in an efficient and timely manner. | Project Period        | Conforming                 |
| <b>Procurement</b>  |                       |                            |
| 3.The Borrower shall ensure. or cause the Project Executing Agency and Implementing Agencies to ensure, that<br>(a) the procurement of Goods, Works and Services is carried out in -accordance with the Procurement and the Procurement Regulations   | Project Period        | Conforming                 |
| (b)Goods, Works and Services shall be procured based on the detailed arrangements set forth in the Procurement Plan, including the procurement and selection methods, the type of bidding documents and ADB's review requirements. The Borrower may modify the detailed arrangements set forth in the Procurement Plan only with the prior agreement of ADB, and such modifications must be set out in updates to the Procurement Plant; and  | Project Period        | Conforming                 |

| Description  | Schedule/Due Date   | Status/Remarks  |
|--|---|---|
| (c)(i)a Goods and Works procured and Services Obtained (including all computer hardware software and systems, whether separately procured or incorporated within other goods and services procured) do not violate or infringe any industrial property or intellectual property right or claim of any third party; and   | Project Period  | Conforming  |
| (ii)all contracts for the procurement of Goods, Work and Services contain appropriate representations, warranties and, if appropriate, indemnities from the contractor, supplier, consultant or service provider with respect to the matters referred to in this subparagraph.   | During implementation period  | Conforming  |
| <b><u>Conditions for Award of Contract</u></b>   |   | Conforming  |
| 3.The Borrower, the Project Executing Agency and the implementing Agencies shall not award any Works or Non-consulting Services contract, which involves environmental impacts until:<br><br>(a)the relevant environment authority of the Borrower has granted the approval of the IEE, and the Borrower has obtained ADBs clearance of the IEE based on the final design; and   | Before Works and No-Consulting Services advertisement                           | Conforming  |
| (b)the Project Executing Agency or the Implementing Agencies have incorporated the relevant provisions from the EMP Into the respective Works or Non-consulting Services contract.   | During Works or Non-Consulting Services Contract                                | Conforming  |
| <b><u>Safeguards Environment</u></b>   |   |   |
| 5.The Borrower shall ensure, or cause the Project Executing Agency and the Implementing Agencies to ensure, that the preparation, design, construction, Implementation, operation and decommissioning of the Project and all Project facilities comply with (a) all applicable laws and regulations of the Borrower relating to environment, health and safety; (b) the Environmental Safeguards; and(c)all measures and requirements set forth in the IEE, the EMP, and any corrective or preventative actions set forth in a Safeguards Monitoring Report.<br><br><b><u>Tribes, Minor Races, Ethnic Sects and Community Peoples, Land and Acquisition Involuntary Resettlement</u></b> | During the design, pre-construction, construction, and post-construction phases | Conforming<br><br>EMP has been incorporated in the bidding documents for Construction of the Learning, Research and Startup facility at DU. IEE will be conducted before bidding. |
| 6.The Borrower shall ensure or cause the Project Executive Agency and the Implementing Agencies to ensure, that the Project does not involve risks or impacts to tribes minor races, ethnic sects and community or involuntary resettlement impacts, all within the meaning of the SPS, in the event that the Project does have any such risk or impact, the Borrower shall take, or cause the Project Executing Agency and the implementing Agencies to take all steps required to ensure that the Project complies With the applicable laws and regulations of the Borrower and with the SPS.  | For Works contract  | Conforming  |

