

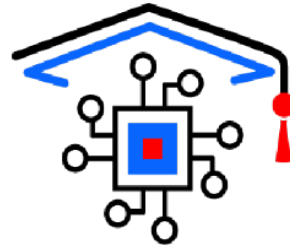


People's Republic of Bangladesh  
Ministry of Education  
Secondary and Higher Education Division  
Improving Computer and Software Engineering Tertiary Education Project

## Quarterly Progress Report

(July 2025 - September 2025)

Improving Computer and Software Engineering  
Tertiary Education Project



**ICSETEP**

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

Date of Submission: 09 November 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 in 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 financings 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 is also 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 University Grants Commission (UGC), a dedicated Project Management Unit (PMU) has been established as the executing agency for the ICSETEP project to ensure effective oversight and smooth implementation. Additionally, Dhaka University (DU), Bangladesh University of Engineering and Technology (BUET), and Jessore University of Science and Technology (JUST)—the implementing agencies—have each set up a Project Implementation Unit (PIU) within their respective institutions. These PIUs are responsible for executing university-specific activities under the overall coordination and guidance of the PMU.

The **Project Management Unit (PMU)** under the **University Grants Commission (UGC)** will be 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 of Consultancy Services
- II. Coordination of Overseas Training Programs
  - Common programs for the three participating universities
  - Programs open to other universities
- III. Management of Studies and Sub-contracts
- IV. Development of UGC's Digital Library
- V. Administration of R&D Grants and Scholarships/Stipends
  - 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 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

Source/Mode	Taka in Million				
	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)	-	-	-	-	-
Total	1498.00	10700.00 (9057.8)	-	-	-

## B. Year wise Estimated Cost

Financial Year	GOB(FE)	Taka in Million				
		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>121,98.00</b>

### 1.4 Quarterly Progress Report

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.

In accordance with the Project Administration Manual (PAM), quarterly progress reports are regularly submitted to the Asian Development Bank (ADB). To date, three reports have been submitted, covering progress up to June 2025. This current report presents the implementation status of the project during the **third quarter of 2025 (July–September)**.

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 of bidding processes, contract awards, and delivery timelines.
- **Contract and Project Management:** Implementation milestones, contractor performance, and project scheduling.
- **Environmental Safeguards:** Compliance with environmental management plans and mitigation measures.
- **Loan Covenants:** Adherence 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. 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 July – September- 2025.

### 2.1 RADP Allocation of 2025-2026 and financial Progress of Q3:

The following table shows the financial progress from July to September- 2025. PUM & PIU wise RADP allocation and progress up to September- 2025 are shown below:

Items	Taka in Million		
	Total	GOB	RPA
Proposed RADP Allocation FY 2025-26	710.00	90.00	620.00
Progress July 2025 to Sept 2025	14.30	3.71	13.59
Progress in %	2.44%	4.12%	2.19%

Total allocation for Revised Annual Development Program (RADP) for the 2024 -2025 FY was TK 710.00 million. In this allocation GoB was TK 90.00 million and 620.00 million was as RPA. The total expenditure in the reporting quarter was Tk 14.30 million (GOB -TK 3.71 million and RPA TK 13.59 million).

From the initiation of this project, a total of Tk 606.14 million was received, where Tk 246.94 million from GoB and Tk 359.20 million from ADB as RPA. Against the total receipt, the cumulative expenditures were Tk 61.61 million and Tk 19.07 & 42.54 million for GoB and RPA, respectively.

The total expenditure up to September 2025 is shown in the following table:

Items	Taka in Million				
	Up to Sept, 2025		Cumulative from Initiation		Total
	GoB	RPA	GoB	RPA	
Receipts/Disbursements	26.20	359.20	246.94	359.20	606.14
Expenditure	3.71	13.59	19.07	42.54	61.61
Progress in %	14.16%	3.78%	7.72%	11.84%	10.16%

### 2.2 RADP Allocation and Progress up to September 2025:

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>Proposed 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>Progress Up to September 2025</b>			
PMU	13.36	3.33	10.03
DU	0.24	0.03	0.21
BUET	2.39	0.32	2.07
JUST	1.31	0.03	1.28
<b>Total Progress</b>	<b>17.30</b>	<b>3.71</b>	<b>13.59</b>
<b>Progress in %</b>	<b>2.44%</b>	<b>4.12%</b>	<b>2.19%</b>

It looks like the financial progress of RPA up to September 2025 is Tk 42.54 million, which is a part of the total disbursement of Tk 359.20 million. As the Allocation in this financial year 2025-2026 .

The expenditures by different institutions are as follows:

- PMU: 13.36 million
- BUET: Tk 2.39 million
- JUST: Tk 1.31 million
- DU: Tk 0.24 million

The financial progress linked with the procurement-related activities. PMU and PIUs have initiated steps to expedite the procurement process of various components to implement the project in timely 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 & 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:

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

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

### **3.1 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 - BUET, DU, and JUST. Each institution will benefit from the construction of a dedicated building designed to support modern learning environments, cutting-edge research, and sustainable startup and innovation ecosystems.

The initiative to establish physical facilities for academic excellence and entrepreneurial growth is at varying stages across three universities. The University of Dhaka (DU) is going to complete the bidding process to select a construction firm. For Jashore University of Science and Technology (JUST), architectural and structural design is complete, with the Bill of Quantities (BOQ) preparation underway. Bangladesh University of Engineering and Technology (BUET) has finished the architectural design, and the structural design preparation is progressing.

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.

#### **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 project. To ensure the smooth and effective operation of startup activities, the project has initiated the development of a comprehensive **Operational Manual** to guide incubation processes. To lead this effort, the project has engaged a **Stipend Program Specialist** 18 May 2025 who will be responsible for formulating detailed guidelines related to incubation operations. These strategic steps aim to establish a sustainable and impactful startup culture within the universities, enabling students and faculty to transform innovative ideas into viable ventures.

