

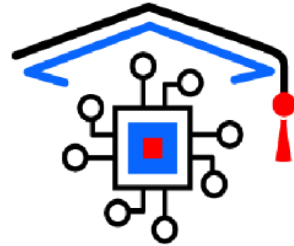


People's Republic of Bangladesh  
Ministry of Education  
Secondary and Higher Education Division  
Improving Computer and Software Engineering Tertiary Education Project

## Quarterly Progress Report

January 2025 - March 2025

Improving Computer and Software Engineering  
Tertiary Education Project



**ICSETEP**

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

Date of Submission: 24- June- 2025

## **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**

Bangladesh is a land of potential and its information technology (IT) as well as information technology enabled service (ITES) sector is growing rapidly. For this reason, Computer Science and Engineering (CSE), Software Engineering (SE), and Information Technology (IT) Programs is huge in Bangladesh. However, the number of skilled graduates is insufficient for the IT industries. In these circumstances, the government initiates a project in this field which is very relevant on the context of the country. Due to the importance of CSE/IT Programs, the implementation of a project in this area is crucial and the Government of Bangladesh (GOB) and Asian Development Bank (ADB) are financing project- "Improving Computer and Software Engineering Tertiary Education Project (ICSETEP)". The sponsoring Ministry/ Division is Secondary and Higher Education Division (SHED), Ministry of Education. The University Grants Commission (UGC) of Bangladesh is the Implementing Agency (IA) for overall coordination of the project. The locations of the major components the project spread in three public universities as Project Implementation Units (PIUs): University of Dhaka (DU), Bangladesh University of Engineering and Technology (BUET), and Jashore University of Science and Technology (JUST). According to Development Project Proposal (DPP), the date of commencement of the project is 1 March 2023 and the date of completion is 30 June 2028. However, the project started its journey in November 2023, and the revised closing date is December 2028.

The expected impact of the project is to develop a pool of highly skilled manpower equipped with modern technical and professional expertise. It is important to increase the number of graduates from the relevant degree programs industry. The expected outcome of the project also is to improve industry responsiveness of tertiary level CSE/IT education. This is expected to be achieved by establishing a more relevant higher education in CSE/IT programs in terms of quality, efficiency and equity through increasing job ready graduates and cutting-edge research capacity to meet the challenges of fourth Industrial Revolution (4IR) and develop technology entrepreneurship to lead the country in IT/ ITES sectors.

Under the UGC, the executing agency (EA) of ICSETEP, a Project Management Unit (PMU) has been established to ensure proper management and smooth implementation of the project. In addition, DU, BUET, and JUST, which are also the implementing agencies of the project, have set up a project implementation Unit (PIU) that will be responsible for implementing university- specific activities under the overall coordination of the PMU.

The PMU under UGC will take the responsibility of coordinating the implementation planning, monitoring, and reporting and support the university level implementation to ensure the project outcome and outputs are achieved within the project duration and budget, as approved by the government and ADB. Apart from overall project management responsibility, the PMU will facilitate (i) Consultancy supervision; (ii) Overseas training programs common to three universities and training programs that are open to other universities; (iii) Studies and Sub-contract; (iv) Development of the Digital Library of UGC; and (v) Management of R&D grant and stipend / scholarship that are open to all universities.

## 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 finance project is Project Aid (RPA) but counterpart fund is contributed by the government of Bangladesh. The financing mode and year wise distribution 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 (9057.8)	-	-	ADB
Grant	1498.00	-	-	-	-
Equity	-	-	-	-	-
Others (Specification)	-	-	-	-	-
<b>Total</b>	<b>1498.00</b>	<b>10700.00 (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

The project was approved by the Executive Committee of the National Economic Council (ECNEC) on 18 April 2023, and the Project was effective on 24 December 2023. The project implementation started after joining the Project Director (PD) on 19 November 2023. As a well-executed project needs to begin with meticulous groundwork—laying a strong foundation through strategic planning, resource allocation, and risk assessment—before seamlessly transitioning into the execution required some time. Now the project is in the right track of implementation process. On the other hand, to ensure the time bound implementation of the project, the project implementation plan (PIP) has been revised/updated (**Appendix-1**) consultation with all PIUs. Updated PIP has been approved in the 3rd Project Implementation Committee (PIC) meeting and has been sent to the Secondary and Higher Education Division (SHED).

According to Project Administration Manual (PAM) project needs to submit reports quarterly to ADB and the first report has been submitted covering the progress up to December 2024 and is going to submit the progress report covering all project implementation related information up to March 2025.

This Quarterly progress report mainly summarizes the implementation status of various components of the project which includes procurement, contract and project management, finance, environment, and compliance with loan covenants.

## 2. Utilization of Funds/Financial Progress

In this Financial Year 2024 -2025 a total of 9,83.00 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 TK 1157.90 million, TK39.41 million has been spent in this financial year and cumulative expenditure from the beginning of the project to March- 2025 is TK 216.85 million.

Financial progress up to March – 2025 discussed in below.

### 2.1 RADP Allocation of 2024-2025 and Financial Progress

PUM & PIU wise RADP Allocation (both GoB & RPA) and Progress up to March 2025 are shown below:

	Taka in Million				
	PMU	DU	BUET	JUST	Total
RADP Allocation (FY 2024 -2025)	713.92	261.87	142.70	39.41	<b>1,157.90</b>
Expenditure (July- 2024 to March -2025)	18.15	0.24	0.35	0.34	19.08

This above table shows that the financial progress/expenditure o July -2024 to March- 2025 was 19.08 million BDT by all implementing agencies against the total allocation of 1157.90 million BDT for the FY 2024-2025. Initiatives have been taken to speed up the implementation to achieve the financial target of the project.