| Description   | Schedule/Due Date                                | Status/Remarks |
|---|--|----------------|
| <u>Human and Financial Resources to Implement Safeguards Requirements</u>   |  |                |
| 7. The Borrower shall make available, or cause the Project Executing Agency and implementing Agencies to make available, necessary budgetary and human resources to fully implement the EMP.<br><u>Safeguards-Related Provisions in Bidding Documents and Works Contracts</u>   | Implementation of the Works Contract             | Conforming     |
| 8. The Borrower shall ensure, or cause the Project Executing Agency and Implementing Agencies to ensure that all bidding documents and contracts for Works contain provisions that require contractors to;<br><br>(a) comply with the measures relevant to the contractor set forth in the IEE the EMP, and any corrective or preventative actions set forth in a Safeguards Monitoring Report; | For Works contract                               | Conforming     |
| (b) make available a budget for all such environmental and social measures;   | During Building process                          | Conforming     |
| (c) provide the Borrower with a written notice of any unanticipated environmental resettlement or tribes, minor races, ethnic sects and community people's risks or impacts that arise during construction, implementation or operation of the Project that were not considered in the IEE and the EMP.   | During construction and post construction        | Conforming     |
| (d) adequately record the condition of roads, agricultural land and other infrastructure prior to starting to transport materials and construction; and   | During pre-construction and construction period  | Conforming     |
| (e) reinstate pathways, other local infrastructure, and agricultural land to at least their pre-project condition upon the completion of construction.  | At the post construction stage                   | Conforming     |
| <b><u>Safeguard and Monitoring and Report</u></b>   |  |                |
| 9. The Borrower shall do the following, or cause the Project Executing Agency and Implementing Agencies to do the mowing:<br>(a) submit semiannual Safeguards Monitoring Reports to ADB and disclose relevant information from such reports to affect persons promptly upon submission;   | During pre- construction and construction period | Conforming     |

| Description  | Schedule/Due Date   | Status/Remarks   |
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| (b)if any unanticipated environment and /or social risks and impacts arise during construction, implementation or operation of Project that were not considered in the IEE and the EMP, promptly Inform ADB of the of the occurrence of such risks or impacts, with detailed description of the event and proposed corrective action plan; and   | During pre-construction, construction period and post construction period | Conforming   |
| (c) report any actual or potential breach of compliance with the measures and requirements set forth in the EMP promptly after becoming aware of the breach,   | During construction period  | Conforming   |
| <b><u>Prohibited List of Investments</u></b>   |   | Conforming   |
| 10. The Borrower shall ensure, or cause, the Project Executing Agency and Implementing Agencies to ensure, that no proceeds of the Loan are used to finance any activity included in the list of prohibited investment activities provided in Appendix 5 of the SPS.   | During Project Period   | Conforming   |
| <b><u>Labor Standards, Health and Safety</u></b>   |   |  |
| 11.The Borrower shall ensure or cause the Project Executing Agency and Implementing Agencies to ensure that the core labor standards and the Borrower's applicable laws and regulations are complied with during Project Implementation. The Borrower shall include specific provisions in the bidding documents and contracts financed by ADB under the Project requiring that the contractors, among other things: (a) comply with the Borrower's applicable labor law and regulations and incorporate applicable workplace occupational safety norms; (b) do not use child labor; (c) do not discriminate against workers in respect of employment and occupation; (d) do not use forced labor; (e) allow freedom of association and effectively recognize the right to collective bargaining; and(f) disseminate or engage appropriate service providers to disseminate, information on the risks of sexually transmitted diseases, including HIV/AIDS, to the employees of contractors engaged under the Project and to members of the local communities surrounding the Project area particularly women. | For Works   | To be complied.<br>The Labor Standards, Health and Safety issues already incorporated in the bidding documents of Construction of the Learning, Research and Startup facility at DU. |
| 12.The Borrower shall strictly monitor compliance with the requirements set forth in paragraph 11 above and provide ADB with regular reports.  | During pre-construction, construction period                              | Conforming   |
| <b><u>Gender and Development</u></b>   |   |  |