#### **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. Initial procurement has already been completed for some items, including computers, laptops, and furniture for both the PMU and the three PIUs. However, the majority 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.

### **3.2 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.
- (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.

The project appointed relevant officials and consultants to ensure proper and smooth implementation of the project. 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 also is planning to appoint the consulting firms provisioned in the DPP.

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 JUST has invited application from the student for the stipend and scholarship program. The BUET is also received 26 project proposals under Incubation program.

The project has ensured the appointment of consultants such as Procurement Specialist, Financial Management Specialist, Higher Education Specialist, Women IT Leadership Specialist, Gender Specialist, Stipend Program Specialist, Environmental Specialist and some sort term specialist has been onboarded. Beside these, the main change in staffing

involves the **Industry Relation Expert** position. The consultant's contract which began on August 1, 2024, has been completed, and the **appointment process (Invitation published) for a new Industry relation expert is ongoing.**

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

During this reporting period, five workshops were successfully organized focusing on Research and Development (R&D) projects. These initiatives aimed to raise awareness and foster engagement among key stakeholders, including students, faculty members, and industry professionals.

To further strengthen stakeholder involvement and support the project's objectives, additional activities are planned for the upcoming quarter. These include industry-academia collaboration, programming contest and job fair to connect students with potential employers and industry partners. These events are strategically designed to enhance knowledge sharing, build stronger networks, and promote active participation across academia and industry.

**3.3 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 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.

**3.4 A detailed assessment of the project's progress is presented below:**

Output	Description	Implementation Status	Remarks
1	Modern Learning, research and startup facility establishment	<b>DU:</b> A Design firm was appointed by the PIU Dhaka University to prepare Architectural and Structural design. After preparing the design, a bid was published on 26 November 2024 in newspaper along with the e-GP by following all procurement related regulations. The bid evaluation report got NOL from ADB. The <b>next steps</b> are to present the evaluation report to the Cabinet Committee on Government Purchase (CCGP) for final approval.	
		<b>BUET:</b> Land selection has been finalized for construction of modern learning, research and startup facilities. The appointed design firm is working to finalize the structural design for the building. Hopefully, the bid document with all architectural and structural design & BOQ for the construction will be submitted by the firm by end	

Output	Description	Implementation Status	Remarks
		of August and bid will be published in November 2025.	
		<p><b>JUST:</b></p> <p><b>1. Building Design and Construction:</b></p> <ul style="list-style-type: none"> <li>The appointed Design Firm has finalized both the architectural and structural design of the building “JUST ICT Excellency Centre”.</li> <li>The Bidding document also prepared for ADB’s prior approval. As the eGP of WD-3 is inactive in BPPA website, JUST PIU is unable to prepare the bidding document on the eGP system. JUST PIU Head is keeping contact with the BPPA authority regarding the issue.</li> </ul> <p><b>2. Supervision Firm:</b></p> <ul style="list-style-type: none"> <li>The ToR has already been prepared and sent it to ADB on 29 September for NOA. After receiving approval JUST PIU will publish the tender for appointing a supervision firm.</li> </ul>	
	<b>Output 1.3 - Preparation of operations manual for startup facilities and services</b>	Creating startup and innovation culture in the 3 universities is another vital task under the ICSETEP. For smooth and effective operation of the startup activity an Incubation Policy has been formulated for BUET by appointing an Individual Consult. The Stipend Program Specialist has drafted a guideline for JUST and DU. The JUST authority has approved the guidelines and initiated process to call proposals from the interested startups.	
2	Quality and Industry relevance of CSE/IT Program		
(i)	Developing new or upgrading existing degree program	<p>DU:</p> <p>BUET:</p> <p>JUST: JUST has updated its existing B.Sc. program and has also introduced a new, fully research-based M.Sc. program with a duration of two years.</p>	
	(a) Interaction with Industry		
	b. CSE/IT curriculum expert		
	(c) Visiting Professor	PMU: A draft guideline has been prepared and has gone through internal reviews. The reviewed Guideline shared with ADB in MTR and now planning to share with PIU for their feedback	

Output	Description	Implementation Status	Remarks
(ii)	Introduction of Online Open Courseware	PMU: A meeting regarding Open Courseware Operational Policy was held at the UGC in May, 2025. Implementation modality will be decided based on further exploration in the next quarter. However, a piloting for real time class room based lecture is also in plan.	
(iii)	Strengthening UGC Digital Library	-	
(iv)	International Accreditation	PMU: On May 31, 2025, JUST hosted a workshop titled “ <i>Curriculum Development for Outcome-Based Education: A Pathway to BAETE Accreditation (Washington Accord)</i> ”, bringing focus to international standards in engineering education. BUET – started the process to formulate Self-Assessment Report for accreditation. JUST updated their curriculum in accordance with the accreditation process. JUST also shared the updated curriculum with PMU for review by the Higher Education Specialist Consultant.	
(v)	Increase faculty member	Recently, data collected (2025) on faculty members of the DU, BUET and JUST and analyzed the challenges regarding the increase female member in CSE Dept. It seems achieving the target is challenging as the faculty member appoint by merit. As the merit is the utmost factors for the appointment which limits the scope for intervention. JUST plans to establish an additional section within the existing B.Sc. program to accommodate more students and expand the faculty.	
(vi)	Long-term training for faculty members	DU BUET JUST: The ToR for Long-term training for faculty members is being prepared and expected to start the training program in the next quarter.	Initiatives have been launched to enhance the skills of IT professionals, staff, and faculty members through targeted training programs
(vii)	Short-term training for faculty members and support staff	DU BUET JUST	
(viii)	Upgrading and expanding training Programs for IT Professionals	DU BUET JUST	