## 2.2 Receipt and Expenditure up to March 2025 are shown in the following table:

Taka in Million

Expenditure	Expenditure During (January -March - 2025)		Cumulative Expenditure from Initiation		Total
	GoB	RPA	GoB	RPA	
Receipts/Disbursement	-	-	1,774.69	3,592.01	5,366.70
Expenditure	34.94	70.01	88.37	128.48	216.85
Progress %			4.98%	3.58%	4.04

The overall financial progress of the project is 21.85 million BDT which is 4.04% of the disbursed amount. However, initiatives have been taken to expedite the implementation process to complete the project in a timely manner.

The financial progress linked with the procurement-related activities. PMU and PIUs have initiated steps for procurement actions but targeted procurement process yet to complete. On the other hand, due to the political situation the review by the ADB also required a little bit long time.

## 2.3 Total Contract Award and Disbursement up to March-2025

Indicators	No of Contract	Taka in Million
Total Contract Awards	16	106.68

The above table shows that a total of 16 contract awards as of March-2025 were Tk106.68 million. The PMU has taken the initiative to change the situation in a positive manner.

## 3. 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 and 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.

This section discusses the various indicative activities under each of the outputs. We are discussing the progress in accordance with the output.

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

Establishing modern learning, research and startup facilities in BUET, DU and JUST are the vital components of the project. The project supports establishing a building in each of the three universities to create modern educational facilities and space for research and to create sustainable Startup-Innovation supporting facilities. Progress in setting up the physical facility in 3 universities are discussed below:

#### **A. Modern learning, research and startup facilities at DU**

For construction of the building for modern learning, research and startup facilities, a Design firm was appointed by the PIU Dhaka University. Based on the design both the Architectural and Structural a bid was published on 26 November 2024 in newspaper along with the e-GP by following all procurement related regulation. The bid was opened on 16 January 2025 and evaluation is ongoing.

#### **B. Modern learning, research and startup facilities at BUET**

In BUET, land issues for construction of the building for modern learning, research and startup facilities have been solved. Currently, the BUET is working to appoint a design firm for the preparation of the architectural and structural design of the learning, research and startup Building. Hopefully, the bid for the construction firm could be published in July-September 2025

#### **C. Modern learning, research and startup facilities at JUST**

In JUST, a Design Firm has been appointed to prepare the architectural and structural design of the building for learning, research and startup facilities which called "IT Excellence Centre". The firm appointed is working to complete the Architectural Design by May 2025 and Structural Design by September 2025 which will ensure publication of tender by November-2025 JUST also allocated the land for this purpose.

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

Creating startup and innovation culture in the 3 universities is another vital task under the project. For smooth and effective operation of the startup activity, required a guideline/ Operational Manual. So, the project has taken the initiative to appoint a consultant (Stipend Program Specialist) to formulate incubation operation related guideline. The appointment process has been initiated and hopefully consultants will be onboard by June 2025. It is mentionable that separate Operational Manual will be used by each university. A short-term consultant has engaged to formulate a Incubation Policy.

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

All the 3 universities PIU as well PMU needs computers, laptop, furniture and other necessary equipment and those are duly included in the procurement plan. Some computers, laptops and furniture have been procured for PMU and 3 PIUs as well as. But most of the procurement is related to learning, research and startup building will be procured after progressing the construction work.

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

By 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 to facilitate the upgradation process

- (a) Interaction with Industry.
- (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.

Several consultants are provisioned to ensure the proper & smooth implementation of the project objectives. The project appointed an Industry Relation Expert on 01 August 2024 to take care of strengthening the link between student and Industry. To build an academia – industry relationship, the internship program is going to launch 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). Based on consultation with the private firms and organizations a draft MoU was prepared and shared with ADB. ADB has provided its comments on the draft MoU. Two workshops on student involvement in the internship and other programs carried out under ICSETEP were organized at BUET and JUST. Moreover, the workshop & seminar plan was finalized to ensure involvement of teachers, students and industry in this program. A draft Internship Guidelines has been formulated and stakeholder consultations on the guidelines are going to be organized. Specification of MIS of Research Grant, Stipend and Internship monitoring software have been prepared and procuring process will start soon.

The project formulated a Guideline/policy for the Scholarship program. JUST accepted/approved the Guideline but DU & BUET have some observation. The project is also working to finalize the guidelines regarding scholarship program with DU and BUET The scholarship and stipend program will start in JUST soon The JUST has taken initiatives to invite the application from students.

The Women IT Leadership Specialist has joined in the project on 01 January 2025 and appointment process for onboarding Gender Specialist is on progress. Both of them will be responsible to carrying out various activity regarding Scholarship/stipend to female and poor student. She will also be responsible for ensuring targeted women participation in various programs under the program such as scholarship, stipend, female employment. The project has initiated the appointment of a Higher Education Specialist. The recruitment process is ongoing and is expected to be completed by April 2025. Additionally, efforts have been made to assess the requirements for Open Course Ware across various universities. Several stakeholder consultations have already been conducted for this purpose.

The Higher Education Specialist will take care of the CSE/IT curriculum development, Visiting Professors, international accreditation, Increasing Faculty member and their training, Introduction of an Online open Courseware etc.