| Description   | Schedule/Due Date               | Status/Remarks |
|---|---------------------------------|----------------|
| 13.The Borrower shall ensure or cause the Project Executing Agency and Implementing Agencies to ensure, that (a) the GAP is implemented in accordance with its terms; (b) the bidding documents and contracts include relevant provisions for contractors to comply with the measures set forth in the GAP. (c) adequate resources are allocated to implementation of the GAP; and (d) progress on implementation of the GAP, including progress toward achieving key gender outcome and output targets, are regularly monitored and reported to ADB.   | During Project Period           | Conforming     |
| <b><u>Counterpart Support</u></b>   |                                 |                |
| 14.The Borrower shall make available through budgetary allocations or other means, all counterpart funds required for the timely and effective implementation of the Project including funds required to(a) mitigate unforeseen environmental or social impacts; (b) meet additional costs arising from design changes, price escalation in construction or installation costs or other unforeseen circumstances; (c) ensure effective operation and maintenance of the Project facilities, both during and after completion of the Project; and (d) ensure the Project Executing Agency and the Implementing Agencies have sufficient funds to satisfy their liabilities arising from any Works. Goods and/or Services contract. | During project Implementation   | Conforming     |
| 15.In addition to the foregoing, the Borrower shall provide, or cause the Project Executing Agency to provide, all counterpart funds required to meet capital expenditure and operational expenditure of each implementing Agency.  | During project Implementation   | Conforming     |
| <b><u>Financial Covenants</u></b>   |                                 |                |
| 16.The Borrower shall ensure or cause the Project Executing Agency and the Implementing Agencies to ensure that the PMU and the PIUs implement the financial management action plan provided in the PAM.  | During implementation of period | Conforming     |
| 17.The Borrower shall further ensure or cause the Project Executing Agency and the Implementing Agencies to ensure that the PMU and the PIUs comply with the detailed arrangements set forth in the PAM with respect to financial management.   | During project Implementation   | Conforming     |
| <b><u>Reporting</u></b>   |                                 |                |
| 18.The Borrower shall ensure or cause the Project Executing Agency to ensure That UGC provide to ADB periodic reports on the execution of the Project, the operation and management of Project facilities and compliance with this Loan Agreement, in accordance with the requirements set out in the PAM, with each such report describing the activities of each Implementing Agency during the period to which the report relates, based on reports provided to UGC by each Implementing Agency.   | During Project Implementation   | Conforming     |

| Description   | Schedule/Due Date                    | Status/Remarks    |
|---|--------------------------------------|-------------------|
| <b>Governance and Anticorruption</b>  |                                      |                   |
| <p>19. The Borrower, the Project Executing Agency and the implementing Agencies shall (a) comply with ADB's Anticorruption Policy (1998 as amended to date) and acknowledge that ADB reserves the right to investigate directly, or through its agents any alleged corrupt, fraudulent collusive or coercive practice relating to the Project: and (b) cooperate with any such investigation and extend all necessary assistance for satisfactory completion of such investigation.</p> | <p>During Project Implementation</p> | <p>Conforming</p> |
| <p>20. The Borrower, the Project Executing Agency and the Implementing Agencies shall ensure that the anticorruption provisions acceptable to ADB are included in all bidding documents and contracts, including provisions specifying the right of ADB to audit and examine the records and accounts of the Project Executing Agency and the Implementing Agencies and all contractors suppliers, consultants, and other service providers as they relate to the Project.</p>          | <p>During Project Period</p>         | <p>Conforming</p> |