Output	Description	Implementation Status	Remarks
(ix)	Strengthening students and Industry relation services	Organized seminars and workshops at DU, BUET, JUST and a programming contest at JUST. A draft internship guideline has been prepared and is currently under reviewed by the UGC. To meet UGC requirements, JUST has successfully organized 10 workshops, 2 seminars, 1 programming contest, and a national-level conference.	
(x)	Mandatory industry attachment program for Undergraduates	A draft internship guideline has been prepared and is currently reviewed by the UGC. JUST: The B.Sc. program at JUST already has a mandatory internship facility. 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. Preparing a draft TORs for selecting technology company to support female employment.	
03	R & D and Technology Entrepreneurship Strengthened	Several meetings have been held with private companies to explore their interest in collaborating with the university on research and development initiatives.	
a	Competitive R&D grants Scheme	After finalization of the <b>Manual for the R&amp;D Grants Scheme</b> , two <b>awareness-building workshops</b> were successfully organized on <b>25th and 26th August 2025</b> . Subsequently, a <b>Call for Project Proposals</b> was published in national newspapers and on the organizational website on <b>1st September 2025</b> , with a submission deadline set for 13 October, 2025 which has been extended up to 20 October, 2025. To support applicants, <b>three proposal writing workshops</b> were conducted on <b>11th, 14th, and 17th September 2025</b> , engaging faculty members from both public and private universities. Additionally, targeted workshops were held with <b>Japanese universities and industry stakeholders</b> on <b>22nd and 24th September 2025</b> , respectively, to foster international collaboration and strengthen stakeholder engagement.	
b	Startup or incubation support services	JUST has established “JUST Innovation Center (JIC)” in JUST premise to facilitate startups and incubation services. A policy regarding the innovation center is also prepared and approved by JUST authority.	

Output	Description	Implementation Status	Remarks																																						
c	PhD Fellowship program	<p>DU &amp; BUET: Both DU &amp; BUET have submitted their revised proposal for Fellowship, scholarship and stipend program. A request letter sent to SHED for revise the Annex-12 to include Scholarship opportunity for undergraduate male student and increasing the per month amount of scholarship/stipend amount for BUET.</p> <p>JUST: Jashore University of Science and Technology (JUST) has completed the selection of candidates for its scholarship/stipend program. A total of <b>43 students</b> have received stipends from JUST till now. 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, with 1 from each session. Meanwhile, a total of <b>32 female students in B.Sc. program</b> have been selected for the stipend program, distributed as follows:</p> <table border="1" data-bbox="678 1037 1220 1563"> <thead> <tr> <th rowspan="2">Program</th> <th colspan="2">Student Count</th> <th rowspan="2">Months</th> </tr> <tr> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>M.Sc. 2024-25</td> <td>08</td> <td>01</td> <td>August to October</td> </tr> <tr> <td>M.Sc. 2023-24</td> <td>02</td> <td>01</td> <td>July to October</td> </tr> <tr> <td colspan="4"> </td> </tr> <tr> <td>B.Sc. 2023-24</td> <td>00</td> <td>11</td> <td>July to October</td> </tr> <tr> <td>B.Sc. 2022-23</td> <td>00</td> <td>9</td> <td>July to October</td> </tr> <tr> <td>B.Sc. 2021-22</td> <td>00</td> <td>8</td> <td>July to October</td> </tr> <tr> <td>B.Sc. 2020-21</td> <td>00</td> <td>4</td> <td>July to October</td> </tr> <tr> <td><b>Total</b></td> <td><b>10</b></td> <td><b>34</b></td> <td></td> </tr> </tbody> </table> <p>Additionally, JUST has selected some male students in B.Sc. program for stipend; however, its implementation is currently stalled due to the absence of budgetary provisions for male undergraduate students in Annexure-12.</p>	Program	Student Count		Months	Male	Female	M.Sc. 2024-25	08	01	August to October	M.Sc. 2023-24	02	01	July to October					B.Sc. 2023-24	00	11	July to October	B.Sc. 2022-23	00	9	July to October	B.Sc. 2021-22	00	8	July to October	B.Sc. 2020-21	00	4	July to October	<b>Total</b>	<b>10</b>	<b>34</b>		
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	Postgraduate Stipend (Scholarship) Program																																								
	Undergraduate Scholarship Program																																								
	Female student Stipend Program																																								

Output	Description	Implementation Status	Remarks
d	Incubation Program	<p>BUET: After finalizing the Incubation Policy has been finalized BUET has received 26 business proposals from interested startup teams. A five-member jury board, comprising of seasoned experienced in the startup and innovation ecosystem and business, has been formed for the selection process. On 11 July 2025, 23 teams delivered their project presentations to the jury and selected 17 startup firms for nurturing to transform them into successful company.</p> <p>DU: A draft policy has been prepared for DU which is under review.</p> <p>JUST: The draft of the Incubation Policy has been developed by JUST and approved by the relevant authority. The university plans to invite applications in the next quarter.</p>	
e	Software and Technology Competition	<p>A university-level programming contest was successfully organized at Jashore University of Science and Technology (JUST) on <b>25–26 May 2025</b>. The event saw enthusiastic participation from <b>59 teams</b>, showcasing their problem-solving and coding skills. Following the preliminary rounds, <b>23 teams</b> were shortlisted for the <b>final round</b>, where they competed for top honors.</p> <p>Looking ahead, a <b>dedicated programming competition for female participants</b> is currently in plan to be organized by <b>December 2025</b>, aiming to encourage greater diversity and inclusion in the tech community.</p>	
04	Project Management Capacity increased	<p>The project is aim to necessary facilities and HR to ensure efficient and effective project management. The manuals are developing for Incubation activities, Internship, stipend etc to create ecosystem in DU, BUET &amp; JUST. Moreover, some faculties, officials will be trained about incubation, startup, New software Technologies, Academic Pedagogy.</p>	
05	<b>Gender Equity and Social Inclusion (GESI) Action Plan</b>	<p>A presentation on the development of daycare, women’s &amp; special person facilities at the design of building was organized at BUET and JUST on 08 April, 2025 and 21 May &amp; 04 June 2025 respectively.</p> <p>Workshops on GESI Action Plan orientation were organized at DU, BUET and JUST on 24<sup>th</sup> July, 25<sup>th</sup> July, 29<sup>th</sup> July 2025 respectively.</p>	
06	<b>Environmental Inclusion (GESI) Action Plan</b>	<p>Initiative has been taken to ensure the Environmental Safeguard in implementation of component works under the project.</p>	

#### **4. Project Purpose**

To 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 3 universities as well as. The project is also supporting other universities through providing **competitive Research & Development grants**.