The university PIU will take the lead in bringing the changes in their existing degree program. The initial plan was to make this change by Q4 of 2023, but all the 3 universities rescheduled the target to complete it by Q4 of 2027 as no effective steps were taken.

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

Stakeholder consultation, Conference, Seminars, Job fairs are designed to make awareness of the stakeholder such as students, faculties, industry people to achieve the objective of the project, The plan for workshop, seminar for both the PUM & PIUs has been prepared which could be implemented in the upcoming quarters.

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

This project is also providing support to increase the value of the addition of CSE/IT degree program for IT/ITES industry by fostering innovation and increasing technology enabled entrepreneurs. To achieve these objectives the following key assignments are undertaken in the project:

- a. Competitive R&D grants scheme.
- b. Startup or Incubation support services.
- c. Postgraduate Stipend Program.
- d. Software and Technology Competitions.

An operational manual for the Research and Development Grant was developed by the PMU, and a workshop was organized on June 27, 2024. After finalizing the operational manual, it was sent to SHED and MOE on October 22, 2024. However, the authority suggested revising the manual. The PMU has made significant efforts in revision of the operational manual. Now, the approval process is pending, and a meeting will be held soon in this regards.

## **4. Project Purpose**

The project is to create an effective learning environment for the CSE students of DU, BUET and JUST. Other universities could be part of the program through getting Research Grant. This project will support scaling up the quality education and research activities in universities and also create a sustainable innovation and startup culture in Bangladesh.

#### 4.1 Status of Project Scope/Implementation Arrangements

There is no project scope change in implementation. The status of implementation arrangements is in accordance with those proposed in RPIS.

#### 4.2 Likelihood of Achievement of the Project Outcomes and Remedial Measures

Design and Monitoring Framework (DMF)- **Appendix-2**

#### 4.3 Changes to the Key Assumption and Risks

Changes of the Key Assumption and Risks has been described in DMF- Appendix 1

#### 5.ICSET procurement status

According to the Development Project Proposal (DPP), the project was scheduled to commence on March 1, 2023, and be completed by June 30, 2028. However, the project officially began in November 2023, and the revised completion date is now December 31, 2028. Consequently, the Project Management Unit (PMU), in consultation with the Asian Development Bank (ADB), revised the project implementation schedule ( **Appendix-01**). The Project Management Unit (PMU) is going to be fully staffed, and all the staff of the Project Implementation Units (PIUs) have been assigned duties to implement the project. There is a significant challenge as officials are working in PIUs with additional responsibilities. Ensuring effective coordination and management will be crucial to overcoming these challenges and successfully implementing the project.

##### 5.1 Procurement Activities:

In this project some of the items are being purchased by the Project Management Unit (PMU) and some items by the Project Implementation Unit (PIU) at DU, BUET and JUST.

Up to the reporting period January to March-2025 procurement of 16 contracts (3 Goods, 3 Non consulting, 09 Services and 01 Works packages) have been completed and procurement of two Service packages are under evaluation stage.

On the other hand, the PIU of DU has taken initiative to procure a Construction Firm to construct a Building for learning, research and Starup facilities. The Bid has already been received, and evaluation is ongoing. PIU of JUST has initiated the procurement process of 3 goods packages which are all in the evaluation stage.

##### 5.2 Procurement Status:

Sl.	Package	Description	Invitation of tender	Contract Signed date	Contract Completion date	Remarks
1	2	3	4	5	6	8
1	PMU/G-2	Procurement of Computer & Accessories for PMU	27-Aug-24	27-Aug-24	26-Sep-24	Completed
2	PMU/G-3A (Lot1, Lot2)	Procurement of Office equipment for PMU				

Sl.	Package	Description	Invitation of tender	Contract Signed date	Contract Completion date	Remarks
2.1		Lot 1 (Projector, Photocopier, Television, Telephone (Smart Phone))		27-Aug-24	26-Sep-24	Completed
2.3		Lot 2 (Air Conditioner, Fridge)		27-Aug-24	26-Sep-24	Completed
1	BUET/G-4	Procurement of Furniture for PIU, BUET (BUET/G-1)	15-Dec-24	-	-	Evaluation Completed
2	BUET/G-6	Procurement of CSE lab equipment and establishment of 24 labs at BUET (Lot 2) – Part 1 (6 Labs) C1: Scanner	13-Feb-25			Under Evaluation
1	JUST/G-3	Procurement of Office Equipment for PIU, JUST	24-Mar-25			Under Evaluation
2	JUST/G-4	Procurement of Furniture for PIU, JUST	6-Feb-25			Under Evaluation
3	JUST/G-2	Procurement of Laptops for Needy Students	24-Mar-25			Under Evaluation
1	PMU/W-1	PMU office renovation works	11-Dec-24	13-Apr-25	18-Jul-25	Completed
1	DU/W-1	Construction of 13 Storied Building with 15 Storied Foundation including Sanitary, Water Supply, Electro-Mechanical Works, Computer Network Cabling, etc. for IT HRD Hub of Dhaka University	26-Nov-24			Under Evaluation
1	PMU/NCS-1(NCS-1, Lot 1)	Hiring of Cross-Country Vehicle (4 WD) for PMU at UGC	21-May-24	21-Aug-24	30-Jun-28	Completed