**Student enrolment in BSc & MSc program in DU, BUET & JUST**

| University | DU    |      |        | BUET  |      |        | JUST  |      |        | Total (DU + BUET + JUST) |            |           | Remarks |
|------------|-------|------|--------|-------|------|--------|-------|------|--------|--------------------------|------------|-----------|---------|
| Year       | BSc   |      |        | BSc   |      |        | BSc   |      |        | BSc                      |            |           |         |
|            | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total                    | Male       | Female    |         |
| 2025       | 55    | 48   | 7      | -     | -    | -      | -     | -    | -      | 55                       | 45         | 10        |         |
| 2024       | 55    | 37   | 18     | 102   | 86   | 16     | 50    | 36   | 14     | 207                      | 159        | 48        |         |
| 2023       | 33    | 28   | 5      | 121   | 102  | 19     | 54    | 45   | 9      | 208                      | 175        | 33        |         |
| Total      | 143   | 113  | 30     | 223   | 188  | 35     | 104   | 81   | 23     | <b>470</b>               | <b>379</b> | <b>91</b> |         |
|            |       |      |        |       |      |        |       |      |        |                          |            |           |         |
|            | MSc   |      |        | MSc   |      |        | MSc   |      |        | MSc                      |            |           |         |
| 2025       | 27    | 21   | 6      |       |      |        |       |      |        | 27                       | 21         | 6         |         |
| 2024       | 21    | 16   | 5      | 17    | 10   | 7      | 5     | 4    | 1      | 43                       | 30         | 13        |         |
| 2023       | 10    | 6    | 4      | 18    | 9    | 9      |       |      |        | 28                       | 15         | 13        |         |
|            | 58    | 43   | 15     | 35    | 19   | 16     | 5     | 4    | 1      | <b>98</b>                | <b>66</b>  | <b>32</b> |         |

**List of Workshop/Seminar organized under ICSETEP**

| <b>Organized by</b> | <b>Items</b>  | <b>Date</b>                    | <b>Remarks</b> |
|---------------------|---|--------------------------------|----------------|
| <b>PMU</b>          |   |                                |                |
| 1.                  | Workshop on Project Procurement and Financial Management                              | 23-2 2026                      |                |
| 2.                  | Workshop on Sub Project Proposal Writing for 2 <sup>nd</sup> Call                     | 01-02-2026                     |                |
| 3.                  | Workshop on OBE – Curriculum Alignment  | 18 -1-2026                     |                |
| 4.                  | Workshop on Budget, Financing and Procurement Plan of sub-project of RDG              | 01-1-2026                      |                |
| 5.                  | Workshop on RDG-Sub Project Evaluation  | 03-12-2025                     |                |
| 6.                  | Workshop on RDG-Sub Project Evaluation  | 02-12-2025                     |                |
| 7.                  | Workshop on RDG-Sub Project Evaluation  | 01-12-2025                     |                |
| 8.                  | Workshop on RDG-Sub Project Proposal Evaluation                                       | 30-11-2025                     |                |
| 9.                  | Workshop on Financial Management of Sub-Project Screening                             | 29-10-2025                     |                |
| 10.                 | Workshop on RDG Awareness with Industry   | 24 -09-2025                    |                |
| 11.                 | Workshop on RDG Sub-Project Proposal Writing with Public University Faculties         | 17 -09-2025 <sup>5</sup>       |                |
| 12.                 | Workshop on RDG Sub-Project Proposal Writing with Public University Faculties         | 14-09-2025                     |                |
| 13.                 | Workshop on RDG Sub-Project Proposal Writing with Public University Faculties         | 11-9-2025                      |                |
| 14.                 | Workshop on RDG Awareness Building  | 26-08-2025                     |                |
| 15.                 | Workshop on RDG Awareness Building  | 25-08-2025                     |                |
| 16.                 | Workshop on Stakeholder Orientation on Gender Equity and Social Inclusion Action Plan | 29-6-2025                      |                |
| 17.                 | Workshop on Stakeholder Orientation on Gender Equity and Social Inclusion Action Plan | 25-6-2025                      |                |
| 18.                 | Workshop on Stakeholder Orientation on Gender Equity and Social Inclusion Action Plan | 24-6-2025                      |                |
| 19.                 | Workshop on Financial Management  | 28-05-2025<br>and<br>29-5-2025 |                |