##### **4.1 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).

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

See Appendix 1: Design and Monitoring Framework (DMF)

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

See Appendix 1: DMF

#### **5. ICSETEP Procurement:**

According to the Development Project Proposal (DPP), the project was scheduled to commence on March 1, 2023 and will 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-2). 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 are significant challenges facing as university faculty/ officials are working in PIUs with additional responsibilities. Effective coordination and proper management will be crucial to overcoming these challenges for successfully implementing the project.

##### **5.1 Procurement Status:**

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. During the reporting period total 08 new contracts have been awarded which totaled of 33 contracts have been completed. Moreover, 08 contracts (Goods-01, Works-01, Services 01, Non consulting services 05) will be awarded by December 2025.

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 **29 procurement packages** has been finalized are as follows:

Implementing Agency/ Type of contract	Works	Goods	Services	Non consulting Service	Total
PMU	1	6	14	3	24
DU	-	-	-	-	-
BUET	-	4	-	-	4
JUST	-	1	-	-	1
<b>Total</b>	<b>1</b>	<b>11</b>	<b>14</b>	<b>3</b>	<b>29</b>

It is notable that the evaluation of Construction of modern building, DU PIU completed the evaluation and shared the report with ADB. The report will be placed before Cabinet Committee on Government Procurement (CCGP) for final approval

## 5.2 Package-wise status:

The procurement status up to September 2025 is stated below:

### A. Procurement status for Services

S L	Package No	Description of Packages	Bid Invitation	Bid Opening date	Evaluation Report approval date	Contract Signed Date	Contract Value	Completion Date
1	PMU/S-1	Senior Procurement Specialist	12/28/2023	10-Jan-2024	12/28/2025	19-Aug-2024	17,955,000.00	8/18/2027
2	aPMU/S-2	Procurement Specialist	8/17/2024	1-Sep-2024	2/20/2025	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	22-Aug-2024	21,588,000.00	6/30/2028
4	PMU/S-4	Gender Specialist	2/5/2025	10-Jan-2024	21April 2025	30-Apr-2025	13,415,666.67	2/19/2027
5	PMU/S-5	Higher Education Specialist	8/15/2024	1-Sep-2024	21April 2025	7-May-2025	11,193,333.33	5/6/2027
6	PMU/S-6	Environment Specialist	12/28/2023	10-Jan-2024	18 Nov 2024	12-Feb-2025	12,238,750.00	1/3/2027
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	18 Nov 2024	30-Dec-2024	11,963,333.33	11/20/2026
9	PMU/S-9	Industry Relations Expert	12/28/2025	10-Jan-2024	29 Sep 2024	1-Aug-2024	5,823,000.00	9/30/2025

1 0	PMU/S-10	Pool of Short-Term Consultants (National)							
	STC-01	Research Grant Review Expert	3/24/2024	3/24/2024	3/28/2024	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	3/24/2024	11/20/2024	993,000.00	2/6/2025	
	STC-03	Monitoring and Evaluation Consultant under PMU	1/8/2025	1/8/2025	1/19/2025	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	

#### B. Procurement Status for Goods

SL	Package	Description	Bid Invitation	Bid opening	Evaluation Report Approval	Contractor's Name	Contract Signing Date	Contract Value	Completion Date
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
4	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
10	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	
11	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	
1	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
4	BUET/G-3	Procurement of Office Equipment for PIU, BUET	18-Jun-25	2-Jul-25			13-Aug-25	2,467,600.02	
		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	
		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		6,326,000.00	
		Lot 2							
3	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	Evaluation Report approval date	Contractor Name	Contract Signing date	Contract Value
1	PMU/W-1	PMU office renovation works	<b>12/11/2024</b>	12/12/2024	3/16/2025		13 April 2025	7,725,616.54
	<b>Sub-Total PMU</b>							<b>7,725,616.54</b>

### C. 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
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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

### 5.3 Total Contract awards and Contract price:

Indicators	No of Contract	Taka in Million	USD in Million
Goods	11	25.82	0.24
Works	1	7.73	0.072
Service	14	114.07	1.07
Non-Consulting Services	03	19.08	0.18
Total	29	166.70	1.562

The above table shows that total contract awards as of September -2025 were 29 which involve Tk 166.70 million (USD 1.562 million). The PMU has taken initiatives to complete the procuring process of more 08 packages by upcoming quarter.

## 6. Compliance with Covenants

### 6.1 Environmental Management

The construction of three multi-storied buildings at Dhaka University Campus, BUET Campus, and JUST Campus will incorporate green building features to enhance energy and water efficiency, ensure climate & disaster resilience. 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; and
- (c) Initial Environmental Evaluation (IEE), and Environmental Management Plan (EMP).

As the design of multi-storied building at Dhaka University has been completed and evaluation of tender is in progress. It is decided that all the required EMP component and monitoring component will be incorporated in the contract document before award of contract to the appointing contractor. For the remaining two buildings in BUET and JUST the design is in progress. All the required environmental components will be incorporated in the bid document, contract document and design drawing.

PIU of DU is ensured to replace the existing staff before demolishing the existing tin shed structures at the proposed construction site at DU. There were two private graveyards at

proposed building site at BUET. In the meantime, those two graveyards are already shifted to the other suitable place in the same campus following ritual procedures and mutual agreement with the relatives of buried deceased.