Sl.	Package	Description	Invitation of tender	Contract Signed date	Contract Completion date	Remarks
2	PMU/NCS-2 (NCS-1, Lot 2)	Hiring of Vehicle (Microbus) for PMU at UGC	5-Dec-24	17-Feb-25	31-Dec-27	Completed
3	PMU/NCS-3	Outsourcing of Support Staff for PMU, UGC	27-Mar-25	29-Aug-24	30-Jun-28	Completed
1	PMU/S-1	Senior Procurement Specialist	28-Dec-23	19-Aug-24	18-Aug-27	Completed
2	PMU/S-2	Procurement Specialist	17-Aug-24	23-Mar-25	20-May-27	Completed
3	PMU/S-3	Financial Management Specialist	28-Dec-23	22-Aug-24	30-Jun-28	Completed
4	PMU/S-4	Gender Specialist	5-Feb-25	-	2	Evaluation on going
5	PMU/S-5	Higher Education Specialist	15-Aug-24	-	-	Evaluation on going
6	PMU/S-6	Environment Specialist	28-Dec-23	12-Feb-25	3-Jan-27	Completed
7	PMU/S-7	Stipend Program Specialist				Procurement process initiated
8	PMU/S-8	Women IT Leadership Specialist	15-Aug-23	30-Dec-24	20-Nov-26	Completed
9	PMU/S-9	Industry Relations Expert	28-Dec-25	1-Aug-24	30-Sep-25	Completed
10	PMU/S-10	Pool of Short-Term Consultants (National)				-
10.1	STC-01	Research Grant Review Expert)	8-Jan-24			Completed
10.2	STC-02	Startup/Incubation Policy Development (Package No.: PMU/S-10, STC-02).	8-Jan-24	6-Feb-25	0-Jan-00	Completed
10.3	STC-03	Short-Term Monitoring and Evaluation Consultant under PMU	8-Jan-24	5-Jul-25		Completed

Sl.	Package	Description	Invitation of tender	Contract Signed date	Contract Completion date	Remarks
1	DU/S-1	Consultancy Services for Supervision of Construction Works under DU	1-Jan-25			Under Evaluation

## 6. Compliance with Covenants

### 6.1 Environmental Management

The EMP includes all the works & non-consulting contracts that will be adhered to by the appointed contractor. The contractor should follow all the regulations of Bangladesh and the ADB guidelines on environment, health, and safety for the workers. The Social and Environmental Management Plan is included in the bid document for the construction of the learning, research, and startup facility's building at DU University. It will also be ensured in the bid for building construction at BUET and JUST campus.

### 6.2 Gender Equity and Social Inclusion (GESI) Action Plan

The project has to comply with all the conditions stated in the GIES. The Women IT Leadership Specialist has been onboard on 1 January 2025. An advertisement was published on 05 February 2025 for appointing a Gender Specialist. The Gender Specialist will be responsible for Gender Equity and Social Inclusion Action Plan of ICSETEP. Moreover, the Gender Specialist and Women IT Leader Specialist will be responsible to draft sub-activities under every activity included in the outputs of GESI Action Plan and will take necessary steps accordingly to achieve the targets. **(Appendix- 03)**

### 6.3 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 -02**

### 6.4 Status of Compliance with Loan Covenants

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

## 7. Major Project Issues and Challenges

The project was supposed to commence on 1 March 2023 but due to various reasons implementation started after joining the Project Director on 19 November 2023. After joining, the PD initiates the implementation process. There are several implementation challenges being observed in the project. Here are the main

- (a) **Lack of dedicated full-time personnel:** There are three separate Project Implementation Units (PIUs) for Dhaka University (DU), Bangladesh University of

Engineering and Technology (BUET), and Jashore University of Science and Technology (JUST). Approximately 75% of the total allocation will be spent under the supervision of these PIUs at universities. However, there is no dedicated full-time Project Director (PD) or staff for these PIUs. The PIU heads and other staff are working on the project as an additional duty, and they are not receiving any monetary incentives for performing these additional duties. This lack of dedicated personnel is hampering project implementation.

- (b) **Inconsistent demands for building construction:** Approximately 40% of the total allocation has been allocated to build three multi-storied buildings in the three universities. However, the demands regarding the building shape and size are not similar across the PIUs. This inconsistency in demand is creating delays.
- (c) **Unfinalized digital library demand and review delays:** The demand for the digital library of the University Grants Commission (UGC) has yet to be finalized. Additionally, the review of the approved Research and Development Grant (RDG) operation manual is causing delays in implementation.

## **8. 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 has taken initiatives to speed up the implementation process with the aim of implementing the project within stipulated timeframe.

Improving Computer and Software Engineering Tertiary Education Project (ICSETEP)

Table-2: Revised Project Implementation Schedule

Indicative Activities	2023				2024				2025				2026				2027				2028				2029				Remarks	
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
<b>A. Design and Monitoring Framework</b>																														
<b>Output 1. Modern learning, research, and start-up facilities established</b>																														
Original	1.1 Prepare civil works bidding documents for three universities (Q3&Q4 2023)																													
Revised	1.1a Finalization of Architectural Design and Structural Design by the PIU Universities.	DU																												
		BUET																												
		JUST																												
	1.1b Prepare bidding documents for Construction of Multi-Storeyed Building	DU																												
		BUET																												
		JUST																												
	1.1c Publish Tender for Building Construction in e-GP	DU																												
		BUET																												
	JUST																													
Original	1.2 Commence construction (Q2 2024 – Q2 2026).																													
Revised	1.2a Contract Signing with Construction Firm	DU																												
		BUET																												
		JUST																												
	1.2b Commencement of construction works	DU																												
		BUET																												
		JUST																												
	DU																													