| Organized by | Items  | Date   | Remarks |
|--------------|--|--|---------|
| 20.          | Workshop on Stakeholder Orientation on Gender Equity and Social Inclusion Action Plan.                       | 25-6-2025                                    |         |
| 21.          | Workshop on financial management manual  | 12-4-2025                                    |         |
| 22.          | Workshop on Dissemination of Research and Development Grant Purpose  | 02-12-2024                                   |         |
| 23.          | Workshop on Developing Manual for Research & Development Grant   | 01-12-2024                                   |         |
| <b>DU</b>    |  |  |         |
| 1.           | Workshop on LLM in Academia & Industry: Current Trends   | 13 -03- 2025                                 |         |
| 2.           | Camouflage: Chemistry Learning Simplified with ICT   | 24-05-2025                                   |         |
| <b>BUET:</b> |  |  |         |
| 1            | Workshop on Competitive Programming for Incoming CSE, BUET 2025 Batch Students                               | 11-04-2026,<br>12-04-2026<br>&<br>13-04-2026 |         |
| 2            | Workshop on the role of CSE, BUET alumni on accreditation  | 17-01-2026                                   |         |
| 3            | Workshop on Industry Collaboration Capstone Projects at CSE, BUET under ICSETEP Project                      | 15-11-2025                                   |         |
| 4            | Workshop on Capacity Building through Training Program under ICSETEP   | 13-09-2025                                   |         |
| 5            | Workshop on Project Proposal Presentation for Incubation Support at CSE, BUET under ICSETEP Project          | 11-07-2025                                   |         |
| 6            | Workshop on Pathways to Success: Project Presentations and Career Development for Graduating Students        | 18-03-2025                                   |         |
| 7            | Workshop on Establishment, Facilities and Operation of an Eco-Friendly Sustainable Child Care Centre in BUET | 12-4-2025                                    |         |
| 8            | Workshop on devising effective policies for Training, Scholarship and Laptop distributions                   | 03-03-2025                                   |         |
| 9            | Workshop on Organizing events for Enhancing the education and capacity building for faculty members          | 12-2-2025                                    |         |
| <b>JUST</b>  |  |  |         |
| 1.           | Workshop on Policy and Incubation Framework for JUST Innovation Centre                                       | 4-8-2025                                     |         |
| 2.           | Workshop on Aligning the GESI Action Plan with the Design of the JUST ICT Excellence Centre                  | 31-07-2025                                   |         |
| 3.           | Workshop on Aligning the GESI Action Plan with the Design of the JUST ICT Excellence Centre                  | 24-07-2025                                   |         |
| 4.           | Workshop for developing Accounting Software  | 21-06-2025                                   |         |
| 5.           | Workshop on Cyber Safety   | 21-06-2025                                   |         |
| 6.           | National Conference on Computational Intelligence and Application 2025 (NCCIA-2025)                          | 21-06-2025                                   |         |
| 7.           | Workshop on Blueprint to Reality: Finalizing the JUST ICT Excellence Centre                                  | 04-06-2025                                   |         |

| <b>Organized by</b> | <b>Items</b>   | <b>Date</b>     | <b>Remarks</b> |
|---------------------|--|-----------------|----------------|
| 8.                  | Workshop on Curriculum Development for Outcome-Based Education: A Pathway to BAETE Accreditation | 31-5-2025       |                |
| 9.                  | Workshop on Policy Review: ICSETED Stipend Scholarship and Fellowship Guidelines for JUST"       | 31-5-2025       |                |
| 10.                 | Workshop on Facilities Overview: JUST ICT Excellence Centre                                      | 29-05-2025      |                |
| 11.                 | Inter Department Programming Contest   | 25- 26 May 2025 |                |
| 12.                 | Seminar on Strategies for women in ICT to advance their career and leadership                    | 20-5-2025       |                |
| 13.                 | Seminar on Conversational AI & Chatbots Building Smart Assistants                                | 19-05-2025      |                |
| 14.                 | Workshop on From Concept to Completion: Organizing a Successful Workshop                         | 25-02-2025      |                |