As the design of multi-storied building at Dhaka University has been completed earlier, now the evaluation of tender is completed and submitted for approval. It is decided that all the required updated EMP component and monitoring items will be incorporated in the contract document before award of contract to the appointing contractor as the IEE of JUST is in progress, For the remaining two buildings, design is in progress at BUET and after completion of design, preparation of BoQ and bid document is in progress at JUST. It is ensured that all the required environmental components have been incorporated in the bid document, contract document and design drawing.

A meeting was held with PMU and PIU of DU, Chaired by DU Authority, regarding the replacement of the existing staff from project site that allotment letters will be issued rehabilitation to the newly constructed residential building at DU own area. There were two private graveyards at proposed building site at BUET. In the meantime, those two graveyards are already shifted to the other suitable place in the same campus following ritual procedures and mutual agreement with the relatives of buried decease.

The semi-annual environmental monitoring report is prepared and further comments with recommendations from ADB has been forwarded to PMU. AS per recommendation of ADB the revised EMR is in progress with incorporation of comments.

## **6.2 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. For DU, the draft RFP DU/S-1: Consultancy Services for Supervision of Construction Works, tender for construction of two basements and a 13-story green and smart building, and amendments to the General Conditions of Contract were reviewed from a GESI perspective.

Women-friendly facilities based on gender equity and social inclusion (GESI) considerations were included under the paragraph on IT HR Building of DU in the Terms of Reference. If these are not clearly identified, there is a higher possibility of missing them during implementation, monitoring, and reporting. Suggestions were included to incorporate progress on GESI responsive facilities under Major Tasks: Reporting and Documenting Project Progress Activities. Quarterly updates on GESI compliance issues can help understand the overall progress and initiatives taken to make facilities women-friendly and GESI responsive. Both monitoring and reporting paragraphs included GESI considerations.

Architectural designs of JUST were reviewed from a GESI perspective twice. On 21st May 2025, Sheltech Ltd. and JUST representatives at UGC were provided suggestions to ensure Women-Friendly/GESI responsive Facilities as per ADB recommendation. Suggestions included day care facilities, adequate sanitation facilities for women and people with disabilities, and inclusive study areas. Day care facilities and sanitation facilities for people with disabilities were not included in the initial design. In the final meeting on 4th June 2025, recommendations were provided to ensure washroom facilities for girls, boys, and caregivers inside the day care, ample space for children, security features, sanitation facilities for

women and men in the gallery, and wheelchair-accessible entry points in classrooms, galleries, study areas, labs, etc.

Before joining the Gender Specialist, the architectural design of BUET was finalized. However, in the GESI Action Plan Orientation Workshop at BUET on 24th June 2025, the PIU Head was requested to involve the Gender Specialist with the architectural firm representatives for a GESI review of the design.

To raise awareness among PIUs, PCCs, and faculty members of BUET, DU, and JUST about the GESI Action Plan of ICSETEP project, the Gender Specialist conducted three Orientation Workshops with support from PMU at BUET, DU, and JUST on 24, 25, and 29 June 2025. Participants gained an understanding of activities, specific targets and indicators, timeframe, responsible agencies, and basic topics on Gender Equity and Social Inclusion (GESI) related issues. A total of 50 faculties (5 women) attended the workshops, which helped PIU members understand specific indicators and good practices for achieving desired targets.

An Excel file with three sheets was developed for collecting sex-disaggregated data on enrollment and completion in undergrad and postgrad levels and shared with three PIUs. PIU Head and Deputy PIU Head were communicated to support data collection from admin, register, and exam control office. This data will be used to understand the completion status in BSc, MSc, MPhil, and PhD levels of women students and whether targets 4-6 and 13 can be achieved without deviation. To understand the employment status of former alumnae (graduated from 2020 to 2025), an Excel sheet with sex-disaggregated data was developed and shared with PIUs. Unfortunately, PIUs could not provide this information due to the lack of a specific database, human and financial resources, and central social media or physical groups to communicate with alumnae and track their employment data.

The project must 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 1**

### **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. Due to delay

deploying manpower caused a delay in the kickoff of the project. During implementation of the project, several challenges being observed. The main challenges are as follows:

- (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 to support the PD. The responsibilities of the PIU heads and other staff in the project is additional duty besides their main responsibility. They are not receiving any monetary incentives for performing these additional duties. The additional duties are not compensated with any monetary incentives which are negatively affecting their interest in working in this project. This issues was discussed in Project Steering Committee and the committee suggested requesting the Finance Division to get direct appointments of staff for PIU. The proposal has been sent from the project for this purpose.
- (b) **Site selection for the building:** Approximately 40% of the total allocation has been allocated to build three multi-storied buildings in the three universities. The site for the building took long time as it was not finalized prior. This issue is causing significant delays of the project.
- (c) **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."
- (d) **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 is taking necessary steps to speed up the implementation with an aim of implementing the project within stipulated timeframe.

**Design and Monitoring Framework (DMF)**

<b>Results Chain</b>	<b>Performance Indicators</b>	<b>Baseline</b>	<b>Achievement as of December 2024</b>	<b>Comment</b>
<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 graduation <sup>b</sup>	a. 2018 baseline: 28.1%, male 28.2% and female 27.8%) (OP 2.2	Initiatives have been taken to increase the employability of the CSE/IT graduate through various efforts such as internship, training, job fair.	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	After organizing workshop on accreditation on 32 May 2025, JUST has been updated their curriculum and shared with PMU for review by Higher Education Specialist. On the other hand, BUET has initiated the process to formulate Self-Assessment Report regarding accreditation.	
	c. At least eight startups have begun generating revenues	c. 2022 baseline: N/A	An Incubation Policy has been formulated for BUET. Seventeenth (17) startups have been selected from 26 applications for the incubation program in BUET. JUST has approved an incubation policy for the incubation program. Draft ToR has been prepared to appoint a firm for Entrepreneurial Training, Mentoring to nourish the selected startup firms under the project in DU, BUET & JUST.	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	1a. (2022 baseline: N/A) (OP 2.4.1)  1b. (2022 baseline: 0) (OP 1.2.2)	1.a & 1b Initiative has been taken to ensure the facilities through construction a modern building at DU, BUET and JUST. The Bid for appointing the construction firm has been evaluated and also shared with ADB. The evaluation report will sent to Cabinet Committee on Government Procurement (CCGP) for the final approval.	All the indicator will be evaluate at the end of the project