Indicative Activities		2023				2024				2025				2026				2027				2028				2029				Remarks
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
1.2c Deploy Consultant Firm for supervision of Construction Works	BUET																													
	JUST																													
	DU																													
1.2c Completion of construction works	BUET																													
	JUST																													
	DU																													
Original	1.3 Prepare operations manual for start-up facilities and services (Q4 2023)																													
Revised	1.3a Prepare operations manual for start-up facilities and services	DU																												
		BUET																												
		JUST																												
Revised	1.3b Prepare dedicated space for start-up or incubation facilities in the new constructed Building	DU																												
		BUET																												
		JUST																												
Original	1.4 Update equipment specifications and prepare bidding documents (Q3 2023)																													
Original	1.5 Conduct bidding of goods (equipment and furniture) (Q1-Q4 2024).																													
Original	1.4a Procurement of computer and accessories for PIU, DU	DU																												
	1.4b Procurement of Laptops for Needy Students (Multiple Packages)	DU																												
	1.4c Procurement of Office Equipment for PIU, DU	DU																												

Indicative Activities		2023				2024				2025				2026				2027				2028				2029				Remarks
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
1.4d Procurement of furniture for PIU, DU	DU																													
1.4e Procurement of equipment for IT HR Hub of Dhaka University	DU																													
Lot -1: Procurement of Network equipment and establishment of wireless network system	DU																													
Lot-2: Procurement of Desktop Computers, Virtual Devices, Dumb Terminal for IT HR Hub	DU																													
Lot-3: Procurement of Security and Video Solution equipment for IP Surveillance and Access control system	DU																													
Lot-4: Procurement of equipment for IP Telephony System	DU																													
1.4f Procurement of IT equipment and Establishment of Data Centre at DU	DU																													
1.4g Procurement of furniture for IT HR Hub, DU	DU																													
1.4h Procurement of computer and accessories for PIU, BUET	BUET																													
1.4i Procurement of Laptops for Needy Students (Multiple Packages)	BUET																													

Indicative Activities		2023				2024				2025				2026				2027				2028				2029				Remarks
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
1.4j Procurement of Office Equipment for PIU, BUET	BUET																													
1.4k Procurement of furniture for PIU, BUET	BUET																													
1.4l Procurement of equipment for establishment of Incubator, new labs at BUET	BUET																													
Lot-1: Procurement of IT equipment for establishment of Incubator at BUET	BUET																													
Lot-2: Procurement of CSE lab equipment and establishment of 24 labs at BUET	BUET																													
1.4m Procurement of furniture for establishment of new incubator, lab, and data center at BUET	BUET																													
1.4n Procurement of computer and accessories for PIU, JUST	JUST																													
1.4o Procurement of Laptops for Needy Students (Multiple Packages)	JUST																													
1.4p Procurement of Office Equipment for PIU, JUST	JUST																													
1.4q Procurement of furniture for PIU, JUST	JUST																													
1.4r Procurement of computers & accessories, network equipment,	JUST																													

Indicative Activities		2023				2024				2025				2026				2027				2028				2029				Remarks
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
communication devices, etc for JUST																														
Lot-1: Procurement of Network equipment and establishment of network system	JUST																													
Lot-2: Procurement of servers, Desktop Computers, Virtual Devices, Dumb Terminals, printers, teaching aid equipment etc for JUST	JUST																													
Lot-3: Procurement of communication and Security devices	JUST																													
1.4s Procurement of furniture for Incubator Center, Labs & Data Center, JUST	JUST																													
Original	1.5 Conduct bidding of goods (equipment and furniture) (Q1-Q4 2024).																													
Revised	1.5 Completion of all procurements of goods (equipment and furniture)	DU																												
		BUET																												
		JUST																												
<b>Output 2. Quality and industry relevance of computer science and engineering, software engineering and information technology programs enhanced</b>																														

Indicative Activities		2023				2024				2025				2026				2027				2028				2029				Remarks
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Original	2.1 Conduct industry consultations, including women participants, for new degree programs (Q4 2023).																													
Original	2.2 Commence new degree programs for fourth-year students (Q1 2025).																													
Revised	Developing new or upgrading existing degree programs at PIU universities	DU																												
		BUET																												
		JUST																												
	Expert Services from Visiting Professors	PMU																												
		DU																												
		BUET																												
	Introduction of Online Open Courseware	JUST																												
		PMU																												
		DU																												
	Strengthening UGC Digital Library with e-books and e-journals	BUET																												
JUST																														
Digital learning materials or other online service subscription through BdREN	PMU																													
	PMU																													
Original	2.3 Complete required documentation for international accreditation (Q2 2024)																													
Revised	2.3 Complete requirements for	DU																												
		BUET																												





Indicative Activities		2023				2024				2025				2026				2027				2028				2029				Remarks
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
	Q3 2025 to Q1 2026 Semiannually)																													
Original	3.3 Award research grants and monitoring their progress (every year from 2024 to 2027).																													
Revised	3.3 Award research grants and monitoring their progress (every year from 2025 to 2029).	PMU																												
Original	3.4 Design technology entrepreneurship development training program (Q2 2024).																													
Revised	3.4a Prepare ToR for consultant for designing technology entrepreneurship training program	PMU																												
	3.4b Deploy Consulting firm for designing technology entrepreneurship training program	PMU																												
Original	3.5 Conduct the training program (Q3 2024–Q3 2028).																													
Revised	3.5 Conduct the technology entrepreneurship training program through the consulting firm	PMU																												
		DU																												
		BUET																												
		JUST																												
Original	3.6 Recruit start-up facility management and service team and conduct training for																													

Indicative Activities		2023				2024				2025				2026				2027				2028				2029				Remarks
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
	university staff (Q1 2024).																													
Revised	3.6 Study visit on Start-up and incubation center (Overseas Training)	PMU																												
Original	3.7 Approve the stipend program manual (Q4 2023) and apply it from the new academic year (2024 onward).																													
Revised	3.7a Prepare a stipend program manual for ICSETEP	PMU																												
	3.7b Approve the stipend program manual and apply it in the universities	DU																												
		BUET																												
JUST																														
<b>Stipend, Scholarship &amp; Internship</b>																														
International Internship program for students	PMU																													
	DU																													
	BUET																													
	JUST																													
Domestic internship stipends (3 months) for students	PMU																													
	DU																													
	BUET																													
	JUST																													
Support for female employment promotion to 5 companies	PMU																													
Stipend and Fellowship for Masters and PhD Students	DU																													
	BUET																													
	JUST																													
	DU																													

Indicative Activities		2023				2024				2025				2026				2027				2028				2029				Remarks
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Stipend for Female Students	BUET																													
	JUST																													
Software and technology competitions, boot camps, hackathon, etc. though event management consulting firm	PMU																													
	DU																													
	BUET																													
	JUST																													
Outsourcing/ Self-employment programs	PMU																													
<b>Output 4. Project management capacity strengthened</b>																														
Original	4.1 Design the web-based systems for various project activities (Q4 2023 – Q2 2024)																													
Revised	Prepare ToR for the web-based MIS system																													
	Publish tender for MIS system development																													
	Contract with software firm for web-based MIS systems																													
Original	4.2 Train department staff on modern practices in higher education management (from Q1 2024 onward)																													
Revised	4.2 Training on modern pedagogy in technology education and other online training for faculty members																													

Indicative Activities		2023				2024				2025				2026				2027				2028				2029				Remarks	
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Original	4.3 Establish student service and industry relations centers and carry out the activities and services (Q1 2024 onward)																														
Revised	4.3 Establish student service and industry relations centers and carry out the activities and services with career guidance programs	DU																													
		BUET																													
		JUST																													
<b>B. Project Management Activities</b>																															
Original	Establish PMU and PIUs (Q3 2023 onward) and produce quarterly progress reports (from Q4 2023)																														
Revised	Establish PMU and PIUs (Q3 2023 onward)																														
	Produce quarterly progress reports (from Q1 2025 onward)																														
Original	Deploy the construction supervision consultant (Q1 2024–Q4 2025)																														
Revised	Deploy the construction supervision consultant (Q4 2025 )	DU																													
		BUET																													
		JUST																													
Original	Procurement																														



**Design and Monitoring Framework (DMF)**

Results Chain	Performance Indicators	Baseline	Achievement as of December 2024	Comment
<b>Outcome</b> Industry responsiveness of tertiary level CSE/IT education improved	By 2029 for all indicators: a. At least 40% of graduates (both men and women) with bachelor's degrees from the three universities are employed within 6 months of <i>graduation</i> <sup>b</sup>	a. 2018 baseline: 28.1%, male 28.2% and female 27.8%) (OP 2.2	a. An Industry Relation Expert has on-board on 01 August 2024 and various initiatives taken to achieve the objective	This indicator will be measured at the end of the project.
	b. CSE/IT programs in the three universities obtained accreditation aligned with international standards	b. 2022 baseline: N/A	The appointment of the Higher Education Specialist is ongoing. .	
	c. At least eight startups have begun generating revenues	c. 2022 baseline: N/A	-	Will be measured at the end of the project
<b>Outputs</b>  1.Modern learning, research, and startup facilities established  2.Quality and industry relevance of CSE/IT programs enhanced	By 2026 for all indicators: 1a. Classrooms, laboratories, and research spaces for expanded CSE/IT programs, including women-friendly facilities, established in three universities <sup>c</sup>  1b. Facilities for startup companies established in three universities  By 2028 for all indicators: 2a. At least 2,200 undergraduate and graduate students (25% women) completed CSE/IT programs in three universities <sup>b</sup>  2b. At least four new or updated	1a. (2022 baseline: N/A) (OP 2.4.1)  1b. (2022 baseline: 0) (OP 1.2.2)  2a. (2022 baseline: 480 students, 17.1% women) (OP 1.1, OP 1.1.1, OP 2.2.1)  2b. (2022 baseline: 0)	1.a & 1b Bid received for construction of the building at the DU and evaluation is ongoing.  Preparation of Design for the Building for BUET & JUST are ongoing.  2 b Relevant Consultant appointment is on progress.	Indicator will be measured in 2028