<p>3.R&amp;D and technology entrepreneurship strengthened</p>	<p>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></p> <p>2b. At least four new or updated 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>By 2028 for all indicators: 3a. At least 10 university–industry research collaboration projects, 6 interdisciplinary research projects</p>	<p>2a. (2022 baseline: 480 students, 17.1% women) (OP 1.1, OP 1.1.1, OP 2.2.1)</p> <p>2b. (2022 baseline: 0)</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>All architectural and Structural Design for Modern learning, research and startup facilities at JUST has been finalized. JUST has already finalized the BoQ and now waiting for new bidding document e-PW- 3D which to be uploaded the system by CPTU.</p> <p>BUET has completed the architectural design and is now progressing towards finalizing the structural design, followed by the preparation of the Bill of Quantities (BoQ)</p> <p>2 b The Initiative to appoint the Industry Relation Specialist is on progress as the previous Consultant left the project after completion his contract. A meeting regarding Open Courseware Operational Policy was held at the UGC in May 2025. Implementation modality will be decided based on further exploration in the next quarter.</p> <p>2d. Faculty recruitment and development related plans are being implemented after construction of the Building under the project.</p> <p>2e. Initiative has been taken to achieve the target through internship program.</p> <p>2f. Initiative has been taken to organize the professional training by 3 PIU's.</p> <p>3.a The R &amp; D Grants Scheme Manual have been approved by the SHED on 22 August 2025, Invitation for the project proposal that was published on 01 September 2025 with the closing date 13</p>
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<p>4. Project management capacity strengthened</p>	<p>(including COVID-19 responses), and 4 research projects for 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 participated by at least 30% women students)</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>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>October which has been extended to 20 October 2025. Several seminars were organized for awareness building, Proposal writing and Stakeholders consultation.</p> <p>3b. Technology entrepreneurship development training programs are under process. A ToR has been drafted for appointing the Firm for this purpose.</p> <p>3.c The Guideline/Policy for BUET has been prepared and BUET has selected 17 startups from 26 Business Proposal under Incubation Program. JUST also finalize the policy and will initiate process to invite application from startups soon.</p> <p>3d. In JUST a Guideline for the Scholarship, Stipend and Fellowship was approved by the authority and shared with ADB. JUST has selected 12 MSc student for the Scholarship/Stipend Program. Out of the 12 students 2 are female. Moreover, JUST has selected 32 undergraduate women students for the Scholarship/Stipend program.</p> <p><b>Bangladesh University of Engineering and Technology (BUET)</b> has proposed an upward revision of the monthly allocations for scholarships, stipends, and fellowship programs. Furthermore, certain discrepancies such as exclusion of male undergraduate students from the program have been identified in Annexure-12. A formal proposal has been submitted to the <b>Secondary and Higher Education Division (SHED)</b> seeking approval for the revised allocations and</p>	
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	<p>4c. By 2028, coordination mechanism with industry associations established</p>		<p>the necessary corrections to Annexure-12.</p> <p>3e. A programming contest was successfully held in Jashore during the previous quarter, and several exciting competitions and events are planned for the coming months</p> <p>4a. The stipend and scholarship policy for <b>JUST</b> has been <b>finalized</b>. For <b>DU</b> and <b>BUET</b>, the policy is expected by <b>December 2025</b>. The <b>Research and Development Manual</b> has been <b>successfully finalized</b>, providing a comprehensive framework to support academic research.</p> <p>The <b>Internship Policy</b> is presently <b>under review</b> and is expected to be finalized soon to enhance industry-academia collaboration.</p> <p><b>Monitoring System Development</b> A <b>consultant has been engaged</b> to design and implement a <b>monitoring system</b>, aimed at ensuring effective oversight and continuous improvement of institutional initiatives.</p> <p>4b. Several Job fairs have been planned during 2025 which will be materialized after on boarding the Industry Relation Expert</p> <p>4.c Several meetings arranged with various IT/ITES firms and relevant private associations were organized in previous quarter for this purpose. MOU with some firms are under process.</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.

**Implementation Schedule (Revised)**

Output 01: Modern Learning, research and Start up Facility					
Assignment/Task	Responsible	Planned Initiation (Tentative)	Actual Initiation	Present Status	Comment
1.1 Prepare civil works bidding documents for three universities (Q3&Q4 2023)					
1.1a Finalization of Architectural Design and Structural Design by the PIU Universities.	DU	July - Sep 2023		Completed	Completed
	BUET	Jan-Nov 2025		On going	Expected by Nov 2025
	JUST	Apr-June 2025		Completed	Completed
1.1b Prepare bidding documents for Construction of Multi-Storied Building	DU	July - Sep 2023		Completed	Completedd
	BUET	Apr-Nov 2025		Ongoing	Expected by December 2026
	JUST	July-Sep 2025		Ongoing (eGP e-PW3D document not uploaded in system by BPPA)	Expected by November 2025
1.1c Publish Tender for Building Construction in e-GP	DU	Oct – Dec 2024	26 Nov 2024	Completed	Completed
	BUET	Oct-Dec 2025	-	-	Expected by January 2026
	JUST	July-Sep 2025	-	-	Expected by November 2025
1.2 Commence construction (Q2 2024 – Q2 2026).					
1.2a Contract Signing with Construction Firm	DU	Oct-Dec 2025			Expected by December 2025
	BUET	Apr-June 2026	-	-	
	JUST	Oct-Dec 2025		-	
1.2b Commencement of construction works	DU	Jan-Mar 2026		-	
	BUET	Apr-June 2026			
	JUST	Oct-Dec 2025			
1.2c Deploy Consultant Firm for supervision of Construction Works	DU	Jan-Mar 2026	01 January 2025	Proposal evaluation report is under approval	
	BUET	Apr-June 2026	-	-	
	JUST	Oct-Dec 2025	ToR Completed	ToR is sent to ADB for NoC	Expected REOI published by December 2025
1.2d Completion of construction works	DU	July-Sep 2027		-	Expected by January 2028
	BUET	Oct – Dec 2027			Expected by April 2028
	JUST	Oct – Dec 2027			Expected by April 2028