<p>3.R&amp;D and technology entrepreneurship strengthened</p>	<p>undergraduate degree curricula for outcome-based education and blended learning implemented with industry participation in three universities</p> <p>2c. At least 75 subjects of the CSE/IT undergraduate program made accessible as open courseware</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</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</p> <p>2f. Number of IT professional training certificates issued by or through the three universities increased to 5,000 per year (2022 baseline: 200)</p>	<p>2c. (2022 baseline: 0)</p> <p>2d. (2022 baseline: 107, 38.3% with doctorates, and 13.1% women) (OP 2.1)</p> <p>2e.(2022 baseline: 8.3% of graduates [2.8% among women]) (OP 2.1.1)</p> <p>2f. (2022 baseline: 200)</p> <p>3a. (2022 baseline: 0)</p> <p>3b. (2022 baseline: 0)</p>	<p>2d. Faculty recruitment and development related plans are being implemented over the project life. Plans are yet to be developed.</p> <p>2e &amp; 2f DU IIT has been conducting internship programs. BUET and JUST CSE curriculum includes internship as the part of the curriculum.</p> <p>Industry professional training programs are yet to be identified for implementation.</p>	
<p>4. Project management capacity strengthened</p>	<p>By 2028 for all indicators: 3a. At least 10 university–industry research collaboration projects, 6 interdisciplinary research projects (including COVID-19 responses), and 4 research projects for</p>	<p>3c. (2022 baseline: 0) (OP 1.2.2)</p> <p>3d. (2022 baseline: no stipend program implemented; 18.6% of postgraduate students were women)</p>	<p>3.a Review of the Draft Research Grant Manual is ongoing. A meeting will be held in the Education Ministry to finalize the Manual.</p> <p>3b. Technology entrepreneurship development training programs are yet to be designed.</p>	

	<p>disability solutions implemented</p> <p>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</p> <p>3c. At least 55 startup groups supported by three universities</p> <p>3d. At least 540 postgraduate students (40% women) from three universities supported under the stipend program for the duration of the study</p> <p>3e. At least five national software and technology competition events are open to students completed</p> <p>4a. By 2024, manuals for stipend, research and development, internship program implementation and monitoring system (with data disaggregated by sex and social group<sup>d</sup>) developed</p> <p>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</p>	<p>3e. (2022 baseline: 0)</p> <p>4a. (2022 baseline: manuals not available)</p> <p>4b. (2022 baseline: centers not existing)</p> <p>4c. (2022 baseline: not yet established)</p>	<p>3.c Initiatives taken to appoint a relevant consultant for this purpose.</p> <p>3d. A Guideline formulated for the Scholarship, Stipend and Fellowship for the JUST has been approved and shared with ADB. The PIU of JUST has taken the initiative to launch the scholarship, stipend and fellowship program. The Program Manual yet to be approved by the DU &amp; BUET.</p> <p>3e &amp; 4a. Consultant has been appointed and taken initiative this regard</p> <p>4b. Several Job fairs have been planned during 2025</p> <p>4.c Several meetings arranged with various IT/ITES firms including Bangladesh Association of</p>	
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	<p>participated by at least 30% women students)</p> <p>4c. By 2028, coordination mechanism with industry associations established</p>		<p>Software and Information Services (BASIS), Bangladesh Association of Contact Center and Outsourcing (BACCO) for this purpose. Process ongoing to finalize the MoU.</p>	
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*Inputs Asian Development Bank: \$100 million (loan) Government of Bangladesh: \$14 million*

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.

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

b 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.

c 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.

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

SOURCE: ASIAN DEVELOPMENT BANK.

## GESI ACTION PLAN MONITORING TOOL

Activities	Targets and Indicators	Responsible Agency	Time Frame	Progress (as of DD/MM/YYYY)
<b>Outcome. Industry responsiveness of tertiary level CSE/IT education improved</b>				
a. Employability of CSE/IT graduates improved	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%)	Universities (PIU)	From 2023 to 2029	Women IT Leadership Specialist joined on 01 January 2025. Procurement for Gender Specialist and Higher Education Specialist is ongoing. On the other hand, Industry Relation Specialist has been onboard August 2024. All the consultants will take steps to reach target.
<b>Output 1. Modern learning, research and startup facilities established</b>				
1. Establish GESI-responsive facilities in the expansion and modernization of learning and research infrastructures (DMF 1a)	1. GESI responsive infrastructure for the expanded CSE/IT programs, in three universities <sup>b</sup> (2022 baseline: 0)	Universities (PIU) and gender specialist	Q4 2026	It will be established from contraction period
2. Facilities for startup companies established in three universities (DMF output 1b)	2. GESI-responsive facilities for startup companies established at least for 2 universities (2022 baseline: 0)	Universities (PIU) and gender specialist	Q4 2026	Stipend Program Specialist appointment process has been initiated.
3. Increased access for women in modern learning,	3. At least 170 women students admitted per year benefitted from modern learning, research or startup facilities (2022	Universities (PIU)	By 2028	Women IT Leadership Specialist on boarded on 01 January 2025.

Activities	Targets and Indicators	Responsible Agency	Time Frame	Progress (as of DD/MM/YYYY)
research or startup facilities	baseline: 82 new women student intake)			
<b>Output 2. Quality and industry relevance of CSE/IT programs enhanced</b>				
4. Undergraduate and graduate students completed CSE/IT programs (DMF output 2a)	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)  5. At least 370 women received undergraduate scholarship (2022 baseline: no women receive undergraduate scholarship to study CSE/IT education)	Universities (PIU)	From 2023 to 2028	Do
5. Faculty members increased and trained in modern pedagogical approaches (DMF output 2d)	6. Women faculty members increased to at least 20% (40 out of 200) (2022 baseline: 13.1% [14 out of 107])  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)	Universities (PIU)	From 2023 to 2028	To achieve the task a Women IT Leadership Specialist on boarded on 01January 2025.  Moreover, a Higher Education Specialist will be on-board by April 2025
6. Graduates from the three universities and other universities completed internships or industry-collaboration capstone	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])	Universities (PIU)	From 2023 to 2028	An Industry Relations Expert has been appointed to carry out this issue.  Moreover, a Higher Education Specialist will be on-board by April 2025