	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 Part1 C2: Heavy Printers - 15 Mar 2025	Part1 C1: Completed 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			Initiative taken.
Developing new or upgrading existing degree programs at PIU universities	DU	July – Sep 2027			Planning stage
	BUET	Jan – Sep- – 2028			
	JUST	Ja-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			

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

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			
	BUET	July-25 –une2028			Approval is under process
	JUST	July-25 –June-28			Program Started.
<b>Stipend, Scholarship &amp; Internship</b>					
International Internship program for students	PMU	July-25 –June-28			
	DU	July-25 –une2028			
	BUET	July-25 –une2028			
	JUST	July-25 –June2028			
Domestic internship stipends (3 months) for students	PMU	July-25 –June2028			Draft Manual Prepared
	DU	July-25 –June2028			

	<i>BUET</i>	<i>July-25 –June2028</i>			
	<i>JUST</i>	<i>July-25 –June2028</i>			<i>Running</i>
<i>Support for female employment promotion to 5 companies</i>	<i>PMU</i>	<i>July-25 – June2028</i>			<i>Initial information is collecting</i>
<i>Stipend and Fellowship for Masters and Phd Students</i>	<i>DU</i>	<i>July-25 – June2028</i>			<i>Process initiated</i>
	<i>BUET</i>	<i>July-25 – June2028</i>			<i>Process Initiated</i>
	<i>JUST</i>	<i>July-25 – June2028</i>			<i>Application Invited</i>
<i>Stipend for Female Students</i>	<i>DU</i>	<i>July-25 – June2028</i>			<i>Process Initiated</i>
	<i>BUET</i>	<i>July-25 – June2028</i> <i>July-25 – June2028</i>			<i>Process Initiated</i>
	<i>JUST</i>				<i>Distributed science July 2025</i>
<i>Software and technology competitions, boot camps, hackathon, etc. through event management consulting firm</i>	<i>PMU</i>	<i>July-25 –June2028</i>			
	<i>DU</i>	<i>July-25 –June2028</i>			
	<i>BUET</i>	<i>April-25 – June2028</i>			
	<i>JUST</i>	<i>July-25 –June2028</i>			<i>One Programming contest has been organized</i>
<i>Outsourcing/ Self-employment programs</i>	<i>PMU</i>	<i>Jan 26 – June 2028</i>			
<b>Output 4. Project management capacity strengthened</b>					
<b>4.1 Design the web-based systems for various project activities (Q4 2023 – Q2 2024)</b>					
<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>			
<b>4.2 Train department staff on modern practices in higher education management (from Q1 2024 onward)</b>					
<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>			

4.3 Establish student service and industry relations centers and carry out the activities and services (Q1 2024 onward)						
4.3 Establish student service and industry relations centers and carry out the activities and services with career guidance programs	DU	July 25 – June 2028				
	BUET	July 25 – June 2028				
	JUST	April 25 – June 28				
<b>B Project Management Activities</b>						
Establish PMU and PIUs (Q3 2023 onward) and produce quarterly progress reports (from Q4 2023)						
Establish PMU and PIUs (Q3 2023 onward)		July-23 – June 2028				
Produce quarterly progress reports (from Q1 2025 onward)		Jan 25 – June 2028				
Deploy the construction supervision consultant (Q4 2023–Q3 2025)						
Deploy Construction Supervision consultants for PIUs	DU	Jan 26 – June 2027				
	BUET	April 26 – June 2027				
	JUST	April 26 – June 2027				
Quarterly Progress Report	PMU	Oct 24 --- June 2028				Preparing regularly
Gender Action Plan	PMU	Jan 25 – June 2028				Formulated
Communication Strategy	PMU	July 24 – June 2028				
Mid Term Review		April – June 2025				