Activities	Targets and Indicators	Responsible Agency	Time Frame	Progress (as of DD/MM/YYYY)
projects (DMF output 2e)	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])			
<b>Output 3. R&amp;D and technology entrepreneurship strengthened</b>				
7. Conduct research and development for people with disability (DMF output 3a)	10. At least 4 research projects implemented for disability solutions.	Universities with consultant support	By Q2 2028 <sup>c</sup>	Appointment process for Stipend Program Specialist is on going.
8. Enhanced knowledge and skills of faculty members and IT professionals in technology entrepreneurship (DMF output 3b)	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) 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)	Universities (PIU)	By Q2 2028	It will be facilitated by the Women IT Leadership Specialist, Gender Specialist and Higher Education Specialist.
9. Provide scholarships and stipends to postgraduate students in three universities (DMF output 3d)	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)	Universities (PIU)	By Q2 2028	Do

Activities	Targets and Indicators	Responsible Agency	Time Frame	Progress (as of DD/MM/YYYY)
<b>Output 4. Project management capacity strengthened</b>				
10. By 2024, manuals for stipend, research grant, internship program implementation and monitoring system developed (DMF output 4a)	14. Manuals and monitoring system developed with sex and social group <sup>d</sup> disaggregated data (2022 baseline: manuals not available)  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)	Universities (PIU) supported by gender consultant	Q2 2024	The manual for the Stipend, research grant and Internship Program prepared.  Process initiated to appoint Gender Specialist.
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)	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)	Universities (PIU)	From 2023 to 2028	Industry Relations Expert have appointment and they will facilitated the program

CSE/IT = computer science and engineering, software engineering and information technology, GESI = gender equity and social inclusion, NA = not applicable, PIU = project implementation unit, UGC = University Grants Commission, R&D = research and development, PhD = Doctor of Philosophy, PMU = project management unit.

<sup>a</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 40% men and 40% women separately.

<sup>b</sup> GESI responsive facilities include an adequate number and quality of sanitation facilities for women and people with disability, inclusive and friendly study areas for students and staff lounges for school administrator, teachers and staff; and day care services; and security and safety features such as access control systems, increased lighting at night, and video surveillance systems.

**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><u>Implementation Arrangements</u></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 full 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	Complied with both the PMU & PIU
<b><u>Procurement</u></b>		
3.The Borrower shall ensure, or cause the Project Executing Agency and Implementing Agencies to ensure, that (a) the procurement of Goods, Works and Services is carried out in accordance with the Procurement and the Procurement Regulations	Project Period	Compiling
(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	Project Period	Compiling

ADB, and such modifications must be set out in updates to the Procurement Plan; and		
(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	Compiling
(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	Compiling
<b><u>Conditions for Award of Contract</u></b>		
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:  (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 Non-Consulting Services advertisement	To be complied
(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	To be complied
<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.  <u>Tribes, Minor Races, Ethnic Sects and Community Peoples, Land and Acquisition Involuntary Resettlement</u>	Design, pre-construction, Construction and post construction period.	To be complied  EMP is incorporated in the bidding documents for Construction of the Learning, Research and Startup facility at DU. IEE conducted before bidding.

<p>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.</p> <p><u>Human and Financial Resources to Implement Safeguards Requirements</u></p>	For Works contract	To be complied
<p>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.</p> <p><u>Safeguards-Related Provisions in Bidding Documents and Works Contracts</u></p>	Implementation of the Woks Contract	To be complied
<p>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;</p> <p>(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;</p>	For Works contract	To be complied
<p>(b)make available a budget for all such environmental and social measures;</p>	During Building process	To be complied
<p>(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.</p>	During construction and post construction	To be complied
<p>(d)adequately record the condition of roads, agricultural land and other infrastructure prior to starting to transport materials and construction; and</p>	During pre-construction and construction period	To be complied
<p>(e)reinstate pathways, other local infrastructure, and agricultural land to at least their pre-project condition upon the completion of construction.</p>	At the post construction stage	To be complied
<p><b><u>Safeguard and Monitoring and Report</u></b></p>		

<p>9. The Borrower shall do the following, or cause the Project Executing Agency and Implementing Agencies to do the following:</p> <p>(a) submit semiannual Safeguards Monitoring Reports to ADB and disclose relevant information from such reports to affect persons promptly upon submission;</p>	<p>During pre-construction and construction period</p>	<p>To be complied</p>
<p>(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 occurrence of such risks or impacts, with detailed description of the event and proposed corrective action plan; and</p>	<p>During pre-construction, construction period and post construction period</p>	<p>To be complied</p>
<p>(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,</p>	<p>During construction period</p>	<p>To be complied</p>
<p><b><u>Prohibited List of Investments</u></b></p>		
<p>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.</p>	<p>During Project Period</p>	<p>To be complied</p>
<p><b><u>Labor Standards, Health and Safety</u></b></p>		
<p>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.</p>	<p>For Works</p>	<p>To be complied. The Labor Standards, Health and Safety issues are incorporated in the bidding documents for Construction of the Learning, Research and Startup facility at DU.</p>

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	To be complied
<b><u>Gender and Development</u></b>		
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	To be complied
<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	To be complied
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	To be complied
<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	To be complied
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	To be complied

<b>Reporting</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	To be complied
<b>Governance and Anticorruption</b>		
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.	During Project Implementation	To be complied
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.	During Project Period	To be complied