**GENDER EQUITY AND SOCIAL INCLUSION ACTION PLAN**

Activities	Cumulative Progress up to reporting quarter (July – September 2025)	Overall Status
<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> 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>ToR for Tracer Study was reviewed from GESI perspective to ensure researching experiences of women graduates’ experiences in job searching employment in job sector as well recruiters’ views on increasing women graduates in CSE/IT/ITES sector.</p>	<p>On-going</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> 1. GESI responsive infrastructure for the expanded CSE/IT programs, in three universities <sup>b</sup> (2022 baseline: 0)</p>	<ul style="list-style-type: none"> <li>• <b>For DU:</b> On 23<sup>rd</sup> July, the TOR SL 7 (v) Team Composition and Qualification Requirements for Key Experts under the DU RFP (consulting firm) form was reviewed and included GESI responsive facilities as part of ensuring compliance.</li> <li>• <b>For JUST:</b> ToR for Consultancy services for Super vision of construction works of JUST has been reviewed from GESI perspective in September 2025 and ensured incorporation of GESI components in the ToR.</li> <li>• <b>For BUET:</b> On 23<sup>rd</sup> July, a meeting was conducted by Gender Specialist with Shel tech architecture team and provided recommendations to incorporate all facilities for ensuring women and person with disabilities relating to sanitation, day care etc.</li> </ul>	<p>On-going</p>
<p>2. Facilities for start-up companies established in three universities (DMF output 1b)</p> <p><b>Targets and Indicators:</b> 2. GESI-responsive facilities for start-up companies established at least for 2 universities (2022 baseline: 0)</p>	<p>ToRs for hiring a consultancy firm (to establish startup facilities in PIUs) was reviewed from GESI perspective in September 2025. Active participation of women entrepreneurs and persons with disabilities in all stages of incubation and startup acceleration services were incorporated as expected requirements in the ToR.</p>	<p>On-going</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 year benefitted from modern learning, research or startup facilities (2022 baseline: 82 new women student intake)</p>	<p>It will be done once all relevant facilities are launched.</p>	<p>On-going</p>
<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><b>JUST:</b> In this quarter, Stipend, Scholarship and Fellowship Guidelines was reviewed from GESI perspective to include the specific percentage of women receiving Stipend, Scholarship and Fellowship at the undergraduate and postgrad levels as per GESI Action Plan. Suggestion was also provided to include tag line 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>JUST has invited applications for providing a stipend/ scholarship for undergraduate and MSc levels on its website. After receiving the application, a total of 32 women students were selected to receive stipends at the undergraduate (BSc) level. A total of 02 female out of 12 students were selected to receive scholarships/Stipend for Post graduate (MSc) level.</p>	<p>On-going</p>
<p>5. Faculty members increased and trained in modern pedagogical approaches (DMF output 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>It will be done once relevant activities are launched.</p>	<p>On-going</p>

Activities	Cumulative Progress up to reporting quarter (Up to June 2025)	Overall Status
<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>ICSETEP Internship Guideline was reviewed in August 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 tag line under all calls for internships or industry-collaboration capstone projects and including 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>On-going</p>
<p><b>Output 3. R&amp;D and technology entrepreneurship strengthened</b></p>		
<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>Call for Proposal Advertisement of Research and Development Grant was reviewed in August 2025 from GESI perspective. In the call, women participants had been 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.</p>	<p>On-going</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>ToR for consultancy firm (for IT professional training and digital technology entrepreneurship) was reviewed to ensure 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. Suggestion was given to conduct pre-training and post-training surveys.</p>	<p>On-going</p>

<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>JUST has taken circulars for both stipend and scholarship circulars for undergraduate levels on its website. A total of 32 women students were selected to receive stipends at the undergraduate (BSc) level. A total of 12 students were selected to receive scholarships/stipends for Post graduate (MSc) level out of 12 students 02 are female..</p>	<p>On-going</p>
<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>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, women as either or both as founders/co-founders, a diverse pool of mentors (both women and men), and representation of women members in all selection committees.</p>	<p>On-going</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>ToR for 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, hackathon, programming contests and diverse pool (both of women and men) as judges, mentors, facilitators, industry experts, panel members.</p>	<p>On-going</p>

Activities	Cumulative Progress up to reporting quarter (Up to June 2025)	Overall Status
<p>10. 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>11. 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>To achieve the target, the gender issues are included in the guidelines formulated for Fellowship, Scholarship, and Stipend by JUST. DU &amp; BUET are also in the process of covering this issue in their guidelines.</p>	
<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>To aware members of PIUs, PCCs, and faculty members of BUET, DU, and JUST about the GESI Action Plan of the ICSETEP project, the Gender Specialist conducted 3 Orientation Workshops (half day per workshop duration) with support from PMU at BUET, DU, and JUST on 24, 25, and 29 June 2025, respectively. Through these orientation workshops, participants got an overall understanding of activities, specific targets and indicators, timeframe, responsible agencies and basic topics (in brief) on Gender Equity and Social Inclusion (GESI) related issues. A total 50 faculty members (5 are women faculty members among them) attended the orientation workshops in these three universities.</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>		
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## 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 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	Ensured full compliance with both the Project Management Unit (PMU) and the Project Implementation Unit (PIU) requirements
<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	Conforming

<p>(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 Plan; and</p>	Project Period	Conforming
<p>(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</p>	Project Period	Conforming
<p>(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.</p>	During implementation period	Conforming
<p><b><u>Conditions for Award of Contract</u></b></p>		Conforming
<p>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:</p> <p>(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</p>	Before Works and Non-Consulting Services advertisement	Conforming
<p>(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.</p>	During Works or Non-Consulting Services Contract	Conforming
<p><b><u>Safeguards Environment</u></b></p>		
<p>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.</p> <p><u>Tribes, Minor Races, Ethnic Sects and Community Peoples, Land and Acquisition Involuntary Resettlement</u></p>	During the design, pre-construction, construction, and post-construction phases	Conforming  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.

<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 contract Works	Conforming
<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 Contract Works	Conforming
<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 contract Works	Conforming
<p>(b)make available a budget for all such environmental and social measures;</p>	During Building process	Conforming
<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	Conforming
<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	Conforming
<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	Conforming
<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 mowing:</p> <p>(a)submit semiannual Safeguards Monitoring Reports to ADB and disclose relevant information from such reports to affect persons promptly upon submission;</p>	During pre-construction and construction period	Conforming

(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. 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>		

<p>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.</p>	<p>During Project Period</p>	<p>Conforming</p>
<p><b><u>Counterpart Support</u></b></p>		
<p>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.</p>	<p>During project Implementation</p>	<p>Conforming</p>
<p>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.</p>	<p>During project Implementation</p>	<p>Conforming</p>
<p><b><u>Financial Covenants</u></b></p>		
<p>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.</p>	<p>During implementation of period</p>	<p>Conforming</p>
<p>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.</p>	<p>During project Implementation</p>	<p>Conforming</p>
<p><b><u>Reporting</u></b></p>		
<p>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.</p>	<p>During Project Implementation</p>	<p>Conforming</p>
<p><b><u>Governance and Anticorruption</u></b></p>		

<p>19. The Borrower, the Project Executing Agency and the implementing Agencies shall</p> <p>(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</p> <p>(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>